

**TRANSITION PLAN**  
for  
**THE SOUTH CAROLINA CONFERENCE**  
of The United Methodist Church  
(Conference Council on Connectional Ministries)  
Programmatic

**CONFERENCE COUNCIL, BOARDS, COMMISSIONS, COMMITTEES AND EQUIVALENT STRUCTURE**

(JUDICIAL DECISION 476 states: “An Annual Conference may include quotations or citations from the Discipline in its own Standing Rules. An Annual Conference does not have the prerogative to vote to approve, disapprove or modify actions of the General Conference.” Further, Decision 476 notes: “Even so, an Annual Conference may include in its own rules quotations from the Discipline with the understanding that they do not vote on the essence of such quotation. When quotations are included they should be exact and with proper designation as to source.”)

## INTRODUCTION

### I. The Organization, Structure and Purpose of Program related Agencies

The organization with chairs and membership of program-related conference councils, boards, commissions, committees and equivalent structure shall coordinate functions under four Ministry Areas of Advocacy, Discipleship, Lay Leadership and Outreach. These conference agencies shall be **constituted by the established annual conference procedures for nomination, election and inclusiveness** (See **The Book of Discipline 2008** Par. 610.5, Par. 605.3 and **Program Structure Plan** Sections II. A and III.B and 2011 Conference Standing Rules **34-80**).

The structure, as mandated in **The Book of Discipline 2008**, is inclusive of specific ex-officio members for unique function and/or connectional link. (See Par. 610.5, Par 710.6 and Section IX The Annual Conference of **The Book of Discipline 2008** on paragraphs for program-related conference agencies.)

The foregoing structure encompasses the process in paragraph 610 of **The Book of Discipline 2008**.

The primary purpose of this structure plan shall uphold the defined purpose of an annual conference as stated in Par. 601 of **The Book of Discipline 2008**, which is “...to make disciples of Jesus Christ for the transformation of the world by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.”

First, to these ends the following design establishes that there shall be organized in each district of the annual conference a District Connectional Ministries (DCM).

Secondly, there shall be a Conference Connectional Ministries (CCM) consistent with the disciplinary requirements in composition, election, membership terms, reporting methods, lines of accountability, ministry, mission, and structure under four Ministry Areas (See Judicial Decision 1147). This structure of the CCM shall provide for the membership, function, and connectional relationship of the local church, district, and conference with general agencies as prescribed in Par. 610 of **The Book of Discipline 2008**.

### II. DISTRICT CONNECTIONAL MINISTRIES (DCM)

#### A. Functions & Connections of DCM

The DCM shall be composed of four **Ministry Areas**: Advocacy, Discipleship, Lay Leadership, and Outreach.

The focus of the four Ministry Areas shall be to enhance the connectional relationship with equivalent local church officers through relevant programs and ministries designed for local church implementation and/or participation. In addition, the four Ministry Areas shall put into practice connections with CCM and relevant program-related/advocacy general agencies.

In order to coordinate with CCM, the scheduled meetings to facilitate DCM work shall be set for January, March, May, September, November. The assigned District Congregational Specialist shall work with the DCM to establish agenda guidelines for planning, setting due dates and reporting to the CCM. With input from local churches through each DCM, the CCM meetings in February and October shall focus on planning, coordinating, implementing and evaluating for the mission and ministries of the connection.

Each DCM shall report annually in writing to the CCM by November 30.

#### B. Membership and Organization of DCM

The DCM membership shall be at least twenty-four (24) persons composed of at least six members of each district ministry area. These persons shall be appointed for a quadrennial term by the district superintendent, the district lay leader and the district congregational specialist. At the time of appointment, it is recommended that Ministry Area members be one-half laity and one-half clergy. Each Ministry Area at their DCM quadrennial organization meeting in January may elect up to four (4)

additional members to insure inclusiveness (See Par 610.5). Also, a District Communicator appointed by the District Superintendent, in consultation with the district lay leader and the assigned district congregational specialist, shall be an ex-officio member of DCM. The DCM shall coordinate the election process of DCM officers. No person may serve at the same time on more than one Ministry Area.

District Ministry Area members shall be elected for a quadrennial term. The term limit shall be two consecutive quadrennia, except to permit exceeding this limit for completing an interim vacancy term of less than twenty-four (24) months. After this period of service that member shall be ineligible for re-election to that same district agency until a lapse of two (2) years.

