

K. PETITIONS and RESOLUTIONS**ADOPTED BY 2016 ROCKY MOUNTAIN ANNUAL CONFERENCE SESSION**

Petitions appear in final form and in the order listed below. Petitions not listed were not adopted.

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PETITIONS

AC01: 2017 EQUITABLE COMPENSATION

The Rocky Mountain Annual Conference defines the following compensation terms:

Minimum Base Compensation (MBC) is the specific amount of cash salary, housing, benefits and reimbursable expense amounts set by annual petition for all clergy (Elders, Deacons, Associate Members 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, 2017, this will be:

Cash salary of \$36,558, which is 57% of the 2017 Conference Average Compensation (CAC) of \$64,136. For clergy who are in good standing and appointed to less than full-time service in the local church, the cash salary shall be adjusted in one-quarter increments as follows: $\frac{3}{4}$ time = \$27,419, $\frac{1}{2}$ time = \$18,279, $\frac{1}{4}$ time = \$9,140.

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 2017, depending upon the location, the allowance is *suggested* to be an annual amount of no less than \$10,929 for a full time appointment. For those communities where housing equivalent to conference parsonage standards costs less than \$10,929 per year, it is suggested that the annual amount be no less than \$10,929 for a full-time appointment.

Benefits are established by other annual conference petitions and by the current Book of Discipline and include health insurance, CRSP pension funding, UMPIP 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 the SPR/PPR Committee.

Each clergy's housing equity goals

Redistribution within the compensation package - Because it affects both the Conference and the Denominations 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.

Equitable Compensation Fund is the amount budgeted in the Conference annual budget for emergency supplementation of clergy salaries in churches or charges that are unable to provide minimum compensation. As defined in ¶342, ¶624, and ¶625, this fund, and any disbursements from it, is overseen by the Commission on Equitable Compensation.

Student Local Pastors - Student local pastors as defined in ¶318.3 of the 2012 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 2017 IRS 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 reappointment.

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, 2012 Book of Discipline). Such study leave shall not be considered vacation.
2. Full -time pastors (after 6 [six] years of full-time appointment) be allowed up to 6 [six] months formation and spiritual growth leave. (2012 Book of Discipline §351.3 and §352)

Sick Leave

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

Maternity/Paternity Leave

Pastors may be allowed up to a maximum of eight weeks of paid maternity/paternity leave. Such leave shall comply with the guidelines established in §356 of the 2012 Book of Discipline.

Each Rocky Mountain Conference annual budget shall include an amount that is to be used for the purpose of pulpit and pastoral supply during the absence of a pastor on maternity/paternity leave. During such leave, the local church will be responsible for continuing all clergy compensation. The church may request conference financial support to help defray pulpit supply costs. The cabinet shall direct the use of these funds and, normally, such assistance will provide only partial funding of the total costs that may be involved. For 2017, the Rocky Mountain Conference budgeted amount shall be \$1,000.

EFFECTIVE DATE: January 1, 2017

TERMINATION DATE: December 31, 2017

ORIGINATOR OF THE PETITION: Commission on Equitable Compensation

AC02: MINIMUM STANDARDS FOR CLERGY PARSONAGES/HOUSING

Adoption of the following Minimum Standards for Clergy Parsonages/Housing, and the printing of these standards in the 2016 Conference Journal and at appropriate quadrennial intervals.

I. MINIMUM STANDARDS FOR CLERGY PARSONAGES/HOUSING

- A. A very important part of the clergy compensation package is that of housing. The Commission on Equitable Compensation recommends that every charge provide either a parsonage that meets the following minimum requirements, or a housing allowance that will enable the rental or purchase of a suitable equivalent, for full-time and part-time clergy staff, unless a special exception is negotiated with the local church and conference by the District Superintendent.
- B. Responsibility for clergy housing

