

2005 Rocky Mountain Conference Journal

PETITIONS

PETITIONS TO THE 2005 ROCKY MOUNTAIN ANNUAL CONFERENCE

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

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AC01 HEALTH INSURANCE PROGRAMS AND FUNDING

It is requested of the Annual Conference that the recommendations of the Conference Board of Pension and Health Benefits concerning the health insurance plan and health insurance funding for 2006 be approved.

Section I – Health Insurance Provider and Participation

- A. The Conference will provide the HealthFlex health insurance plan in 2006.
- B. The anniversary date will be January 1.
- C. Eligibility will be established by the General Board of Pensions and Health Benefits, HealthFlex, and the Conference Board of Pensions and Health Benefits.
- D. All eligible retired clergy and spouses, surviving spouses, local pastors, active elders in the itinerant ministry and deacons serving a local church are encouraged to participate. Clergy must have been in the active plan for five consecutive years immediately prior to their retirement to be eligible for the retired plan. The spouse's eligibility is determined by the participant, however, the spouse of a retiree who did not participate in the plan for five consecutive years prior to reaching Medicare eligible age will not receive the financial benefit as outlined in Section II below.
- E. This plan may also be available to clergy appointed beyond the local church, diaconal ministers, and full time lay employees of the Rocky Mountain Annual Conference and local churches, but may require the participation of the employing agency as plan sponsor and subject to eligibility rules as established by the General Board of Pensions and Health Benefits and HealthFlex.

Section II - Participation and costs

- A. Every charge in the conference will be apportioned and then billed monthly for the insurance cost for single coverage for every elder, deacons in full connection, local pastor, or probationary member appointed full time serving that charge. This rate will be a blended rate of all the plans selected by the Board and will include dental coverage. If the clergy chooses a more expensive plan, the charge will be billed at the higher rate. The payment for single coverage is mandatory for all charges even if the appointed clergy elects not to participate. There is no financial impact upon the conference for this coverage.

TITLE: HEALTH INSURANCE PROGRAMS AND FUNDING

- A. If the active clergy serving that charge wish to buy up to a more expensive plan and/or wish coverage for family members, the additional monthly costs will be billed to that charge, to be paid either by the clergy or the charge. There is no financial impact upon the conference for this coverage.
- B. For retired elders, deacons, local pastors and probationary members, spouses and surviving spouses of Medicare age, the conference will pay 75% of the premium cost for the Medicare HMO or Supplement coverage. If the participant is eligible for a Medicare HMO but decides to buy up to a Supplement Plan, the participant will pay the full amount minus the conference's Medicare HMO contribution. The health insurance premium for the retired includes dental insurance if such coverage is included in the plan selected by the Conference Board. For those retiring after December 31, 2003, the clergy must have served for a minimum of ten (10) years of service or more to qualify for the 75% conference support.

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- C. For those retirees eligible to receive pensions, but not yet of Medicare age, the conference will pay 25% of the cost of the base plan with 20 years of service and 50% of the cost of the base plan with 35 or more years of service. Clergy retiring under the 20-year rule and not receiving pension benefits yet from the General Board of Pension and Health Benefits shall be eligible to remain in the conference health insurance program but shall not receive any conference funding until they are of Medicare age. The spouse's eligibility is determined by the participant, however, the spouse of a retiree who did not participate in the plan for five consecutive years prior to retirement will not receive the financial benefit. The cost to the conference (paragraphs C and D – all retirees' HealthFlex funding support) for the year is estimated to be \$1,170,500.
- D. For the purpose of this petition, "years of service" shall be defined as years since original ordination/commissioning/licensing (if after 1981) or granting of pension credit (if ordained prior to 1982). Years of leave of absence or honorable location shall not be considered as "years of service."
- E. The conference does not pay any of the cost of lay retirees' health insurance except in the case of employees of the annual conference, in which case they are treated the same as retired clergy, with no benefit for the spouse. The benefit is to be paid by the employing agency.
- F. Health insurance for clergy (and their dependants) appointed to Incapacity Leave and receiving disability benefits from the General Board of Pension and Health Benefits will be provided through the selected provider and paid 100% by the conference. If the clergy wants coverage different than the basic coverage in their area, the increased cost (buy up) will be paid by the clergy. The cost to the conference is estimated to be \$161,000.