Interim vacancies for DCM shall be appointed by the district superintendent in consultation with the district lay leader and the district congregational specialist. The District Superintendent (DS), District Lay Leader, and the assigned District Congregational Specialist shall be ex-officio members of the DCM.

### C. Funding of DCM

The primary source of funding for the program and administrative budget of each DCM shall be provided from the respective district program budget and from CCM Program and Administrative Budgets as annually recommended to CCFA for adoption by the annual conference.

## III. CONFERENCE CONNECTIONAL MINISTRIES (CCM) (Previously Conference Council on Connectional Ministries)

### A. Function & Connections

The CCM shall be composed of the program councils, boards, commissions, committees, and task forces under four **Ministry Areas** (Advocacy, Discipleship, Lay Leadership, and Outreach) with twenty-four (24) members in each Ministry Area. In addition, each Ministry Area at their quadrennial organization ( **See SR 37b**) may elect up to six (6) additional members to insure inclusiveness. No person may serve at the same time on more than one Ministry Area.

The CCM shall encompass the functions and connectional relationships of disciplinary program-related agencies of the annual conference. (See conference agency functions in the **Discipline** paragraphs 629, 630, 631, 632, 634, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 654, and 655 of **The Book of Discipline 2008**) The chair and members of program councils, boards, commissions, committees, and task forces designated under each Ministry Area shall have oversight for representing the functions of their respective conference agency in the CCM. The chair of each agency shall designate one of its members to function as Coordinator of Witness (See function in Par. 610).

The CCM is connected directly with program-related/advocacy general agencies. Also, CCM is linked with general agencies by the annual conference members (with vote) who serve on that corresponding program-related conference agency. (See Par. 710.6) (**See SR 38 & 39**)

Accountability of the CCM with the Annual Conference shall be through the annual CCM reports and implementation of conference adopted CCM programs and ministries utilizing the connectional relationship with DCM and local churches for implementation along with general agencies. The CCM Chair and the Chairs of four Ministry Areas shall submit their annual reports and any recommendations requiring Conference consideration to the Conference Secretary no later than March 1 of each year for printing in the pre conference materials. Reports and recommendations shall be submitted in a format acceptable to the Conference Secretary. CCM may recommend additional committees to the annual conference for the work and approval of the prescribed membership, powers, and duties (See Par. 610.2).

Scheduled meetings to facilitate CCM work shall be set for February and October. The CCM Director and Chair of CCM shall establish the CCM agenda for planning, coordinating (including agency functions), implementing and evaluating for the mission and ministries of the connection within and beyond the annual conference.

### B. Membership and Organization of CCM

Each CCM Ministry Area of Advocacy, Discipleship, Lay Leadership, and Outreach shall organize their twenty-four (24) members from two nominees for each Ministry Area by each DCM following their election by the annual conference session at the beginning of the quadrennium. At the time of election, it is recommended that Ministry Area members be one-half laity and one-half clergy. At the beginning of a quadrennium all quadrennial CCM agencies shall be convened within sixty (60) days upon the close of the Annual Conference session for organization. (**See SR 37b**) In addition, it is recommended that each Ministry Area at their quadrennial organization may elect up to six (6) additional members to insure inclusiveness (See Par 610.5). Also, annual conference members serving on general agencies (ex-officio with vote) are included on their corresponding conference agencies.(See 710.6 of **The Book of Discipline 2008**) Other ex-officio representatives in the connection shall be assigned by the CCM Chair

to serve on the appropriate conference agency.

By February 1 prior to the beginning of each quadrennium, each DS shall submit the list of nominees for CCM Ministry Areas to be elected by the annual conference to the Director of Conference Connectional Ministries for inclusion in the report of the Conference Committee on Nominations. The Director of CCM shall provide each District office with nominee forms, which shall include biographical data, local church experience, etc. and shall include the nominee's signature indicating willingness to serve. (See SR 34)

Conference Ministry Area members shall be elected for a quadrennial term. The term limit shall be two consecutive quadrennia, except to permit exceeding this limit for completing an interim vacancy term of less than twenty-four (24) months. After this period of service that member shall be ineligible for re-election to that same CCM agency until a lapse of two (2) years.

