

# FEARLESS

MICHIGAN ANNUAL CONFERENCE

*Embracing*  
A NEW FUTURE

## Resolutions Voting Items

2024 Annual Session  
May 30 - June 1  
Grand Traverse Resort  
Acme MI



# **2024 Michigan Annual Conference Voting Items Booklet**

## ANNUAL CONFERENCE RESOLUTIONS

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<a href="#">R#2024-1</a>	Establish 2025 Past Service Rate	Plenary	3
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### LEGISLATIVE COMMITTEE (LC) ASSIGNMENTS

Tuesday, May 21 7-9pm – LC 1 -- [R#2024-4](#) & [R#2024-6](#)

May 21 7-9pm – LC 2 -- [R#2024-5](#) & [R#2024-8](#)

Wednesday, May 22 7-9pm – LC 3 -- [R#2024-7](#) & [R#2024-10](#)

May 22 7-9pm – LC 4 -- [R#2024-9](#) & [LATE Res](#)

1 **R#2024-1****PLENARY****Establish the 2025 Past Service Rate**

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**Motion:**

5 The Michigan Conference Board of Pension and Health Benefits moves to establish the Michigan Conference  
6 2025 Past Service Rate (PSR) for the Ministers' Reserve Pension Fund (Pre-82) at \$940. The surviving  
7 spouse benefit rate shall remain at 85 percent.

**Rationale:**

10 The PSR of \$940 per year of eligible service provides a \$20 increase per year of eligible service for retirees  
11 and maintains the required 1.30% ratio relative to the Conference Average Compensation (PSR/CAC) per  
12 conference policy.

14 Reserves invested in the Pre-82 Pension Plan are sufficient to assume the increased rate while maintaining a  
15 fully funded account based on current reserve balances.

**Submitted by:**

18 Rev. Amy E. Mayo-Moyle, President  
19 Michigan Conference Board of Pension & Health Benefits  
20 Rev. Joel L. Walther,  
21 Director of Conference Benefits & Coordinator of Human Resources

26 **R#2024-2****PLENARY****Establish the Housing/Rental allowance for retired clergy  
or clergy on medical leave**

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**Motion:**

31 The Michigan Conference Board of Pension and Health Benefits moves to establish the Housing/Rental  
32 Allowance for retired or clergy on medical leave status (receiving disability benefits) in the Michigan  
33 Conference as follows:

- 35 1. An amount equal to 100% of the retirement and disability plan distributions received during the year  
36 2025 is hereby designated as a rental/housing allowance for each retired and disabled ordained,  
37 commissioned, or licensed clergyperson of The United Methodist Church who is or was a member of  
38 the Michigan Conference at the time of his or her retirement or disability.
- 40 2. This rental/housing allowance shall apply to each retired and disabled ordained, commissioned, or  
41 licensed clergyperson who has been granted the retired relationship or placed on medical leave by  
42 the Michigan Conference and whose name and relationship to the conference is recorded in the  
43 Journal of the Michigan Conference or in other appropriate records maintained by the conference.
- 45 3. The retirement and disability plan distributions to which this rental/housing allowance applies shall be  
46 the retirement and disability plan distributions resulting from all service of such retired and disabled  
47 ordained, commissioned, or licensed clergypersons from all employment by any local church, annual  
48 conference or institution of The United Methodist Church, or from any other employer who employed  
49 the clergyperson to perform services related to the ministry and who elected to sponsor the retirement  
50 plan and/or welfare plans of The United Methodist Church for such retired clergyperson's retirement  
51 or disability benefits. Retirement distributions include all eligible amounts received from the United  
52 Methodist denominational retirement plan administered by Wespath Benefits & Investments.

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 as required by law.

**Rationale:**

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

**Submitted by:**

Rev. Amy E. Mayo-Moyle, President  
Michigan Conference Board of Pension & Health Benefits  
Rev. Joel L. Walther,  
Director of Conference Benefits & Coordinator of Human Resources

**R#2024-3**

**PLENARY**

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**Policy for the Protection of Children, Youth, and Vulnerable Adults**

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**Motion:**

**Policy for the Protection of Children, Youth, and Vulnerable Adults  
Effective June 1, 2024 (If Approved by 2024 Annual Conference)**

“Whoever welcomes one of these children in my name welcomes me.” (Luke 9:37a CEB)

“As for whoever causes these little ones who believe in me to trip and fall into sin, it would be better for them to have a huge stone hung around their necks and be drowned in the bottom of the lake.”  
(Matthew 18:6 CEB)

**Call**

In response to God’s call to care for the vulnerable, the Michigan Conference is committed to the well-being of every person entrusted to its care. This commitment is in harmony with the Book of Resolutions (§162 Social Principles) and the baptismal covenant (United Methodist Hymnal).

**Purpose**

Michigan Conference United Methodists are determined to provide an environment in which Participants are safe from neglect and abuse. This policy and its provisions apply to all staff, volunteers, clergy, or lay persons within district or Conference-related activities, functions, or events who have direct or indirect contact with children, youth, or vulnerable adults. The policy sets forth minimum mandatory requirements for screening and training of clergy, lay, staff, or volunteers.

**Definitions**

1. **Abuse:** Harm or threatened harm to an individual’s health or welfare that occurs through nonaccidental physical or mental injury, sexual abuse, sexual exploitation, or maltreatment.
2. **Adult Leader:** any person (including employees, volunteers, lay or clergy) who has the responsibility to provide care and supervision of children, youth, and vulnerable adults during a district or Conference related function, event, or activity.

