

## 2007 ROCKY MOUNTAIN CONFERENCE JOURNAL

### PETITIONS TO THE 2007 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.

| NUMBER | TITLE   |
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| AC 01  | Health Insurance Programs and Funding   |
| AC 02  | District Superintendent Compensation  |
| AC 03  | Conference Wider Missions   |
| AC 04  | Miscellaneous Council on Finance & Administration Policies and Procedures                                     |
| AC 06  | Minimum and Equitable Compensation  |
| AC 07  | Clergy Pension Plans Funding Concept  |
| AC 08  | Funding of Active Clergy Benefits   |
| AC 09  | Retiree Benefit Programs and Funding  |
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| AC 13  | Support for the One Campaign  |
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| AC 15  | Older Adult Ministry at the District Levels   |
| AC 17  | Access for Persons with Disabilities  |
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| GC 41  | Administrative Committees – Committee on Pastor-Parish Relations or Staff-Parish Relations                    |
| GC 42  | Appointment-Making Responsibility   |
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| GC 51  | Resolution on Peacemaking   |
| GC 52  | Resolution on United Methodist Global Fund  |
| GC 53  | Petition to Prohibit Discrimination in Receiving Members into United Methodist Congregations                  |
| GC 54  | Petition to Prohibit Discrimination in Receiving Members into United Methodist Congregations                  |
| GC 55  | Government Failure to Fulfill Terms of Treaties with Native American Tribes in the United States of America   |
| GC 61  | To Change and Add Language to Paragraph 623 of <i>The 2004 Book of Discipline</i>                             |
| GC 70  | Provide for Minimum Number of Jurisdictional Conference Delegates, Book of Resolutions                        |
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## 2007 ROCKY MOUNTAIN CONFERENCE JOURNAL

### ANNUAL CONFERENCE PETITIONS

#### AC 01 HEALTH INSURANCE PROGRAMS AND FUNDING

##### ACTION

It is requested of the Annual Conference that the recommendations of the Conference Board of Pensions and Health Benefits concerning the health insurance plan and health insurance funding for 2008 be approved.

##### Section I – Health Insurance Provider and Participation

- A. The Conference will provide the HealthFlex health insurance plan in 2008.
- B. The anniversary date will be January 1, 2008.
- C. Eligibility will be established by the General Board of Pension and Health Benefits, HealthFlex, and the Conference Board of Pensions and Health Benefits.
- D. This plan is available for all clergy serving full-time in the local church. 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 Pension 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, deacon in full connection, local pastor, or probationary member 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 elects a more expensive plan, the charge will be billed at the higher rate and the charge and clergy will determine jointly how to fund the extra cost. 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 probationary members, 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 conference support.
- D. For those retirees eligible to receive pensions, but 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. Clergy retiring under the 20-year rule and not receiving pension benefits yet from the General Board of Pension and Health Benefits shall be eligible to remain in the conference health insurance program but shall not receive any conference funding until they are of Medicare age. The spouse's eligibility is determined by the participant, however, the spouse of a retiree who did not

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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 \$1,350,000.

- 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 \$180,395.

### 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 payment of the premium (paragraph II. A. above) is mandatory for all full time clergy appointed to serve the local church. If a church does not or cannot pay that amount for six (6) months, the Conference Board of Pensions and Health Benefits shall recommend to the bishop and the cabinet that the church not receive a full-time appointment at the next annual conference appointment session.
- C. The 2008 insurance rates and the retirees' rates will be established in the fall of 2007 by the Conference Board of Pensions and Health Benefits after receipt of new premium rate information from HealthFlex.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008.

### AC 02 DISTRICT SUPERINTENDENT COMPENSATION

#### RATIONALE:

The goal of the Rocky Mountain Annual Conference since 2002 has been to set the base compensation of District Superintendents, which includes salary and housing, at 1.7 times the Conference Average Compensation. The CAC is an amount calculated annually by the General Board of Pension and Health Benefits. Budget constraints, however, in intervening years have prevented reaching that goal. In 2008, the CAC will be \$50,293; 1.7 times that amount is \$85,498. In 2007 the base compensation for District Superintendents came within 1½ percent of the goal, it is now time to meet the goal. The increase amounts to 5.34% over the 2007 compensation.

|                |   |
|----------------|---|
| 2003:          | \$70,791 (less \$14,158 Housing Allowance) Equal to 1.7 times CAC         |
| 2004:          | frozen \$70,791 (less \$14,158 Housing Allowance), 1.7 times CAC=\$74,785 |
| 2005:          | \$73,623 (less \$14,725 Housing Allowance), 1.7 times CAC=\$76,588        |
| 2006:          | \$76,568 (less \$15,314 Housing Allowance), 1.7 times CAC=\$79,793        |
| 2007:          | \$81,162 (less \$16,232 Housing Allowance), 1.7 times CAC=\$82,260        |
| proposed 2008: | \$85,498 (less \$17,100 Housing Allowance), Equal to 1.7 times CAC        |

#### ACTION

The 2008 compensation for District Superintendents will be set at \$68,398 for salary plus either a parsonage or a \$17,100 housing allowance (this totals \$85,498).

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- A. Any District Superintendent serving more than six years would receive a total years-of-service increment of \$1,000 in the seventh year. For the eighth year, an additional annual years-of-service award of \$250 will be provided.
- 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 of the Rocky Mountain Conference, 6110 Greenwood Plaza Blvd., Greenwood Village, CO 80111 no later than January 1, 2008. 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 2008 IRS business reimbursement rate for basic automobile use. HealthFlex (medical insurance), CPP (life and disability insurance) and CRSP (Clergy Retirement Security Program) payments shall be made by the Rocky Mountain Conference. In addition, \$1,200 for continuing education from accountable reimbursement funds, shall also be allowed.
- E. In consultation with the Board of Stewards, Council on Finance and Administration, the Personnel Policies and Practices Committee and the Episcopacy Committee, the Directors of Support Services and Mission and Ministry shall annually establish salaries for all non-disciplinary full-time and part-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 performance.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 03 CONFERENCE WIDER MISSIONS

#### **PREAMBLE**

Mission and ministry of the Rocky Mountain Conference and the United Methodist Church depend entirely on the generous giving by local churches.

As Christians, our giving is an expression of our faith and commitment to God and repeats the pattern established in these ancient words:

*And King Melchizedek of Salem brought out bread and wine; he was priest of God Most High. He blessed him and said, "Blessed be Abram by God Most High, maker of heaven and earth; and blessed be God Most High, who has delivered your enemies into your hand!" And Abram gave him one tenth of everything.*

Genesis 14:18-20

*Bring the full tithe into the storehouse, so that there may be food in my house, and thus put me to the test, says the LORD of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing.*

Malachi 3:10

*Now as you excel in everything—in faith, in speech, in knowledge, in utmost eagerness, and in our love for you—so we want you to excel also in this generous undertaking.*

2 Corinthians 8:7

This petition brings a refreshed way for understanding our giving to the mission and ministry of the Conference. Local church giving for Wider Missions will be based on the total church revenue received, rather than the expenses incurred by that church as has been done in the past.