Interim vacancies shall be appointed to the CCM by the respective district superintendent in consultation with the district lay leader and the district congregational specialist. Interim vacancies which exceed twenty-four (24) months of the quadrennium shall be considered as a full quadrennial term of service (See SR 34).

**IV. CCM Officers** shall be chairperson, vice chairperson and secretary. These officers shall be elected from the CCM members upon nomination by a CCM Nominating Committee. The CCM Nominating Committee shall be appointed at the end of the quadrennium by the outgoing CCM chairperson. The resulting CCM member vacancy created by the election of a new chairperson of CCM shall be filled as prescribed by the annual conference in Structure Plan Section III.B.

**A. Executive Committee for CCM**

The Executive Committee shall be the CCM chairperson, CCM Vice-Chair, CCM Secretary and the four chairpersons of the Ministry Areas (Advocacy, Discipleship, Lay Leadership, Outreach) nominated by the appointed CCM Committee on Nomination and elected by the CCM at the quadrennial organizational meeting. The CCM Director shall be an ex-officio member without vote.

The executive committee may act on behalf of CCM to deal with program, missional needs, and emerging ministries to facilitate the work and functions represented in a Ministry Area of the CCM. Any executive committee actions shall be reported to the CCM at the next regularly scheduled meeting. Funding for such interim action by the Executive Committee shall be within the budgeted amounts recommended by Conference Council on Finance and Administration (CCFA) and adopted by the annual conference.

**B. Funding for CCM**

In accordance with **The Book of Discipline 2008**, the CCM annually submits the program and administrative budgets to the Conference Council on Finance and Administration (CCFA) for adoption by the annual conference. This adopted budget funds conference and district ministry programming and administration. This budget process provides a specific amount to each program council, board, commission, and committee in each Ministry Area which is recorded in line items of the CCFA Report submitted to annual conference for adoptions (See Par. 614.3 of **The Book of Discipline 2008**).

The CCM function in the budgeting process is prescribed in Par. 614.3a(2) which states:

It is the responsibility of the conference council on ministries (CCM) to study the budget requests of the conference program agencies and to recommend to the conference council on finance and administration amounts to be allocated from the conference benevolences budget to each such agency, within the total established by the conference council on finance and administration. (See Judicial Decisions 521, 551)

By November 1 funding requests from each chair of the program council, board, commission or committee in the four Ministry Areas shall be submitted to CCM. Budget requests shall be based upon program and ministry designs finalized during the October CCM meeting. The Ministry Area Chairs present their budget requests to CCM at the February meeting. The CCM program and administrative budget requests are presented to CCFA at the March CCFA meeting.

**FOUR MINISTRY AREAS**

**The Conference Advocacy Ministries Area** shall be organized, funded as prescribed (See Par. 614.3), and function as mandated for the program-related conference agencies, which are described in **The Book of Discipline 2008**. The Advocacy Ministries shall be constituted to include, but not be limited to the following: Native American Ministry (See functions Par. 654), Christian Unity & Interreligious Concerns (CUIC) (See functions Par. 642), Church and Society (See functions Par. 629), Religion and Race (See functions Par. 643), Status and Role of Women (See functions Par. 644), Ethnic Local Church Concerns (ELCC) (See functions Par. 632), and emerging community ministries.

Each Advocacy Ministry Area shall identify and monitor implementation of the respective disciplinary functions for reporting to the CCM. Additional members for short term committees and task forces may be assigned by the CCM in the implementation of the Advocacy Ministries.

**Members** of Advocacy from each district shall be assigned to that Ministry Area along with mandated ex-officio members and other representatives. Each council, board, commission or committee in the Ministry Area shall elect a chairperson. This Ministry Area shall include:

- a. Committee on Native American Ministries (Par. 654) (chair plus up to 4 members)
- b. Commission on CUIIC (Par. 642) (chair plus up to 4 members)
- c. Board of Church and Society (Par. 629) (chair plus up to 4 members)
- d. Commission on Religion and Race (Par. 643) (chair plus up to 4 members)
- e. Commission on Status and Role of Women (Par. 644) (chair plus up to 4 members)
- f. Committee on ELCC (Par. 632) (chair plus up to 4 members and recommended that additional persons may be added for ethnic inclusiveness)