- C. Ultimate responsibility for clergy housing lies with the Church Council. (See paragraphs 252.4.e, 2012 Discipline.)
1. The church council may delegate administrative responsibility for clergy housing to the committee on pastor-parish relations (staff-parish relations) or a pastoral advisory committee. (See paragraph 258.16, 2012 Discipline.)
 2. If a housing allowance is provided, it should be reviewed annually by the Pastor-Parish Committee and provision made for an adequate allowance equal to a fair rental value for providing suitable housing and utilities in a specific geographical area.
 3. If a Parsonage Committee is established, membership may be appointed by the church council or be nominated by the Committee on Lay Leadership and elected by the charge conference. Rotation of members is advised.
 4. If a Parsonage Committee is established, it is recommended that its membership be:
 - a. one trustee (selected by the Board of Trustees)
 - b. one member from the Pastor-Parish Relations Committee
 - c. three members at large
 - d. the pastor's spouse
 - e. the Pastor
 - f. Where there is more than one church on a charge, then the members at large and the Pastor-Parish Relations Committee and Trustees representation should reflect members from each of the churches.
 5. The Parsonage Committee should meet at least twice a year and shall report to the charge conference on the forms provided by the annual conference.
 6. Responsibilities of the Parsonage Committee shall include:
 - a. Cooperate with the Pastor-Parish Committee in sensitizing the congregation to the fact that the parsonage is a part of the clergy compensation and should be considered as the private home of the parsonage family.
 - b. Follow the Parsonage Maintenance guidelines for a yearly checklist. (See II A)
 - c. Follow the Parsonage Maintenance guidelines "When There Is A Change in Pastors" (See II B)
 - d. Assure that all budget requests pertaining to the parsonage are submitted to the Finance Committee for recommendation to the church council. In the absence of a Parsonage Committee, the duties and functions described in the "Clergy Housing Policies and Standards" guideline shall belong to the Pastor-Parish Relations Committee.
- D. Minimum Parsonage/Housing Standards
1. If a parsonage is provided, it should be an adequate, comfortable and structurally sound home for the pastor and family built according to local building codes.
 2. Recommendations Relating to Parsonage Planning/Size of Rooms/Furnishings
 - a. Location-Item to be considered:
 1. Is, or will the location be conducive to good living on the part of the parsonage family and equivalent to the average family home of the area?
 2. Is, or will the location be in convenient relationship to shopping areas, schools, recreation and in an area conducive to property value appreciation?

3. Location should not be such as to conceivably be a hindrance to future growth of the church plant and should be convenient to the ministry community which the church serves.
 4. While some parsonages are located next door to the church, the goal of the church should be to insure the privacy of the parsonage family. If there is to be a change in the parsonage location, it ought not be next to the church.
- b. The Office of Architecture of the Board of Global Ministries, 475 Riverside Drive, New York, NY 10115 has recommended parsonage planning guides.
- c. House/Parsonage Arrangement
1. Bedrooms: There should be a minimum of three bedrooms each of adequate size and allowing for privacy.
 2. Closets: Adequate closet space should be provided
 3. Bathrooms: One and three fourths bathrooms are considered essential.
 4. Study:
 - (i) A pastor's study, (in addition to the three bedrooms) is desirable. The pastor's study in the parsonage is not to be utilized for counseling, nor is it to take the place of an office in the church or in some other facility outside the parsonage.
 - (ii) It is desirable that the study be located so that it can be protected from family and kitchen noises.
 5. Kitchen and laundry space:
 - (i) there should be adequate kitchen and laundry space.
 - (ii) There should be adequate electrical outlets.
 6. Living area:
 - (i) The parsonage is to be considered as home for the pastor and his or her family. A living room should be large enough so that entertaining or dining is possible.
 - (ii) Where possible, there should be an area where the family can "be at ease" whether it is a kitchen-family room, a den, or a recreation room.
 7. Closets and storage: Considering the fact that pastors acquire equipment and personal possessions not always usable in the present appointment and the possession of equipment not normally found in the average home, the need of average or more than average closet and storage space is recommended.
 8. Heating and cooling: Adequate provision for these should be made in relationship to the area and the climate. Adequate insulation and storm windows should be installed where required for energy conservation.
 9. Home grounds:
 - (i) All permanent planting should be the responsibility of the church and planned by a landscape architect whenever possible.
 - (ii) Landscaping and exterior care of the parsonage should be such as to be a credit to the church in the community (Section II A #8 & 9)
 - (iii) An outdoor patio area and recreational space are useful additions.
 10. Miscellaneous

- (i) Adequate shelter sufficient to house two cars should be provided. Minimum requirement is a garage suitable to house one car.
 - (ii) Because the need for a type of TV antenna or basic cable varies with location, the church shall provide an adequate antenna or basic cable for the area.
 - (iii) One telephone should be provided with jacks installed for additional phones in the master bedroom, study, family room or where most convenient.
 - (iv) Internet shall be provided with at least one jack.
 - (v) Smoke alarms, carbon monoxide detectors, fire extinguishers and safety ladders should be present.
3. Basic Parsonage Furnishings and Equipment. It shall be the responsibility of the local church to furnish the parsonage with basic furnishings as listed below of good quality and to maintain them in good condition or replace when necessary. It is recommended that all furniture for the parsonage be purchased new.
- a. Bedrooms – Rugs or carpets and window coverings. Furnishings for all bedrooms shall be the responsibility of the parsonage family.
 - b. Study – Carpets and draperies. It is recommended that the study include the following: desk, comfortable chair, filing cabinet, telephone, bookshelves, and computer. The room should have adequate light and storage.
 - c. Kitchen and laundry – Range and oven, refrigerator/freezer, automatic washing machine and dryer, dishwasher, sink with garbage disposal where possible and water conditioner where needed or required.
 - d. Carbon monoxide detectors should be present and there should be grounded wiring throughout the parsonage, with ground fault protectors in the bathrooms.
4. Regarding Duplication of Furnishings and Equipment – Where the church provides mutually acceptable furnishings as outlined above, but the pastor prefers to use his or her own, the pastor shall arrange for the storage of the parsonage furniture in cooperation with the parsonage committee.