CF&A is proposing "Church Tithe" plus "Second Mile Giving" as the means of local church support for Wider Missions of the Annual Conference and the General Church. We are simplifying the process and attempting to build a closer connection between local churches, the Conference and the General Church.

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### ACTION TO BE VOTED UPON

1. The 2008 Rocky Mountain Conference budget as adopted by the Annual Conference shall be apportioned to the churches of the Annual Conference in accordance with ¶614 of The Book of Discipline.
2. The RMC Annual Conference Budget will be apportioned to Conference churches according to a Church Tithe, 10% of local church Adjusted Gross Revenue.
3. During this time of transition to a Tithe based process and because the Conference does not have adequate reserves, we encourage each local church to include a Second Mile Offering of 1% or more for Mission and Ministry

### RATIONALE

According to ¶614, 2004 Book of Discipline of the United Methodist Church, the Conference Council on Finance and Administration is responsible for recommending to the annual conference for its action and determination.

The current Rocky Mountain Conference apportionment formula that has been in effect for the last three years has proven to be difficult to understand and to administer, and CF&A has determined that a change in the apportionment process is necessary.

CF&A has chosen to propose a process that moves entirely away from an expense-based apportionment based on two-year old data to an understandable, timely and biblically supported local church revenue-based apportionment process. The process is called "Church Tithe."

Each Local church in the Annual Conference will be asked to commit to a 10% tithe of adjusted gross income. Financial analyses of the formula affirm that a Church Tithe will likely provide sufficient funds to support the Annual Conference budget, with one caution. Our historic experience is that not all churches in the Rocky Mountain Conference pay 100% of the Wider Mission amount apportioned to them.

With this caution in mind, CF&A has added "Second Mile Giving" to compensate for any shortfall in fully supporting the approved budget. Paying the "Second Mile" will in essence be providing support for mission and ministry.

While scripturally supported, the change from expense to revenue for apportionment is easier to understand; it eliminates the need to understand and accurately report church expenses that were used in previous years' apportionment calculations.

There is also an intended move to a greater sense of connection with this process. Feedback to local churches and districts will be more frequent and more detailed.

### Church Tithe

The Church Tithe portion of funding for Rocky Mountain Conference Wider Missions shall be based on local church Adjusted Gross Revenue.

The Church Tithe for a local church is 10% of Adjusted Gross Revenue.

Adjusted Gross Revenue is local church Gross Revenue less those exclusions listed below:

- (1) Stated Capital Campaign Income
- (2) Endowment donations
- (3) Pass-through or designated donations
- (4) Tuition paid for Services
- (5) Direct costs of Fund-raising

Definitions of the items to be excluded are provided in the Definitions section of this petition.

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### Second Mile Offering

The scriptural foundation of a Church Tithe calls for payment of one tenth of the revenue received and in a world where all churches give at the "one tenth" level the Rocky Mountain Conference Wider Missions budget could be fully funded. In order to assure that all conference expenses and missions are adequately funded during this transition, it is necessary to provide for additional giving beyond the Church Tithe.

### How the Process Will Work

Beginning in January, 2008 the local church treasurer or financial secretary will then calculate dollar amount corresponding to 10% of the church adjusted gross revenue for the previous month, as described above, and forward this Church Tithe plus Second Mile Giving to the Treasurer of the Rocky Mountain Conference by the fifteenth day of each month, for the previous month.

The Conference Treasurer will record each church receipt and prepare a District by District report on local church payments, noting those who have paid the full Church Tithe and Second Mile Giving and will advise all District Superintendents of the giving history in the churches in their charge.

### Definitions for Purposes of this Petition

Gross Revenue is ALL revenue received by the local church: Offerings, donations, fees, rents, bequests, memorials, pledges, and tithes, whether by cash, credit card, check, stock, transfer of assets are included.

Adjusted Gross Revenue is Gross Revenue less Stated Capital Campaign income, Endowment donations, Pass-through or designated donations, Tuition paid for Services and Direct costs of Fund-raising, and is the basis for calculating Church Tithe.

Net Church Expense is the basis that has been used for calculating local church apportionments through 2006. It is the sum of lines 64, 65, 66, 67, 68, 69, 70, 71 and 72 for each local church and is found in Table II Statistical Report prepared from Annual Reports submitted by all churches in the Annual Conference each year.

Church Tithe is ten percent (10%) of Adjusted Gross Revenue for a local church.

Second Mile Giving is additional giving added to the Church Tithe.

Stated Capital Campaign Income is money received from campaigns that are defined as significant, short-term fund raising efforts for a stated project, such as a building, debt retirement, or special project. Such campaigns usually have a campaign committee and may employ a professional fundraiser. The campaign normally lasts for a short time, usually less than a year, however, the donations to the campaign may span several years. Stated Capital Fund Campaigns should not be confused with trustee account donations, building maintenance donations or other donations for capital needs.

Endowment Donations are donations by persons that are intended to become a part of an Endowment and are not counted in the base income for the Church Tithe. Such donations may sometimes be in the form of a bequest or memorial or may be a gift from an individual or an estate. However, not all bequests, memorials or estate gifts are considered Endowments. An Endowment is a gift, which can never be spent. It is designed to produce earnings. The gift will have instructions on the use of the earnings and whether any part of the earnings are to be added to the principal or distributed. The original principal gift is not to be part of the Church Tithe calculation, however, the distributed earnings, when used, should be counted in the Church Tithe calculation.

Pass-through or designated donations are funds received for transfer to projects or events outside the local church. From time to time churches will act as a collection agent for special events, such as disaster relief, community homeless shelters, soup kitchens or mission trips. The church will collect the funds for the participants and then forward the funds to vendors to pay for these events. Also, from time to time a church will receive donations from individuals that are designated for use by charitable

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ministries or causes outside of the church, such as Africa University, Youth for Christ, or Red Bird Missionary Conference. Such donations are not under the control of, or use by, the local church and are not to be included in the basis for the Church Tithe.

Tuition Paid for Services is any payment made to the church for any services provided at the church such as pre-school, child care, elder care, or other similar services. Normally such services are budgeted separately, usually by a non-profit organization affiliated with the church.

Direct Costs for Fund Raising are those costs that must be paid to raise funds for the church. Typical examples include the discounted purchase and resale at face value of gift cards or the cost of food and supplies for a fund-raising dinner. Direct costs are deducted from gross funds received as a result of the fund raising activity and only the net proceeds should be used in calculating the Church Tithe.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 04 MISCELLANEOUS COUNCIL ON FINANCE & ADMINISTRATION POLICIES AND PROCEDURES

#### ACTION

##### 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¢ per mile, excluding the first 175 miles, with an additional 5¢ 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 a registration fee, and attend the full conference session, except in the case of emergency. The following are reimbursable members of the Annual Conference:

1. Elders, deacons, full time local pastors, part-time local pastors and student pastors serving churches in the conference 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 2007, travel expenses to all called meetings of the district/sub district, 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¢ per mile, excluding the first 50 miles. For those traveling 200 miles or more, air coach fare is allowable. An additional 5¢ 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), which includes salary, housing, and utilities

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allowance will be set at the same amount as that for the District Superintendents PLUS an incremental adjustment of \$250 per full year of service in the position, with a maximum adjustment of \$3,500 (equivalent to 14 years of service).