3. **Applicant:** any person seeking to become an Adult Leader or Assistant Leader for a district- or Conference-related function, event, or activity.
4. **Assistant Leader:** any person who has been through the training process but does not qualify as an Adult Leader. Assistant Leaders under the age of 18 are still considered to be Participants.
5. **Conference:** the Michigan Conference of The United Methodist Church.
6. **DHS:** Department of Health and Human Services in the state of Michigan which guards the safety and welfare of children, youth, and vulnerable adults.
7. **Event Director:** the Adult Leader overseeing all personnel and programming at a Conference- or District-related function, event, or activity.
8. **Event Site:** the location of a Conference- or District-related function, event, or activity. This includes sites that are not a United Methodist facility.
9. **Neglect:** is failure to provide nutrition, clothing, shelter, medical, surgical, or any other care necessary for the well-being of the Participants.
10. **Participants:** Participants are children, youth, or vulnerable adults who are registered, enrolled, attending, or otherwise participating in a Conference- or District-related function, event, or activity.
11. **Rule of Three:** At least two unrelated and non-cohabitating Adult Leaders must be present at all ministry events involving Participants. Any engagement with a Participant requires the presence of two Adult Leaders.
12. **Sexual Abuse:** is any sexual contact, sexually explicit language, gestures, or images directed to a Participant.
13. **Sexual Exploitation:** means allowing, permitting, or encouraging Participants to engage in commercial sex acts, the photographing, filming, creating electronic or computer-generated images or any other form of depicting a Participant engaged in actual or suggestive sexual conduct (see Michigan Compiled Laws Act # 238, Public Acts of 1975, Section 722.622).
14. **Supervision:** is the leadership role of a person who is in charge of a group of Participants. Including, but not limited to: giving direction, setting boundaries, disciplining appropriately, maintaining safety, and being the leader in all situations.
15. **Vulnerable Adult:** an individual who, because of age, developmental disability, mental illness, or physical handicap, requires supervision or personal care or lacks the personal and social skills required to live independently.

### Section I. Implementation and Minimum Requirements

#### A. Implementation

1. The Michigan Conference Connectional Ministries Team and Board of Young Peoples Ministry must implement this policy and develop procedures to that end.

#### B. Minimum Requirements

1. All Adult Leaders must:
  - a. Be at least 18 years of age.
  - b. Be at least 5 years older than the oldest child or youth being supervised.
  - c. Be connected to a local congregation or ministry setting.
  - d. Complete the current Screening Process (see Section II.A.1) for adults.
2. All Assistant Leaders must:
  - a. Be at least 16 years of age but less than 18 years of age.
  - b. Be at least 5 years older than the oldest child being supervised.
  - c. Be connected to a local congregation or ministry setting.
  - d. Complete the current Screening Process for youth (see Section II.A.2).

#### C. Qualifications

1. No one may serve as a Leader if they are known to have been previously convicted of, or pled guilty or no contest to, any crime arising out of any act or conduct involving assault, battery, sexual abuse, or any act or conduct which is of a sexual, molesting, seductive, or criminally deviant nature, whether or not such conduct involved a child.

- 1 2. No one may serve as an Adult Leader who has acknowledged or admitted that they have participated  
2 as a perpetrator in any previous act of sexual abuse of a vulnerable adult, child, or youth. This  
3 qualifying rule applies regardless of when the conduct occurred or whether a civil or criminal verdict  
4 was rendered.
- 5 3. If, through the application and background process, it is determined that the applicant is unsuitable to  
6 serve, the application will be denied, and the applicant will be notified. The Conference reserves the  
7 right not to accept any person for volunteer or paid service. If the applicant is found to be unsuitable  
8 at any time, the Conference has the authority to review or revoke participation.

9 D. Records Retention

- 10 1. All applications and related documents will be retained digitally through Safe Gatherings.

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12  
13 **Section II. Screening**

14  
15 A. Screening and Training

- 16 1. Safe Gatherings for Adult Leaders
  - 17 a. All Applicants must complete the screening process and maintain their approval through Safe  
18 Gatherings.
  - 19 b. Safe Gatherings requires re-approval every three years.
- 20 2. Safe Gatherings for Assistant Leaders
  - 21 a. All Applicants must complete the Safe Gatherings training module for Abuse Prevention.
- 22 3. Training
  - 23 a. The intent of training is to create a safe environment and raise awareness of and sensitivity to the  
24 issues of abuse and neglect.
    - 25 i. The goals of the training are for trainees to
      - 26 (a) know, understand, and be familiar with the Policy and current practices
      - 27 (b) agree to implement the Policy of the Conference.
    - 28 b. The content of the training must be consistent with this Policy. Additional material may be added  
29 at the discretion of the Conference.
  - 30 4. Adult Leaders must complete the Safe Gatherings process and provide proof of their Approved  
31 Certificate
  - 32 5. The Conference is responsible for maintaining a current list of all Conference-authorized Adult  
33 Leaders.
  - 34 6. Event Directors may choose to supplement the Safe Gatherings training with additional training  
35 specifically relevant to their event.