Section III - Administration and clarification

- A. The conference, working with HealthFlex, will process enrollments, collect premiums, reconcile funds and help to coordinate the plan.
- B. The 2006 insurance rates and the retirees' rates will be established in the fall of 2005 by the Conference Board of Pensions and Health Benefits after receipt of new premium rate information from HealthFlex.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC02 DISTRICT SUPERINTENDENT COMPENSATION

PREAMBLE:

As expressed by vote of the 2002 Annual Conference Session, the base compensation of District Superintendents, which includes salary, housing, and utilities allowance, should be 1.7 times the Conference Annual Compensation (CAC – an amount calculated annually by the General Board of Pension and Health Benefits). In 2006, this would amount to \$79,793. In the last two years, budget constraints prevented us from being able to comply with that intention. Additionally, that 2002 petition stated that any district superintendent serving more than six years would receive a total years-of-service increment of \$1,000 in that seventh year. For the eighth year, an additional annual years-of-service award of \$250 will be provided.

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ACTION TO BE VOTED ON:

- A. In recognition of continuing budget constraints, the 2006 compensation for District Superintendents will be set at \$61,254 for salary plus either a parsonage or a \$15,314 housing allowance (this totals to \$76,568 instead of the \$79,793 as established in the Preamble above). Any district superintendent serving more than six years would receive a total years-of-service increment of \$1,000 in that seventh year. For the eighth year, an additional annual years-of-service award of \$250 will be provided.
- B. A parsonage shall be provided for district superintendents who wish to live in conference owned housing, but it shall be allowable for them to live in their own homes.
- C. A portion of the above base compensation may be designated parsonage and/or housing allowance, as appropriate, for purposes of tax exemption in accordance with Section 107 of the Internal Revenue Code. Any such designation shall be submitted to the office of the treasurer no later than January 1, 2006. Proper reporting of housing and/or parsonage expenses to IRS is the responsibility of the persons noted above.
- D. Car expense shall be set at the year 2006 IRS business rate for basic automobile use. HealthFlex, CPP and MPP payments shall be made by the conference. \$1,000 for continuing education, from accountable reimbursement funds, shall also be allowed.
- E. In consultation with the Board of Stewards, CF&A, Personnel and Episcopacy Committees, the Directors of Support Services and Mission and Ministry shall annually establish salaries for all non-disciplinary full-time conference staff (excluding camp managers) in tiered ratios to the salaries established for the District Superintendents; the ratios reflecting the scope of responsibility of each position and providing a range within which to reflect tenure and quality of employment.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC03 CONFERENCE APPORTIONMENT FORMULA

ACTION TO BE VOTED ON:

The 2006 Rocky Mountain Conference budget is to be apportioned to the local United Methodist churches as their share of our "Wider Mission." Each local church in the Conference will be apportioned using a formula based on their local net expenditures and their average weekly worship attendance.

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

The formula elements are defined as follows:

- "A" represents the local church's Apportioned amount for 2006.
- "E" is the local church's Net Expenditures for the year from the 2004 annual report submitted in January 2005. It is the total of the following annual local church expenditures as reported on the Table II statistical report on lines 63 through 71. Those lines are as follows:

63 – Pastor's base compensation

64 – Associate's/Associates' base compensation

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- 65 – All clergy housing allowances
- 66 – Reimbursements paid to pastor(s)
- 67 – Cash allowances paid to pastor(s)
- 68 – Deacon/diaconal compensation and expenses
- 69 – Other staff compensation and expenses
- 70 – Program expenses
- 71 – Operating Expenses

- “P” is the base apportionment percentage for each church in the Conference. It is calculated as the 2006 Conference Budget divided by the total of all local church Net Expenditures for all churches in the Conference as reported in the 2004 annual report. This value is the same for all churches in the conference.
- “T” is an adjustment – either positive or negative – for each local church to account for differences in a local church’s ability to pay a share of the Conference budget. It is calculated by taking the ratio of the local church’s Clergy and Operating Expenses (sum of Table II - lines 63-68 and 71) per Worship Attendee (Table I - line 10) to the local church’s Net Expenditures (sum of Table II - lines 63-68 and 69-71) per Worship Attendee (Table I - line 10) and comparing this ratio to the average of all of our conference churches.

MAXIMUM ANNUAL CHANGE

We limit the increase to a 9% (nine percent) change and the decrease to a 12% (twelve percent) change, with the additional limitation that no church that received a decrease in 2005 will receive an additional decrease in 2006.

CLARIFICATIONS OF TERMS AND VALUES USED:

The *i* Factor (*i* in the formula) –

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

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

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

Capital Expansion, Church Debt and Benevolence Giving –

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

This formula is the same formula as presented and passed in 2003 and 2004, although the petition wording was significantly rewritten in 2004 for better clarity. The maximum amount of change (lines 40-43) was changed slightly this year to a maximum allowable decrease of 12% instead of the previous limit of 9%, thereby providing a little more relief to small, declining churches.

