



# RESOLUTIONS

**2019 Michigan Annual Conference  
Voting Items Booklet**

**Annual Conference  
RESOLUTIONS  
and  
General Conference  
LEGISLATION**

## ANNUAL CONFERENCE RESOLUTIONS

<b>No.</b>	<b>Resolution title</b>	<b>Comm.</b>	<b>Page</b>
R#2019-1	Authorize CBOPHB Health Insurance Benefits Claims	Plenary	3
R#2019-2	Establish the Housing/Rental Allowance for Retired or Clergy on Disability	Plenary	3
R#2019-3	2020 Comprehensive Benefit Funding Plan	Plenary	4
R#2019-4	Establish Past Service Rate	Plenary	5
R#2019-5	Hire & Support Returning Neighbors	L.C. 1	5
R#2019-6	Redefining What It Means to be "Handicap Accessible"	L.C. 2	6
R#2019-7	Covenant of Ministry Partnership with Liberia Annual Conference	L.C. 3	7
R#2019-8	Reaffirmation of Michigan Conf Support for Camping Ministry	L.C. 4	7
R#2019-9	Recognize the Unborn Baby	L.C. 5	8
R#2019-10	A Call to Reunite Families Separated at the Border	L.C. 6	9
R#2019-11	Revise Ministry Shares Calculation – Adoption Merger Churches	L.C. 7	9
R#2019-12	Revise Ministry Shares Calculation – Merged Churches	L.C. 7	10
R#2019-13	Older Adult Ministries Team	L.C. 8	11
R#2019-14	Guidelines for Equitable Compensation Support	L.C. 9	12
R#2019-15	2020 Minimum Salary Schedule	L.C. 9	13

## GENERAL CONFERENCE PETITIONS & RELATED BUSINESS

<b>No.</b>	<b>Legislation title</b>	<b>Comm.</b>	<b>Page</b>
GCP#2019-1	Add Domestic Violence to List of Chargeable Offenses	Plenary	15
GCP#2019-2	Create Central Conference in North America, ¶ 10	Plenary	16
GCP#2019-3	Create Central Conference in North America, ¶ 16	Plenary	16
GCP#2019-4	Create Central Conference in North America, ¶ 28	Plenary	17
GCR#2019-1	Be at Peace Among Yourselves	Plenary	18
GCR#2019-2	Aspirations for the Michigan Annual Conference	Plenary	19
GCR#2019-3	Conduct a Poll	Plenary	19

# ANNUAL CONFERENCE RESOLUTIONS

R#2019-1

PLENARY

## Authorization for CBOPHB to address claims

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**Motion:**

Authorize The Conference Board of Pension and Health Benefits (CBOPHB) to negotiate, compromise, or submit to arbitration any claims for benefits that may arise under the Michigan Conference Health Care Plan, the Michigan Conference Lay Employee Welfare Plan (death and disability), the United Methodist Retirement Plans (Pre-82, Ministerial Pension Plan, Clergy Retirement Security Program, United Methodist Personal Investment Plan), the United Methodist Clergy Welfare Plan (Comprehensive Protection Plan); and for that purpose to retain legal counsel as needed. The CBOPHB will be considered the final appeal and have final authority to decide any issue in the event of a dispute or disagreement by a participant.

**Rationale:**

Per The Book of Discipline of The United Methodist Church, the Conference Board of Pension & Health Benefits is the responsible entity to administer and ensure the accuracy of conference related benefits, as well as review participant inquiries or discrepancies.

**Submitted by:**

Michigan Conference Board of Pension & Health Benefits  
 Rev. Steven J. Buck, President  
 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources

R#2019-2

PLENARY

## Establish the Housing/Rental allowance for retired clergy or clergy on medical leave

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**Motion:**

The Michigan Conference Board of Pension and Health Benefits moves to establish the Housing/Rental Allowance for retired or clergy on medical leave status in the Michigan Conference as follows:

- 1) An amount equal to 100% of the pension/disability payments received during the year 2020 is hereby designated as a rental/housing allowance for each retired and disabled ordained or licensed minister of The United Methodist Church who is or was a member of the Michigan Conference at the time of his or her retirement or disability;
- 2) This rental/housing allowance shall apply to each retired and disabled ordained or licensed minister who has been granted the retired relationship or placed on medical leave by the Michigan Conference and whose name and relationship to the conference is recorded in the Journal of the Michigan Conference or in other appropriate records maintained by the conference;
- 3) The pension/disability payment to which this rental/housing allowance applies shall be the pension/disability payment resulting from all service of such retired and disabled ordained or licensed ministers from all employment by any local church, annual conference or institution of The United Methodist Church, or from any other employer who employed the minister to perform services related to the ministry and who elected to make contributions to the pension and welfare funds of The United Methodist Church for such retired minister's pension or disability benefits;
- 4) The amount of the housing/rental allowance that may be excluded is limited to the lesser of: a) the amount designated as the housing/rental allowance, or b) the amount actually expended for housing/rent, or c) the fair rental value of housing, if required by law.

1 **Rationale:**

2 The United Methodist Church has and functions through Ministers of the Gospel who are duly ordained or  
3 licensed; and the practice of The United Methodist Church is to provide a parsonage or housing allowance as  
4 a part of the gross compensation for each of its active ordained or licensed ministers; and pensions paid to  
5 retired and disabled ordained or licensed ministers of the United Methodist Church are considered deferred  
6 compensation and are paid to said retired and disabled ordained or licensed ministers in consideration of  
7 previous active service; and the Internal Revenue Service has recognized that the Michigan Conference is the  
8 appropriate body to designate a housing/rental allowance for retired and disabled ordained or licensed  
9 ministers who are members of this conference.