36  
37 **Section III: Supervision**

38  
39 A. General Statement

- 40 1. Proper supervision is necessary for the duration of the event.
- 41 2. Proper supervision includes requiring Adult Leaders and Assistant Leaders to be properly trained.
- 42 3. Special attention will be given to high-risk settings such as nurseries, restrooms, and overnights.
- 43 4. Clergy, volunteers, and staff in host churches not directly involved with the program, devotional  
44 leaders, event speakers, musicians, or other specialists providing services such as food or  
45 entertainment may be present, but there must always be Adult Leaders present, and they may not be  
46 alone with Participants.
- 47 5. Parents, legal guardians, and special needs caregivers may be present with their children or care  
48 recipient, but there must always be Adult Leaders present (unless caring for their own children or care  
49 recipient), and they may not be alone with other Participants.

50 B. General Rules

- 51 1. Adequate staffing
  - 52 a. All District- or Conference-related functions, activities, and events involving Participants must be  
53 staffed to meet the standards of this Policy. The Event Director is responsible for ensuring the

standards set forth in this Policy are met. In the event that the standards of this Policy cannot be upheld, the function, event, or activity must be canceled.

- b. Providing staffing is the responsibility of the Event Director of the District- or Conference-related function, activity, or event.
- c. Assistant Leaders may not comprise more than 20% of the staff for an event, activity, or function.
- d. Assistant Leaders must work under the supervision of two Adult Leaders.
- e. Ratios of staff to children must be in compliance with the rules and regulations of the State of Michigan. (For current ratios visit: <https://www.michigan.gov/lara>)

2. Rule of Three

- a. At least two Adult Leaders must be present at each Conference-related function, activity, or event involving Participants and must follow the Rule of Three.

3. Participants will be released only to those indicated on a release form signed by the parent or guardian.

4. Sleeping Accommodations. All children, youth, vulnerable adults, and staff (volunteer or paid) must have their own sleeping area.

5. Transportation

- a. If transportation is required, all drivers must be properly licensed for the vehicle used, and all drivers and vehicles must be insured.
- b. Written permission from a parent/legal guardian is required for events requiring transportation to and from the event location.

C. The Event Director must:

- 1. Secure a safe and appropriate location that is conducive to the health and welfare of the Participants and appropriate for the objectives of the event. Comply with federal, state, and county guidelines. Obtain proper insurance as needed.
- 2. Provide adequate supervision of Participants by confirming the number of Adult Leaders needed for the event.
- 3. Confirm the application status and suitability of Adult and Assistant Leaders for the event.
- 4. Implement these policies and related procedures, including reporting and documentation of all incidents.
- 5. Establish and communicate to all staff expectations and procedures for the event, for instance, procedures regarding medications, medical situations (universal precautions) and emergencies and how they will be handled during the event.
- 6. Establish a sign-in and sign-out procedure for Participants.
- 7. Establish a procedure to obtain copies of permission slips, release forms, medical permission, and other necessary paperwork in compliance with applicable laws and regulations of the State of Michigan and other requirements of the Conference.

D. Online or Digital Ministry

- 1. Online or Digital Ministry must be treated the same as ministry in physical spaces.
- 2. Only Conference or District accounts may be used for all online or digital ministries.
- 3. All staff and volunteers must use their common name.
- 4. Using the Rule of Three, all digital communication must include two Adult Leaders who serve as administrators/moderators.
- 5. At least one Adult Leader must be capable and knowledgeable of online platforms used to ensure the safety of the group.

**Section IV: Reporting**

A. Persons Required to Report

- 1. All Adult or Assistant Leaders and Conference employees who have reasonable cause to suspect abuse or neglect of a child, youth, or vulnerable adult must report all known and suspected cases of abuse or neglect which (a) occur on the Conference premises; (b) occur at a District- or Conference-related function, activity or event; or (c) are disclosed during a District- or Conference-related



1 function, activity or event. All other persons may report known or suspected cases of abuse or neglect  
 2 in accordance with this Policy and the laws of the State of Michigan. This Policy supports mandatory  
 3 reporting in compliance with the State of Michigan.

- 4 2. If any Participant arrives at a District- or Conference-related event with signs of abuse or neglect, the  
 5 Event Director must immediately implement this Policy's reporting procedures in compliance with  
 6 state law.
- 7 3. The reporting requirements in this Policy are the minimum requirements. This Policy does not  
 8 preclude anyone from reporting a known or suspected case of abuse or neglect to others for the  
 9 protection of children, youth, and vulnerable adults.