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The basic philosophy for this formula is that the conference budget should be apportioned to local churches based on the amounts they are spending on staff, program and operations. The more that is spent on staff, office and program costs, utilities and minor upkeep, then the more each church should be asked to share with and support the global and conference ministries of the United Methodist Church.

Benevolence giving, apportionments, mortgages and debt payments as well as capital improvement costs should not be – and are not – part of this formula.

Actual calculations for the *i* Factor:

$i = (0.008 \times (\text{Net Expenditures per Attendee for that church} - 1) / (75^{\text{th}} \text{ percentile of all church Net Expenditures per Attendee} - 25^{\text{th}} \text{ percentile of all church Net Expenditures per Attendee})) - (0.01 \times (\text{Clergy and Operating Expenditures per Attendee for that church} - 1) / (75^{\text{th}} \text{ percentile of all church Clergy and Operating Expenditures} - 25^{\text{th}} \text{ percentile of all church Clergy and Operating Expenditure Ratios}))$

What does that mean?

This factor cannot be very large – it is only intended to be a small adjustment. The values in the formula of 0.008 and 0.01 are statistical tools used to balance the relevant impact of clergy, operating and net expenditures. And the use of the 75th and 25th percentile values eliminates the extreme high and low values so that we really are using valid values and not values created by incorrect church reporting or by unusual church situations.

If, from year to year, a church's attendance goes up faster than expenses, this factor would work to reduce apportionments. Conversely, if expenses go up faster than increases in worship attendance, then the apportionments would increase. And if attendance goes down while expenses stay the same, apportionments will go up.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC04 MISCELLANEOUS COUNCIL ON FINANCE & ADMINISTRATION POLICIES AND PROCEDURES

ACTION TO BE VOTED ON:

Travel

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

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

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For the year 2006, travel expenses to all called meetings of the district/subdistrict, conference boards, agencies, committees or commissions will be paid to lay and clergy members who are not paid for such travel expense from other funds. The rate shall be 15¢ per mile, excluding the first 50 miles. For those traveling 200 miles or more, air coach fare is allowable. An additional 5¢ per mile shall be paid a driver for each additional participant riding to the meeting, thus encouraging car-pooling. Meals and housing will be paid as appropriate.

Budget Proposals

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

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

Conference Leadership Compensation

The base compensation for the conference staff positions of Conference Treasurer/Director of Support Services and Director of Mission and Ministry (or its equivalent), which includes salary, housing, and utilities allowance, should be 1.7 times the Conference Annual Compensation (CAC – an amount calculated annually by the General Board of Pension and Health Benefits). In 2006, this calculated compensation amount would be \$79,795.00.

If by action of the Annual Conference, the base compensation of the District Superintendents is NOT based upon 1.7 times the Conference Annual Compensation, then the base compensation for the conference staff positions of Conference Treasurer/Director of Support Services and Director of Mission and Ministry (or its equivalent), which includes salary, housing, and utilities allowance will be set at the same amount as that for the District Superintendents PLUS an incremental adjustment of \$250 per full year of service in the position, with a maximum adjustment of \$3,500 (equivalent to 14 years of service).

Financial Administration

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

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

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

The conference treasurer shall make an annual report in the Conference Journal of the

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amount of funds contributed during the year to each Conference Advance Special Project and Conference Approved Project.

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

Balances from undesignated funds, including fund balances and reserves, cash management funds and income funds may be disbursed only on the authorization of the Council on Finance and Administration. It is understood that the Executive Committee of the Council on Finance and Administration is empowered to act in case of an emergency.

It shall be the policy of the Conference to designate part of the salary, house and utilities allowance of Conference clergy staff persons as parsonage allowance for purposes of tax exemption under Section 107 of the Internal Revenue Code. The portion of the total compensation must be specifically designated in advance of the new year (January 2006) by each person involved, to the conference treasurer using appropriate forms provided by the treasurer.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC05 COUNCIL ON FINANCE & ADMINISTRATION MOVING EXPENSE REIMBURSEMENT POLICY

WITHIN CONFERENCE MOVING EXPENSES:

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

ALLOWED:

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

NOT ALLOWED:

Professional packing or unpacking (with the exception of the \$100 allowed for packing materials)

Storage of any items other than transportation cost of moving furniture, personal property and equipment.

Cost of transportation of persons.

Appliance service.

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

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

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

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

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

The local church will reimburse the Rocky Mountain Conference \$500.00 for moving/transportation cost of each incoming pastor.