**Advocacy ex-officio members mandated by the Discipline and other representatives:**

1. Conference Members to corresponding general agencies or its equivalent structure (Par. 710.6) (Church & Society, CUIIC, Religion & Race, Status & Role of Women)
2. Cabinet Liaison may be appointed by the Bishop
3. United Methodist Women (UMW) - Coordinator for social action (Church & Society)
4. Designated Peace with Justice Coordinator (Church & Society)
5. UMW (Status & Role of Women)
6. Chair of Short term task force as determined by the Ministry Area

**The Conference Discipleship Ministries** shall be organized, funded as prescribed (Par. 614.3), and function as mandated for the program-related conference agencies, which are described in **The Book of Discipline 2008**. The Discipleship Ministries shall be constituted to include, but not be limited to the following: Youth Ministry (See functions Par. 649), Education (See functions Par. 630.2), Evangelism (See functions Par. 630.3), Higher Education and Campus Ministries (See functions Par. 634), Worship (See functions Par. 630.4), Board of Camps and Retreats (**SR 52**), Age Level Councils (Children and Older Adults) and emerging community ministries.

Each Discipleship Ministry Area shall identify and monitor implementation of the respective disciplinary functions for reporting to the CCM. Additional members for short term committees and task forces may be assigned by the CCM for the implementation of the Discipleship Ministries.

**Members of Discipleship Ministries** from each district shall be assigned to that Ministry Area along with mandated ex-officio members and other representatives. Each board, commission or committee in the Ministry Area shall elect a chairperson. This Ministry Area shall include:

- a. Board of Education (Par. 630.2) (chairperson plus up to 3 members)
- b. Board of Evangelism (Par. 630.3) (chairperson plus up to 3 members)
- c. Board of Higher Education and Campus Ministries (Par. 634) (chairperson plus up to 3 members)
- d. Commission on Worship (Par. 630.4) (chairperson plus up to 3 members)
- e. Council on Youth (Par.649) (chairperson plus up to 3 members)
- f. Age-Level on Children (Par 630.2) (chairperson plus up to 3 members)
- g. Age-Level on Older Adult (Par 630.2) (chairperson plus up to 3 members)

**Discipleship ex-officio members mandated by the Discipline and other representatives:**

1. Conference Members to corresponding general agencies or their equivalent structures. (Par. 710.6) (General Board of Higher Education & Ministry (GBHEM), General Board of Discipleship(GBOD))
2. Cabinet Liaison may be appointed by the Bishop
3. Board of Camps and Retreats representative (SR 52)
4. United Methodist Men (UMM) representative (Par. 648)
5. Chair of short term task force as determined by the Ministry Area

**The Conference Lay Leadership Ministries** is organized (Par. 631) and funded as prescribed (Par. 614.3), and functions as mandated for the program-related conference agencies, which are described in **The Book of Discipline 2008**. The Lay Leadership Ministries is constituted to include, but not be limited to the following: Lay Leadership (Par. 631), Lay Speakers (Par 631), Stewardship (Par. 631), Spiritual Formation (Par. 631).

Each Conference Lay Leadership Ministry Area shall identify and monitor implementation of the respective disciplinary functions for reporting to the CCM. Additional members for short term committees and task forces may be assigned by the CCM in the implementation of the Lay Leadership Ministries.

**Members of Lay Leadership** from each district shall be assigned to that Ministry Area along with mandated ex-officio members and other representatives. Each committee in the Ministry Area shall elect a chairperson. In accordance with **The Book of Discipline 2008**, the Conference Lay Leader, elected by the annual conference, serves as the Chairperson of the Lay Leadership Ministry Area (See Par 607.3). This Ministry Area shall include:

- a. Committee on Lay Leadership (Par. 631)
- b. Committee on Lay Speakers (Par. 631)
- c. Committee on Stewardship (Par. 631)
- d. Committee on Spiritual Formation (Par. 631)

**Lay Leadership ex-officio members mandated by the Discipline and other representatives with vote:**

1. Associate Conference Lay Leader
2. Conference Members to corresponding general agencies or their equivalent structures (Par. 710.6)
3. Youth Ministry representative (Par. 631.3)
4. UMW President or designated representative (Par. 631.3)
5. UMM President or designated representative (Par. 631.3)
6. Cabinet Liaison may be appointed by the Bishop
7. Chair of short term task force as determined by the Ministry Area of Lay Leadership

**The Conference Outreach Ministries** shall be organized, funded as prescribed (Par. 614.3), and function as mandated for the program related conference agencies, which are described in **The Book of Discipline 2008**. The Outreach Ministries shall be constituted to include, but not be limited to the following: Health and Welfare (See functions Par. 633.4b), Outreach (See functions Par. 633), Global Ministries (See functions Par. 633), Disaster Relief (See functions Par. 633), Communications (See functions Par. 646), and emerging community ministries.