10  
11 **Submitted by:**

12 Michigan Conference Board of Pension & Health Benefits  
13 Rev. Steven J. Buck, President  
14 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources  
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19 **R#2019-3**

**PLENARY**

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21 **2020 Comprehensive Benefit Funding Plan**  
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23 **Motion:** The Michigan Conference Board of Pension & Health Benefits moves to approve the 2020  
24 Comprehensive Benefit Funding Plan as affirmed in the "letter of opinion" from Wespath Benefits &  
25 Investments.  
26

27 *[NOTE: Due to Wespath's timeline, their review and "letter of opinion" cannot be completed by the conference  
28 deadline for submitting resolutions. The "letter of opinion" will be available online and in the final printed  
29 materials once it is received from Wespath.]*  
30

31 **Rationale:**

32 Per 2012 General Conference action, all annual conferences are required to develop, adopt, and implement a  
33 comprehensive funding plan encompassing all conference benefit obligations. The funding plan must be  
34 submitted to Wespath Benefits & Investments for review. After receiving a favorable, written opinion from the  
35 Wespath actuaries, it must be approved annually by the annual conference.  
36

37 **Submitted by:**

38 Michigan Conference Board of Pension & Health Benefits  
39 Rev. Steven J. Buck, President  
40 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources  
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1 **R#2019-4**

**PLENARY**

2 **Establish Past Service Rate**

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4 **Motion:**

5 The Michigan Conference Board of Pension and Health Benefits moves to establish the 2020 Past Service  
6 Rate (PSR) for the Ministers' Reserve Pension Fund (Pre-82) at \$843 in the Michigan Conference(s) prior to  
7 1982. The surviving spouse benefit shall remain at 85 percent.

8  
9 **Rationale:**

10 The PSR of \$843 per year of eligible service provides a pension increase for retirees relative to the  
11 Conference Average Compensation as per conference policy.

12  
13 Reserves invested in the Pre-82 Pension Plan are sufficient to fund the increased rate while maintaining a  
14 fully funded account balance/surplus for future liabilities.

15  
16 **Submitted by:**

17 Michigan Conference Board of Pension & Health Benefits  
18 Rev. Steven J. Buck, President  
19 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources

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24 **R#2019-5**

**L.C. 1**

25 **Hire and Support Returning Neighbors**

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26  
27 **Motion:**

28 Taking on our role as a "Healing Community," one of the tasks of United Methodists is to welcome our  
29 neighbors returning from incarceration in Michigan prisons and county jails. In this regard, we urge our United  
30 Methodist brothers and sisters and congregations to contact and implore our legislators to pass HB 6110-  
31 6113, lifting a ban on professional and trade licensing for parolees returning to our neighborhoods.

32  
33 **Rationale:**

34 Good news! Our lobbying was successful. At 2016 Annual Conference, we resolved to endorse a state parole  
35 reform bill. That bill required parole boards to base their decisions on hard evidence, rather than arbitrary  
36 whim. It passed last year and went into effect December 12. This will save Michigan over \$70 million per year.

37  
38 Now we in the community, especially the faith community, need to come together to support the natural  
39 outcome of that legislation. With this new law, upwards of 2,000 additional prisoners will be paroled into our  
40 neighborhoods within the next few years.

41  
42 The first concern for parolees is finding a job. However, state law bans them obtaining professional or trade  
43 licenses. The Michigan House passed a series of bills last October (HB 6110-13: vote of 106-1), lifting this  
44 ban. It then languished in the Senate and did not make it to the floor in time for the last session. We urgently  
45 need to implore our representatives and senators to renew and fast-track this series of bills so parolees can  
46 get a job and stay out of prison.

47  
48 Returning neighbors (some even in our extended family) need our support, as do their families. As Christians,  
49 it's our obligation to love our neighbors as ourselves – that is, to proactively lessen the burdens of stigma and  
50 sanction – and give them a second chance.

51  
52 Let us promise to go out of our way to make them feel welcome in our churches and in our community. Many  
53 are already represented in our own congregations. Let's help them find a job. Let's steer them toward social

1 service providers and agencies in our neighborhood. As Jesus said, "whatever you did for one of the least of  
 2 these (2,000) brothers and sisters of mine, you did for me." (Mt. 25:40)

3  
 4 **Submitted by:**  
 5 Michigan Area Board of Justice  
 6 Rev. Dale Milford, Waterford: Four Towns UMC  
 7 dalemilford@gmail.com  
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 12 **R#2019-6** **L.S. 2**  
 13 **Redefining What It Means to be "Handicap Accessible"**  
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15 **Motion:**  
 16 The Michigan Conference calls upon all congregations to evaluate and increase the level of accessibility in  
 17 their church as well as the parsonage in accordance with the Americans with Disabilities Act of 1990. The  
 18 Conference will assist by making churches aware of financial assistance for upgrades to meet current  
 19 regulations and standards. In so doing, churches should particularly be mindful to assess the need for  
 20 automatic door openers and ramps so that persons with limited mobility are not hindered in their attempts to  
 21 enter our churches or parsonages.  
 22

23 **Rationale:**  
 24 As an individual who needs to use a walker or wheelchair, I realize the struggle it is to open doors and get into  
 25 a building without help, as well as the difficulty one can have in climbing stairs or getting through a doorway  
 26 with mobility equipment. I feel very strongly that all heavy doors -- especially the front doors at our churches --  
 27 should have an automatic door opener. I also feel very strongly that all of our churches should be equipped  
 28 with ramps and allow for adequate space in regards to doorways so that anyone with any type of mobility  
 29 equipment can enter all rooms easily.  
 30

31 As one who is answering the call to ordained ministry, I find the question I often ask myself is, "How am I  
 32 going to overcome the challenges that come with having a disability so that I can do my job to shepherd and  
 33 serve my congregations well?" I don't just ask this question for myself, but for all those who think about this on  
 34 a regular basis.  
 35

36 Church should be the best and most accessible place in the world, in every regard, and shouldn't exclude  
 37 anybody. I would like to see when I come to any United Methodist church in Michigan that I am able to enter  
 38 easily, and I want to have that same ability for every person, clergy or laity.  
 39

40 **Submitted by:**  
 41 Bethany Maciejewski  
 42 Hersey UMC  
 43 bethany.maciejewski@asbury.edu  
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1 **R#2019-7**

L.S. 3

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**Covenant of Ministry Partnership with Liberia Annual Conference**


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**Motion:**

5 Be it resolved that the Michigan Conference approve the Michigan Conference Liberia Ministry Partnership  
6 task force working with the Liberia Annual Conference to develop a new *Covenant of Ministry* and *Working*  
7 *Understandings* to guide our continuing work together.