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

FROM OUT OF CONFERENCE EXPENSES:

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

ADMINISTRATION OF MOVING EXPENSE FUND

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

Effective Date: January 1, 2006

Termination Date: December 31, 2008

AC06 COMMISSION ON EQUITABLE COMPENSATION ANNUAL RECOMMENDATIONS

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

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A. Minimum Base Compensation

1. The Rocky Mountain Conference Minimum Base Compensation for clergy [Elders, Deacons, Probationers, and Local Pastors] who are in good standing and appointed to full-time service in the local church according to the provisions of the 2004 *Book of Discipline* will be \$27,693, **effective January 1, 2006**. These minimum compensations are 59% of the 2006 Conference Average Compensation (CAC) of \$46,937, respectively.
2. For clergy who are in good standing and appointed to less than full-time service in the local church, the Minimum Base Compensation shall be adjusted in one-quarter increments.

B. Parsonage/Housing Allowance

1. The church shall provide either a parsonage or a housing allowance, based on a reasonable local market value.
2. For pension purposes, the parsonage allowance is based on 25% of the pastor's gross cash salary for 2006.

C. Ministerial Pension Plan

The Ministerial Pension Plan (MPP) is 11% of the lesser of: the Denominational Average Compensation (DAC). [The DAC for 2006 is \$52,382]; or the clergy's actual compensation plus parsonage/housing allowance. MPP for Ordained Deacons is 12%.

D. Reimbursable Expenses and Additional Support Items

1. Utilities will be paid by the local church if a parsonage is provided. Actual costs of utilities should be considered if housing allowance is provided in accordance with Annual Conference action.
2. The payment of Continuing Education expenses should be agreed upon by the local church and clergy.
3. Auto transportation allowance at the 2006 IRS Business Rate for actual vouchered mileage is recommended.
4. Professional expenses of the clergy, or actual costs of ministry, are recommended to be reimbursed by voucher.
5. The premium payments for the Health and Medical Expense Program as established by the Conference Board of Pensions and Health Benefits of the United Methodist Church are to be paid in accordance with Annual Conference action.

E. Student Salary and Support

1. Student local pastors as defined in ¶318.3 of the 2004 *Book of Discipline*, under appointment are to receive base compensation, prorated for less than full time work as agreed between the local church, the student pastor, and the district superintendent. Professional expenses of the student or the actual costs incurred while working at the church are recommended to be reimbursed by voucher.

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2. Student pastors are to be reimbursed, by voucher, at the 2006 IRS Business Rate for travel expenses. (Maximum amount may be established by the church after consultation with the student pastor and the district superintendent.)

F. Parsonage Standards

Parsonage standards are to be reviewed regularly by each local church. If and when changes are made to the present parsonage or a new parsonage is provided these standards are to be followed to the extent possible. Parsonage standards can be found in the 2001 Rocky Mountain Conference Journal (AC-11-D, Pages 266-274) An addition to these Parsonage Standards is I.B.1.10.e) Internet should be provided with at least one jack.

G. Study Leave/Vacation

1. Full time pastors, to continue their education, should be allowed study leave of at least one week each year and at least one month each quadrennium (§351.2, 2004 *Book of Discipline*). Such study leave shall not be considered vacation.
2. Full time pastors should be allowed one-month vacation each year. Local churches are encouraged to discuss vacations with their pastor(s), particularly during their first year of re-appointment.
3. Full-time pastors (after 6 [six] years in the same appointment) be allowed up to 6 [six] months formation and spiritual growth leave. (2004 *Book of Discipline* §351.3)

H. Sick Leave

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

I. Family Leave

1. The Council on Finance and Administration shall establish a discretionary fund for the purpose of Family Leave, pulpit and pastoral supply.
2. The Council on Finance and Administration, upon recommendation of the Cabinet, shall be authorized to dispense monies from said fund to assist churches which incur unanticipated costs arising from absence of the appointed clergy for the term of his or her paid leave (eight weeks maximum).
3. The Council on Finance and Administration has the responsibility to establish guidelines for the use of this fund in consultation with the Cabinet.
4. The Council on Finance and Administration, upon recommendation of the Cabinet, is authorized to dispense monies from this fund to assist local churches in accordance with the guidelines established. Furthermore, the Council on Finance and Administration will replenish the fund balance if and when appropriate.

Suggested Guidelines

1. The Family Leave discretionary fund exists to assist local churches fund costs directly related to providing interim pastoral leadership due to a pastor's Family Leave as defined in §355 of the 2004 *Book of Discipline*. Normally, such assistance will provide only partial funding of the total costs involved.