The Trustees of the Homes (Pee Dee Manor, The Oaks, and Wesley Commons), Epworth Children's Home and Aldersgate Special Needs shall relate to the Board of Health & Welfare.

The Belin Trust and Trustees of Spartanburg Methodist College (SMC) shall relate to the Conference Board of Global Ministries.

Each Outreach Ministry Area shall identify and monitor implementation of the respective disciplinary functions for reporting to the CCM. Additional members for short term committees and task forces may be assigned by the CCM in the implementation of the Outreach Ministries.

**Members of Outreach** from each district shall be assigned to that Ministry Area along with mandated ex-officio members and other representatives. Each board, commission or committee in the Ministry Area shall elect a chairperson. This Ministry Area shall include:

- a. Board of Health & Welfare (Par. 633.4b) (chairperson plus up to 7 members)
- b. Board of Global Ministries (Par. 633) (chairperson plus up to 7 members)
- c. Committee on Disaster Relief (Par. 633) (chairperson plus up to 7 members)
- d. Commission on Communications (Par. 646) (chairperson plus up to 7 members) (**See SR 67**)

**Outreach ex-officio members mandated by The Discipline and other representatives:**

1. Conference Members to corresponding general agencies or their equivalent structures (Par. 710.6)
2. Cabinet Liaison may be appointed by the Bishop
3. UMW Mission Coordinator of Education & Interpretation
4. Chair of Short term task force as determined by the Ministry Area

For legal purposes it is hereby specified that upon adoption of this Transition Plan, the newly adopted **CONFERENCE CONNECTIONAL MINISTRIES (CCM)** is successor to South Carolina Conference Council on Connectional Ministries, and as such holds any and all rights and responsibilities. Further, all named boards, commissions, committees and task force coordinated under the four Ministry Areas, having been reduced in size of membership (See Par 610.3), continue to function in accordance with the prescribed mandates of the *Book of Discipline* and as authorized by the South Carolina Annual Conference.

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## Appendices A-E

### **APPENDIX A: Introductory Preface**

#### **DCM/CCM Structure**

The DCM/CCM design will effectively equip local churches for ministry and strengthen the connections for ministry among local churches, districts, annual conference and general church agencies. The initial assigning of annual conference staff into the districts (District Congregational Specialists) has produced concrete results of

building ministry programs around needs identified by local churches. The connection design is strengthened by having selected laity and clergy persons from the DCM make up the CCM along with representatives from general agencies and others to insure inclusive membership. By streamlining the organizational structure, the connectional response to the needs of the local churches will be timely and efficient. Also this structure will facilitate a more direct connection between general agencies and local churches.

### **APPENDIX B: Transition Time Line**

September 21, 2010	Transition Team convened to clarify purpose, review initial proposals and organize their work.
October 2010	Subcommittee met several times to prepare working draft.
November 1, 2010	Transition Team met to review, discuss and make recommendations of revision in first draft of proposal.
November 29, 2010	Transition Team met to approve final Structure draft with Appendices A-D
December 2, 2010	Draft proposal posted to conference website for online comment and questions until January 15, 2011
February 7, 2011	Transition Teams met to review online input and consider changes to the structure document
March 5, 2011	Structure proposal presented to CCM for their input
March 8, 2011	Transition Team met to consider final changes and post document to conference website as "Transition Team Report to 2011 Annual Conference"
March 8-May 1, 2011	Structure document presented in district pre-conference training events
June 2011	Structure proposal presented to the annual conference for perfecting and adoption.

Motion following Annual Conference adoption of the New Structure: "Under Par. 2610.2(f) of *The Book of Discipline 2008*, the SC Annual Conference petitions the Judicial Council for a declaratory decision on the constitutionality, meaning, application, and effect of the *Discipline* in regard to Par. 610, Par. 614.3 and Judicial Decision 1147 on the SC Conference Structure Plan adopted in session June \_\_\_\_ 2011 and to become effective June 2011".