8 The new covenant would update and replace the previous covenant of 1998 between the Detroit Annual  
9 Conference and the Liberia Annual Conference and would be brought before both the Liberia Annual  
10 Conference and Michigan Annual Conference in 2020 for approval.

**Rationale:**

- 13 1. The Detroit Annual Conference has been working with the Liberia Annual Conference for over 20  
14 years. The original covenant was developed in 1998.
- 15 2. Some churches and individuals of the West Michigan Conference have been and continue to be  
16 involved in Liberia.
- 17 3. The Detroit Annual Conference helped establish the Bishop Judith Craig Children's Village early in  
18 our relationship to provide a place of love, care and Christian education for orphans during and  
19 following the Liberian civil war. Some West Michigan Conference churches have helped provide  
20 support and even funded the building of some of the children's cottages.
- 21 4. The Detroit Annual Conference has been sending Volunteers in Mission teams to work on many  
22 projects to assist in rebuilding churches, schools, hospitals (such as Ganta), water wells, etc., in  
23 Liberia following their civil war.
- 24 5. Medical teams from both conferences have assisted with medical care and birthing.
- 25 6. The Detroit Annual Conference has been hosting many Liberian bishops and leaders as they have  
26 come to share their ministry with our churches; many West Michigan congregations also welcomed  
27 them.
- 28 7. The Detroit Annual Conference has hosted the last two Liberia Partner Summits made up of United  
29 Methodist conferences and local churches working on projects in Liberia. Current projects are  
30 discussed and United Methodist leaders from Liberia share updates and priorities.
- 31 8. In April 2018, the Michigan Conference Liberia Ministry Partnership provided leadership to go to  
32 Liberia to work with Bishop Samuel Quire and Liberian United Methodist leaders to develop a five-  
33 year ministry and development plan for the Liberia Annual Conference.

**Submitted by:**

36 Rev. Jonathan Reynolds, Chairperson of the Michigan Conference Liberia Ministry Partnership

40 **R#2019-8**

L.S. 4

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**Reaffirmation of the Michigan Conference Support for Camping Ministry**


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**Motion:**

45 The Michigan Area Conference United Methodist Camping moves that Michigan Conference churches,  
46 ministries, laity and clergy be challenged and encouraged to support Michigan Conference United Methodist  
47 Camps through prayer, volunteer service, promotion and financial gifts.

49 Further, be it resolved that clergy understand the support of camping ministry, as volunteer and advocate, is  
50 part of their pastoral service and their time devoted as volunteer staff to the camping ministry will not be  
51 counted as vacation.

53 Be it further resolved that clergy and laity help recruit persons to be on paid or volunteer staff for our camps  
54 as needed, contact being made through the Michigan Area Camping office or a camp Site Director.



1 Be it further resolved that each local church be encouraged to hold a camp promotion Sunday to encourage  
 2 participation and celebrate our Michigan Area United Methodist camps.  
 3

4 **Rationale:**

- 5 • The Michigan Conference has a rich history of camping ministry for all ages that actively promotes
- 6 making disciples of Jesus Christ for the transformation of the world.
- 7 • Camping Ministry has helped nurture the call into ordained and lay ministry for many people.
- 8 • Our camps function best when churches and pastors are actively involved in promotion, recruitment,
- 9 usage, and service as volunteers.
- 10 • Clergy may be hesitant to volunteer at our camps if it means giving up vacation.
- 11 • Pastors are in a position to assist in identifying lay persons with gifts for camping and identifying
- 12 campers for participation.
- 13 • The camping ministry offers a unique opportunity for persons to encounter God in nature and grow in
- 14 their personal faith.
- 15 • It is important to support camps in our own Michigan area United Methodist camping program.

16  
 17 **Submitted by:**

18 Rev. David Wickert  
 19 Michigan Area United Methodist Camping  
 20  
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23 **R#2019-9**

**L.S. 5**

24 **Recognize the Unborn Baby**

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25 **Motion:**

26 The Michigan Conference recognizes the unborn baby in the womb as fully human from the moment of  
 27 conception.  
 28

29 **Rationale:**

30 Both Scripturally and scientifically the unborn baby is fully human from the moment of conception.

31  
 32 Scripturally, Genesis 1:26 states “God created man in his own image.” Psalm 139:13 tells us that God  
 33 “knitted me together in my mother’s womb.” And Isaiah 44:2, “This is what the Lord says, he who made you,  
 34 who formed you in the womb, and who will help you.” In Luke 1, Mary, pregnant with Jesus, met her cousin  
 35 Elizabeth, who was pregnant with John the Baptist. Elizabeth told Mary “As soon as the sound of your  
 36 greeting reached my ear, the baby in my womb leaped for joy.” V. 44. And finally, Paul states that he was set  
 37 apart “before I was born....” Galatians 1:15.  
 38

39 Scientifically, virtually every embryology textbook affirms that conception is the beginning of new life. Some  
 40 examples:

- 41 1. “In that fraction of a second when the chromosomes form pairs, the sex of the new child will be
- 42 determined, hereditary characteristics received from each parent will be set, and a new life will have
- 43 begun.” Kaluger, G., and Kaluger, M., Human Development: The Span of Life, pp 28-29, (1974).
- 44 2. “It is the penetration of the ovum by a spermatozoan and resultant mingling of the nuclear material
- 45 each brings to the union that constitutes the culmination of the process of fertilization and marks the
- 46 initiation of the life of a new individual.” Bradley M. Patten, Human Embryology, 3d edition, (New
- 47 York: McGraw Hill, (1968), p. 43.
- 48 3. Embryologists Ronan O’Rahilly and Fabiola Muller wrote “Although life is a continuous process,
- 49 fertilization is a critical landmark because, under ordinary circumstances, a new, genetically distinct
- 50 human organism is thereby formed.” Human Embryology and Teratology, 2d ed., New York: Wiley-
- 51 Liss, (1996)

52  
 53 **Submitted by:**

54 Mike Cooper, Gaylord FUMC, judge.cooper@otsegocountymi.gov

1 **R#2019-10**

L.S. 6

## A Call to Reunite Families Separated at the Border

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**Motion:**

Be it resolved that the Michigan Conference strongly encourages all area United Methodists, local congregations and ministry groups to contact President Trump's administration, the Department of Homeland Security (DHS), and the Department of Justice (DOJ) to:

- Immediately terminate its family separation and "zero tolerance" prosecution policies that rip families apart and prevent family reunification.
- Make every effort to protect and unite children and their families.
- Respect international and U.S. law and ensure asylum seekers have an opportunity to seek protection.

