

PETITIONS

**PETITIONS TO THE
2004 ROCKY MOUNTAIN ANNUAL CONFERENCE**

Petitions appear in the final approved form and in the order listed below. Petitions are not listed that were not approved (AC11).

NUMBER	TITLE
AC01	Health Insurance Programs and Funding
AC02	District Superintendent Compensation
AC03	Conference Apportionment Formula
AC04	Miscellaneous COFA Policies and Procedures
AC05	COFA Moving Expense and Reimbursement Policy
AC06	Commission on Equitable Compensation Annual Recommendations
AC07	Pre-1982 Pension Funding Plan Update
AC08	Funding of Active Clergy Benefits
AC09	Retiree Benefit Programs and Funding
AC10	2004-2005 Health as Wholeness in Mission Initiative
AC11	A New Annual Conference Vision/Mission Statement
AC12	Structure Modification for the Rocky Mountain Conference
AC13	New Ministries Development
AC15	Rule for the Election of the Conference Lay Leader
AC16	Native Peoples and Nations Awareness Resolution
AC17	Name Change: Church & Society Network for Peace with Justice
AC18	United Methodist Initiative to Stop the Wall
AC19	Support for Fair Trade & The UMCOR Coffe Project
AC21	Templed Hills
AC30	Discontinuance of Milford Community United Methodist Church
AC31	Global AIDS Awareness

AC 1 HEALTH INSURANCE PROGRAMS AND FUNDING

It is requested of the Annual Conference that the recommendations of the Conference Board of Pensions concerning health insurance plan and health insurance funding for 2005 be approved.

Section I - Health Insurance Provider and Participation

- A. The Conference will provide the HealthFlex health insurance plan in 2005.
- B. The anniversary date will be January 1.
- C. Eligibility will be established by the General Board of Pensions and Health Benefits, HealthFlex, and the Conference Board of Pensions.
- D. All eligible retired clergy and spouses, surviving spouses, local pastors, active elders in the itinerant ministry and deacons serving a local church are encouraged to participate. Clergy must have been in the active plan for five consecutive years immediately prior to their retirement to be eligible for the retired plan. The spouse's eligibility is determined by the participant, however, the spouse of a retiree who did not participate in the plan for five consecutive years prior to reaching Medicare eligible age will not receive the financial benefit as outlined in Section II below.
- E. This plan may also be available to clergy appointed beyond the local church, diaconal ministers, and full time lay employees of the Rocky Mountain Annual Conference and local churches, but may require the participation of the employing agency as plan sponsor and subject to eligibility rules as established by the General Board of Pensions and Health Benefits and HealthFlex.

Section II - Participation and costs

- A. Every charge in the conference will be apportioned and then billed monthly for the insurance cost for single coverage for every elder, deacons in full connection, local pastor, or transitional deacon appointed full time serving that charge. This rate will be a blended rate of all the plans selected by the Board and will include dental coverage. If the clergy chooses a more expensive plan, the charge will be billed at the higher rate. The payment for single coverage is mandatory for all charges even if the appointed clergy elects not to participate. There is no financial impact upon the conference for this coverage.
- B. If the active clergy serving that charge wish to buy up to a more expensive plan and/or wish coverage for family members, the additional monthly costs will be billed to that charge, to be paid either by the clergy or the charge. There is no financial impact upon the conference for this coverage.
- C. For retired elders, deacons, local pastors and transitional deacons, spouses and surviving spouses of Medicare age, the conference will pay 75% of the premium cost for the Medicare HMO or Supplement coverage. If the participant is eligible for a Medicare HMO but decides to buy up to a Supplement Plan, the participant will pay the full amount minus the conference's Medicare HMO contribution. The health insurance premium for the retired includes dental insurance if such coverage is included in the plan selected by the Conference Board. For those retiring after December 31, 2003, the clergy must have served for a minimum of ten (10) years of service or more to qualify for the 75% conference support.
- D. For those retirees not yet of Medicare age, the conference will pay 25% of the cost of the base plan with 20 years of service and 50% of the cost of the base plan with 35 or more years of service. The spouse's eligibility is determined by the participant, however, the spouse of a retiree who did not participate in the plan for five consecutive years prior to retirement will not receive the financial benefit. The cost to the conference (paragraphs C and D - all retirees' HealthFlex funding support) for the year is estimated to be \$1,025,000.

- E. For the purpose of this petition, "years of service" shall be defined as years since original ordination/commissioning/licensing (if after 1981) or granting of pension credit (if ordained prior to 1982). Years of leave of absence or honorable location shall not be considered as "years of service."
- F. The conference does not pay any of the cost of lay retirees' health insurance except in the case of employees of the annual conference, in which case they are treated the same as retired clergy, with no benefit for the spouse. The benefit is to be paid by the employing agency.
- G. Health insurance for clergy (and their dependants) appointed to Incapacity Leave and receiving disability benefits from the General Board of Pension and Health Benefits will be provided through the selected provider and paid 100% by the conference. If the clergy wants coverage different than the basic coverage in their area, the increased cost (buy up) will be paid by the clergy. The cost to the conference is estimated to be \$143,900.

Section III - Administration and clarification

- A. The conference, working with HealthFlex, will process enrollments, collect premiums, reconcile funds and help to coordinate the plan.
- B. The 2005 insurance rates and the retirees' rates will be established in the fall of 2004 by the Conference Board of Pensions after receipt of new premium rate information from HealthFlex.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 2 DISTRICT SUPERINTENDENT COMPENSATION**PREAMBLE:**

As expressed by vote of the 2002 Annual Conference Session, the base compensation of District Superintendents, which includes salary, housing, and utilities allowance, should be 1.7 times the Conference Annual Compensation (CAC - an amount calculated annually by the General Board of Pension and Health Benefits). In 2005, this calculated compensation amount would equal \$76,588. Any district superintendent serving more than six years would receive a years-of-service increment of \$1,000 in that seventh year. For the eighth year, an additional annual years-of-service award of \$250 will be provided.