E. Joint Responsibility

- 1. It should be remembered that a home expresses character and that the condition of the parsonage reflects on the relations of the clergy family and the church. Happy is the pastor who can be proud of his/her church for the kind of parsonage provided for them as good stewards. The church is encouraged to choose neutral colors for drapes, carpeting, furnishings, and so on when considering the décor of the parsonage. The tastes of the parsonage family should also be considered in choosing colors, furnishings and appliances. Clergy and families living in a church-owned parsonage are expected to maintain the parsonage in conditions of reasonable cleanliness and repair avoiding the necessity of extensive cleaning or repair upon the change of pastors.
- 2. When a pastor moves out of a parsonage, the Board of Trustees, upon recommendation of the chairperson of the S/PPR, may elect to withhold the pastor's final check, for a period not to exceed 10 days, and deduct from that paycheck (1) the cost of necessary repairs and replacement for any breakage or damage which exceeds normal wear and tear or (2) the cost of cleaning, if the parsonage is not left "broom clean" and ready for the next occupant. The amount of the paycheck exceeding those costs shall be sent to the pastor within 10 days of his/her last day of appointment to the church. At the same time, the church shall provide to the pastor and the pastor's district superintendent, a detailed accounting of the use of the funds. In the event there is a dispute between the pastor and the church concerning the amount needed for repairs, breakage, or cleaning, the district superintendent or a third party, agreed upon by both the church and the pastor, shall mediate the dispute. The decision of the district superintendent or the mediator shall be final.

- F. Options: While we advocate these parsonage guidelines as outlined above, we recognize the need for options in specific situations as mutually agreed upon by the pastor and the Parsonage Committee, in consultation with the district superintendent.

II. PARSONAGE MAINTENANCE GUIDELINES

A. Yearly Check-List for the Parsonage Committee

1. Cooperate with the Pastor-Parish Relations Committee in the annual review of the parsonage: "The chairperson of the Pastor-Parish Relations Committee, the chairperson of trustees, and pastor shall make an annual review of the church-owned parsonage to assure proper maintenance." 2012 Discipline, paragraph 2532.4.
2. The parsonage committee should indicate replacing furniture, appliances, curtains, carpets, etc., when they can see it is needed rather than the family having to ask. However, the family should ask if this is not done. When things are to be replaced, the parsonage family should make selections in consultation with the Parsonage Committee. Furnishings should have a budget line. An inventory of the parsonage with annotated condition of things should be done yearly.
3. An inventory of furniture and appliances with original cost and expected life-span should be maintained. An item in the church budget should provide funds each year on an accumulating basis to replace items as they are worn out.
4. Emergency maintenance and repairs: An emergency fund (suggested minimum of \$200) should be available as an amount that could be spent without consultation with the committee in order to allow the parsonage family to deal with emergency repairs.
5. The exterior of the house should be inspected to see that it is properly maintained (paint, roof, etc.) in order to avoid costly repairs. Exterior painting, repairs, and roof maintenance should be the responsibility of the church.
6. The parsonage should have a periodic termite and pest control inspection. Corrective measures should then be taken.
7. The church should have the heating and cooling systems checked seasonally.
8. Major renovation, repair, and replacements should be done by the church as they are needed, taking into consideration the church's financial ability to do these things. (The pastor, not the church, shall be responsible for correcting extreme or unusual damage beyond normal wear and tear to the parsonage and furnishings.) Changes in interior decoration should be done with the mutual consent of the church and the family.
9. It is recommended either that basic lawn maintenance (including mowing, edging, fertilizing, and sprinkler system) be taken care of or paid by the church or that the church provide, maintain, and repair a power lawn mower and other tools required to maintain the grounds with ease.
10. For the safety of the parsonage, property and the parsonage family, the church should carefully evaluate the overall security of the building and grounds. Attention should be given to screens, window and door locks, gates, and alarm systems. This should also include fire prevention measures such as smoke alarms, fire extinguishers, escape ladders and a fire escape plan. When possible, an annual inspection should be made by the fire department and utility companies.

B. When There Is a Change in Pastor

1. The parsonage should be thoroughly cleaned when there is a change in pastor. The exterior of the parsonage and the grounds should be clean and present a good appearance. Walls, carpets, draperies, and floors should be clean and in good repair. Refrigerator, cook-top, oven, disposal, dishwasher,