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2. Upon notification of desired Family Leave 90 days prior to its beginning (2004 *Book of Discipline* ¶355.1), the Cabinet shall notify the Council on Finance and Administration. This notification shall include a recommended sum to be paid, a payment schedule, a time period for payment, and specify any other considerations regarding payment to a local church to assist with the cost of providing interim pastoral leadership due to a pastor's leave.
3. The Council on Finance and Administration Executive Committee may act upon a recommendation between meetings of the Council on Finance and Administration provided that such action be reported to the next CFA meeting.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC07 CLERGY PENSION PLANS FUNDING CONCEPT

Pre-1982 Pension Funding Plan

It is requested of the Annual Conference that the attached
Funding Plan of the Rocky Mountain Conference
For Supplement One to the Ministerial Pension Plan

Be affirmed and adopted.

Funding Plan of the Rocky Mountain Conference For Supplement One to the Ministerial Pension Plan As of January 1, 2003 for 2005

The Past Service Rate (PSR) for the Rocky Mountain Conference is established annually by action of the Annual Conference. For the year 2005, our Annual Conference set this PSR amount at \$406.00.

Paragraph 1506.7 of 2004 The Book of Discipline mandates that this rate cannot be less than 0.8% of the Conference Average Compensation (CAC). For 2005, our CAC is \$45,052. \$406.00 is 0.90% of that amount – so we are in compliance with that mandate. That same paragraph recommends that the rate be not less than 1% of the CAC. At 0.90%, we are short of that recommended goal.

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

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

Furthermore, in 2003, they conducted a review of the clergy eligible to receive benefits from this fund and learned that they were overstating our liability. As a result, our current obligations, using the current Past Service Rate shown above (\$406.00), are now \$26,916,199 as of January 1, 2003 for 2005.

The cornerstone of our conference Past Service Rate philosophy is to maintain a fully funded position. In other words, we will not attempt to raise that rate in any manner that re-establishes an unfunded liability. Along with that core concept, we will also try to match or exceed the cost of living, and move toward the Disciplinary recommendation of 1% of the CAC.

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All of the assets dedicated to this pre-82 obligation are on deposit with the GBOPHB. Because our investment earning projections are identical to the General Board of Pension and Health Benefits assumptions, and since they also manage the funds, we feel confident that the investment growth of our assets will be sufficient to meet our PSR goals as stated above. Because the basis of our PSR philosophy is to avoid an unfunded position, we do not believe a long discussion of the GBOPHB investment philosophy, history and guidelines is relevant to the purposes of this document.

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

We have established a separate fund within the General Board of Pension and Health Benefits. The fund's purpose is to provide for the benefits of retired clergy. The current focus of that goal is to begin funding the future health insurance costs for our retirees, but the fund itself could be used – if required - to meet any new unfunded obligation in the pre-1982 plan. The value of that fund, as of January 1, 2005 was \$794,397.

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

Our funding plan, as of January 1, 2003 for 2005, is summarized as follows:

Present Value of Benefits <u>as defined by GBOPHB</u>	<u>Funds in the plan</u>
\$26,916,199	\$32,551,060

AC08 FUNDING OF ACTIVE CLERGY BENEFITS

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

Section I - Ministerial Pension Plan (MPP)

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

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Section II - Comprehensive Protection Plan (CPP)

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

Section III - Basic Protection Plan (BPP)

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

Effective Date: January 1, 2006

Termination Date: December 31, 2006

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AC09 RETIREE BENEFIT PROGRAMS AND FUNDING

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

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

- A. The rate for 2006 will be \$434.00 per service year
- B. The same rate will be set for local pastors
- C. The rate for a surviving spouse will be 70% of the member's rate.
- D. The cost to the conference budget for 2006 for these rates is \$0

Section II - Rental/Housing Allowance

WHEREAS, the religious denomination known as The United Methodist Church has and functions through ministers of the Gospel who are duly ordained or licensed; and

WHEREAS, the practice of The United Methodist Church is to provide a parsonage or a rental allowance as part of the gross compensation for each of its active ordained or licensed ministers; and

WHEREAS, pensions paid to retired ordained or licensed ministers of The United Methodist Church are considered as deferred compensation and are paid to said retired ordained or licensed ministers in consideration of previous active service, and disability benefits are considered payments in lieu of compensation for active service; and

WHEREAS, the Internal Revenue Service has recognized that the Rocky Mountain Annual Conference is the appropriate organization to designate a housing/rental allowance for retired or licensed ministers who are members of the conference; and

WHEREAS, the disabled minister has the same legal relationship to an annual conference as does the retired minister, and, thus, this Annual Conference is also the appropriate organization to designate a housing/rental allowance for a disabled ordained or licensed minister who is a member of this conference;

NOW THEREFORE BE IT RESOLVED:

- A. An amount up to 100% (See NOTE at end of this section) of the pension payments received by a retired minister, or 100% of the disability payments received by a disabled minister, during the year 2006 be and is hereby designated as a rental/housing allowance respectively for each retired or disabled ordained or licensed minister of The United Methodist Church who is or was a member of the Rocky Mountain Annual Conference at the time of his or her retirement or disability;
- B. The pension or disability payment to which this rental/housing allowance applies shall be the pension or disability payment, resulting from all service of such retired or disabled ordained or licensed minister from all employment by any local church, annual conference, general agency or institution of The United Methodist Church, or from any other denomination that is now a part 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 or benefit funds of The United Methodist Church for such retired minister's pension or disabled minister's benefits.