### **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, 6110 Greenwood Plaza Blvd. Greenwood Village, CO 80111.

Churches shall, to the maximum degree possible, send their total apportionment (Wider Missions) and supporting worksheet for each month to the conference by the 15<sup>th</sup> of the following month to ensure cash flow. 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 and 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 2008) by each person involved, to the conference treasurer using appropriate forms provided by the treasurer.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### **AC 06 MINIMUM AND EQUITABLE COMPENSATION**

#### **ACTION**

Rocky Mountain Annual Conference defines the following compensation terms:

**Minimum Base Compensation** is the specific amount of cash salary, housing, benefits and reimbursable expense amounts set by annual petition for all clergy (Elders, Deacons and Local Pastors) who are in good standing and appointed to full-time service according to the provisions of the current Book of Discipline.

Effective January 1, 2008, this will be:

**Cash salary** of \$29,673, which is 59% of the 2008 Conference Average Compensation (CAC) of \$50,293. This is the same percentage of the CAC as in 2007. For clergy who are in good standing and appointed to less than full-time service in the local church, the minimum base compensation shall be adjusted in one-quarter increments.

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**Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to obtain housing in their community that meets conference parsonage standards. In 2008, depending upon the location, the allowance should be an annual amount between \$10,000 and \$16,000.

**Benefits** are established by other annual conference petitions and by the current Book of Discipline and include health insurance, CRSP pension funding, and CPP death and disability funding.

**Reimbursable expenses** are those expenditures made by the clergy in the fulfillment of their responsibilities that are allowed, by IRS regulations, to be reimbursed as business expenses. These include travel (including to Annual Conference), continuing education, books and periodicals, and meeting expenses. These amounts should be agreed upon by the local church and the clergy. For full-time appointments, it is recommended that this amount be set at an annual minimum of \$2,500.

In addition, we define **Equitable Compensation** as the Minimum Base Compensation plus a consideration of the following factors:

- Experience and years of service
- Cost of living in the community
- Years of education
- Work load
- Attainment of goals agreed upon by clergy and SPPR
- Each clergy's housing equity goals

**Redistribution within the compensation package** – Because it affects both the Conference and the Denominational Average Compensation, as well as the pastor's pension funding, no more than 20% of the pastor's cash salary can be moved from taxable salary to tax-exempt reimbursable expenses. Student local pastors as defined in Para. 318.3 of the 2004 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. For travel expenses student pastors are to be reimbursed by voucher at the 2008 IRS Business Rate.

**Vacation** – Pastors should be provided with four (4) weeks vacation every year. Churches are encouraged to discuss vacations with their pastor(s), particularly during the first year of re-appointment.

### **Study Leave / Sabbatical**

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 (§351.2, 2004 *Book of Discipline*). Such study leave shall not be considered vacation.
2. Full-time pastors (after 6 [six] years in the same appointment) be allowed up to 6 [six] months formation and spiritual growth leave. (2004 *Book of Discipline* §351.3)

### **Sick Leave**

Each local church policy for clergy sick leave is at the discretion of the local church in consultation with the District Superintendent.

### **Family Leave**

Pastors should be allowed up to a maximum of eight weeks of paid family leave. Such leave shall comply with the guidelines established in paragraph 355 of the 2004 Book of Discipline.

Each annual budget shall include an amount that is to be used for the purpose of pulpit and pastoral supply during family leave situations. During family leave, the local church is responsible for continuing all clergy compensation, and the conference is responsible for the pulpit/pastoral supply costs. The cabinet shall direct

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the use of these funds and normally, such assistance will provide only partial funding of the total costs that may be involved. For 2008, the budgeted amount shall be \$5,000.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 07 CLERGY PENSION PLANS FUNDING CONCEPT

#### ACTION

Pre-1982 Pension Funding Plan

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

Funding Plan of the Rocky Mountain Conference  
For Supplement One to the Clergy Retirement Security Program  
As of January 1, 2005 for 2007

The Past Service Rate (PSR) for the Rocky Mountain Conference is established annually by action of the Annual Conference. For the year 2007, our Annual Conference set this PSR amount at \$456.00.

Paragraph 1506.7 of 2004 The Book of Discipline mandates that this rate cannot be less than 0.8% of the Conference Average Compensation (CAC). For 2008, our CAC is \$48,388. \$456.00 is 0.938% 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 0.9066%, we are short of that recommended goal.

We project, over a long time, earnings on our present assets to average 7.0%. 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. This GBOPHB actuarial report is updated annually, and our current obligations, using the current Past Service Rate shown above (\$456.00), are now \$27,886,994. as of January 1, 2006 for 2007.

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

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 two other funding sources available if there are any difficulties or shortfalls in the investments we already have on hand.

We have established a separate fund within the General Board of Pension and Health Benefits. 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 January 1, 2006 was \$806,915.

Our conference has funded this plan by apportioning an amount every year from 1982 through 2001. This second alternative would be to put any unmet shortfall into the budget again and apportion the obligation to our local churches.

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Our funding plan, as of January 1, 2005 for 2007, is summarized as follows:

Present Value of Benefits as defined by GBOPHB: assuming 7% interest, 3% future COL increases, RP-2000 Mortality \$27,886,994

Funds in the plan: assuming 7% interest, 3% future COL increases, RP-2000 Mortality \$36,088,968

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 08 FUNDING OF ACTIVE CLERGY BENEFITS

#### ACTION

It is requested of the annual conference that the Clergy Retirement Security Plan (CRSP), 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 – Clergy Retirement Security Plan (CRSP)

- A. Current service funding of the Clergy Retirement Security Plan has been calculated by the General Board of Pension and Health Benefits and will be billed to the Pension office of the Rocky Mountain Conference. The Pension office will direct bill these costs to each local church as follows:
  1. Each church/charge will be billed 12.4% of actual compensation (using salary and housing as the contribution base) of each clergy for every pastor appointed to that church/charge.
  2. **Each church/charge will be billed a clergy equalization amount of \$20 per month (\$240 annually) for every full-time pastor appointed to that church/charge. Likewise, each church/charge will be billed a clergy equalization amount of \$15-\$10-\$5 per month (\$180-\$120-\$60 annually) for every three-quarter, half and one-quarter time pastor appointed to that church/charge.**
  3. These contributions will be made to the Conference Pension office by the salary-paying unit of each clergy.
- B. Eligibility and participation are established and defined by the General Board of Pension and Health Benefits.
- C. The CRSP 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 3.0%, 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.

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### 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 \$7,500, 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 and Health Benefits.