ACTION TO BE VOTED ON:

- A. In recognition of continuing budget constraints, the 2005 compensation for District Superintendents will be set at \$58,898 for salary plus either a parsonage or a \$14,725 housing allowance (this totals to \$73,623).
- B. A parsonage shall be provided for district superintendents who wish to live in conference owned housing, but it shall be allowable for them to live in their own homes.
- C. A portion of the above base compensation may be designated parsonage and/or housing allowance, as appropriate, for purposes of tax exemption in accordance with Section 107 of the Internal Revenue Code. Any such designation shall be submitted to the office of the treasurer no later than January 1, 2005. Proper reporting of housing and/or parsonage expenses to IRS is the responsibility of the persons noted above.
- D. Car expense shall be set at the year 2005 IRS business rate for basic automobile use. HealthFlex, CPP and MPP payments shall be made by the conference. \$500 for continuing education, from accountable reimbursement funds, shall also be allowed.

- E. In consultation with the Board of Stewards, CF&A, Personnel and Episcopacy Committees, the Directors of Support Services and Mission and Ministry shall annually establish salaries for all non-disciplinary full-time conference staff (excluding camp managers) in tiered ratios to the salaries established for the District Superintendents; the ratios reflecting the scope of responsibility of each position and providing a range within which to reflect tenure and quality of employment.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 3 CONFERENCE APPORTIONMENT FORMULA

The 2005 Rocky Mountain Conference budget is to be apportioned to the local United Methodist churches as their share of our "Wider Mission." Each local church in the Conference will be apportioned using a formula based on their local net expenditures and their average weekly worship attendance.

The formula is: $A = E \times (P+i)$

The formula elements are defined as follows:

- ⌘ "A" represents the local church's Apportioned amount for 2005.
- ⌘ "E" is the local church's Net Expenditures for the year from the 2003 annual report submitted in January 2004. It is the total of the following annual local church expenditures as reported on the Table II statistical report on lines 63 through 71. Those lines are as follows:
 - 63 – Pastor's base compensation
 - 64 – Associate's/Associates' base compensation
 - 65 – All clergy housing allowances
 - 66 – Reimbursements paid to pastor(s)
 - 67 – Cash allowances paid to pastor(s)
 - 68 – Deacon/diaconal compensation and expenses
 - 69 – Other staff compensation and expenses
 - 70 – Program expenses
 - 71 – Operating Expenses
- ⌘ "P" is the base apportionment percentage for each church in the Conference. It is calculated as the 2005 Conference Budget divided by the total of all local church Net Expenditures for all churches in the Conference as reported in the 2003 annual report. This value is the same for all churches in the conference. In the 2004 calculations, this value was 0.16003.
- ⌘ "i" is an adjustment – either positive or negative – for each local church to account for differences in a local church's ability to pay a share of the Conference budget. It is calculated by taking the ratio of the local church's Clergy and Operating Expenses (sum of Table II - lines 63-68 and 71) per Worship Attendee (Table I - line 10) to the local church's Net Expenditures (sum of Table II - lines 63-68 and 69-71) per Worship Attendee (Table I - line 10) and comparing this ratio to the average of all of our conference churches.

MAXIMUM AND MINIMUM CHANGE

We limit the increase or decrease to a 9% (nine percent) change with the additional limitation that no church that received a decrease in 2004 will receive an additional decrease in 2005.

CLARIFICATIONS OF TERMS AND VALUES USED:**The *i* Factor** (*i* in the formula) –

For churches that have a higher than average value per attendee, this factor will increase their apportioned share of the total budget. Conversely, for those churches that have an average value per attendee that is less than the conference average, their apportioned share will be reduced. Note – this conference-wide ratio is capped to eliminate the impact of extreme values (unusual circumstances, data reporting errors, etc.).

Attendance (needed to calculate *i* in the formula) –

The average weekly worship attendance is defined and reported on line 10 of Table I. On that form, as defined by the General Council on Finance and Administration, it states: *“The ‘principal weekly worship service(s)’ would include any services held on a weekly basis as the primary opportunity for worship. In many churches this will be the Sunday morning service(s). However, if the church has other worship services attended primarily by persons who do not attend on Sunday morning, attendance at those services should be reported also. Report the combined average attendance at all such services. Include children who participate in all or part of any such service.”*

Capital Expansion, Church Debt and Benevolence Giving –

Apportionments paid and any other benevolence giving (Table I, lines 37-55), any debt costs (Table I, line 72) , and any capital costs for facilities expansion and/or major upkeep costs (Table I, line 73) are **not** factors in this apportionment calculation.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 4 MISCELLANEOUS COUNCIL ON FINANCE & ADMINISTRATION POLICIES AND PROCEDURES**Travel**

Travel allowance to Annual Conference will be paid to those lay members and clergy members noted in this section. Payment in the amount of 15 cents per mile, excluding the first 175 miles, with an additional 5 cents per mile for each additional conference member riding along, will be paid from an equalization travel pool, to be funded by an amount added to the registration fee of all Annual Conference members. Travel will be paid only to those who have paid registration fee, and attend the full conference session, except in the case of emergency. The following are reimbursable members of the Annual Conference.

1. Clergy members under appointment by the Annual Conference, deacons, part-time local pastors and student pastors serving churches in the conference.
2. Retired or disabled clergy, military chaplains, and other full clergy members of the conference serving extension ministries who are within the bound of conference. Others shall be reimbursed for not more than a total of 500 miles.
3. Lay members or alternate lay members representing local churches and districts (only one person per local church unless the local church is entitled to more than one lay member).