10  
 11 **B. Required Reporting Process**

- 12 1. The Adult Leader must immediately report known or suspected abuse or neglect to the Event Director  
 13 or to Children's Protective Services or Adult Protective Services.
- 14 2. For the protection of all parties, if the suspected or alleged perpetrator is in/on the premises, they  
 15 must be isolated from the program and have no contact with other Participants.
- 16 3. As soon as possible and in all cases within 24 hours, the Adult Leader and Event Director must make  
 17 an immediate oral report to Children's Protective Services or Adult Protective Services to the  
 18 Centralized Intake number for the State of Michigan (855-444-3911).
- 19 4. Within 72 hours, the Leader who observed or received the information must submit a completed State  
 20 of Michigan "Report of Known or Suspected Child Abuse or Neglect" (DHS-3200) to Children's  
 21 Protective Services, or its equivalent to Adult Protective Services in accordance with the directions  
 22 given at the time of the oral report. The Event Director may be a resource for completing this form.
- 23 5. The Event Director and the entire staff of the Conference- or District-related function, event, or activity  
 24 must cooperate with Children's Protective Services or Adult Protective Services.
- 25 6. Following contact with local Children's Protective Services or Adult Protective Services, the event  
 26 director must inform:
  - 27 a. The chairperson of the group sponsoring the district- or Conference-related function, activity, or  
 28 event.
  - 29 b. Conference staff person assigned to the ministries of the sponsoring group. The staff person  
 30 must inform the Conference Director of Connectional Ministries, the Bishop, and the District  
 31 Superintendent of the sponsoring district (if applicable).
  - 32 c. The facility director, manager, or host church clergy person.
- 33 7. Notification of a parent or legal guardian of the alleged victim of abuse or neglect will be determined  
 34 by Children's Protective Services or Adult Protective Services. The event director must follow the  
 35 parent's or legal guardian's wishes regarding the continued participation of the involved child, youth,  
 36 or vulnerable adult, unless otherwise instructed by Children's Protective Services or Adult Protective  
 37 Services.
- 38 8. Matters of known or suspected abuse or neglect are to be kept confidential, except as required by  
 39 law, to assist appropriate agencies in their investigations, or as disclosed to Conference  
 40 representatives with a need to know such information consistent with the requirements of the law.  
 41 The incident is not to be otherwise discussed with persons other than those involved in the reporting.
- 42 9. This process may be edited to comply with applicable State laws. Such edits will be included in  
 43 annual reports to the Annual Conference.

44  
 45 **Section V. Follow-Up After a Report**

46  
 47 **A. General Goals and Objectives**

- 48 1. After reporting procedures have been completed, the following goals and objectives as prioritized  
 49 below will be addressed:
  - 50 a. Protection for the alleged victim and other Participants from any continued exposure to abuse or  
 51 neglect.
  - 52 b. Care for the spiritual, emotional, and physical well-being of the alleged victim and the alleged  
 53 perpetrator.
  - 54 c. Respect and preservation of the legal rights of both the alleged victim and the alleged perpetrator.
  - 55 d. Safeguarding the privacy of all parties involved.

- 2. Meeting the above goals will help the Conference provide the highest standard of care and protect its legal and financial interests so that the mission and ministries of the Conference are sustainable in the future.

B. Investigation

- 1. In accordance with the laws of the State of Michigan, Conference workers (paid and volunteer) may not conduct any investigation of reports or accusations of abuse or neglect.
- 2. Following the guidance of an attorney representing the Conference, the Conference will cooperate in any proper investigations by the Children’s Protective Services, Adult Protective Services, law enforcement agency, liability insurer, and the parties involved.

**Section VI. Revisions**

- A. This policy may be reviewed regularly. When it is determined a change is appropriate or timely, the edits or change will be presented to the Conference's annual meeting for action.
- B. Any part of this policy may be edited at any time to comply with applicable state laws. Such edits will be included in the Conference's annual reports.

**Resource Acknowledgement:**

Special thanks to the Rio Texas Conference and Rev. Dr. Tanya Campen for permission to use their *Child, Youth, and Vulnerable Adult Safety Policy* as a resource for this revision. <https://riotexas.org/safe>

**Rationale:**

The Michigan Conference of The United Methodist Church is committed to providing a safe environment for all members, especially children, youth, and vulnerable adults. This commitment stems from a belief in the inherent sacred worth of every individual. In this belief, we desire to ensure that everyone can participate fully in the life of the church without fear of harm or abuse.

The policy governing safe environments is subject to periodic review and evaluation to ensure its effectiveness and relevance in addressing evolving challenges and best practices in protecting the people of the Michigan Conference of The United Methodist Church. However, it is imperative to emphasize that this policy is designed specifically for Michigan Conference and district-sponsored events and activities. While individual churches may have varying levels of policy implementation, this document aims to ensure a consistent standard of safeguarding at district and conference-wide gatherings and activities.

Overall, the protection policy of the Michigan Conference of The United Methodist Church reflects a moral, ethical, spiritual, and legal commitment to fostering a community of faith that is safe, nurturing, and respectful of the dignity and well-being of all its members.

**Submitted by:**

Protection Policy Task Force  
Rev. Kathy Pittenger and six other members

**R#2024-4**

**L.C. 1**

**Create an Exploratory Campus Ministry Fund Task Force**

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**Motion:**

Whereas the Division of Higher Education and Campus Ministry (DHECM), housed under the Board of Young People’s Ministry (BYPM), has the responsibility “to establish, where appropriate, foundations or other means to ensure the ongoing support of the annual conference program of ministry in higher education,” as stated in Paragraph 634.4.b.3 in *The Book of Discipline of The United Methodist Church (2016)*, the Michigan

1 Conference of The United Methodist Church shall create an Exploratory Campus Ministry Fund Task Force  
2 (“the Task Force”) with the following purpose, membership, organization, and amenability:  
3

4 **Purpose:** To explore the possibility of creating a Campus Ministry Fund (“the Fund”), and, if creation of the  
5 Fund is deemed possible, to create a plan that establishes, defines, and outlines use for the Fund.  
6

7 If the Task Force deems the creation of the Fund possible, then a plan for creation shall be presented for  
8 consideration and vote to the Annual Conference. The Task Force shall have a goal of presenting the plan to  
9 the 2025 Annual Conference, but if the plan is not completed by 2025, the Task Force shall give an update to  
10 the 2025 Annual Conference and shall bring the plan to the 2026 Annual Conference for consideration and  
11 vote.  
12