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 09 RETIREE BENEFIT PROGRAMS AND FUNDING

#### ACTION

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

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

- A. The rate for 2008 will be **\$470.00** 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 rate as required by the CRSP pension plan.
- D. The cost to the conference budget for 2008 for these rates is \$0.0

#### Section II - Rental/Housing Allowance

WHEREAS, the religious denomination known as The United Methodist Church, of which this conference is a part, has in the past and continues to function through ministers of the Gospel who were or are duly ordained, commissioned or licensed ministers of the church; and

WHEREAS, the practice of The United Methodist Church was and is to provide active clergypersons with a parsonage or a rental/housing allowance as part of the gross compensation; and

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WHEREAS, pensions paid to active, retired and disabled clergypersons are considered as deferred compensation and are paid to active, retired and disabled clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Rocky Mountain Annual Conference as the appropriate organization to designate a housing/rental allowance for clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation;

NOW THEREFORE BE IT RESOLVED:

That an amount up to 100% (See NOTE at end of this section) of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church which includes all such payments from the General Board of Pension and Health Benefits ("GBOPHB"), during the year 2008 by each active, retired, or disabled Clergy person 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 Clergy person; 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 Clergy person rendered to this Conference or that an active, a retired, or a disabled Clergy person 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 Clergy person 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 active, retired, or disabled Clergy person's pension or disability as part of his or her gross compensation.

*NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolution) for such year; (2) the amount actually expended by the Clergy person 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.*

### Section III

For 2008, the Conference Board of Pensions and Health Benefits will provide the following grants:

Widow's benefits to Patricia Vick

Anticipated cost to conference - \$2,500

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** December 31, 2008

### AC 10 2007-2008 HEALTH AS WHOLENESS IN MISSION INITIATIVE

#### ACTION

Whereas, we believe that our Covenant community deserves leaders, who are vitally aware of the importance of their health (mental, physical, and spiritual), and

Whereas, we are serious about maintaining bodies fit for faithfulness in service to God;

Let it be declared that an incentive program shall be continued by the Conference Board of Pensions and Health Benefits to encourage eligible full time 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.

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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 HealthQuotient (HQ) accessed at [www.gbophb.org](http://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 and Health Benefits) the Board shall pay \$150 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, 2007) to receive this year's cash incentive.

Although not in HealthFlex, less-than-full-time clergy are also encouraged to embrace Health as Wholeness in Mission. To that end, we will pay \$50 to less-than-full-time clergy who complete steps 1 and 2 (lines 13 & 14 above) and provide documentation as defined and set by the Conference Pension office.

**EFFECTIVE DATE:** July 1, 2007

**TERMINATION DATE:** June 30, 2008

### **AC 12: SUPPORT FOR VICTIM'S ASSISTANCE MINISTRY TO PEOPLE HARMED BY CRIME IN OUR LOCAL CONGREGATIONS AND COMMUNITIES**

#### **ACTION**

The Rocky Mountain Conference of The United Methodist Church supports and encourages each local congregation to educate, equip, and empower ministries that provide restorative justice ministries of victim's assistance to those harmed by crime in congregations and communities.

TOGETHER, with God's help, each local congregation is encouraged to take these action steps:

- 1) EDUCATE your congregation about restorative justice principles that include victim's rights, and victim's assistance ministry opportunities.
- 2) EQUIP your congregation through study and reflection on restorative justice ministry opportunities of victim's assistance to people harmed by crime, to include secondary victims.
- 3) EMPOWER your congregation to be a local "mission station" for creative and supportive victim's assistance ministries to promote restorative justice and aid in healing to make things as right or as whole, as possible.

**EFFECTIVE DATE:** July 1, 2007

**TERMINATION DATE:** July 1, 2008

### **AC 13: SUPPORT FOR THE ONE CAMPAIGN**

#### **ACTION**

Whereas: The United Methodist Book of Discipline states in paragraph 163.IV. THE ECONOMIC COMMUNITY, E. "In spite of general affluence in the industrialized nations, the majority of persons in the world live in poverty. In order to provide basic needs such as food, clothing, shelter, education, health care and other necessities, ways must be found to share more equitable the resources of the world."

Whereas: The ONE Campaign to Make Poverty History is an effort by Americans to rally Americans –one by one—to fight the emergency of global AIDS and extreme poverty by calling for an additional 1% of the federal budget to be committed to poverty-focused development assistance.

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The Rocky Mountain Conference of The United Methodist Church supports the ONE Campaign through these actions:

- Member churches will educate congregations about the ONE Campaign using materials supplied by the Church and Society Network and independent sources;
- Members will be encouraged to visit the website [www.one.org](http://www.one.org) and sign the ONE declaration to make poverty history;
- Copies of this petition will be sent to President George W. Bush, the members of Colorado's, Wyoming's and Utah's congressional delegation and the ONE Campaign

**EFFECTIVE DATE:** July 1, 2007

**TERMINATION DATE:** July 1, 2008

### AC 14 CONFERENCE DIRECTOR OF OLDER ADULT MINISTRY

#### ACTION

The Rocky Mountain Conference Committee on Older Adult Ministry is requesting the establishment of a position within the Conference. This position will provide leadership, training, support and address other issues as identified by the Conference Older Adult Committee as deemed necessary.

The Director of Older Adult Ministry will be responsible for the implementation of programs dealing with, but not limited to:

- Local Church Older Adult Ministry development
- Conference Older Adult Ministry enhancement
- Cabinet level representation
- Implementation of District Older Adult Committee
- Special event planning
- General Board of Discipleship contact
- Grant writing for Older Adult Ministry
- Plan and implement symposiums dealing with, but not limited to:
  - Senior abuse
  - Financial considerations for Older Adults
  - Medical insurance considerations
  - Estate planning
  - Senior Fraud
  - Quality of life issues
  - Identify and join with community groups that advocate Older Adult issues
  - Nutritional and fitness concerns
  - Service and mission opportunities for Older Adults

**EFFECTIVE DATE:** January 1, 2008

**TERMINATION DATE:** June 30, 2008

### AC 15 OLDER ADULT MINISTRY AT THE DISTRICT LEVELS

#### ACTION

The Conference Council on Adult Ministries is authorized to begin to develop Older Adult Ministries through and in cooperation with the District/Sub-District Structures of the Rocky Mountain Conference. The development of such ministries will be in cooperation with District Superintendents, District Lay Leaders and other District Leaders.

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The purpose for Older Adult Ministries at the District Level shall be to advocate for older adult concerns and issues and shall support ministries by, with and for older adults.

Specifically the Older Adult Ministries at the District Level shall:

Assist local churches in the identification of the needs, concerns, and potential contributions of older adults;

Sponsor training opportunities that will assist local churches in planning a comprehensive ministry by, with, and for older adults;

Develop and distribute resources that will under gird local church older adult ministries;

Advocate the development and implementation of policies that will make the local church "older adult" friendly. This would include policies making church buildings and grounds architecturally accessible and safe for older adults;

Encourage cooperative older adult programs among local churches, other faith groups and community agencies;

Establish other responsibilities as determined by the Rocky Mountain Conference Older Adult Council.