For the year 2005, travel expenses to all called meetings of the district/subdistrict, conference boards, agencies, committees or commissions will be paid to lay and clergy members who are not paid for such travel expense from other funds. The rate shall be 15

cents per mile, excluding the first 50 miles. For those traveling 200 miles or more, air coach fare is allowable. An additional 5 cents per mile shall be paid a driver for each additional participant riding to the meeting, thus encouraging car pooling. Meals and housing will be paid as appropriate.

Budget Proposals

The Council on Finance and Administration shall present a proposed unified budget total stating projected income and expenses for the ensuing year for adoption by the Annual Conference. For purposes of information, the past year's expenses, and the present year's budget, may be displayed for various budget categories, including those for conference boards, committees and agencies, with the understanding that specific line items may be re-distributed with the total budget, following the approval of the budget.

All new propositions presented for action at the Conference session shall include the amount needed to fund said program or operation.

Conference Leadership Compensation

The base compensation for the conference staff positions of Conference Treasurer/Director of Support Services and Director of Mission and Ministry (or its equivalent,) shall be equivalent to the base compensation determined annually for district superintendents.

Financial Administration

All payments by local churches to the conference (with designation to the specific cause) shall be made by check or money order to the Rocky Mountain Conference UMC, and sent to the Office of the Conference Treasurer, 2200 S. University Blvd., Denver, CO 80210-4797. Churches shall, to the maximum degree possible, send 1/12 of their total apportionment (Wider Missions) each month to the conference to ensure cash flow. Those churches which are able are encouraged to "tithe" their apportionment payments and send 1/10 of their apportionments each month January through October.

It shall be the policy of the conference to have the conference treasurer send the General Church apportionments (Wider Mission) on a monthly basis within the guidelines of the budget recommendation.

The conference treasurer of the Rocky Mountain Conference of the United Methodist Church is hereby authorized to borrow such sums of money as may be necessary in conducting the business of the Conference, with the approval of the Council on Finance and Administration.

The conference treasurer shall make an annual report in the Conference Journal of the amount of funds contributed during the year to each Conference Advance Special Project and Conference Approved Project.

All organizational units of the conference shall adhere to their budgets. Any expenditures over the budget will not be paid by the conference treasurer unless first approved by the Council on Finance and Administration. The Council on Finance and Administration is authorized and is responsible to see that actual expenditures stay within limits defined by the Council on Finance Administration, annual conference and actual amounts received. Between annual conference sessions, the Council on Finance and Administration has authority to take actions it feels are appropriate in response to any unexpected events which impact the annual conference financially.

Balances from undesignated funds, including fund balances and reserves, cash

management funds and income funds may be disbursed only on the authorization of the Council on Finance and Administration. It is understood that the Executive Committee of the Council on Finance and Administration is empowered to act in case of an emergency.

It shall be the policy of the Conference to designate part of the salary, house and utilities allowance of Conference clergy staff persons as parsonage allowance for purposes of tax exemption under Section 107 of the Internal Revenue Code. The portion of the total compensation must be specifically designated in advance of the new year (January 2005) by each person involved, to the conference treasurer using appropriate forms provided by the treasurer.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 5 COUNCIL ON FINANCE & ADMINISTRATION MOVING EXPENSE REIMBURSEMENT POLICY

WITHIN CONFERENCE MOVING EXPENSES:

Itinerant clergy members (in full connection, probationers, or local pastors) of the annual conference serving as fully appointed pastors, and conference staff shall be entitled to the provision of the fund on the following basis:

ALLOWED:

Moving of furniture, personal property, and equipment not to exceed 16,000 pounds. This same allowance for clergy couples will not exceed 20,000 pounds. Mover's liability insurance of up to \$5.00 per lb. (with a \$250.00 deductible) is included. Any additional insurance or change of deductible will be at the expense of the pastor making the move. However, a lump sum value for the entire shipment must be included at the time of shipment. \$100.00 will be allowed for cartons and packing materials. All above this amount will be charged to the pastor making the move.

NOT ALLOWED:

Professional packing or unpacking (with the exception of the \$100 allowed for packing materials)
Storage of any items other than transportation cost of moving furniture, personal property and equipment.
Cost of transportation of persons.
Appliance service.

Certified weights and a detailed bill of lading are required for payment by the conference treasurer.

One stop at the pastor's residence and one stop at the church will be allowed for pickup and delivery when necessary. Clergy couples, with multiple charge appointments, will be allowed an additional stop as necessary.

A recommended list of moving vendors will be maintained in the office of the conference treasurer. Payment of the conference share of moves should be based on a bid accepted by the conference treasurer. A minimum of two bids is required. The conference treasurer is available to assist in arrangements for moving and will receive copies of the bids prior to the move. The district superintendent and the clergy family will consult as to the requirements and needed assistance in the move.

Pastors entering the retired relationship from itinerant appointments shall be entitled to their moving expenses within the conference one time. Moves outside the conference may be adjusted by an amount to be determined by the chair of the Council on Finance and Administration and the conference treasurer. These expenses will be paid from the Conference Moving Expense Fund.

Each time that a pastor in retirement is reappointed, the clergy person is entitled to a conference paid move to the local church housing and then also to retirement housing upon completion of that appointment. These expenses will be paid from the Conference Moving Expense Fund.

The local church will reimburse the Rocky Mountain Conference \$350.00 for moving/transportation cost of each pastor.

A surviving spouse of a pastor who is in active service at the time of the pastor's death shall be entitled to moving expenses as for a retired pastor.

FROM OUT OF CONFERENCE EXPENSES:

Moving expenses of pastors moving into this conference and full time approved supply pastors from outside the bounds of the conference accepting their first appointment shall be eligible for a refund from the Conference Moving Expense Fund for an amount not to exceed \$2,000.00. The refund shall be paid after providing certified weight slips and bills of lading.