13 **Membership:** The task force shall be made up of a representative of BYPM, a representative of DHECM, a  
14 representative of the Council on Finance and Administration, a representative the Conference Board of  
15 Trustees, a representative of the Conference Leadership Council, a member of a Campus Ministry Board, a  
16 Campus Ministry Director, and two Young Adult lay people (age 18-35). All Members shall have voice and  
17 vote on the Task Force.  
18

19 Each Conference Board or Division shall designate their representative to the Task Force. BYPM shall also  
20 designate the Campus Ministry Board member, the Campus Ministry Director, and the two Young Adult lay  
21 people.  
22

23 **Organization:** The representative from BYPM shall convene and chair the first meeting of the task force. The  
24 Task Force will then organize any way it sees fit. The first meeting shall be no later than August 1, 2024.  
25

26 **Amenability:** The Task Force is amenable to BYPM.  
27

28 **Rationale:**

29 Establishing a Campus Ministry Fund is a necessary step for our Conference in order to ensure the  
30 continuance of strong campus ministries. Campus ministry is embedded in the DNA of Methodism, as  
31 Methodism has roots in the Oxford Holy Club. It is vital for our present and future. The eight campus  
32 ministries in our Conference reach the highest concentrations of young adults in our state, offering them safe  
33 places to develop as leaders, nourish their bodies, minds, and spirits, and grow in love of Christ. We want to  
34 capture the spirit of innovation and reinvigorate campus ministry for an evolving Methodist movement.  
35

36 In light of the current financial state of our Conference, we believe it is prudent to set up a funding source for  
37 Campus Ministry that is independent of the Conference budget. Knowing a trend of budget cuts may continue,  
38 it is not only financially responsible to set up a Campus Ministry Fund in the Michigan Conference, but crucial  
39 for the futures of our campus ministries and their ability to reach new people semester after semester. We are  
40 seeking to be innovative with another avenue of funding.  
41

42 Our two goals in this work are collaboration and transparency. Giving the work of creating, establishing, and  
43 defining a Campus Ministry Fund to a Task Force achieves our goal of collaboration, by intentionally bringing  
44 multiple voices to the table. Voices of expertise and voices of vested interest can come together to dream of a  
45 new way of funding these vital ministries. The Task Force also achieves the goal of transparency, as this  
46 Task Force will not make a decision for the Annual Conference. Rather, it will make a recommendation, and  
47 the Annual Conference will have full voice and vote on the plan.  
48

49 **Submitted by:**

50 The Board of Young People’s Ministry  
51 Rev. Elizabeth Hurd, Chair  
52 Rev. Scott Marsh, Vice-Chair  
53  
54  
55

R#2024-5

L.C. 2

## Commitment to the People of Haiti

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### Motion:

Be it resolved that the Michigan Conference of The United Methodist Church enters into the following commitment, as described below, with the people of Haiti through our Haitian partners.

In thankful recognition and faithful allegiance to the call of the Holy Spirit who equips and enables the church community to be in ministry and mission together, we resolve to join in partnerships that demonstrate Christ's love to the communities and people of Haiti and empower them to improve their lives and thrive. We respond in faith and love reaching beyond our geographic boundaries in mutual servanthood by joining together our gifts and graces in a shared vision of ministry with Haitian ministry partners.

We commit to work with these Haitian partners through our *learning, giving, and actions* by:

1. Praying for each other on a regular and recurring basis.
2. Engaging in efforts to *learn* about each other, including our history and cultures, our blessings and challenges, our passions and needs, and our faith and life.
3. Engaging in and promoting opportunities for members of the Michigan Conference of The United Methodist Church to *give* of their prayers, presence, gifts, service, witness, and resources to Haitian ministry partners.
4. Engaging in *actions* that demonstrate Christ's love and empower the people of Haiti to improve their lives and thrive.
5. Advocating for the people of Haiti for peace, justice, hope, redemption, and transformation.
6. Cooperating and coordinating with other agencies, organizations, and projects that share these and similar goals, especially UMCOR, UMVIM, the General Board of Global Ministries, and other conferences and churches to be determined using the process established by the Haiti Taskforce.

### Rationale

This Commitment was developed by the Haiti Task Force with respect for the long history of partnership that Michigan United Methodists have with Haiti. While our partnership has historically been directly with the Methodist Church of Haiti (EMH), we and other United Methodist groups have experienced setbacks and issues of accountability in relations with EMH. The Haiti Task Force sees this new Commitment to the People of Haiti as a new way forward in our ministry partnerships with Haiti that will empower Michigan United Methodists to make a difference in Haiti by broadening our avenues to do so.

### **Our Initial Process for Identifying and Recommending Potential Partners**

The Haiti Task Force resolves to evaluate potential partners using the following criteria:

Ministry partners and/or projects:

1. will be Christ-centered.
2. will engage in "ministry with" as opposed to "ministry to."
3. will engage in programs that care for the spiritual, mental, emotional, and physical well-being of all involved.
4. will seek to empower participants and communities.
5. will value the inherent dignity of all participants and will benefit the community as a whole.
6. will demonstrate responsible accounting of all funds received.
7. may be current Advance projects, part of an Advance project, or be willing to become Advance projects, as determined by the Haiti Task Force.

Once the Haiti Task Force has established that a potential partner has met these criteria, that partner will be recommended for inclusion in the EngageMI listing.