- washer, dryer, air conditioner, heater, water heater (50 gallons minimum), smoke alarms, fire extinguishers, TV antenna or cable, garden hoses, ladder, and trash cans where needed (minimum of four 30 gallon cans with covers) should all be in proper order. A thorough inspection of plumbing and electrical placements is also recommended. If requested by the new pastor, locks should be changed and new keys issued. A termite and pest control inspection is recommended, as well as necessary corrective treatment. The church has final responsibility to see that these things are adequately accomplished.
2. The following suggestions are for creating a "Guide" to be completed by the Parsonage Committee and given to the parsonage family when it moves into its new home.
 - a. An up-to-date inventory of all parsonage furnishings including, if possible, the date purchased, cost, present condition, and a projected replacement time. See II A 3.
 - b. For each appliance:
 1. Operating instructions or manuals, etc.
 2. Repair instructions
 - (i) service personnel to call
 - (ii) which, if any, parsonage committee member to call
 - (iii) service calls and repairs of major appliances owned by the church should be paid for by the church
 - c. Where to find:
 1. Turn-off valve for gas
 2. Turn-off valves for outside and inside water
 3. Meters
 4. Fuse or switch boxes, circuit-breakers, and main-switch- all properly labeled
 5. Size and change intervals for heating and cooling filters.
 6. Various permanent plants which are seasonal.
 7. Any unusual appliances, equipment, or household peculiarities (such as hidden attic door)
 8. Sprinkler systems
 9. Sewer clean outs
 - d. Numbers to call in emergencies: Police, Fire, Ambulance, Insurance Company, Trustees, etc.
 - e. Basic information for cleaning carpets and draperies. The local church is to establish the desired policy. For example: The church is responsible for a once-a-year cleaning to be determined by committee upon recommendation from the parsonage family. It may be simpler for a policy to be established that carpets and drapes be cleaned annually without the recommendation of the family but with the committee selecting the cleaning company and the church paying the bill.
 - f. It may be helpful, upon the arrival of a new parsonage family, for a member of the committee to conduct a tour of the parsonage, and point out that the committee is aware of certain needs (furniture that is wearing out, painting that is needed, etc.) and also point out the good maintenance that has been done in the past. this conveys to the parsonage family that the church is proud of their home and wants them comfortable, but might also convey that the church expects something from the parsonage family in maintaining the parsonage. The parsonage family should also be reminded to treat the parsonage as if it were their own home.

- g. When it is possible, the parsonage should be open for visitation by the newly appointed clergy family prior to the effective date of appointment. If this is not possible, pictures of the parsonage (outside and inside) could be taken when a change is expected, and those pictures might be taken or sent to the new family ahead of moving time, providing added rapport between the church and the new parsonage family.

C. Energy conservation

1. The church and parsonage family should make every effort possible to conserve energy. This should include:
 - a. Inviting utility companies (gas, electric, and water) to inspect, provide an energy audit, and make recommendations
 - b. More efficient lighting
 - c. Insulation in attic and walls
 - d. Weather-stripping
 - e. Investigating possible use of solar energy or other energy-saving devices.
 - f. Water-saving devices.

III. PARSONAGE UTILITIES

- A. The local church shall provide utilities: water, electricity, gas and basic telephone (not including personal toll calls), sewage fee, trash and garbage collection, internet and cable and/or antenna where required for TV reception.
- B. Those congregations with church-owned, but rented out, homes should take into account the actual cost of the above-mentioned utilities when providing a housing allowance.
- C. Parsonage families should be conscious of the high cost of utilities, and should practice cost and energy-saving measures at all times. This should include regular self-monitoring, analysis, and comparing against previous usage.

IV. RECOMMENDATION FOR PARSONAGE INSURANCE

- A. Insurance on real and personal property is the responsibility of the owner of that property and should be provided with adequate liability coverage.
- B. Insurance should be reviewed annually and when there is a change of pastor(s).
- C. It is recommended that a renter's Insurance Policy be obtained by the parsonage family residing in the parsonage to insure the parsonage family's personal property, including clergy library.

V. REVIEW OR REVISION OF STANDARDS

These standards are to be reviewed and/or revised by the Equitable Compensation Commission on a quadrennial basis after publication of the most recent Book of Discipline.

EFFECTIVE DATE: January 1, 2017

TERMINATION DATE: December 31, 2021

ORIGINATOR OF THE PETITION: Commission on Equitable Compensation

**AC03: DISTRICT SUPERINTENDENT, DIRECTOR OF MISSION AND MINISTRY, AND TREASURER /
BENEFITS OFFICER / DIRECTOR OF SUPPORT SERVICES COMPENSATION**

- A. Base compensation for District Superintendents will not exceed 1.7 times the Conference Average Compensation. The 2017 base compensation for District Superintendents is proposed to be \$103,306, which includes cash salary and a cash-based housing allowance. This amount is 1.61 times the 2017 Conference Average Compensation.
- B. A District Superintendent serving more than six consecutive years shall receive an additional \$1,000 in the seventh consecutive year. For the eighth consecutive year, an additional amount of \$250 shall be provided, for a total of \$1,250.
- C. Base compensation for the Director of Mission and Ministry and the Treasurer/Benefits Officer/Director of Support Services is established at the same amount as the base compensation for District Superintendents. The Director of Mission and Ministry and Treasurer/Benefits Officer/Director of Support Services positions shall receive an annual service year increment of \$250 for each completed year of service - up to a maximum of \$3,500.
- D. The Conference, through its Council on Finance and Administration and in consultation with each clergy person, shall designate a cash-based housing allowance applicable to such clergy person in accordance with Section 107 of the Internal Revenue Code. The designation shall be made on or prior to January 1, 2017, or if employed after January 1, 2017, upon commencement of employment.
- E. Car expense shall be reimbursed at the 2017 IRS business rate for basic automobile use. Where annual business-related travel exceeds 23,000 miles, the above positions will be provided with a leased vehicle, which is a more cost effective option.
- F. HealthFlex (health insurance), CPP (death and disability benefit) and CRSP (Clergy Retirement Security Program) payments shall be made by the Rocky Mountain Conference in accordance with guidelines established by the Conference Board of Pension and Health Benefits. In addition, \$1,200 for continuing education from accountable reimbursement funds shall also be provided.