**EFFECTIVE DATE:** July 1, 2007

**TERMINATION DATE:** June 30, 2011

### AC 17 ACCESS FOR PERSONS WITH DISABILITIES

#### ACTION

We of the Rocky Mountain Conference of The United Methodist Church affirm the diversity of abilities present among us, and commit ourselves to holding annual conference meetings in accessible settings that accommodate persons with disabilities. We commit to learning how our meetings, our churches, and our annual conference session can be accessible to all who seek to participate in the life of the church. To facilitate this vision, a member of the Disability Connections Committee should serve on or be consulted by the annual session planning committee. The provisions of the Americans with Disabilities Act will serve as the guide for one way to reach this vision, and as a minimum standard for accessibility.

**EFFECTIVE DATE;** July 1, 2007

**TERMINATION DATE:** June 30, 2011

### AC 18: LIGHTEN THE BURDEN: GLOBAL HIV/AIDS

#### ACTION

The 2007 Rocky Mountain Annual Conference affirms the church's critical role to lighten the burden of the Global HIV and AIDS crisis by:

- 1) Reaching the goal of raising \$100,000 set for this 2005-2008 quadrennium for the Rocky Mountain United Methodist Global AIDS Fund. Each local church is encouraged to raise an average of at least \$1.00 per member to support the United Methodist Global Aids Fund (Advance #982345) by special projects, offerings, or whatever other way each local church deems.
- 2) Continuing to encourage each local church to observe a Global AIDS Awareness Sunday each year and receive an offering.

### **2007 ROCKY MOUNTAIN CONFERENCE JOURNAL**

- 3) Instructing the Conference Global AIDS Committee to provide educational and promotional materials for this observance
- 4) Asking the Planning Committee for the 2008 Rocky Mountain Annual Conference to allocate at least one hour of plenary or program time to help raise awareness of how United Methodists can be involved in the mission of combating global HIV and AIDS.
- 5) Encouraging every pastor to preach about the global HIV and AIDS crisis, and to pray for all persons infected and affected.

**EFFECTIVE DATE:** July 1, 2007

**TERMINATION DATE:** June 30, 2008

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### GENERAL CONFERENCE PETITIONS APPROVED FOR SUBMISSION BY THE ROCKY MOUNTAIN ANNUAL CONFERENCE

#### GC 41 ADMINISTRATIVE COMMITTEES - COMMITTEE ON PASTOR-PARISH RELATIONS OR STAFF-PARISH RELATIONS

##### Amend Paragraph 259.2(e) of *The Book of Discipline*

¶ 259.2(e) The committee shall meet at least quarterly. It shall meet additionally at the request of the bishop, the district superintendent, the pastor, any other person accountable to the committee, or the chairperson of the committee. To fulfill his or her obligation under ordination, his or her connectional responsibility under appointment, and his or her duty as a pastor, the pastor ~~should~~ **shall** be present at each meeting of the committee on pastor-parish relations or staff-parish relations except where he or she voluntarily excuses himself or herself. The committee shall meet only with the knowledge of the pastor and/or the district superintendent. It may meet with the district superintendent without the pastor being present. However, the pastor or any member of the staff under consideration shall be notified prior to such meeting at which pastor's or clergy staff member's continued appointment or a lay staff member's employment is discussed and be brought into consultation immediately thereafter. The committee shall **always** meet in closed session, and information shared in the committee shall be confidential.

#### GC 42 APPOINTMENT-MAKING RESPONSIBILITY

##### Amend paragraph 430.1 of *The Book of Discipline*

##### ACTION TO BE VOTED ON:

¶ 430.1 *Responsibility* – 1. Clergy shall be appointed by the bishop, who is empowered to make and fix all appointments in the Episcopal area of which the annual conference is a part. Appointments are to be made with consideration of the gifts and evidence of God's grace of those appointed, to the needs, characteristics, and opportunities of congregations and institutions, and with faithfulness to the commitment to an open itineracy. Open itineracy means appointments are made with regard to race, ethnic origin, gender, color, disability, marital status, or age, except for the provisions of mandatory retirement. The concept of itineracy is important, and sensitive attention should be given in appointing clergy with physical challenges to responsibilities and duties that meet their gifts and graces. Sensitive attention should be given to clergy when there are family members with physical or mental challenges.

#### GC 47 ANNUAL CONFERENCE, POWER AND DUTIES

##### Amend Paragraph 604.1 of *The Book of Discipline*

¶ 604.1 *Power and Duties* - 1. The annual conference, for its own government, may adopt rules and regulations not in conflict with the *Discipline* of the United Methodist Church: *provided* that in exercise of its powers, each annual conference shall act in all respects in harmony with the policy of the United Methodist Church with respect to elimination of discrimination. (See ¶ 4, Article IV.) **In instances where discrimination is apparent, alleged or suspected the annual conference shall conduct a complete investigation. Particular attention and ongoing monitoring should be part of a cross-racial appointment.**

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### GC 51 RESOLUTION ON PEACEMAKING

Amend *General Conference Book of Resolutions 2008*

**TITLE: CONNECTIONAL MODEL FOR PEACEMAKING**

The 2007 Rocky Mountain Conference of The United Methodist Church endorses the following:

#### I. THE 2008 GENERAL CONFERENCE OF THE UNITED METHODIST CHURCH CALLS UPON:

A) UNITED METHODIST CHILDREN, YOUTH, AND ADULTS AS DEVOTED DISCIPLES OF JESUS CHRIST TO BECOME PEACEMAKERS WHEREVER THEY ARE -- AT HOME, SCHOOL, WORK, IN THE LOCAL COMMUNITY AND THE WIDER WORLD -- AND TO SHOW THE LOVE, COMPASSION, AND CONCERN FOR JUSTICE THAT JESUS TAUGHT AND LIVED.

B) LOCAL CONGREGATIONS AS AN EXPRESSION OF WESLEYAN SOCIAL HOLINESS TO TEACH AND PRACTICE PEACEMAKING, TO STUDY UNDERLYING CAUSES OF CONFLICT AMONG SOCIAL GROUPS AND NATIONS, TO SEEK POSITIVE REMEDIES AND BECOME INSTRUMENTS OF PEACE.

C) ANNUAL CONFERENCES TO UNDERGIRD CONGREGATIONS THROUGH TRAINING, ENCOURAGEMENT, AND ACTIVE SUPPORT FOR PEACEMAKING ACTIVITIES AND TO BE VOICES FOR PEACE, JUSTICE, AND RECONCILIATION WITHIN THE CONFERENCE AREA AND BEYOND.

D) BISHOPS TO ENCOMPASS PEACEMAKING IN TEACHING WHAT IT MEANS TO LIVE THE UNITED METHODIST WAY, ENGAGE IN CONFLICT RESOLUTION WHERE APPROPRIATE, AND OFFER A PROPHETIC VOICE FOR PEACE AND JUSTICE.