Probationary members attending seminary outside of conference boundaries receive same moving benefits as clergy inside conference boundaries.

ADMINISTRATION OF MOVING EXPENSE FUND

The Conference Council on Finance and Administration shall be responsible for administering this moving expense fund and shall be authorized to make such adjustments within the structure of the plan as it may deem necessary.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 6 COMMISSION ON EQUITABLE COMPENSATION ANNUAL RECOMMENDATIONS

Approval of Minimum Base Compensation, Parsonage/Housing Provision, Ministerial Pension Plan, Reimbursable Expenses, Student Salary and Support, Parsonage Standards, Study Leave, Vacation and Sick Leave, and Interim Funding for Family Leave.

- A. Minimum Base Compensation
 1. The Rocky Mountain Conference Minimum Base Compensation for clergy [Elders, Deacons, Probationers, and Local Pastors] who are in good standing and appointed to full-time service according to the provisions of the 2000 *Book of Discipline* will be 58.3% of the CAC or \$26,266, effective January 1, 2005 (This reflects a 3% increase in minimum over 2004)
 2. For clergy who are in good standing and appointed to less than full-time service, the Minimum Base Compensation shall be adjusted in one-quarter increments.
- B. Parsonage/Housing Allowance
 1. The church shall provide either a parsonage or a housing allowance, based on a reasonable local market value.
 2. For pension purposes, the parsonage allowance is based on 25% of the pastor's gross cash salary for 2005.

- C. Ministerial Pension Plan
The Ministerial Pension Plan (MPP) is 11% of the lesser of: the Denominational Average Compensation [The DAC for 2005 is \$50,931]; or the clergy's actual compensation plus parsonage/housing allowance. MPP for Ordained Deacons is 12%.
- D. Reimbursable Expenses and Additional Support Items
1. Utilities will be paid by the local church if a parsonage is provided. Actual costs of utilities should be considered if housing allowance is provided in accordance with Annual Conference action.
 2. The payment of Continuing Education expenses should be agreed upon by the local church and clergy.
 3. Auto transportation allowance at the 2005 IRS Business Rate for actual vouchered mileage is recommended.
 4. Professional expenses of the clergy, or actual costs of ministry, are recommended to be reimbursed by voucher.
 5. The premium payments for the Health and Medical Expense Program as established by the Conference Board of Pensions and Health Benefits of the United Methodist Church are to be paid in accordance with Annual Conference action.
- E. Student Salary and Support
1. Student local pastors as defined in ¶343.3 of the 2000 Book of Discipline, under appointment are to receive base compensation, prorated for less than full-time work as agreed between the local church, the student pastor, and the district superintendent. Professional expenses of the student or the actual costs incurred while working at the church are recommended to be reimbursed by voucher.
 2. Student pastors are to be reimbursed, by voucher, at the 2005 IRS Business Rate for travel expenses. (Maximum amount may be established by the church after consultation with the student pastor and the district superintendent.)
- F. Parsonage Standards
Parsonage standards are to be reviewed regularly by each local church. If and when changes are made to the present parsonage or a new parsonage is provided these standards are to be followed to the extent possible. Parsonage standards can be found in the 2001 Rocky Mountain Conference Journal (AC-11-D, Pages 266-274)
- G. Study Leave/Vacation
1. Full time pastors, to continue their education, should be allowed study leave of at least one week each year and at least one month each quadrennium (¶349.2, 2000 Book of Discipline). Such study leave shall not be considered vacation.
 2. Full time pastors should be allowed one-month vacation each year. Local churches are encouraged to discuss vacations with their pastor(s), particularly during their first year or re-appointment.
 3. Full-time pastors (after 6 [six] years in the same appointment) be allowed up to 6 [six] months formation and spiritual growth leave. (*Book of Discipline* ¶349.3)
- H. Sick Leave
The policy for sick leave for clergy is at the discretion of the local church in consultation with the district superintendent.
- I. Family Leave
1. The Council on Finance and Administration shall establish a discretionary fund for the purpose of Family Leave, pulpit and pastoral supply.
 2. The Council on Finance and Administration, upon recommendation of the Cabinet, shall be authorized to dispense monies from said fund to assist

churches which incur unanticipated costs arising from absence of the appointed clergy for the term of his or her paid leave (eight weeks maximum).

3. The Council on Finance and Administration has the responsibility to establish guidelines for the use of this fund in consultation with the Cabinet.
4. The Council on Finance and Administration, upon recommendation of the Cabinet, is authorized to dispense monies from this fund to assist local churches in accordance with the guidelines established. Furthermore, the Council on Finance and Administration will replenish the fund balance if and when appropriate.

Suggested Guidelines

1. The Family Leave discretionary fund exists to assist local churches fund costs directly related to providing interim pastoral leadership due to a pastor's Family Leave as defined in ¶353 of the 2000 Book of Discipline. Normally, such assistance will provide only partial funding of the total costs involved.
2. Upon notification of desired Family Leave 90 days prior to its beginning (¶353.1), the Cabinet shall notify the Council on Finance and Administration. This notification shall include a recommended sum to be paid, a payment schedule, a time period for payment, and specify any other considerations regarding payment to a local church to assist with the cost of providing interim pastoral leadership due to a pastor's leave.
3. The Council on Finance and Administration Executive Committee may act upon a recommendation between meetings of the Council on Finance and Administration provided that such action be reported to the next CFA meeting.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 7 PRE-1982 PENSION FUNDING PLAN UPDATE

It is requested of the Annual Conference that the attached
Funding Plan
Rocky Mountain Conference
For Supplement One to the Ministerial Pension Plan
Be affirmed and adopted.