EFFECTIVE DATE: January 1, 2017

TERMINATION DATE: December 31, 2017

ORIGINATOR OF THE PETITION: Personnel Policies and Practices Committee

AC04: HEALTH INSURANCE PROGRAM AND FUNDING

SECTION I - Health Insurance Provider, Plan Sponsor, Plan Availability and Plan Eligibility

As Plan Sponsor, the Conference will provide and/or make health insurance programs available consistent with the 2012 Book of Discipline of The United Methodist Church, Paragraph 639.6 (Retiree Health Care Access) and Paragraph 639.7 (Group Health Care Plans). For 2017, this program will be provided through the HealthFlex health insurance plan for active clergy and lay staff. For retired clergy and their spouses, and retired lay staff, the program will be provided through OneExchange.

Plan availability, eligibility and participation for active clergy and lay staff are subject to the terms and conditions of the applicable documents for the coverage period, and are available from the Conference Treasurer and Benefits Officer or the General Board of Pension and Health Benefits. Coverage and plan participation information for retired clergy and their spouses, and retired lay staff, is available from the individual plans selected by each participant through the OneExchange program.

Eligibility will be established by the General Board of Pension and Health Benefits and the Conference Board of Pension and Health Benefits for active clergy and lay staff. Eligibility for retired clergy and their spouses, and retired lay staff, will be established by the Conference Board of Pension and Health Benefits.

A. ACTIVE CLERGY

1. HealthFlex shall be available for all clergy serving full-time in a Rocky Mountain Conference local church or in the Conference office or any other unit of the Conference which provides pension contributions to the Clergy Retirement Security Program (CRSP), with the exception of clergy described in I.A.3.
2. HealthFlex shall be available for active clergy serving full-time who are Medicare-eligible but do not qualify under the Multiple Small Employer Exception (serving a church with 20 or more employees).
3. OneExchange shall be available for active clergy serving full-time who are Medicare-eligible and qualify under the Multiple Small Employer Exception (serving a church with 19 or less employees).

B. RETIRED CLERGY

The OneExchange program shall be available to assist all retired clergy and spouses meeting the qualification guidelines established by the Conference to identify a supplemental plan in addition to Medicare.

Clergy must be Medicare-eligible and have been in the active plan for five consecutive years in the Rocky Mountain Conference or Yellowstone Conference immediately prior to their retirement to be eligible to participate in the OneExchange plan sponsored by the Rocky Mountain Conference. An exception shall be made for clergy who retire prior to the age of Medicare-eligibility and elect to have qualified group plan coverage or coverage through a private plan outside of the Conference. Other exceptions may be requested for consideration and approval by the Conference Board of Pension and Health Benefits. Retirees who have been granted exceptions and who are not enrolled in HealthFlex when they attain the age of Medicare-eligibility shall be offered a one-time opt-in privilege 30 days prior to attaining the age of Medicare-eligibility. If this opt-in privilege is not exercised at least 30 days prior to attaining the age of Medicare-eligibility by contacting the Conference Benefits office, the retiree is not eligible to participate in the OneExchange program.

Clergy who have opted out of Social Security will need to be enrolled in both Medicare Parts A and B to be eligible to participate in the OneExchange plan.

C. CLERGY ON MEDICAL LEAVE

HealthFlex shall be available for clergy on Medical Leave and receiving disability benefits from the General Board of Pension and Health Benefits, until such time as the clergy becomes Medicare-eligible. When these clergy become Medicare-eligible, the OneExchange program shall be available for them.

D. LAY EMPLOYEES

HealthFlex shall be available for all eligible full-time lay employees of the Rocky Mountain Conference meeting the qualification guidelines established by the Conference. The OneExchange program shall be available for all eligible retired lay staff. Lay employees must have been in the HealthFlex plan for five consecutive years immediately prior to their retirement to be eligible to participate in the OneExchange program.

SECTION II - Plan Participation, Coverage, Costs and Conditions

A. ACTIVE PARTICIPANTS

Every charge in the Conference shall be direct-billed monthly for the insurance cost for single coverage for every elder, deacon in full connection, local pastor, associate member, or provisional member appointed full-time serving that charge and eligible for HealthFlex, regardless of participation. The cost includes vision and dental coverage.