The Haiti Task Force will report annually to the Conference Board of Global Ministries and the Conference Council on Finance and Administration regarding these partners; recommend accountability procedures with

our Haitian partners who are not yet included in the Advance; evaluate the projects; and establish effective and regular communication with those partners.

**Submitted by:**

Haiti Task Force  
 Rev. Tiffany Newsom, Co-Chair  
 Deaconess Valerie Mossman-Celestin, Co-chair  
 and others

**R#2024-6**

**L.C. 1**

**A Call for Peace with Justice in the Middle East**

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**Motion:**

The Michigan United Methodist Conference urges United Methodists to call on Congress and the President to support steps for establishing a peace based on justice for all peoples in Israel and Palestine. We urge United Methodists to take steps in their own communities to build peaceful relationships with and deeper understanding of their Jewish and Muslim neighbors. To that end, we encourage United Methodists to:

- 1) Condemn violence in all its forms, whether perpetrated by Hamas and other terrorist groups, or the IDF (Israel Defense Forces).
- 2) Call for a ceasefire by all parties so that innocent Palestinian and Israeli citizens can rebuild their lives and work toward establishing a just peace.
- 3) Communicate directly and regularly with our elected representatives to support policies that lead to a peaceful and just resolution for all people in the Middle East, such as policies supported by the General Board of Church and Society's recommendations for legislation.
- 4) Work toward eliminating Antisemitism and Islamophobia by recognizing Jewish and Muslim holidays and the contributions of Jewish and Arab communities. This can include the International Holocaust Remembrance Week in January and the celebration of Arab American Heritage Month each April.
- 5) Include Palestinian and Israeli histories and issues into ABAR (Anti-Bias, Anti-Racist) training.

**Rationale:**

As stated by our General Board of Church and Society, "scripture is consistent in the call for followers of Christ to love our enemies (Matthew 5:44-45a), forgive others their trespasses (Matthew 6:14-15), to overcome evil with good (Romans 12:21), and to seek peace and pursue it (Psalm 34:14). Peacemakers are blessed and called the children of God (Matthew 5:9)."

"As disciples of Christ, we are called to love our enemies, seek justice, and serve as reconcilers of conflict. We must insist that the first moral duty of all nations is to work together to resolve by peaceful means every dispute that arises between or among them."  
 — United Methodist Social Principles, ¶165.C

Seeking justice and serving as reconcilers includes advocating for policies that lead to a peaceful and just resolution and accountability for the utilization of all military and humanitarian aid to the Middle East, such as the passage of HR 3103: Defending the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation Act.

If we are to take Jesus' words seriously, rather than return hate for hate, we need to model what it looks like to love our neighbors.

**Submitted by:**

Randie Clawson  
 Chairperson, Task Force Promoting Justice in the Middle East, Division of Church and Society

R#2024-7

L.C. 3

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**Call for Two States in Israel and Palestine**

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**Motion:**

The Michigan Conference of The United Methodist Church calls for immediate actions to implement a two-state solution as the only just and viable roadmap for a secure and lasting peace for the nations of Israel and Palestine.

First, we call upon Michigan United Methodists to communicate the following message to the U.S. President and Michigan's members of congress. Second, we authorize the Conference secretary to send the message to the U.S. President, U.S. Secretary of State, and Michigan's two senators. Third, we authorize the Conference Secretary to send the message to the President of the Council of Bishops.

The Michigan Conference of The United Methodist Church calls for the United States to take aggressive actions for the formulation and prompt implementation of a two-state solution as the only just and viable roadmap to an enduring Middle East peace between Israel and its Middle East neighbors.

We endorse a two-state solution that is in compliance with the 1947 UN General Assembly approved plan to partition the contested Middle East land into the secure sates of Palestine and Israel.

We also embrace President Biden's October 25, 2023, invitation to all involved countries and US allies to support the two-state solution as the only doorway to lasting peace between Israelis and Palestinians.

We call on the President and Secretary of State to show strong and assertive leadership to put those words into action.

**Rationale:**

We concur with the November 29, 2023, statement when the UN Secretary-General called on the international community to move towards a two-state (Palestine/Israel) solution to the Palestinian-Israeli conflict with Israel and Palestine living side by side in peace, with territorial integrity and security. The UN went on to declare that under a two-state solution, Jerusalem would serve as the capital of both states.

We embrace the 2016 United Methodist Church Resolutions: 6111. Opposition to Israeli Settlements in Palestinian Land; 6112. United Nations Resolutions on the Israel- Palestine Conflict; 6114. A Pathway for Peace in Palestine and Israel.

We continue to pray for the innocent civilians, both Israeli and Gazan, many of them women and children, who have suffered incarceration as hostages, dislocation from bombardment, and injury and death as a result of the hostilities.

As United Methodists, "we believe war is incompatible with the teachings and example of Christ...As disciples of Christ, we are called to love our enemies, seek justice, and serve as reconcilers of conflict. We insist that the first moral duty of all nations is to work together to resolve by peaceful means every dispute that arises between or among them." United Methodist Social Principles 165. Directly email President Biden now <https://www.whitehouse.gov/contact/>

Or call the White House (202) 456-1111 and our Senators (202) 224-3121.