#### II. THE 2008 GENERAL CONFERENCE CALLS UPON BOARDS AND AGENCIES TO INCORPORATE PEACEMAKING INTO THEIR REGULAR PROGRAMS AND BUDGETS, INCLUDING BUT NOT LIMITED TO THE FOLLOWING:

A) THE GENERAL BOARD OF DISCIPLESHIP TO DEVELOP, PUBLISH, AND DISTRIBUTE CHRISTIAN EDUCATION MATERIAL ON THE BIBLICAL BASIS OF PEACE AND JUSTICE AND WAYS IN WHICH CHILDREN, YOUTH, AND ADULTS CAN BE PEACEMAKERS AND SEEKERS OF JUSTICE AND TO PUBLISH DEVOTIONAL MATERIAL FOR PEACEMAKERS.

B) THE GENERAL BOARD OF CHURCH AND SOCIETY TO SERVE AS PUBLIC POLICY ADVOCATE FOR ACTIONS THAT PROMOTE PEACE AND OPPOSE WAR, TO PROVIDE RESOURCES ON PEACEMAKING TO ANNUAL CONFERENCES AND LOCAL CONGREGATIONS, AND TO FACILITATE TRAINING FOR NONVIOLENCE THAT APPLIES JESUS' TEACHING IN THE SERMON ON THE MOUNT.

C) THE GENERAL BOARD OF GLOBAL MINISTRIES, ITS WOMEN'S DIVISION, AND UNITED METHODIST WOMEN TO CONTINUE AND AUGMENT PEACEMAKING ACTIVITIES IN THEIR MINISTRIES IN THE UNITED STATES AND AROUND THE GLOBE.

D) THE GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY TO WORK WITH UNITED METHODIST SEMINARIES AND AFRICA UNIVERSITY FOR ENCOURAGEMENT OF RESEARCH, TEACHING, AND PUBLICATIONS ON THE THEOLOGY OF PEACE AND METHODS OF PEACEMAKING AND PEACE BUILDING WITH JUSTICE.

E) UNITED METHODIST SEMINARIES TO TEACH THE THEOLOGY OF PEACE TO STUDENTS, CLERGY AND LAITY AND PROVIDE TRAINING FOR PEACEMAKING.

F) JUSTPEACE: CENTER FOR MEDIATION AND CONFLICT TRANSFORMATION TO PROMOTE A CULTURE OF JUST PEACE IN THE CHURCH AND IN THE WORLD AND TO PROVIDE TRAINING FOR PEACEMAKING PRACTITIONERS WITHIN ANNUAL CONFERENCES AND LOCAL CONGREGATIONS.

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G) THE GENERAL COMMISSIONS ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS, RELIGION AND RACE, THE STATUS AND ROLE OF WOMEN, AND UNITED METHODIST MEN TO ILLUMINATE CAUSES OF INJUSTICE AND INTERGROUP TENSION, ENGAGE IN ADVOCACY FOR PEACE AND JUSTICE, PROVIDE TRAINING FOR CONFLICT RESOLUTION, AND BECOME INSTRUMENTS OF PEACE.

H) THE CONNECTIONAL TABLE TO FACILITATE COOPERATION AMONG UNITED METHODIST BOARDS, AGENCIES, CONFERENCES, AND CONGREGATIONS ON PEACEMAKING ENDEAVORS.

III. THE 2008 GENERAL CONFERENCE REQUESTS THE FOLLOWING REPORTS FOR SUBMISSION TO THE 2012 GENERAL CONFERENCE:

A) BY THE COUNCIL OF BISHOPS TO SUMMARIZE PEACEMAKING ACTIVITIES OF BISHOPS AND ANNUAL CONFERENCES DURING THE 2009-2012 QUADRENNIUM AND OFFER RECOMMENDATIONS FOR FURTHER PEACEMAKING ACTIVITIES DURING THE 2013-2016 QUADRENNIUM.

B) BY THE CONNECTIONAL TABLE, WITH STAFF ASSISTANCE FROM THE GENERAL BOARD OF CHURCH AND SOCIETY, TO DESCRIBE THE SUBSTANCE AND RESULTS OF PEACEMAKING ACTIVITIES OF GENERAL BOARDS AND AGENCIES DURING THE 2008-2012 QUADRENNIUM AND TO PRESENT RECOMMENDATIONS FOR FURTHER PEACEMAKING ACTIVITIES DURING THE 2013-2016 QUADRENNIUM.

### RATIONALE: WHEREAS

A Call for Peacemaking

God's earth is aching for peace. Domestic strife, civil conflict, ethnic and racial clashes, religious schism and interfaith rivalry, terrorist attacks, wars between nations, and threatened use of nuclear, chemical and biological weapons - all of these prevent us from achieving God's shalom. In response we who are disciples of Jesus Christ are called to be peacemakers for the transformation of the world.

The biblical foundation for peacemaking is the Sermon on the Mount where Jesus taught, "Blessed are the peacemakers" (Mt.5:9), "Don't react violently against the one who is evil" (Mt 5:39, Scholars Version), "Love your enemies and pray for those who persecute you" (Mt 5:44), and pray to forgive those who trespass against us (Mt. 6:12, 14-15). Paul echoed Jesus' teaching when he instructed Christians in Rome, "Do not be overcome by evil, but overcome evil with good" (Romans 12:14-21). He told the church in Corinth that through Christ we have a "ministry of reconciliation" (2 Corinthians 5:17-18).

For The United Methodist Church peacemaking is an essential task for achieving success in other initiatives. Working with the poor to eliminate poverty, caring for children, and conducting global health initiatives can be most successful in stable and just societies free from armed conflict. To have sufficient resources for these tasks requires global peace and disarmament in order to redirect vast amounts of public funds now spent on armed forces and weaponry. Moreover, a strong concern for peace and justice is a necessary feature of vital congregations.

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### GC 52 RESOLUTION ON UNITED METHODIST GLOBAL FUND UNITED METHODIST GLOBAL AIDS, TUBERCULOSIS & MALARIA FUND

#### ACTION TO BE VOTED ON:

##### **Committed To Address Financially the Challenges of Global HIV/AIDS, Tuberculosis and Malaria**

The 2008 General Conference endorses a Global Health Initiative that will focus especially on global HIV/AIDS, tuberculosis and malaria.

United Methodists will demonstrate by our own financial stewardship that we are committed to addressing these global diseases that especially impact the world's most impoverished. During the 2009-12 quadrennium, United Methodists will not only request financial gifts from foundations, government organizations, and non-governmental agencies, but as a denomination we will raise \$5 million through apportionments and match this with an additional \$5 million through Advance gifts.

The 2008 General Conference re-affirms that of the total money raised in each annual conference for these programs, 25 percent may be retained by the annual conference that raised it, to be used in programs combating HIV/AIDS, malaria, and/or tuberculosis in their region and in other global connectional projects. Each annual conference shall designate an appropriate agency for the promotion and distribution of these funds.