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NOTE: The rental/housing allowance which may be excluded from a retired or disabled minister's gross income is limited to the amount expended by the minister to provide his or her housing. As specified in Rev. Rul. 71-280, 1971 C.B. 92, "the only amount that will qualify for exclusion under section 107(2) of the Code as 'rental allowance' is an amount equal to fair rental value of the home, including furnishings and appurtenances such as a garage, plus the cost of utilities."

Section III

For 2006, the Conference Board of Pensions and Health Benefits will provide the following grants:

Widow's benefits to Patricia Vick
Benefits to Oscar P. Abers, 3 times adopted rate
Benefits to Dallas A. Bird, 83.5% of 7 years

Anticipated cost to conference - \$5,000

Effective Date: January 1, 2006

Termination Date: December 31, 2006

AC10 2005-2006 HEALTH AS WHOLENESS IN MISSION INITIATIVE

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

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

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

These 3 simple steps include:

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

Our goal is 100% participation of all eligible persons. Following submission of appropriate proof of completion documentation (to be determined by the Annual Conference Board of Pensions and Health Benefits) the Board shall pay **\$150** to the HealthFlex participant and each eligible dependant for completion of these steps toward wellness. For those who received their reward last year, the above steps must be completed anew (after July 1, 2005) to receive this year's cash incentive.

Furthermore, the Conference Board of Pension and Health Benefits study the issue of extending this benefit to less than full time clergy and lay employees, and the Board report their findings to the 2006 Annual Conference.

Effective Date: July 1, 2005

Termination Date: June 30, 2006

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AC11 NOMINATIONS FOR EPISCOPAL ELECTIONS

1. Deciding whether to participate in the nominating process
 - a. In the calendar year proceeding the year in which the Jurisdictional Conference meets, the Annual Conference shall ballot on this question: “Shall the Annual Conference Secretary distribute forms for the nomination of Episcopal candidates to the lay and clergy members of next year’s Annual Conference, provided there is to be an Episcopal election?” A majority of the valid ballots cast shall be sufficient to instruct the Conference Secretary.
 - b. If the Annual conference votes affirmatively on this question, but there is doubt as to whether there will be an Episcopal election, the Conference Secretary shall ask for the opinion of the Jurisdictional College of Bishops. If, in the judgment of the College of Bishops, it is likely there will be an Episcopal election, the Conference Secretary shall distribute the forms.
 - c. If the forms are not distributed, it is presumed the Annual Conference will not name nominees for the Episcopacy the following Session, and a statement to that effect will be shared in Conference communications vehicles.
2. Developing an Annual Conference ballot
 - a. If forms are to be distributed, the Conference Secretary shall distribute them by mail and through all Conference communication vehicles and shall contain at least the following: “Each current lay and clergy member of the Annual Conference is invited to list up to three elders for the Annual Conference to nominate for Episcopal election. All elders who are full members of any Conference are eligible for nomination. Names must be received by the Conference Secretary no later than April 15. Those submitting names shall sign the form identifying the local church or group by which they are elected as members of the Conference.”
 - b. The Conference Secretary shall prepare a preliminary alphabetical list using the forms received, including the name, age, sex, ethnic background, conference membership and complete service record of elders named by twenty-five or more members of the Annual Conference. The Conference Secretary shall contact all potential nominees, to secure their willingness to be listed on the ballot. A list of willing nominees shall be published on the Conference Web Site, through Conference communications vehicles, and in the Annual Conference packet, and reported to members of the Conference during the opening session.
 - c. Up to the beginning of the setting of the bar during the opening session of the 2008 Annual Conference session, names may be added by petitions bearing the signature of twenty-five or more members of the Annual Conference and a signed statement of willingness of the potential nominee.
3. Pre-Balloting Procedure
 - a. The process for Episcopal election shall be explained to the full Conference session before the balloting begins. The explanation shall be by the head of the most recently elected Jurisdictional Conference delegation or his or her designee and shall include the processes of the annual conference and the Jurisdictional Conference Episcopal elections and the effect of expected retirements on the Western Jurisdictional College of Bishops. Members from

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the floor shall be invited to ask questions or make points of information in accordance with the rules of the conference.