June-August 2011	Organize the new Conference Connectional Ministries (CCM) as prescribed.
August-November 2011	Train and assimilate the members of the new CCM
October 2011	Judicial Council meeting to consider docket.
January 1, 2012	New CCM transition plan as prescribed is functioning.

### **APPENDIX C: Procedures DCM/CCM**

#### **Meetings:**

The DCM shall meet at least five times a year in January, March, May, September and November.

The CCM shall meet at least twice a year in February and October.

The meetings shall include a gathering/worship time followed by a session with all ministry area members for the purpose of evaluation of ongoing ministries and discussion of emerging needs. During a much larger block of time, ministry areas will gather separately for more detailed work with input related to functions of each conference program-related agency. The meeting will conclude with the entire CCM gathering to make decisions and coordinate work.

#### **CCM Ministry Areas:**

Each CCM Ministry Area may establish task forces to plan and implement ministry programs or events. The task force members may include persons selected by the ministry area but not members of the CCM. Funding for the task force will come from the budget of the respective ministry area, council, board, commission, or committee. The council, board, commission, or committee may add additional persons, without vote, to assist in carrying out their ministry.

#### **Implementing Issues:**

Prior service on conference agencies will not preclude a person from serving in the new structure.

In order to nominate officers of the first CCM, the chairperson of the current Council on Connectional Ministries will name the nominating committee from members of the four Ministry Areas of CCM.

During the last year of the quadrennium (2016) there shall be a review of the new structure and any needed changes shall be recommended to the next session of the annual conference.

## **APPENDIX D: CCM Budgeting Process**

<b>October</b>	The councils, boards, commissions, and committees of the ministry areas build their budget request and submit to their ministry area chairperson.
<b>November 1</b>	Deadline for council, board, commission and committee chairs to submit funding requests to CCM.
<b>February</b>	The ministry area chairpersons present the conference program agencies' budget requests to the CCM.
<b>March</b>	The CCM studies the budget requests of the conference program agencies and recommends to CCFA amounts to be allocated from the conference benevolences budget to each such agency, within the total established by CCFA (Par. 614.3b(2)). The results are reported to the Ministry Area chairpersons and the councils, boards, commissions and committees. Agency chairs have opportunity to address any budget concerns they have with CCFA.
<b>June</b>	CCFA presents the budget to the annual conference for perfection and adoption.
<b>January 1</b>	The budget allocations take effect for the fiscal year.

## **APPENDIX E: Standing Rules Amended**

Upon perfection of this transition plan and adoption by the Annual Conference, several current Standing Rules will have been incorporated into the plan. The document containing the transition plan, together with all appendices, is hereby substituted for current Standing Rule 48.

The following current Standing Rules have been incorporated within the transition plan and are therefore no longer needed as individual rules: 49, 62, 63, 65, 67, 72, 73, 83, 84, and 91.

To comport with the transition plan, the terminology of current Standing Rule 74.a, concerning representation of district laity members on the Conference Committee on Nominations, is hereby amended to read: "It is recommended that there be one (1) lay person nominated and elected by each District Ministry Area on Lay Leadership."

To maintain consistent terminology between the transition plan and the Standing Rules, references in the current Standing Rules to Conference Council on Connectional Ministries, CCCOM, District Council on Ministries, or DCOM shall be amended to read, respectively, Conference Connectional Ministries, CCM, District Connectional Ministries, or DCM. The Conference Secretary shall be authorized to make such editorial changes in the amended Standing Rules.

If a conflict should arise between this transition plan and any other current Standing Rule not cited in this appendix, the Committee on Standing Rules is authorized to make the necessary adjustments in dialogue with the affected agency and subsequently will report same to the next Annual Conference.

## **THE CONFERENCE TRANSITION TEAM**

Earline Ulmer, Rev. Mike Henderson, Joseph E. Heyward, Rev. Charles Johnson, Rev. Amiri Hooker, Rev. Patricia Mayfield, Rev. Robin Dease, Carolyn Briscoe, Scott Bach-Hansen, Jane Scott, Barbara Ware, Rev. Kathy James, Rev. Ted Walter, Rev. Willie Teague, Tammy Fulmer