**Rationale:**

Adapted from the campaign created by UMC Bishop Minerva G. Carcaño:

The stories of family separation are devastating and show how the traumatic impact of separation will damage children for life. Five-year old José was taken from his father after they arrived at the U.S. border in El Paso. The first few nights he cried himself to sleep. An 18-month-old baby girl was separated from her father who was detained. Marco Antonio Muñoz fleeing violence from Honduras was separated from his wife and child, he committed suicide while in detention.

The administration's unprecedented policy of family separation, including tearing an infant from a breastfeeding mom, is cruel and wrong. The Executive Order pertaining to family separation mandates that immigrant families be held in family detention and does nothing to reunify the thousands of families that have already been ripped apart. Instead of terminating the administration's cruel "zero tolerance" policies targeting vulnerable families, this order undermines real solutions to family separation while continuing to violate the rights of refugees seeking legal asylum

Former Attorney General Jeff Sessions referred to Romans 13 urging people to obey the law, we recommend reading the entire chapter that convincingly asserts that loving others is the most important law. "Love your neighbor as yourself. Love does no wrong to a neighbor; therefore, love is the fulfilling of the law." Children and young people should not be used as bargaining chips to advance harmful immigration proposals.

**Submitted by:**

Michigan Board of Justice  
Rev. Eric A. Stone

43 **R#2019-11**

L.S. 7

## Revise Ministry Share Calculation – Adoption Merger Churches

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**Motion:**

The Council on Finance & Administration and New Start Team/Board of Congregational Life of the Michigan Conference of The United Methodist Church jointly recommend the following change to the Ministry Shares Calculation.

Calculation of Ministry Shares for adoption merger churches: a new classification of merged churches will be "Adoption Mergers." In an Adoption Merger, a larger, healthy congregation (known as the parent congregation) agrees to partner with a smaller, usually struggling congregation (known as the partner congregation), assuming leadership and all assets and liabilities of the partner church, with the intention that

1 the partner church is absorbed by the parent church, but remains open and the church becomes a multi-site  
 2 congregation. The adoption will be approved by the New Start Team, the District Superintendent, and the  
 3 District Committee on Church Building and Location. The Ministry Shares for churches involved in the  
 4 Adoption will be calculated as follows: 1) the year the Adoption becomes effective the Ministry Shares  
 5 calculation will be calculated on the parent church only, using the standard calculation of a four-year rolling  
 6 average, 2) the second year the Ministry Shares will be calculated on the parent church's expenses for the  
 7 four preceding years, which will include one year of the combined expenses of both campuses, 3) the third  
 8 year the Ministry Shares will be calculated on the parent church's expenses for the four preceding years,  
 9 which will include two years of the combined expenses, 4) the fourth year the Ministry Shares will be  
 10 calculated on the parent church's expenses for the four preceding years, which will include three years of the  
 11 combined expenses. The church must submit to the District Superintendent, the Conference Treasurer's  
 12 office and the Director of Benefits and Human Resources a plan for managed debt repayment for any  
 13 conference pension or health care arrearages. This action is retroactive to 2019 Ministry Shares.

14  
 15 **Rationale:**

16 When a parent church adopts a partner congregation, they make a commitment to keep the former  
 17 congregation worshipping in their former church. In doing so, they are committing to an increase in their  
 18 expenses which in turn reflects upon their Ministry Shares. By approving this resolution, the Conference is  
 19 helping the parent church by reducing their expenses and therefore increasing the potential of the multi-site  
 20 congregation succeeding.

21  
 22 **Submitted by:**

23 Michigan Conference Council on Finance and Administration  
 24 Michigan Conference New Start Team/Board of Congregational Life

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 29 **R#2019-12**

**L.S. 7**

30 **Revise Ministry Share Calculation – Merged Churches**

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31  
 32 **Motion:**

33 The Council on Finance & Administration of the Michigan Conference of The United Methodist Church  
 34 recommends the following change to the Ministry Shares Calculation.

35  
 36 Calculation of Ministry Shares for merged churches: the statistics of the merging churches will be added  
 37 together before calculating the Ministry Shares of the newly formed church for the ensuing year. Reasons for  
 38 departure from this procedure will be reviewed by CF&A upon appeal, and adjustments may be made on a  
 39 case-by-case basis after the merger of the churches is finalized.

40  
 41 **Rationale:**

42 The Appointive Cabinet and several local churches who have gone through the merger process have asked  
 43 that an adjustment be made to their Ministry Shares. This is based upon that the District Superintendent and  
 44 the local churches have decided that a merger is necessary for the continuation of the surviving church  
 45 instead of just closing one church and transferring their members to the new church. Sometimes it is  
 46 appropriate in those cases to adjust their Ministry Shares on a short term basis and the Council on Finance &  
 47 Administration is asking for the authority to make those adjustments on a case-by-case basis.

48  
 49 **Submitted by:**

50 Michigan Conference Council on Finance and Administration  
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R#2019-13

L.S. 8

## Older Adult Ministries Team

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**Motion:**

Be it resolved that the Board of Congregational Life will establish an Older Adult Ministries Team. The Older Adult Ministries Team will be accountable to the Board of Congregational Life. The Older Adult Ministries Team will align and coordinate the ministries of the team in order to fulfill the core purpose and goals of the team in ways consistent with the Board and Conference values and boundaries.

The Older Adult Ministries Team will not have a position on the Board of Congregational Life, which would be representative governance, but instead will be an autonomous group related to the Board of Congregational Life. The budget for the Older Adult Ministries Team will be allocated from the budget of the Board of Congregational Life. A member of the Congregational Vibrancy Team will be the staff member relating to the Older Adult Ministries Team.