Effective Date: July 1, 2004

Termination Date: Permanent, but must be revised and approved annually

Funding Plan
Rocky Mountain Conference
For Supplement One to the Ministerial Pension Plan For 2004

The Past Service Rate (PSR) for the Rocky Mountain Conference is established annually by action of the Annual Conference. For the year 2004, our Annual Conference set this PSR amount at \$382.50.

Paragraph 1506.7 of The Book of Discipline mandates that this rate cannot be less than 0.8% of the Conference Average Compensation (CAC). For 2004, our CAC is \$43,991. \$382.50 is 0.87% of that amount - so we are in compliance with that mandate. That same paragraph recommends that the rate be not less than 1 % of the CAC. At 0.87%, we are short of that recommended goal.

We project, over a long time, earnings on our present assets to average 7.5%.

We project, also over a long time, that we will annually increase our PSR in the range of 3%.

We had been paying to fund that retiree benefit obligation every year from 1982 until 2001. In 2001, the General Board of Pension and Health Benefits (GBOPHB) reported to us that our conference moved from an underfunded situation to a very slight overfunded situation. In other words, following acceptable guidelines for investment growth and future payout requirements, we had enough money set aside to meet our future needs.

Furthermore, in 2002, they conducted a review of the clergy eligible to receive benefits from this fund and learned that they were overstating our liability. As a result, our current obligations, using the current Past Service Rate shown above (\$382.50), are now \$26,836,228 as of January 1, 2002 for 2004.

The cornerstone of our conference Past Service Rate philosophy is to maintain a fully-funded position. In other words, we will not attempt to raise that rate in any manner that re-establishes an unfunded liability. Along with that core concept, we will also

1. try to match or exceed the cost of living, and
2. move toward the Disciplinary recommendation of 1 % of the CA

All of the assets dedicated to this pre-82 obligation are on deposit with the GBOPHB.

Because our investment earning projections are identical to the General Board of Pension and Health Benefits assumptions, and since they also manage the funds, we feel confident that the investment growth of our assets will be sufficient to meet our PSR goals as stated above. Because the basis of our PSR philosophy is to avoid an unfunded position, we do not believe a long discussion of the GBOPHB investment philosophy, history and guidelines is relevant to the purposes of this document.

We do, however, have three other funding sources available if there are any difficulties or shortfalls in the investments we already have on hand

1. We have established a fund within the structure of the Conference Board of Pensions. The fund's purpose is to provide for the benefits of retired clergy. The current focus of that goal is to begin funding the future health insurance costs for our retirees, but the fund itself could be used - if required - to meet any new unfunded obligation in the pre-1982 plan. The value of that fund, as of December 31, 2003 was \$1,051,757.
2. We have concluded a conference-wide capital campaign. One-half of the proceeds from this campaign are dedicated to the benefit of retirees. The funds will become part of the Conference Board of Pensions fund described in the preceding paragraph. At this time we anticipate revenue from that campaign to be no less than \$500,000 and possibly as much as \$1,500,000.
3. Our conference has funded this plan by apportioning an amount every year from 1982 through 2001. This third alternative would be to put any unmet shortfall into the budget again and apportion the obligation to our local churches.

Our funding plan, as of January 1, 2002 for 2004, is summarized as follows:

Present Value of Benefits as defined by GBOPHB - \$26,836,228

Funds in the Plan - \$32,775,562

AC 8 FUNDING OF ACTIVE CLERGY BENEFITS

It is requested of the annual conference that the Ministerial Pension Plan (MPP), the Comprehensive Protection Plan (CPP) and the optional, Basic Protection Plan (BPP), costs for active clergy and clergy retiring after Dec. 31, 1995 be paid for at the local level, and the optional, Basic Protection Plan (BPP), costs for retired clergy retired prior to Jan. 1, 1996 be shared by the retired clergy and the conference.

Section I - Ministerial Pension Plan (MPP)

- A. Current service funding of the Ministerial Pension Plan will be calculated:

1. Using salary and housing as the contribution base, with 100% of the Denominational Average Compensation (DAC) being the maximum base amount, and
 2. Using a contribution rate of 11 %, and
 3. Contributions will be made to the Conference Pension office by the salary-paying unit (i.e. the local church, the conference, or other employer in cases of special appointment /employment).
- B. Eligibility and participation are established and defined by the General Board of Pension and Health Benefits.
- C. The MPP billing will be handled through the Conference Pension office.

Section II - Comprehensive Protection Plan (CPP)

- A. Current service funding of the Comprehensive Protection Plan will be calculated:
1. Using salary and housing as the contribution base, with 200% of the Denominational Average Compensation (DAC) being the maximum base amount, and
 2. Using a contribution rate of 4.4%, and
 3. Contributions will be made to the Conference Pension office by the salary-paying unit (i.e. the local church, the conference, or other employer in cases of special appointment / employment).
- B. Eligibility and participation are established and defined by the General Board of Pension and Health Benefits.
- C. The CPP billing will be handled through the conference.

Section III - Basic Protection Plan (BPP)

- A. The Basic Protection Plan is available as an optional benefit to active clergy, eligible retired clergy and lay employees of the conference (those employees working for the conference office). The Basic Protection Plan includes:
1. Additional death benefits for active and retired clergy, and
 2. Death benefits for lay employees of the Conference, and
 3. Disability coverage for lay employees, and
 4. Eligibility and participation are already established and defined by the General Board of Pension and Health Benefits.
- B. Current service funding of the Basic Protection Plan will be funded by:
1. Active clergy will pay 100% of the premium cost for all benefits, and
 2. Retired clergy (retired prior to January 1, 1996) would pay 60% of their death benefit costs and the conference would pay 40%, and
 3. Retired clergy (retiring after December 31, 1995) would pay 100% of their death benefit costs.
- C. The total cost to the conference for the 40% support identified in III. B. 2. (above) is estimated to be about \$5,000, depending upon the level of participation.
- D. Local church lay employees may also enroll in the Basic Protection Plan as an optional benefit to be provided by their local church (as the employer). The employer must enroll directly with the General Board of Pension and Health Benefits and all costs will be paid by the employee and/or the employer with no costs supported by the Conference Board of Pensions.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 9 RETIREE BENEFIT PROGRAMS AND FUNDING

It is requested of the Annual Conference that pre-1982 past service funding be provided for retired clergy; well as those requiring special grants.