Less than full-time clergy are not eligible to enroll in the HealthFlex plan; however the local church may choose to provide other coverage for its $\frac{3}{4}$ time and $\frac{1}{2}$ time appointed clergy. For $\frac{3}{4}$ time and $\frac{1}{2}$ time appointments the local church, working with its respective District Superintendent, may contribute up to \$4,000 annually to provide health

insurance coverage outside of HealthFlex. Costs for this coverage will be borne totally by the local church and/or appointed pastor. This is in addition to the minimum salary, housing, pension and allowable professional reimbursable amounts for pastors serving less than full-time. Per the Affordable Care Act, funding provided by employers to assist employees in purchasing individual health insurance is considered taxable compensation.

Each charge shall be direct-billed monthly for the insurance cost of its lay staff participants. The Conference shall pay the insurance cost for single coverage under HealthFlex for lay staff as specified by Personnel Policies for lay staff.

Active clergy serving full-time who are Medicare eligible and who qualify under the Multiple Small Employer Exception (serving a church with 19 or less employees) will participate in the OneExchange program. It is recommended that the employing church reimburse the clergy for medical, dental, Medicare and pharmacy premiums as applicable. Such reimbursement is considered taxable income.

B. RETIRED PARTICIPANTS

Each eligible retired participant and eligible spouse shall work with a Licensed Benefit Advisor at OneExchange to identify the appropriate coverage and cost-effective supplemental plan most suitable to the individual needs and requirements of the participant. Each eligible participant shall be provided a monthly stipend established as a fixed dollar amount which shall be deposited in a personal Health Reimbursement Account (HRA) to be used by the participant to pay for health insurance premiums and other qualifying medical expenses. Any HRA money unused in one calendar year will be rolled over for use in subsequent years – consistent with then-existing tax laws.

The stipend amount will be reviewed at least every two years. The review will take into account the two categories of HRA contribution levels.

- a) Retired eligible participants with 20 or more years of Pre-82 service
- b) Retired eligible participants with less than 20 years of Pre-82 service

The spouse's eligibility is determined by the retired participant's eligibility. However, a non-HealthFlex participant spouse of a retired eligible participant may take advantage of the OneExchange program but will not receive a stipend payment to a Health Reimbursement Account.

Retirees, spouses and surviving spouses eligible to receive pensions but not yet eligible for Medicare who choose to remain in HealthFlex shall receive a subsidy from the Conference up to 20% of their applicable active rate. These retirees may also choose to enroll in another qualified group plan or in a private plan, but this coverage will not be subsidized by the Conference. If they choose to enroll in a private plan, it may have a negative impact on their ability to obtain coverage for pre-existing conditions when they move to the OneExchange program.

The Conference shall not provide a health insurance stipend for retired lay employees from a local church. Eligible retired employees of the Conference office shall be eligible for a stipend as specified in Section II.B.

C. CLERGY ON MEDICAL LEAVE

Health insurance for clergy on Medical Leave and receiving disability benefits from the General Board of Pension and Health Benefits shall be provided through HealthFlex and paid 100% by the Conference. Spousal and dependent coverage shall be made available but not subsidized in any manner by the Conference. Clergy on Medical Leave and receiving disability benefits will be required to participate in the OneExchange program upon Medicare eligibility, and will receive an HRA as specified in Section II.B. When clergy on Medical Leave and receiving disability benefits who have opted out of Social Security retire, they will need to be enrolled in both Medicare Parts A and B to be eligible to participate in the OneExchange program.

SECTION III - Plan Administration and Mandatory Payments

- A. The Conference benefits staff, working with HealthFlex, will process active participant enrollments, collect premiums, reconcile funds and help coordinate plan activities. Retired participants will work directly with OneExchange advisors on an annual and as needed basis.
- B. The monthly payment of the health premiums specified in Section II. A. is mandatory for all full-time clergy appointed to serve a local church in the Rocky Mountain Conference. If a church is delinquent in health premium payments, the Conference Treasurer's office will initiate action and notify the respective District Superintendent and Bishop of the delinquency. The Conference Cabinet will be kept apprised of all communication regarding the delinquency. The affected charge will continue to be direct-billed for the monthly premiums throughout this entire period.
- C. The 2017 active insurance rates will be established by the Conference Board of Pension and Health Benefits after premium rate information is received from HealthFlex.