- b. Each nominee or representative of a nominee shall be given time, not to exceed five (5) minutes, to describe his or her vision for The United Methodist Church before the full Conference session.
 - c. The full Conference session shall join in prayer before each balloting.
4. Selection of nominees
- a. On every ballot, each member of the Annual Conference may vote for one clergy on the list. The Bishop shall report the results. Any elder receiving a majority of valid ballots shall become a nominee of this Annual Conference for Episcopal election by the Jurisdictional Conference. Those not receiving twenty-five or more votes shall not be listed on future ballots.
 - b. After the results of each ballot are announced, the Annual Conference shall vote on the following question before balloting again: "Shall the Annual Conference continue to ballot in order to nominate elders for Episcopal election?" Balloting shall continue if a majority supports it.
 - c. When the process is completed, the Conference Secretary shall notify the Jurisdictional Conference Secretary of the results.

Effective Date: Immediate
Termination Date: Permanent

AC12 CONFERENCE ADVANCE SPECIAL PROCESS

Conference Advance Specials will be processed as follows:

Any entity of the Conference may request Conference Advance Special Status by completing the Request Form. Requests are to be sent to the Coordinator of Advance Specials. The Coordinator will process the requests.

The Conference Board of Global Ministries will approve all requests in accordance with the Guidelines set by the Board. Following the approval by the Conference Board of Global Ministries all Conference Advance Specials will be presented for Conference affirmation quadrennially.

Annual reports will be received from each Conference Advance by the Coordinator of Conference Advance Specials for review. The Conference Board of Global Ministries will review each report to grant continuation on a yearly base as a Conference Advance Special in accordance with the Guidelines.

Effective Date: July 1, 2005
Termination Date: Permanent

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AC13 NEW MINISTRIES DEVELOPMENT

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

- 1) Challenging each church in the Rocky Mountain Conference to emphasize new ministries development at least two Sundays during the year and prior to the 2006 Annual Conference; and
- 2) Challenging each church of the Rocky Mountain Conference to have at least one Special offering prior to the 2006 Annual Conference for contributions to the New Ministries Development Fund in the Rocky Mountain Conference; and
- 3) Recommending that the theme of Churches Building Churches be selected for the 2006 Annual Conference and that all Committees and Work Areas consider ways to identify and develop new ministries in the Rocky Mountain Conference.

Effective Date: July 1, 2005

Termination Date: July 1, 2006

AC14 COST OF CLERGY INTRODUCTIONS

The Rocky Mountain Conference will bill every charge going through a pastoral change \$100. The Conference Council of Finance and Administration will direct the Conference Treasurer to use these monies to establish a fund designated to help offset some of the significant travel expenses incurred by clergy and/or churches as new clergy candidates are brought to the church by the District Superintendent and introduced to the Staff/Pastor Parish Relations committee.

Effective Date: July 1, 2005

Termination Date: Permanent

AC15 ALCOHOL USE AND ABUSE

The Rocky Mountain Annual Conference of The United Methodist Church encourages all United Methodist congregations within the conference to utilize and offer programs for older elementary students, youth, young adults and parents on the issues of alcohol use and abuse within the next year.

Effective Date: July 1, 2005

Termination Date: July 1, 2006

AC16 SUPPORT FOR VERIFIED VOTING IN PUBLIC ELECTIONS

The Rocky Mountain Annual Conference of The United Methodist Church declares support for verified voting, which we define as election processes and systems that provide auditing, accountability, and accuracy, and

We wish to express via letter to the respective state elections officials of the states of Utah and Wyoming, states within the jurisdiction of the Rocky Mountain Conference, that The Rocky Mountain Conference has officially adopted the following positions concerning verified voting, positions we encourage each state to adopt, that

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- 1) Encourage the use of electronic voting machines that utilize software that is open source and public, rather than private and proprietary.
- 2) All electronic voting machines be required to produce a paper ballot,
- 3) The paper ballot be the official ballot of record,
- 4) Manual counts be performed on all ballots in a precinct for a statistically-significant sampling (3-5% or more) of randomly-selected precincts for the purpose of validating electronic tabulations, with a full manual count performed in an election whenever the margin of error between the count of the manual samples and their corresponding electronic tabulation would cause the legitimacy of the overall election to be in question, and
- 5) In recount procedures, verifiable manual counts of the paper ballots take precedence over electronic tabulations whenever the two differ.

These letters will conform to the template that follows, and will be signed by the Bishop of the Rocky Mountain Conference and by the Co-Chairpersons of the Church and Society Network: Advocating for Peace with Justice Committee of the Rocky Mountain Conference.