**Rationale:**

The responsibility of the Board of Congregational Life (BCL) is to discern and articulate the core purpose (mission), values, boundaries and goals of the Michigan Conference as it relates to the work of the BLC. The Michigan Conference is structured around a governance model rather than a representative model. In a governance model, the responsibilities of the leadership areas are "to discern and articulate the core purpose (mission), values, boundaries and goals of the Board."<sup>1</sup>

We realize that the United Methodist Church is aging with "about 7500 Boomers turning 65 each day, the church has a tremendous opportunity to grow by providing meaningful ministry to and with this age group."<sup>2</sup>

Psalm 92 vividly pictures the righteous elderly, 'who flourish like the palm tree . . . in old age they still produce fruit; they are always green and full of sap' (92:12, 14, NRSV).<sup>3</sup>

"Age was presumed to bring wisdom, and the elders of Israel were looked to for guidance (Exodus 12:21, etc.), as were, later, the elders of the church (Acts 20:17)."<sup>4</sup>

According to the US Census Bureau, persons age 65 years or older represent 16.7 percent of Michigan's population. Over the next 30 years in Michigan, the number of those age 65 or older are expected to double.

<sup>1</sup> Simple Governance, Stephan Ross, p 97.

<sup>2</sup> Aging Well: Helping aging boomers become sages, February 7, 2014, by Missy Buchanan, UMR Columnist, United Methodist Reporter

<sup>3</sup> Mission and Aging of the Global Population, UMC.org

<sup>4</sup> Mission and Aging of the Global Population, UMC.org

**Submitted by:**

Rev. Dirk Elliott  
Michigan Conference Director of Congregational Vibrancy  
Rev. Sherry Parker-Lewis  
Chair, Board of Congregational Life

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1 **R#2019-14**

L.S. 9

**Guidelines for Equitable Compensation Support**

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**Motion:**

The Commission on Equitable Compensation moves the Conference Guidelines for Equitable Compensation Support for 2020.

1. Local congregations shall conduct an annual stewardship campaign. Congregations receiving Equitable Compensation support are expected to participate in ongoing stewardship education and planning through programs such as the Stewardship Academy offered through the United Methodist Foundation of Michigan, the Vital Church Initiative (VCI) or a Paragraph 213 Review as provided in ¶213 of the United Methodist Book of Discipline.
2. Local congregations receiving Equitable Compensation grants shall annually counsel with the District Superintendent concerning levels of pastoral support.
3. Churches should be grouped, where feasible, in a denominational or ecumenical grouping so as to provide an average attendance of at least 134 under the care of one pastor. The 134 figure is calculated using average giving, salary packages, church expenses, and ministry share totals as submitted in Tables I, II, and III.
4. Multi-church charges that become single-point charges will not be eligible for financial assistance from the Commission unless the church seeking assistance has an average attendance of at least 134.
5. Local congregations requesting equitable compensation support shall voucher pastors' travel and business expenses according to the guidelines of the Council on Finance and Administration.
6. Local congregations may receive Equitable Compensation support for up to four consecutive years, reducing the original grant amount by 25% each year. Equitable Compensation funds shall not be used to fund more than the Conference minimum salary.
7. Congregations receiving Equitable Compensation shall pay Ministry Shares in full.
8. Churches receiving or applying for Equitable Compensation that have planned or are planning to enter into building or remodeling projects that require permission of the District Board of Church Location and Building, or which exceed 10% of the total annual budget of the local congregation, shall not proceed with proposed projects and/or related capital campaigns until such time as a plan for ending Equitable Compensation support has been presented and approved by the Commission on Equitable Compensation and the district superintendent. Exceptions to this guideline shall be given greater consideration when proposed projects are related to building accessibility.
9. Exceptions to these guidelines may be considered upon recommendation of the Bishop and the Cabinet.

**Rationale:**

The Commission made minimal modifications to the Guidelines for explanatory purposes and to allow for the use of ¶213 in the United Methodist Church *Book of Discipline*.

**Submitted by:**

Michigan Conference Commission on Equitable Compensation  
Nancy Patera, Chair

**R#2019-15**

**L.S. 9**

**2020 Minimum Salary Schedule**

**Motion:**

The Commission on Equitable Compensation recommends the following Minimum Salary Schedule be adopted for 2020.

In addition, the Commission asks that churches budget a mandatory minimum of \$1,500 for professional expenses and continuing education, exclusive of mileage reimbursements, for each full time clergy person under appointment. In cases of less than full time appointment, it is recommended that the budgeted amount be prorated in accordance with the appointment (i.e., ½ Time = \$750, etc.)

In accordance with ¶625.3 of the 2016 *Book of Discipline*, the Minimum Salary Schedule reflects the mandatory minimum cash salary which pastors shall be paid based on their status and years of service. While not mandatory, local congregations are strongly encouraged to give consideration to paying pastors with more than 10 years of service an additional 2.8% of the tenth year minimum for each additional year of service they have completed. As examples: A Full Member with 15 years of service must be paid a minimum of \$47,684, but the congregation is encouraged to consider paying an additional \$4771, for a total of \$52,455 based on 5 additional years' service. A Local Pastor with 20 years of service must be paid a minimum \$40,763, but the congregation is encouraged to consider paying an additional \$8157, for a total of \$48,920 based on 10 additional years' service.

**Counting Years of Service To Determine Minimum Compensation**

Pastors serving under appointment full or part time will have years of service counted equally for the purpose of moving through the salary schedule. Pastors serving more than six months under appointment in a year will be credited with a full year's service for the purpose of moving through the salary schedule. Pastors serving six months or less under appointment in a year will remain in the year of the salary schedule they are in. When an additional full year of service is completed, pastors will move to the next year in the salary schedule. For salary schedule purposes, years of service are carried over equally from one category to another as clergy status changes.