Of the total money raised in each annual conference for the United Methodist Global AIDS, Tuberculosis and Malaria Fund, 75 percent shall be remitted by the conference treasurer to the treasurer of the General Council on Finance and Administration with appropriate distribution for use by the United Methodist Global AIDS, Tuberculosis and Malaria Committee (with representatives from the Council of Bishops, General Board of Global Ministries, General Board of Church and Society, Commission on Christian Unity and Interreligious Concerns, Youth and Young Adults Ministries, United Methodist Communications, and three persons not serving with any of these agencies).

#### **Affirming Responsibilities of the Committee**

The Committee will be responsible for the promotion, use, supervision, and distribution of these funds. The Committee will:

1. Assist local congregations and conferences in identifying and creating global partnerships for mutual HIV/AIDS, tuberculosis and malaria ministry.
2. Provide support for projects sponsored by local congregations or organizations related to the United Methodist Church, partner autonomous Methodist churches and the ecumenical church.
3. Encourage partnerships between congregations and conferences in the United States and Methodist congregations and ecumenical organizations globally that are engaged in the struggle against HIV/AIDS.
4. Advocate for social justice, particularly related to increasing governmental and non-governmental funding and issues regarding the role of pharmaceutical companies.
5. Develop appropriate promotional materials and funding guidelines.

#### **RATIONALE:**

For more than twenty-five years the global HIV and AIDS pandemic has traveled like a tsunami across the earth, leaving in its wake over 26 million dead and over 40 million persons infected. Unlike most any other disease, it is a truly global crisis, as it impacts every nation and society. Two other diseases—tuberculosis and malaria—also impact significantly the impoverished of the world. Together these three diseases need to be addressed as a part of a Global Health Initiative of The United Methodist Church during the 2009-2012 quadrennium.

HIV and AIDS, for example, are preventable diseases, but the world is losing the battle to curb infections, as each year an estimated four to five million new persons are infected. Young people aged 15 to 24 are

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especially threatened by lack of prevention education; more than 15 million children have become orphans. World-wide almost 50% of the persons infected are women; in sub-Saharan Africa 58% of the infected are women. Urgently needed are systematic programs of education for clergy and lay leaders around the world so they might effectively address this crisis in church and society.

Likewise tuberculosis and malaria need to be addressed in various ways. Prevention methods and medicines must be provided. The three diseases interact so that persons weakened by malaria are more susceptible to HIV or tuberculosis and vice versa. Stigma and discrimination particularly make efforts to address HIV and AIDS extremely difficult.

### **Matching Words With Deeds**

Previous sessions of the General Conference of The United Methodist Church have spoken with prophetic and pastoral compassion to the global issue of HIV/AIDS. We talk about addressing diseases like malaria and tuberculosis, but we have failed to “walk our talk” in terms of actually providing financial resources commensurate with the resources God has provided us. Our written resolutions have not been matched by a resolve to commit significant financial and denominational resources in the struggle for education, prevention, treatment and care in the worldwide struggle against HIV and AIDS, malaria, and tuberculosis. If United Methodists are not just engaging in rhetoric about global health, then we need to match our words with deeds.

In 2004 the General Conference established the United Methodist Global AIDS Fund, but failed to provide any apportionment funds to support programs that would promote education, prevention, care and treatment. Even as the denomination petitioned the United Nations and other government agencies to share generously their resources, United Methodists deemed the world’s worst health crisis in 700 years simply a matter of “second mile” or Advance giving. The goal of raising \$8 million over the four-year period of 2005-2008 (equal to just 25 cents per member per year) through Advance giving was not realized because of the low priority. Overall, the United Methodist response has been minimal, particularly in comparison to our resources and other commitments.

Despite the low level of funding during the past quadrennium, remarkable HIV and AIDS programs have been supported, including outreach to many countries in Africa and Asia, as well as the United States. Funds have been distributed in Mozambique, India, Sierra Leone, Kenya, South Africa, Nigeria, Russia, and many other countries. Programs funded have included those stopping the transmission of the virus from mother to child, testing and prevention programs among truck drivers, supporting rural health care workers, caring for orphans, and providing help to an AIDS Pediatric Center. Financial assistance was provided for a special edition of the *Upper Room* designed especially for persons living with HIV and AIDS, malaria and tuberculosis. Funds have been raised for programs like Nothing But Nets.

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### GC 53 PETITION TO PROHIBIT DISCRIMINATION IN RECEIVING MEMBERS INTO UNITED METHODIST CONGREGATIONS

#### Amend Paragraph 214.4 of *The Book of Discipline*

#### ACTION TO BE VOTED ON:

**Now therefore be it resolved**, that the Secretary of the Rocky Mountain Annual Conference of the United Methodist Church will petition the 2008 General Conference to amend paragraph 214 of the Discipline to insert the following sentence after the words "in any local church in the connection" (Par. 4): **NO PERSON SHALL BE EXCLUDED FROM THE UNITED METHODIST CHURCH FOR REASONS RELATED TO RACE, COLOR, NATIONAL ORIGIN, ECONOMIC CONDITION, GENDER, MARITAL STATUS, SEXUAL ORIENTATION, OR GENDER EXPRESSION.**

#### RATIONAL:

**Whereas**, the United Methodist Church (UMC) has historically welcomed into membership "all persons without regard to race, color, national origin, status, or economic condition" per Article IV of the Constitution; and

**Whereas**, the United Methodist Discipline ¶102 of our Doctrinal History states the following: "Beyond the essentials of vital religion, United Methodists respect the diversity of opinions held by conscientious persons of faith. Wesley followed the time-tested approach: 'In essentials, unity; in nonessentials, liberty; and in all things, charity.' ... The crucial matter in religion is steadfast love for God and neighbor, empowered by the redeeming and sanctifying work of the Holy Spirit"; and

**Whereas**, the United Methodist Social Principles in the Disciple paragraph 161(g) states, "Homosexual persons no less than heterosexual persons are individuals of sacred worth. All persons need the ministry and guidance of the church in their struggles for human fulfillment, as well as the spiritual and emotional care of a fellowship that enables reconciling relationships with God, with others, and with self. Although we do not condone the practice of homosexuality and consider this practice incompatible with Christian teaching, we affirm that God's grace is available to all. We implore families and churches not to reject or condemn their lesbian and gay members and friends. We commit ourselves to be in ministry for and with all persons"; and

**Whereas**, the United Methodist Church has implemented the advertising strategy "Open Hearts, Open Minds, Open Doors" which includes a "Diversity Expression" that "by communicating the myriad beliefs and cultural diversity of the church, this expression invites anyone to attend, wherever they are on the journey toward finding a spiritual home" (United Methodist Communication's Website: <http://www.ignitingministry.org/advertising/diversity.aspx>); and