**Submitted by:**

Frank Driscoll, Chair  
Greater Detroit District Church and Society Committee

R#2024-8

L.C. 2

## Condemning Apartheid in Palestine and Israel

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### **Motion:**

The Michigan United Methodist Annual Conference publicly supports the efforts of Christians in the Holy Land who seek to help their neighbors understand their shared heritage and to act for peace. We condemn the harm caused by the Israeli National Government's political and military occupation and the resulting Apartheid conditions imposed on Palestinians in the Occupied Territories.

We direct the conference secretary to communicate this action to Michigan's two Senators and thirteen Congressional Representatives.

### **Rationale:**

Taking it as accepted that murder, mass arrests, indiscriminate bombing, kidnapping, and withholding of food and water from children are all criminal acts whoever commits them; we also recognize that:

- Friends do not help friends hurt themselves.
- Israel's continuing illegal occupation of Palestinian lands degrades their own claims over UN-recognized lands, and increasingly puts all persons in the region at risk from reprisals, including violence;
- In their Nation State Basic Law of 2018, the Israeli national government granted self-determination exclusively to the Jewish citizens of Israel, and has seized more than three-quarters of the occupied land of Palestine, also known as the West Bank and Gaza, that forces Palestinians in those territories to live under Israeli military law for generations;
- Since 2009, no fewer than six authoritative studies have declared Israeli actions as creating an apartheid condition as defined by international law that describes apartheid as a "crime against humanity". These include the: Human Sciences Research Council of South Africa Report – 2009, United Nations Economic and Social Commission for Western Asia (ESCWA) report – 2017, Yesh Din Report – 2020, B'Tselem Report – January 2021, Human Rights Watch report – 2021, and Amnesty International report – 2022;
- The Social Principles of The United Methodist Church state that we "commend and encourage the self-awareness of all racial and ethnic groups and oppressed people that leads them to demand their just and equal rights as members of society," and furthermore "calls the Church to challenge any hierarchy of cultures or identities," and to declare its opposition to the crime of apartheid, calling it a "heresy" and "a sin" that must be "condemned unequivocally."

### **Submitted by:**

Rod Hill, Task Force Promoting Justice in the Middle East  
Division of Church and Society

1 **R#2024-9**

L.C. 4

2 **Witnessing and Voting for Civility, Compassion, and Democracy in 2024**

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4 **Motion:**5 The Michigan Conference of The United Methodist Church urges all United Methodists and United States  
6 citizens to use personal courtesy (PC) in political conversations and to vote for civility, compassion, and  
7 democracy.8  
9 We urge Michigan United Methodists to speak out against politicians who use dehumanizing language,  
10 vulgarities, name calling, insults, and veiled threats of violence.11  
12 We urge pastors and lay leaders to use Sunday School lessons, communications, sermons, letters to the  
13 editor, op eds, and advertisements to remind Americans to be civil and compassionate in political  
14 conversations. Let us remind each other and the public that all the world's major religions have versions of the  
15 Golden Rule that counsel us to speak respectfully with others as we would have them to speak respectfully  
16 with us.17  
18 We urge pastors and lay leaders to use these two resources to advance democracy and good citizenship:  
19 General Conference Resolution 3422, "Speaking Out for Compassion: Transforming the Context of Hate in  
20 the U.S." and "Strengthening our democracy," a statement from 13 presidential centers that promotes, "civil  
21 dialogue; respect for democratic institutions and rights; and safe, secure, and accessible elections."  
22 (bushcenter.org, 9-7-23)23  
24 We urge Michigan United Methodists and friends to participate in Get Out The Vote (GOTV) with  
25 organizations such as the League for Women Voters, the NAACP, and political parties.26  
27 We urge Michigan United Methodists and U.S. citizens to ask nonpartisan questions to evaluate candidates  
28 for the U.S. Presidency and Congress such as:

- 29
- 30 1. Has a candidate used dehumanizing language, vulgarities, name calling, insults, and veiled threats of  
31 violence?
  - 32 2. Has a candidate denied the certification of the 2020 election of the U.S. president or refused to accept  
33 defeat in a certified election?
  - 34 3. Has a candidate promised to round up undocumented people on a vast scale, detain them in  
35 sprawling camps, and deport millions annually?
  - 36 4. Has a candidate promoted a travel ban on people coming to the U.S. from primarily Muslim countries?
  - 37 5. Does a candidate plan to fire nonpartisan civil servants and replace them with political appointees or  
38 otherwise abuse Civil Service Laws?
  - 39 6. Has a candidate threatened vengeance on Senators, FBI officials, CIA officials, judges, or news  
40 outlets?
  - 41 7. Has a candidate called for the execution of former Armed Forces Chief of Staff General Mark  
42 Milley?
  - 43 8. Has a candidate challenged the birthright citizenship of Barack Obama, Ted Cruz, and/or Nikki Haley?
  - 44 9. Has a candidate encouraged hate or white supremacist groups such as the Proud Boys?

45 **Rationale:**

46 "Thou shall not bear false witness against your neighbor." -Exodus 20: 16

47  
48 "... truth has stumbled in the streets/honesty cannot enter.../the LORD looked and was displeased...that  
49 there was no one to intervene. " – Isaiah 59: 14-16 (NIV)  
50 God will be displeased if United Methodists don't speak out at this time of rising vitriol, racism, Islamophobia,  
51 Anti-Semitism, Anti-Palestinian rhetoric, hate, and violence. United Methodists cannot countenance white  
52 supremacy. We can't allow intolerant voices to drown out different opinions.53  
54 We must "end complicity with hate by speaking out when jokes, disparagements, and stereotypes are based  
55 on difference." (UMC Resolution 3422)



1 We deplore acts of hate or violence against groups or persons based on national origin,  
2 ethnicity, religion, or sexual orientation. (UMC Social Principles, 162)

3  
4 We must oppose candidates who have, "a populist demagogue message." (Senator George Romney, 9-13-  
5 23)

6  
7 The certified 2020 presidential election was subject to over 60 investigations or court cases but nothing  
8 materially changed the outcome.