Years	Local Pastor		Associate Member		Provisional Member		Full Member	
	2019	2020	2019	2020	2019	2020	2019	2020
1	\$36,375	\$37,394	*	*	\$40,593	\$41,730	**	**
2	\$36,739	\$37,768	*	*	\$40,997	\$42,145	**	**
3	\$37,104	\$38,143	*	*	\$41,403	\$42,562	\$43,313	\$44,526
4	\$37,467	\$38,516	*	*	\$41,810	\$42,981	\$43,755	\$44,980
5	\$37,832	\$38,891	\$39,539	\$40,646	\$42,215	\$43,397	\$44,194	\$45,431
6	\$38,197	\$39,267	\$39,931	\$41,049	\$42,620	\$43,813	\$44,629	\$45,879
7	\$38,560	\$39,640	\$40,324	\$41,453	\$43,025	\$44,230	\$45,025	\$46,286
8	\$38,924	\$40,014	\$40,721	\$41,861	\$43,432	\$44,648	\$45,505	\$46,779
9	\$39,289	\$40,389	\$41,123	\$42,274	\$43,838	\$45,065	\$45,946	\$47,232
10	\$39,653	\$40,763	\$42,463	\$43,652	\$44,244	\$45,483	\$46,385	\$47,684

Recommended (Years 11-40)

11	\$40,446	\$41,578	\$43,312	\$44,525	\$45,129	\$46,393	\$47,313	\$48,638
12	\$41,240	\$42,395	\$44,162	\$45,399	\$46,014	\$47,302	\$48,241	\$49,592

13	\$42,033	\$43,210	\$45,012	\$46,272	\$46,900	\$48,213	\$49,169	\$50,546
14	\$42,827	\$44,026	\$45,861	\$47,145	\$47,785	\$49,123	\$50,097	\$51,500
15	\$43,620	\$44,841	\$46,711	\$48,019	\$48,670	\$50,033	\$51,026	\$52,455
16	\$44,414	\$45,658	\$47,561	\$48,893	\$49,556	\$50,944	\$51,954	\$53,409
17	\$45,207	\$46,473	\$48,410	\$49,765	\$50,441	\$51,853	\$52,882	\$54,363
18	\$46,001	\$47,289	\$49,260	\$50,639	\$51,326	\$52,763	\$53,810	\$55,317
19	\$46,795	\$48,105	\$50,110	\$51,513	\$52,212	\$53,674	\$54,738	\$56,271
20	\$47,588	\$48,920	\$50,959	\$52,386	\$53,097	\$54,584	\$55,667	\$57,226
21	\$48,382	\$49,737	\$51,809	\$53,260	\$53,982	\$55,493	\$56,595	\$58,180
22	\$49,175	\$50,552	\$52,659	\$54,133	\$54,868	\$56,404	\$57,523	\$59,134
23	\$49,969	\$51,368	\$53,508	\$55,006	\$55,753	\$57,314	\$58,451	\$60,088
24	\$50,762	\$52,183	\$54,358	\$55,880	\$56,639	\$58,225	\$59,379	\$61,042
25	\$51,556	\$53,000	\$55,208	\$56,754	\$57,524	\$59,135	\$60,308	\$61,997
26	\$52,349	\$53,815	\$56,057	\$57,627	\$58,409	\$60,044	\$61,236	\$62,951
27	\$53,143	\$54,631	\$56,907	\$58,500	\$59,295	\$60,955	\$62,164	\$63,905
28	\$53,937	\$55,447	\$57,756	\$59,373	\$60,180	\$61,865	\$63,092	\$64,859
29	\$54,730	\$56,262	\$58,606	\$60,247	\$61,065	\$62,775	\$64,020	\$65,813
30	\$55,524	\$57,079	\$59,456	\$61,121	\$61,951	\$63,686	\$64,949	\$66,768
31	\$56,317	\$57,894	\$60,305	\$61,994	\$62,836	\$64,595	\$65,877	\$67,722
32	\$57,111	\$58,710	\$61,155	\$62,867	\$63,721	\$65,505	\$66,805	\$68,676
33	\$57,904	\$59,525	\$62,005	\$63,741	\$64,607	\$66,416	\$67,733	\$69,630
34	\$58,698	\$60,342	\$62,854	\$64,614	\$65,492	\$67,326	\$68,661	\$70,584
35	\$59,492	\$61,158	\$63,704	\$65,488	\$66,378	\$68,237	\$69,590	\$71,539
36	\$60,285	\$61,973	\$64,554	\$66,362	\$67,263	\$69,146	\$70,518	\$72,493
37	\$61,079	\$62,789	\$65,403	\$67,234	\$68,148	\$70,056	\$71,446	\$73,446
38	\$61,872	\$63,604	\$66,253	\$68,108	\$69,034	\$70,967	\$72,374	\$74,400
39	\$62,666	\$64,421	\$67,103	\$68,982	\$69,919	\$71,877	\$73,302	\$75,354
40	\$63,459	\$65,236	\$67,952	\$69,855	\$70,804	\$72,787	\$74,231	\$76,309

**Rationale:**

The proposed salary schedule for 2020 reflects a 2.8% increase to the 2019 minimum compensation rates. This is based on the increase in the Consumer Price Index for the Midwestern United States during 2018.

The minimum budget amount for Professional Expenses is requested in an attempt to balance allocations from church to church, to help guide SPRCs and congregations in adequately equipping clergy to meet the Disciplinary requirements for continuing education, and to adequately maintain a professional library, journal subscriptions, office equipment (i.e., software, computers, cell phones, etc.), and other expenses related to the conduct of ministry.

**Submitted by:**

Michigan Conference Commission on Equitable Compensation  
Nancy Patera, Chair

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# GENERAL CONFERENCE LEGISLATION

GCP#2019-1

PLENARY

## Add Domestic Violence to the List of Chargeable Offenses

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*Book of Discipline / Book of Resolutions* paragraph (§): § 2702.1

**Financial Implications: No**

**Submitted by:** Michigan Conference Board of Ordained Ministry

**Motion:**

Amend § 2702.1 adding a new subpoint (m) and a new footnote as follows:

§ 2702.1 A bishop, clergy member of an annual conference (§ 370), local pastor, clergy on honorable or administrative location, or diaconal minister may be tried when charged (subject to the statute of limitations in § 2702.4) with one or more of the following offenses:...or (l) fiscal malfeasance; or (m) domestic violence.