Section I - Past Service Funding (for service before January 1, 1982)

- A. The rate for 2005 will be \$406.00 per service year.
- B. The same rate will be set for local pastors.
- C. The rate for a surviving spouse will be 70% of the member's.
- D. The cost to the conference budget for 2005 for these rates is \$0

Section II - Rental/Housing Allowance

NOW THEREFORE BE IT RESOLVED:

WHEREAS, the religious denomination known as The United Methodist Church (the "Church"), of which this Rocky Mountain Conference (the "Conference") is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church ("Clergypersons");

WHEREAS, the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

WHEREAS, pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "Discipline"), which includes all such payments from the General Board of Pension and Health Benefits ("GBOPHB"), during the year 2005 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergyperson's pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

For 2005, the Conference Board of Pensions will provide the following grants:

- Widow's benefits to Patricia Vick
- Benefits to Oscar P. Abers, 3 times adopted rate
- Benefits to Dallas A. Bird, 83.5% of 7 years
- Benefits to Dolores Turner Woolsey, one-half of 22 years

Anticipated cost to conference - \$9,000

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 10 2004-2005 HEALTH AS WHOLENESS IN MISSION INITIATIVE

Let it be declared that an incentive program shall be continued by the Conference Board of Pensions to encourage both lay and clergy participants (active, retired, enrolled spouses & enrolled children over 18 years of age) in HealthFlex. This initiative aims for persons to take greater personal responsibility for their health by completing 3 meaningful steps toward better health stewardship.

These 3 simple steps include:

1. An annual Wellness exam (as provided for in HealthFlex).
2. A Blood Screening (Chem Screen & Lipid Profile, etc.)
3. Completion of the On-line Health Risk Assessment (HRA) accessed at

www.gbophb.org

Our goal is 100% participation of all eligible persons. Following submission of appropriate proof of completion documentation (to be determined by the Annual Conference Board of Pensions) the Board shall pay **\$125** to the HealthFlex participant and each eligible dependant for completion of these steps toward wellness. For those who received their reward last year, the above steps must be completed anew (after July 1, 2004) to receive this year's cash incentive.

Effective Date: July 1, 2004

Termination Date: June 30, 2005

AC 11 A NEW ANNUAL CONFERENCE VISION/MISSION STATEMENT

The Vision of the Rocky Mountain Conference of the United Methodist Church is to manifest the love and reign of God through vital worship, spiritual formation, and evangelism and to transform the society through social outreach and justice ministries.

The Mission of the Rocky Mountain Conference of The United Methodist Church is to participate in growing and sustaining local churches and spiritual communities as they attempt to fulfill their calling as Christians and United Methodists in the world.

The Process for carrying out our mission includes but is not limited to:

- A. Support spiritual communities by pledging our prayers, our gifts, and our services;
- B. Connect local churches in stimulating and realizing growth, spiritually and numerically;
- C. Celebrate significance of each individual by treasuring the diversity that exists among us;
- D. Provide outstanding lay and clergy leaders through training, resources and support;
- E. Participate through ministries of witness, education, and worship;
- F. Connect local churches with the Mission of The United Methodist Church;
- G. Support the creation of New faith communities and local churches within the Rocky Mountain area;
- H. And carry out these tasks in a spirit of trust among its members and leadership groups.

Effective Date: July 1, 2004

Termination Date: Permanent

AC 12 STRUCTURE MODIFICATION FOR THE ROCKY MOUNTAIN CONFERENCE

The structure of the Rocky Mountain Annual Conference shall be modified as described below by no later than January 1, 2005. The existing Board of Stewards shall have the responsibility and authority to implement this petition thru the transition. The Conference Nomination committee shall nominate the 'at-large' members, as necessary under conference rules, starting with the 2005 Annual Conference Session.

The Board of Stewards shall:

Have the responsibility to make decisions on behalf of the Annual Conference between sessions except on matters mandated by the Book of Discipline.

Work with the Conference Personnel Committee to insure job descriptions, support and evaluation for each staff person.

Work with the Conference Nominating Committee to insure that conference committees are resource with persons and that the committee is functioning in relation to the Vision of the Conference.

Work with the Cabinet to insure dialogue around the Vision of the Conference.

Work with the Council on Finance and Administration to insure that all resources and budgeting support the Vision of the Conference

Work with all committees, boards and agencies to work towards and to live out the Vision of the Conference.

Review the conference structure to assure that it is supportive of the Vision of the Conference, and propose changes to the Annual Conference session as necessary.

The Board of Stewards shall have a membership of eighteen persons, composed of an equal number of clergy and lay members, based upon diversity in gender, age, ethnicity, and geography. The Board of Stewards shall consist of:

Representatives chosen from following Committees:

Communication

Church and Society

Board of Global Ministry

Board of Ordained Ministry

Board of Laity

Board of Discipleship

Committee on Finance and Administration

Vision/Mission/Values Team

Cabinet

Religion and Race

Members by Virtue of Office:

Bishop

Lay Leader

Director of Missions and Ministry

At-Large Members:

Chair At-Large

Vice-Chair At-Large

Three At-Large persons

The Board of Steward Leadership Team shall consist of one Lay and one Clergy at-large members who shall alternate each year between Chair and Vice-Chair.

The Vision/Mission/Values team shall have a membership of six persons chosen by the Board of Stewards and Cabinet. Vision/Mission/Values members shall be divided into two classes with four-year terms each, and each class shall, as nearly as possible, consist of an equal number of members.