EFFECTIVE DATE: January 1, 2017

TERMINATION DATE: December 31, 2017

ORIGINATOR OF THE PETITION: Conference Board of Pension and Health Benefits

AC11: DISCONTINUANCE OF THE ST. PAUL UNITED METHODIST CHURCH

BE IT RESOLVED, that the Saint Paul United Methodist Church organization be discontinued effective July 1, 2016, and that the Rocky Mountain Conference Board of Trustees manage the disposition of the assets and property according to the provisions of the 2012 Book of Discipline of The United Methodist Church, and conference policies on the use and disposition of discontinued or abandoned local church property, with the intention of working with the conference new church development committee for possible use of the facility for a new United Methodist worshipping community launch within the next five years.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: Not Applicable

ORIGINATOR OF THE PETITION: Paul Kottke, Metropolitan District Superintendent

AC12: DISCONTINUANCE OF THE MERRITT MEMORIAL UNITED METHODIST CHURCH

BE IT RESOLVED, that the Merritt Memorial United Methodist Church organization be discontinued effective July 1, 2016, and that the Rocky Mountain Conference Board of Trustees continue to manage the disposition of the assets and property according to the provisions of the 2012 Book of Discipline of The United Methodist Church, and conference policies on the use and disposition of discontinued or abandoned local church property.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: Not Applicable

ORIGINATOR OF THE PETITION: Paul Kottke, Metropolitan District Superintendent

AC13: DISCONTINUANCE OF THE ALAMEDA HEIGHTS UNITED METHODIST CHURCH

BE IT RESOLVED, that the Alameda Heights United Methodist Church organization be discontinued effective July 1, 2016, and that the Rocky Mountain Conference Board of Trustees manage the disposition of the assets and property according to the provisions of the 2012 Book of Discipline of The United Methodist Church, and conference policies on the use and disposition of discontinued or abandoned local church property, with the intention of working with the conference Hispanic/Latino ministries committee for ongoing use of the facility and designated assets for development of the Gracia Divina United Methodist Spanish language Mission Congregation.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: Not Applicable

ORIGINATOR OF THE PETITION: Paul Kottke, Metropolitan District Superintendent

AC14: DISCONTINUANCE OF THE DEBEQUE UNITED METHODIST CHURCH

BE IT RESOLVED, that the DeBeque United Methodist Church organization be discontinued effective July 1, 2016, and that the Rocky Mountain Conference Board of Trustees continue to manage the disposition of the assets and property according to the provisions of the 2012 Book of Discipline of The United Methodist Church, and conference policies on the use and disposition of discontinued or abandoned local church property.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: Not Applicable

ORIGINATOR OF THE PETITION: Sione Tukutav, Utah/Western Colorado District Superintendent

AC15: 7TH ANNUAL VALENTINE'S RESOLUTION ON GLOBAL HIV AND AIDS

RESOLVED, that the Rocky Mountain Annual Conference endorses the United Methodist Global AIDS Fund as a "mission of the month" for February, 2017; and

1. Urges every congregation on February 12 or 19, 2017, to take a special collection to support the United Methodist Global AIDS Fund (Advance No. 982345) and send those funds to the Rocky Mountain Conference Treasurer;
2. Reaffirms the previous theme of "Have a Heart—Reach Out," emphasizing the relationship of Valentine's Day (February 14, 2017) and Christian love and care;
3. Reminds our congregations of the biblical mandate to "care for the widow and the orphan" and how Jesus "went about all the cities and villages, . . . curing every disease and every sickness" (Matthew 9:35) and instructing his disciples also "to cure every disease and sickness" (Matthew 10:1) without condition or qualification;
4. Combines the offering with a special presentation in each church that notes how personal and social injustice is perpetuated by stigma and discrimination against persons infected and affected by HIV and AIDS, demonstrating how Christian love overcomes hate and how Christian hope heals;
5. Directs the Rocky Mountain Annual Conference Global AIDS Fund Committee to specifically use 25% of the offering to help (a) AIDS orphans in Meru, Kenya, and (b) support a rural Women and Children's Center in Namakkal, India;
6. Authorizes the Rocky Mountain Global AIDS Committee to invite others to join them in jointly developing materials, flyers, videos, bulletins, etc. promoting the Annual "Have a Heart—Reach Out" Sunday, and to help provide education information and sermon ideas related to our efforts at becoming known as an anti-stigma and anti-discrimination church committed to global health;
7. Encourages communications by email and other ways to educate the church about this opportunity to celebrate Valentine's Day with a focus on those living with HIV who too often experience not hope, but hostility, not acceptance, but alienation, not love but hate;
8. Invites the District Superintendents and Bishop to consider sending out pastoral letters relating global HIV and AIDS and the church's response; and
9. Requests members across the Conference to remember in prayer those living with HIV and AIDS both locally and around the world.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: June 30, 2017

ORIGINATOR OF THE PETITION: Donald E. Messer, Chair, Rocky Mountain Global AIDS Committee

AC16: ELECTION OF EPISCOPAL LEADERS IN THE WEST

THEREFORE, BE IT RESOLVED that the Rocky Mountain Annual Conference encourages our Jurisdictional Conference delegates to elect an Episcopal leader as detailed in the list below: Christ-centered; strong administrator/leader; strong communicator; deep spiritual maturity; and demonstrated effectiveness in leading the diverse people of the Western Jurisdiction. Sexual orientation and gender identity should not be a barrier to election.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: June 30, 2017