Additionally, a footnote shall be added to this subpoint as follows:

For the purposes of this provision, domestic violence--also called intimate partner violence (IPV), domestic abuse, or relationship abuse--shall be defined as a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship. Domestic violence includes behaviors that physically harm, arouse fear, prevent a partner from doing what they wish or force them to behave in ways they do not want. It includes the use of physical and sexual violence, threats and intimidation, emotional abuse, and economic deprivation. Many of these different forms of domestic violence/abuse can be occurring at any one time within the same intimate relationship.

**Rationale:**

Domestic violence is a stain on humanity.

§ 162.F of the 2016 Book of Discipline states, "We affirm the right of women to live free from violence and abuse..."

According to the U.S. National Domestic Violence Hotline,

*Domestic violence (also called intimate partner violence (IPV), domestic abuse, or relationship abuse) is a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship....*

*Domestic violence includes behaviors that physically harm, arouse fear, prevent a partner from doing what they wish or force them to behave in ways they do not want. It includes the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation. Many of these different forms of domestic violence/abuse can be occurring at any one time within the same intimate relationship.*

The following Power and Control Wheel is one method of describing what occurs in an abusive relationship. Although it uses she/her pronouns for the victim and assumes a male perpetrator, abuse can happen to people of any gender in any type of relationship. <https://www.theduluthmodel.org/wheels/understanding-power-control-wheel/>

Furthermore, for Christians, domestic/intimate partner violence is a violation of God's will for humanity, a violation of the minimum standard of loving our neighbors and our families as ourselves, and a violent attack on the kin-dom of God.



1 In order to strengthen the ability of an annual conference to hold clergy accountable (or jurisdictions in the  
 2 case of bishops) to their commitment, upon seeking ordination, to "...mak[ing] a complete dedication of  
 3 themselves to the highest ideals of the Christian life," including in regard to "integrity in all personal  
 4 relationships..." pursuant to ¶ 304.2, the following resolution is made.  
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9 **GCP#2019-2**

**PLENARY**

10 **Create Central Conference in North America**

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11 ***Book of Discipline / Book of Resolutions* paragraph (¶): ¶ 10, Article III**

12 **Financial Implications:**

13 **Submitted by:** Rev. Dr. Ray McGee, Lead Pastor Grosse Pointe UMC  
 14  
 15

16 **Motion:**

17 Amend ¶ 10, Article III through deletion:

18 "There shall be central conferences for the Church ~~outside the United States of America~~ and, if necessary,  
 19 provisional central conferences, all with such powers, duties, and privileges as are hereinafter set forth."  
 20

21 **Rationale:**

22 The Michigan Annual Conference is part of the Global Church which seeks to be effective in making disciples  
 23 and transforming the world.

24 The Michigan Annual Conference acknowledges that the Church is a diverse faith community seeking to  
 25 share the Good News of God's grace to a diverse mission field.

26 The Michigan Annual Conference acknowledges that from the time of the first disciples and apostles until  
 27 today the message of Jesus Christ has been shared in contexts that require flexibility as well as contextual  
 28 adaptability.

29 The Michigan Annual Conference affirms that our global witness is enhanced through a strengthening of our  
 30 Connection while maintaining regional contextual adaptability.

31 Therefore the Michigan Annual Conference petitions the 2020 General Conference to provide for the creation  
 32 of a Central Conference encompassing North America.

33 Today we live in an incredibly complex world that requires incredibly complex approaches in which the Gospel  
 34 can be effectively shared. The Church today must be structured so as to meet these various cultures, world  
 35 views and philosophies if it is to remain relevant to the world and impactful in its mission.

36 In today's world it is apparent that some changes are required within our Discipline if the Church is going to  
 37 continue to be relevant in the mission fields around the globe. This amendment will grant the Church in the  
 38 United States the same powers and duties as granted the Central Conferences thereby enabling churches in  
 39 the U.S. to be better equipped to share the Gospel.  
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44 **GCP#2019-3**

**PLENARY**

45 **Create Central Conference in North America**

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46 ***Book of Discipline / Book of Resolutions* paragraph (¶): ¶ 16, Article IV**

47 **Financial Implications:**

48 **Submitted by:** Rev. Dr. Ray McGee, Lead Pastor Grosse Pointe UMC  
 49  
 50

51 **Motion:**

52 Amend ¶ 16, Article IV. 4 to read: "To provide for the organizational, promotion, and administration of the work  
 53 of the church ~~outside the United States of America.~~"  
 54

**Rationale:**

The Michigan Annual Conference is part of the Global Church which seeks to be effective in making disciples and transforming the world.

The Michigan Annual Conference acknowledges that the Church is a diverse faith community seeking to share the Good News of God's grace to a diverse mission field.

The Michigan Annual Conference acknowledges that from the time of the first disciples and apostles until today the message of Jesus Christ has been shared in contexts that require flexibility as well as contextual adaptability.

The Michigan Annual Conference affirms that our global witness is enhanced through a strengthening of our Connection while maintaining regional contextual adaptability.

Therefore the Michigan Annual Conference petitions the 2020 General Conference to provide for the creation of a Central Conference encompassing North America.

Today we live in an incredibly complex world that requires incredibly complex approaches in which the Gospel can be effectively shared. The Church today must be structured so as to meet these various cultures, world views and philosophies if it is to remain relevant to the world and impactful in its mission.

In today's world it is apparent that some changes are required within our Discipline if the Church is going to continue to be relevant in the mission fields around the globe. This amendment will grant the Church in the United States the same powers and duties as granted the Central Conferences thereby enabling churches in the U.S. to be better equipped to share the Gospel.

**GCP#2019-4**

**PLENARY**

**Create Central Conference in North America**

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***Book of Discipline / Book of Resolutions* paragraph (¶): ¶ 28, Article I**

**Financial Implications:**

**Submitted by:** Rev. Dr. Ray McGee, Lead Pastor Grosse Pointe UMC

**Motion:**

Amend ¶ 28, Article I to read: "There shall be central conferences for the work of the Church ~~outside the United States of America~~ with such duties, powers, and privileges as are hereinafter set forth. The number and boundaries of the central conferences shall be determined by the Uniting Conference. Subsequently the General Conference shall have authority to change the number and boundaries of the central conferences. The central conferences shall have the duties, powers, and privileges hereinafter set forth".

**Rationale:**

The Michigan Annual Conference is part of the Global Church which seeks to be effective in making disciples and transforming the world.