The first Vision/Mission/Values team shall consist of 3 members with two-year terms and 3 members with four-year terms. No member can serve more than eight consecutive years.

The existing committee structure shall be modified as follows to assemble similar committees, boards and agencies into a structure that is in line with the 2000 Book of Discipline. The main board/committee shall include but not limited to the following committees, boards, agencies and/or functions:

- Communication
 - Media Resources
- Church and Society
 - Hispanic-Latino Ministry
 - Ethnic Ministries
 - Native American
 - Ecumenical
 - Peace With Justice
 - Disability Concerns
- Board of Global Ministry
 - Town and Country
 - Missions Personnel
 - Africa Partnership
 - School of Christian Mission
 - Disaster Preparedness and Response
 - Volunteers in Mission Coordinators
 - Children and Poverty
 - AIDS Task Force
 - Advanced Specials
 - Small Membership churches
- Board of Ordained Ministry
- Board of Laity
 - Lay Speaking Ministries
 - United Methodist Men
 - United Methodist Women
- Board of Discipleship
 - Youth Ministries
 - Young Adult Ministries
 - Older Adult Ministries
 - Council on New Ministries
 - Higher Education and Campus Ministries
 - Stewardship
 - Planning and Research
 - Evangelism
 - Education
 - Worship
 - Camps and Retreats
- Committee on Finance and Administration
- Vision/Mission/Values Team
- Cabinet

The implementation schedule shall be:

September 2004 meeting of the Board of Stewards shall consist of representatives of the new membership list where the Committees already exist, and the existing at-large members.

November 2004 meeting of the Board of Stewards shall consist of representatives of the new membership list except the at-large members. At-large members shall be selected based on the number of clergy and lay members and diversity in gender, age, ethnicity, and geography.

December 2004 meeting the Board of Stewards shall consist of representatives of the new membership list.

At the 2005 Annual Conference session, the Board of Stewards shall report on the progress and results of the structure modification.

Effective Date: July 1, 2004

Termination Date: Permanent

AC 13 NEW MINISTRIES DEVELOPMENT

The clergy and laity members of the Rocky Mountain Conference of the United Methodist Church are committed to:

- 1) Supporting the goal of starting 12 new urban churches, 12 new rural churches and 12 new ethnic ministries in the Rocky Mountain Conference by the end of 2012; and
- 2) Requiring each Sub-district to identify at least five potential opportunities for the development of new ministries in their Sub-District by January 1, 2005; and
- 3) Encouraging each Sub-District to identify to their respective District Superintendent, potential lay and clergy leadership for new ministries development by January 1, 2005; and
- 4) Challenging each church in the Rocky Mountain Conference to emphasize new ministries development by opening its doors and pulpit to receive this evangelism of church growth and diversity on at least one Sunday during the year and prior to the 2005 Annual Conference; and
- 5) Challenging the membership of the Rocky Mountain Conference to make special financial contributions to the New Ministries Development Fund in the Rocky Mountain Conference as a means of providing for new ministries in the conference.
- 6) Encouraging the Bishop to designate a person in each district/subdistrict for the task of spreading the gospel of new ministry growth.
- 7) Promising the potential members of these new churches that no new church will be started without a comprehensive ten-year plan for encouraging and supporting the church. That plan will include involvement by the United Methodist Churches in the surrounding communities, district and at the Annual Conference level.

Effective Date: July 1, 2004

Termination Date: December 31, 2005

AC 15 RULE FOR THE ELECTION OF THE CONFERENCE LAY LEADER

We, the Task Force for Developing a Process to Nominate and Elect a Conference Lay Leader, move to adopt the following as the rule for election of the Conference Lay Leader. This rule for election replaces any and all previously observed methods, formal or informal, for electing a Conference Lay Leader including but not limited to the 1974 Journal, page 312. The election process will be as follows:

1. Eligibility: The lay leader candidates shall be elected by the lay members of the annual conference without regard to age; provided candidates shall have been members of the United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them.
2. Term: The Conference Lay Leader shall be elected in the same year as General Conference for a four-year term. They may be re-elected one time for a total of eight consecutive years. The

initial election under this process shall be in 2005 but after that it shall be held on the same year as the General Conference.

3. Requirements: A candidate must be confident that he/she can perform the responsibilities described in the Book of Discipline and set forth as follows:
 - “Par603.9.a) The conference lay leader is the elected leader of conference laity. The lay leader will have responsibility for fostering awareness of the role of the laity both with the congregation and through their ministries in the home, workplace, community, and world in achieving the mission of the Church and for enabling and supporting lay participation in the planning and decision-making processes of the annual conference, district, and local church in cooperation with the bishop, district superintendents, and pastors. The lay leader shall be a member of the annual conference, the conference council on ministries, the conference committee on nominations, the conference committee on episcopacy, the executive committee, if any, of the conference council on ministries; and the committee planning annual conference sessions; and may be designated by virtue of office to membership on any conference agency by the annual conference.”
 - “Par.603.9.b) The conference lay leader shall be the chairperson of the conference board of laity, or its equivalent, and shall relate to the organized lay groups in the conference such as Lay Speaking Ministries, United Methodist Men, United Methodist Women, and United Methodist Youth and support their work and help them coordinate their activities. The conference lay leader shall also have the general responsibility in : (1) developing the advocacy role for the laity in the life of the Church; (2) increasing participation of the laity in the sessions and structure of the annual conference; and (3) encouraging layperson in the general ministry of the Church.”
4. Candidacy:
 - a. Each candidate wishing to be included in pre-conference and annual conference introductions shall submit his/her candidacy on the form attached hereto. No other form will be accepted.
 - b. All candidate forms must be received or postmarked by the same deadline as set for petitions by the Annual Conference. This date ensures that a complete packet of resumes will be included in the pre-conference mailing to all annual conference lay members. No late candidate forms will be accepted.
5. Withdrawal from the ballot: Any candidate who withdraws from the election of Conference Lay Leader shall not be re-instated as a candidate during the remainder of the election.
6. Introductions and Campaigns:
 - a. All candidates who have proceeded through the process as outlined above will be introduced during the Laity Session. The form of introduction will be determined by the Board of Lay Ministry. In the event the presiding officer (of the laity session) is a nominee, another lay member will be asked to preside.
 - b. There shall be no public display of support for candidates in the form of posters, buttons, banners, printed flyers, pre-conference mailing, etc. prior to and during the annual conference.
7. The Conference Lay Leader selected at the Laity Session will be included in the Conference Nominating Committee Report to the Annual Conference Session.