ORIGINATOR OF THE PETITION: Rev. Frank Wulf, Convener, Western Jurisdiction Justice Movement

AC17: MEMBERSHIP IN THE COLORADO RELIGIOUS COALITION FOR REPRODUCTIVE CHOICE

THEREFORE, BE IT RESOLVED that we, the people of the Rocky Mountain Annual Conference, affirm our membership in the Colorado Religious Coalition for Reproductive Choice.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: June 30, 2020

ORIGINATOR OF THE PETITION: The Rev. Margaret Hankins

AC18: RESOLUTION TO EMBRACE THE MARGINS

Even here in the Rocky Mountain Conference, we do not need to look far to find where lines are being drawn and darkened that separate people placing some in the privileged body and the rest in the margins. We, as the faith community and people known as the Rocky Mountain Conference, will no longer perpetuate these behaviors, but instead actively work with intentionality and boldness to be known as demonstrators of God's unconditional grace and love for all.

We resolve to actively work to eradicate the lines that define margins in our world by moving towards active listening, patient prayer, and nurturing relationships with those with whom we differ.

We resolve that it is not the responsibility of those on the margins or those who actively work alongside those on the margins, but everyone's responsibility as the hands and hearts of Jesus Christ to hold ourselves and each other accountable to eliminating boundaries that create othering and inequality.

We resolve that God's call to be in relationships built in love and grace shall motivate us to be intentional in radically engaging the oppression and hurt caused by racism (personal and institutional), classism, nationalism, sexism, heterosexism, cisgenderism, agism, and discrimination based on being differently abled.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: June 30, 2020

ORIGINATOR OF THE PETITION: Elizabeth Jackson

AC21: SEEKING APPROVAL FROM THE WESTERN JURISDICTIONAL CONFERENCE TO REALIGN CONFERENCE BOUNDARIES

We seek approval from the Western Jurisdictional Conference of the United Methodist Church to realign the boundaries of the Yellowstone and Rocky Mountain Annual Conferences to form one, new annual conference, following, and contingent upon, the full discernment and agreement of the two participating conferences.

EFFECTIVE DATE: July 17, 2016

TERMINATION DATE: July 20, 2020

ORIGINATOR OF THE PETITION: Janet Forbes

AC23: A RESOLUTION TO SUPPORT THE COUNCIL OF BISHOPS' PROPOSAL: A WAY FORWARD

THEREFORE BE IT RESOLVED that the Rocky Mountain Conference endorses *A Way Forward*, commits to being in continued prayer for the Council of Bishops and the Commission throughout the journey ahead, and encourages the Council of Bishops to do the following:

1. Name the members of the *A Way Forward Commission* on or before a date that allows for the first official meeting of the Commission to be convened before the end of this calendar year, 2016.
2. Among the members of the Commission, include out LGBTQI persons so that such voices will be represented in what will otherwise be a conversation about LGBTQI persons by heterosexual, persons who identify as the gender in which they were born. Such a conversation will lack integrity if LGBTQI voices are not included;
3. Authorize and encourage the Commission to seek out and invite established experts to provide information as needed.
4. Provide a forum for the Commission to receive input from individual churches and members, perhaps through and with the cooperation of the Annual Conferences.
5. Report to the Annual Conferences at least once each quarter on the progress of the work of the Commission;
6. Provide a final report at least two months in advance of any called General Conference that shall take up any necessary legislation to implement the recommendations of the Commission;
7. Provide continued leadership and a commitment to unity during this interim and vulnerable period, agreeing to a moratorium on the processing of any current or future complaints related to Discipline paragraphs having to do with human sexuality until the General Conference is reconvened.

EFFECTIVE DATE: July 1, 2016

TERMINATION DATE: December 31, 2016

ORIGINATOR OF THE PETITION: Rev. Israel Alvaran, Regional Organizer, Western Jurisdiction, Reconciling Ministries Network

CENSURE OF JOHN CHIVINGTON

In an effort to acknowledge historical wrongs; as an act of repentance to promote healing between our people and the Cheyenne and Arapaho peoples we have wronged and disrespected; we, the Clergy Session of the Rocky Mountain Annual Conference of The United Methodist Church, as we meet on June 10, 2016, to pass on the character of clergy, a responsibility we fulfill every year, do denounce the actions of John Chivington and do publically declare that his character did not and does not meet the moral standards of United Methodist clergy members of the Rocky Mountain Annual Conference.

We confess that our Church leaders did not condemn the evil perpetrated on Cheyenne and Arapaho families of Sand Creek at the time the Massacre was committed, and we have shamefully not condemned the deeds of Chivington, and the Church, for over 150 years. We now take ownership of the evil and horrific actions we have committed against native peoples in the name of Christianity and acknowledge that Native Americans are still suffering for our past acts of commission and omission.

We therefore condemn the actions of Reverend John Chivington against indigenous peoples and censure his character.

EFFECTIVE DATE: June 10, 2016

TERMINATION DATE:

ORIGINATOR OF THE PETITION: Clergy Session