9 The church should continually exert a strong ethical influence upon the state. (UMC Social Principles, 164 B)

10  
11 Congregational leaders possess meaningful influence. Nearly half of adult Americans regularly attend a  
12 religious service. Even if worshippers are distracted or nod off, that adds up to a good many announcements  
13 and sermons from the pulpit being heard by a good many people.

14  
15 We cannot afford to pass up opportunities to speak out for civility, compassion, and democracy in 2024  
16 because, "the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness,  
17 and self -control." (Galatians 5: 22)

18  
19 **Submitted by:**  
20 Rev. Rich Peacock  
21 Troy First United Methodist Church

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30 **R#2024-10**

**L.C. 3**

31 **2025 Minimum Salary Schedule**

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33 **Motion:**

34 The Commission on Equitable Compensation (CEC) moves the following Minimum Salary Schedule to be  
35 adopted by the 2024 Michigan Annual Conference.

36  
37 In addition, the CEC asks churches to budget a minimum of \$1,500 for professional expenses and continuing  
38 education, exclusive of mileage reimbursements for each full-time clergy person under appointment. For  
39 clergy serving less than full-time, the amount set should equal no less than the appointment percentage (i.e.,  
40 a half-time appointment's minimum would be at least \$750, etc.)

41  
42 Churches are strongly urged to compensate clergy whose years of service are beyond this chart's years by  
43 considering both years of service as clergy and inflation forces. While electing not to provide clergy with a  
44 raise might alleviate pressure on the church budget, it places unfair stress on clergy and is demoralizing. For  
45 years after 10 it is recommended to add 1% of the year 10 amount for each year the clergy person has served  
46 beyond the 10<sup>th</sup> year.

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Voting Items 2024 - 17

	Local Pastor			Associate Member			Provisional Member			Full Member		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Year 1	\$41,038	\$42,269	\$43,114	*	*	*	\$45,796	\$47,170	\$48,113	***	***	***
Year 2	\$41,449	\$42,692	\$43,546	*	*	*	\$46,254	\$47,642	\$48,595	***	***	***
Year 3	\$41,863	\$43,119	\$43,981	*	*	*	\$46,717	\$48,119	\$49,081	\$48,865	\$50,331	\$51,348
Year 4	\$42,282	\$43,550	\$44,421	*	*	*	\$47,184	\$48,600	\$49,572	\$49,354	\$50,835	\$51,852
Year 5	\$42,705	\$43,986	\$44,866	\$44,607	\$45,945	\$46,864	\$47,656	\$49,086	\$50,068	\$49,848	\$51,343	\$52,370
Year 6	\$43,132	\$44,426	\$45,315	\$45,053	\$46,405	\$47,333	\$48,133	\$49,577	\$50,569	\$50,346	\$51,856	\$52,893
Year 7	\$43,563	\$44,870	\$45,767	\$45,504	\$46,869	\$47,806	\$48,614	\$50,072	\$51,073	\$50,850	\$52,376	\$53,424
Year 8	\$43,999	\$45,319	\$46,225	\$45,959	\$47,338	\$48,285	\$49,100	\$50,573	\$51,584	\$51,358	\$52,899	\$53,957
Year 9	\$44,439	\$45,772	\$46,687	\$46,418	\$47,811	\$48,767	**	**	**	\$51,872	\$53,428	\$54,497
Year 10	\$44,883	\$46,229	\$47,154	\$46,883	\$48,289	\$49,255	**	**	**	\$52,390	\$53,962	\$55,041

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¶322.1 (3) of the [2016 United Methodist Book of Discipline](#) explains \*  
 ¶327 of the 2016 United Methodist Book of Discipline explains \*\*  
 ¶335 of the 2016 United Methodist Book of Discipline explains \*\*\*

**Submitted by:**  
 Commission on Equitable Compensation  
 Rev. Dr. Mona Joslyn, Chair

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2 **LATE**

L.C. 4

3  
4 **Update on Training for Active Clergy, Conference Staff, and District Staff**  
5

6 **Motion:**

7 Be it resolved that the Michigan Annual Conference will require all active clergy, Conference staff, and District  
8 staff to complete one anti-bias and anti-racism education and training module, as developed by the Michigan  
9 Conference Bishop's Anti-Bias, Anti-Racism Working Group, per year until all modules are completed. The  
10 first module should be completed by July 1, 2024, and the second by December 31, 2024.

11  
12 **Rationale:**

13 The initial training legislation approved at the 2021 annual conference session pre-supposed an in-person  
14 training event which would be required quadrennially. The education and training program developed by  
15 ABAR lends itself to the new requirement of one module per year.

16  
17 **Submitted by:**

18 Michigan Conference Bishop's Anti-Bias, Anti-Racism Task Force  
19 Pastor April Gutierrez, Rochester: St. Paul's UMC, Co-chair ABAR Task Force  
20 Pastor Matt Weiler, Kalamazoo First UMC  
21