Effective Date: July 1, 2004

Termination Date: Permanent

Conference Lay Leader Application

Name: _____

Mailing Address: _____

Phone Number _____

Email Address: _____

How long have you been a United Methodist? ____ months ____yrs

Local Church: _____

District: _____

Please list all the offices you have held in the local church, district, annual conference, jurisdiction and/or general church.

1. What strengths do you bring to the position of Conference Lay Leader?
2. What weaknesses do you bring to the position?
3. What do you feel is the most pressing need of the annual conference?
4. What new vision would you bring to the issue referred to in Number 3 and how would you like to implement a change or changes to help make things better?

AC 16 NATIVE PEOPLES AND NATIONS AWARENESS RESOLUTION

BE IT RESOLVED that the Rocky Mountain Conference of The United Methodist Church affirm the United Methodist Resolution 134 which says in part: "The church is called through the mercy of Almighty God to become a channel of the reconciling Spirit of Jesus Christ and an instrument of love and justice in the development of new relations between native nations, other minorities, and whites, in pursuit of the protection of their rights."

BE IT FURTHER RESOLVES that within the 2004-2005 Conference year local churches be encouraged to study current issues and opportunities concerning Native peoples and Nations in the United States and within the Rocky Mountain Conference.

AND BE IT FURTHER RESOLVED that each district or sub-district within the conference, at their annual conference are encouraged to make time available one hour in a plenary session for an overview of current issues and opportunities concerning Native peoples and Nations in the United States and within the Rocky Mountain Conference.

Effective Date: July 1, 2004
Termination Date: December 31, 2005

AC 17 NAME CHANGE: CHURCH & SOCIETY NETWORK FOR PEACE WITH JUSTICE

Support the mission of the Rocky Mountain Conference Church & Society Network for Peace with Justice which is that every church become a Peace with Justice Covenant Congregation and adopt a

study towards endorsing the Ministries of the General Board of Church & Society committed to promoting justice and peace in the Natural World, Nurturing Community, Social Community, Economic Community, Political Community and World Community. www.umc-gbcs.org

Effective July 1, 2004

Termination Date: Permanent

AC 18 UNITED METHODIST INITIATIVE TO STOP THE WALL

ACTION TO BE VOTED ON:

In support of the official United Methodist Church Position on peace for the children of Palestine and Israel. "United Methodists are committed to the objective of a comprehensive Arab-Israeli peace agreement that would bring recognition and security to Israel and national and human rights to the Palestinians. (2002 Book of Resolutions, p. 757.)" We ask that the members of the Rocky Mountain Conference of the United Methodist Church Support and Sign, the attached Petition to the International Court of Justice, asking that the "Segregation Wall" dividing the children of Israel and Palestine, be stopped.

Effective Date: July 1, 2004

Termination Date: December 31, 2005

AC 19 SUPPORT FOR FAIR TRADE & THE UNITED METHODIST COMMITTEE ON RELIEF (UMCOR) COFFEE PROJECT

Be it resolved that in seeking an authentic Christian response to the plight of coffee farmers in developing nations, their families, and their communities, the Rocky Mountain Annual Conference of the United Methodist Church urges all conference and district committees, local congregations, and church affiliated organizations and agencies that use coffee be encouraged to participate in the United Methodist Committee on Relief (UMCOR) Coffee Project or intentionally seek to provide similar fair trade coffee products from other sources.

To facilitate the implementation of this resolution we encourage each group/charge to appoint a person and/or committee to educate their members on the rationale for this resolution.

Effective Date: July 1, 2004

Termination Date: December 31, 2005

AC 21 TEMPLED HILLS

The conference treasurer shall apportion to the local churches a special apportionment of \$90,000 to cover expenses related to retreat facility bonds for 2004.

We instruct Conference Council on Retreat Camps and conference trustees to bring to the annual conference in 2005 a proposal for long-term financial stability for Templed Hills which addresses marketing as well as possibilities for alternative fund-raising.

The apportionment calculation will follow the formula used for the conference budget (Wider Mission) apportionment, and shall be identified separately as a separate apportioned amount.

Effective Date: January 1, 2005

Termination Date: December 31, 2005

AC 30 DISCONTINUANCE OF MILFORD COMMUNITY UNITED METHODIST CHURCH

The Milford Community United Methodist Church, Milford, Utah shall be discontinued by the action of this 2004 Annual Conference session, and the property shall be transferred to the Trustees of the Rocky Mountain Conference for use or for sale.

Effective Date: July 1, 2004

Termination Date: Permanent

AC 31 GLOBAL AIDS AWARENESS

The 2004 Rocky Mountain Annual Conference reaffirms its commitment to conference-wide efforts to raise awareness about the global Acquired Immune Deficiency Syndrome (AIDS) pandemic, and encourages every local congregation to contribute financially to the projects identified through the Rocky Mountain Global AIDS Task Force. Local churches are asked to have study groups and task forces that explore issues related to global AIDS.

Effective: July 1, 2004

Termination Date: December 31, 2005