The Michigan Annual Conference acknowledges that the Church is a diverse faith community seeking to share the Good News of God's grace to a diverse mission field.

The Michigan Annual Conference acknowledges that from the time of the first disciples and apostles until today the message of Jesus Christ has been shared in contexts that require flexibility as well as contextual adaptability.

The Michigan Annual Conference affirms that our global witness is enhanced through a strengthening of our Connection while maintaining regional contextual adaptability.

Therefore the Michigan Annual Conference petitions the 2020 General Conference to provide for the creation of a Central Conference encompassing North America.

Today we live in an incredibly complex world that requires incredibly complex approaches in which the Gospel can be effectively shared. The Church today must be structured so as to meet these various cultures, world views and philosophies if it is to remain relevant to the world and impactful in its mission.

In today's world it is apparent that some changes are required within our Discipline if the Church is going to continue to be relevant in the mission fields around the globe. This amendment will grant the Church in the United States the same powers and duties as granted the Central Conferences thereby enabling churches in the U.S. to be better equipped to share the Gospel.

1 **GCR#2019-1****PLENARY****Be at Peace Among Yourselves**

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**Motion:**

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5 No Michigan Annual Conference (MAC) funds or monies (either directly through payments or indirectly  
6 through the time of employees of the conference) shall be expended for the purpose of background  
7 investigations, complaints, just resolutions, or clergy trials pertaining to LGBTQIA+ ordination and marriage,  
8 except in cases of allegations of infidelity or abuse.  
9

**Rationale:**

10  
11 The birth of our Jesus was declared by angels who sang, "'Glory to God in the highest heaven, and on earth  
12 peace among those whom he favors!" (Luke 2:14, NRSV)  
13

14 This same Jesus pronounced to the crowds who followed after him, "Blessed are the peacemakers, for they  
15 will be called the children of God," (Matthew 5:9, NRSV), and commanded his disciples, "I give you a new  
16 commandment, that you love one another. Just as I have loved you, you also should love one another. By this  
17 everyone will know that you are my disciples, if you have love for one another." (John 13:34-35, NRSV)  
18

19 His apostle, Paul, admonishes the Thessalonians, "Be at peace among yourselves," (1 Thessalonians 5:13,  
20 NRSV) and pleads with the Romans, "If it is possible, so far as it depends on you, live peaceably with all."  
21 (Romans 12:18, NRSV)  
22

23 John Wesley asks and answers, "Though we can't think alike, may we not love alike? May we not be of one  
24 heart, though we are not of one opinion? Without all doubt we may." (Catholic Spirit)  
25

26 Our own Methodist tradition, first expressed by John Wesley and then restated by Bishop Reuben Job, invites  
27 us first and foremost to do no harm. (The first of our three simple rules.)  
28

29 GC2019 clearly revealed that United Methodists who love God, Scripture, and the church do not agree on the  
30 question of LGBTQIA+ inclusion.  
31

32 United Methodists across the American connection are now engaged in conversation about new expressions  
33 of Methodism: conservative, centrist, and progressive.  
34

35 The hostility of a series of complaints, just resolutions, and clergy trials would undermine the ministries of  
36 local churches and drain valuable conference resources -financial, administrative, spiritual, and creative-  
37 during this period of discernment and transition.  
38

**Submitted by:**

39  
40 Rev. Dr. Vaughn W. Thurston-Cox, dr.thurstoncox@gmail.com

41 Rev. Scott E. Manning, revscottmanning@gmail.com

42 And two additional signers (Rule 5.1.2.5)  
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1 **GCR#2019-2**

PLENARY

2 **Aspirations for the Michigan Annual Conference**

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4 **Motion:**5 Faced with uncertainty after the 2019 Special Session of General Conference, United Methodists in Michigan  
6 look to Jesus's model of gracious welcome and evangelical inclusion to guide us. As we look forward to how  
7 the global church restructures and new Methodisms emerge, the Michigan Annual Conference aspires to live  
8 into an expression of Methodism that:  
9

- 10 - includes LBGTQIA people in the full life and membership of the United Methodist Church;
- 
- 11 - creates time and space for reflection, forgiveness, and reconciliation among our siblings who believe
- 
- 12 differently as we move into the future;
- 
- 13 - organizes itself in faithful, just, and equitable structures that resist oppression, while acknowledging
- 
- 14 and undoing its complicity in systems of racial and economic inequity; and
- 
- 15 - spends our time and financial resources on mission for the sake of the Gospel of Jesus Christ,
- 
- 16 especially with vulnerable communities in Michigan and around the world, and not on church trials,
- 
- 17 investigations, or bringing charges against clergy based on sexual orientation, gender identity, and/or
- 
- 18 gender expression or related actions.
- 
- 19

20 **Submitted by:**21 The Young Adult Members of the MAC Delegation to GC2019  
22 Alexander Plum  
23 Rev. Megan Walther  
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26  
2728 **GCR#2019-3**

PLENARY

29 **Conduct a Poll**

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31 **Motion:**32 The 2019 Michigan Annual Conference of The United Methodist Church will conduct a non-binding straw poll  
33 on the following question: If the Michigan Conference of The United Methodist Church were offered the  
34 opportunity to choose a direction for its future, should that direction be: (1) a United Methodist Conference  
35 whose policies allow for but do not require clergy to officiate at same-gender weddings, allow for  
36 consideration for ordained ministry of persons regardless of sexual orientation, and in which appointments are  
37 made with consideration given to the full range of contextual realities; or (2) a United Methodist Conference  
38 whose policies include the current Book of Discipline language on "homosexuality," same gender marriage  
39 and LGBTQIA+ ordination along with enhanced enforcement of these policies determined constitutional by  
40 the Judicial Council. If agreed to, this non-binding straw poll will be taken without further debate.  
4142 **Rationale:**43 Information gained in such a straw poll will help the leaders of the Michigan Conference lead in this uncertain  
44 time in The United Methodist Church, and better prepare all Michigan United Methodists for the possibility of a  
45 church separation.  
4647 **Submitted:**48 Rev. Amy Mayo-Moyle, Chairperson  
49 Conference Leadership Council