**Whereas**, John Wesley preached that the church is the means of dispensing the grace of God to all who seek it; Romans 15:7 says "Welcome one another, therefore, just as Christ has welcomed you"; Romans 14:13-14 says "Let us therefore no longer pass judgment on one another, but

resolve instead never to put a stumbling block or hindrance in the way of another."; Luke 8:1-3 describes the numerous female followers of Jesus; 1 Corinthians 12:13a says "For in the one Spirit we were all baptized into one body"; Galatians 3:28 says "There is no longer Jew or Greek, slave or free, male or female; for you are all one in Christ Jesus"; and John 13:35 says "everyone will know that you are my disciples, if you have love for one another;" and

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### GC 54 PETITION TO PROHIBIT DISCRIMINATION IN RECEIVING MEMBERS INTO UNITED METHODIST CONGREGATIONS

#### Amend Paragraph 4 Article IV of *The Book of Discipline*

#### ACTION TO BE VOTED ON:

**Amend** Article IV, as follows: “The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, color, national origin, economic condition, **GENDER, MARITAL STATUS, SEXUAL ORIENTATION, OR GENDER EXPRESSION**, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking the vows declaring the Christian faith, become professing members in any local church in the connection. In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, economic condition, **GENDER, MARITAL STATUS, SEXUAL ORIENTATION, OR GENDER EXPRESSION.**”

#### RATIONAL:

**Whereas**, the United Methodist Church (UMC) has historically welcomed into membership “all persons without regard to race, color, national origin, status, or economic condition” per Article IV of the Constitution; and

**Whereas**, the United Methodist Discipline ¶102 of our Doctrinal History states the following: “Beyond the essentials of vital religion, United Methodists respect the diversity of opinions held by conscientious persons of faith. Wesley followed the time-tested approach: ‘In essentials, unity; in nonessentials, liberty; and in all things, charity.’ ... The crucial matter in religion is steadfast love for God and neighbor, empowered by the redeeming and sanctifying work of the Holy Spirit”; and

**Whereas**, the United Methodist Social Principles in the Disciple paragraph 161(g) states, “Homosexual persons no less than heterosexual persons are individuals of sacred worth. All persons need the ministry and guidance of the church in their struggles for human fulfillment, as well as the spiritual and emotional care of a fellowship that enables reconciling relationships with God, with others, and with self. Although we do not condone the practice of homosexuality and consider this practice incompatible with Christian teaching, we affirm that God’s grace is available to all. We implore families and churches not to reject or condemn their lesbian and gay members and friends. We commit ourselves to be in ministry for and with all persons”; and

**Whereas**, the United Methodist Church has implemented the advertising strategy “Open Hearts, Open Minds, Open Doors” which includes a “Diversity Expression” that “by communicating the myriad beliefs and cultural diversity of the church, this expression invites anyone to attend, wherever they are on the journey toward finding a spiritual home” (United Methodist Communication’s Website: <http://www.ignitingministry.org/advertising/diversity.aspx>); and

**Whereas**, John Wesley preached that the church is the means of dispensing the grace of God to all who seek it; Romans 15:7 says “Welcome one another, therefore, just as Christ has welcomed you”; Romans 14:13-14 says “Let us therefore no longer pass judgment on one another, but

resolve instead never to put a stumbling block or hindrance in the way of another.”; Luke 8:1-3 describes the numerous female followers of Jesus; 1 Corinthians 12:13a says “For in the one Spirit we were all baptized into one body”; Galatians 3:28 says “There is no longer Jew or Greek, slave or free, male or female; for you are all one in Christ Jesus”; and John 13:35 says “everyone will know that you are my disciples, if you have love for one another;” and

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### GC 55 GOVERNMENT FAILURE TO FULFILL TERMS OF TREATIES WITH NATIVE AMERICAN TRIBES IN THE UNITED STATES OF AMERICA

**Amend Category V The Political Community : Political Responsibility of *Book of Resolutions***

#### **ACTION TO BE VOTED ON:**

Whereas; The United States government has failed to honor its obligations in treaties adopted by Congress with Indian tribes; and

Whereas; Treaty agreements are solemn promises and must be honored; and

Whereas; The United Methodist Church has long been a champion of American Indian rights;

THEREFORE; Be it resolved, that the United Methodist Church calls on the United States government to review treaty obligations and determine a course of action to be taken to honor the promises made to our Native American Indian People.

### GC 61 TO CHANGE AND ADD LANGUAGE TO PARAGRAPH 623 OF *THE 2004 BOOK OF DISCIPLINE*

#### **ACTION TO BE VOTED ON:**

**Payment Obligation**—Each church or charge has an obligation to pay the full compensation, as approved by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the compensation approved by the charge conference, the church or charge shall immediately notify, **IN WRITING, THE PASTOR, DISTRICT SUPERINTENDENT AND CONGREGATION INDICATING ALL AVENUES EXPLORED TO MEET THE SALARY and may request INCLUDING REQUESTING** consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund. **IF IT BECOMES NECESSARY TO MODIFY A PASTOR'S COMPENSATION, IT SHALL OCCUR AT THE END OF THE CONFERENCE APPOINTMENT YEAR.**

### GC 70 PROVIDE FOR MINIMUM NUMBER OF JURISDICTIONAL CONFERENCE DELEGATES

**Amend page 27, Constitution IV Article 1 of *Book of Discipline***

#### **ACTION TO BE VOTED ON:**

¶ 23. *Article 1.*

The jurisdictional conferences shall be composed of as many representatives from the annual conferences and missionary conferences as shall be determined by a uniform basis established by the General Conference, **PROVIDED THAT NO JURISDICTIONAL CONFERENCE SHALL HAVE FEWER THAN 100 DELEGATES.** The missionary conferences shall be considered as annual conferences for the purpose of this article.

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### GC 71 PROVIDE FOR MINIMUM NUMBER OF JURISDICTIONAL CONFERENCE DELEGATES

Amend page 320 paragraph 513 of *The Book of Discipline*

#### ACTION TO BE VOTED ON:

##### ¶ 513. *Membership*

The membership of each jurisdictional conference shall consist of an equal number of clergy and lay delegates elected by the annual conferences as provided in the Discipline. Consideration shall be given to electing an inclusive delegation (¶¶ 124, 138). The number of delegates to which an annual conference is entitled shall be twice the number of its General Conference delegates, **EXCEPT WHEN THE APPLICATION OF THAT FORMULA RESULTS IN A TOTAL NUMBER OF DELEGATES TO A JURISDICTIONAL CONFERENCE LESS THAN 100. IN THAT EVENT, THE SECRETARY OF THE GENERAL CONFERENCE SHALL ADJUST THE NUMBER OF DELEGATES TO A JURISDICTIONAL CONFERENCE IN THE SAME PROPORTION AMONG THE ANNUAL AND MISSIONARY CONFERENCES OF THE JURISDICTION TO ACHIEVE A TOTAL OF 100, ENSURING THAT NO ANNUAL OR MISSIONARY CONFERENCE SHALL BE REPRESENTED BY FEWER THAN FOUR DELEGATES.**