TEMPLATE OF LETTER

<Name>
Honorable <Salutation>
State of <State Name>
Dear <Name>,

The Rocky Mountain Annual Conference of The United Methodist Church, which represents United Methodist churches within the State of <state name>, wishes to declare its support for verified voting. Our Social Principles, a part of our Book of Discipline, requires us to advocate in support of "the protection of the rights of the people to free and fair elections." As such, we support election processes and systems that provide for auditing, accountability, and accuracy.

Since you are the administrator sworn to uphold democratic elections in the State of <state name>, we wish to encourage your adoption of the following proposals that represent the official position of the Rocky Mountain Conference of The United Methodist Church. We believe that verified voting is best affirmed if

- 1) Encourage the use of electronic voting machines in the State of <state name> with that to utilize software that is open source and public, rather than private and proprietary
- 2) All electronic voting machines in the State of <state name> are required to produce a paper ballot (a provision contained in House Resolution 2239),
- 3) The paper ballot is the official ballot of record,
- 4) Manual counts are performed on all ballots in a precinct for a statistically-significant sampling 3-5% or more) of randomly-selected precincts for the purpose of validating electronic tabulations, with a full manual count performed in an election whenever the margin of error between the count of the manual samples and their corresponding electronic tabulation would cause the legitimacy of the overall election to be in question, and

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- 5) In recount procedures, verifiable manual counts of paper ballots take precedence over electronic tabulations whenever the two differ.

We thank you for your consideration in this matter.

Sincerely,

Bishop Warner H. Brown, Jr.
Bishop of the Rocky Mountain Conference of The United Methodist Church

Rev. Linda Gertenbach
Co-Chairperson, Church and Society Network: Advocating for Peace with Justice Committee

Rev. Roger Wolsey
Co-Chairperson, Church and Society Network: Advocating for Peace with Justice Committee

RECIPIENTS OF LETTER

Mr. Gary R. Herbert
Lieutenant Governor
Utah State Elections Office
Utah State Capitol Complex
East Office Building, Suite E325
P.O. Box 142325
Salt Lake City, UT 84114-2325

Mr. Joseph B. Meyer
Wyoming Secretary of State
State Capitol Building
Cheyenne, WY 82002

Effective Date: July 1, 2005
Termination Date: July 1, 2006

AC17 SCIENCE EDUCATION

The Rocky Mountain Annual Conference of the United Methodist Church encourages all United Methodist congregations within the Conference (1) to promote participation of church members in local school board discussions on the content of textbooks and further (2) to urge church members to consider serving on local school boards.

Effective Date: July 1, 2005
Termination Date: July 1, 2008

AC18 CONDEMNATION OF USE OF TORTURE BY AMERICAN MILITARY AND INTELLIGENCE AGENCIES

Following our Social Principles (§164A of the Book of Discipline of The United Methodist Church), the Rocky Mountain Annual Conference declares its opposition to the use of torture by United States Military and Intelligence Agencies, and

We wish to express via letter to the President, Vice President, and Secretary of Defense of the United States of America, that the Rocky Mountain Conference officially condemns

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1. The use of torture in any form (as defined by the Geneva Convention) in the acquisition of intelligence, and specifically the use of torture such as that employed at Abu Ghraib, Iraq and allegedly at Guantanamo Bay, Cuba, and
2. The "farming" of prisoners of war and/or enemy combatants by the United States of America to countries where torture is known to be employed, which constitutes American-sponsored "outsourcing" of torture.

Furthermore, in light of the Administration's seeking and allegedly using legal advice in support of negating established International Law on the matter of human rights and torture, we wish to express the support of the Rocky Mountain Conference of The United Methodist Church for the rule of law as expressed in the Geneva Convention.

These letters will conform to the template that follows, and will be signed by the Bishop of the Rocky Mountain Conference and by the Co-Chairpersons of the Church and Society Network: Advocating for Peace with Justice Committee of the Rocky Mountain Conference.

TEMPLATE OF LETTER

<Appropriate Name>
<Appropriate Salutation {varies}>
The United States of America

Dear <Name>,

The Rocky Mountain Annual Conference of The United Methodist Church, which represents United Methodist Churches within the states of Colorado, Utah, and Wyoming, wishes to declare its opposition to the use of torture by agencies of the United States government, and to declare its support for the rule of International Law as established in the Geneva Convention.

The Social Principles, ¶164A of the Book of Discipline of The United Methodist Church, states "the mistreatment or torture of persons by governments for any purpose violates Christian teaching and must be condemned and/or opposed by Christians and churches wherever and whenever it occurs."

Specifically, the Rocky Mountain Annual Conference of The United Methodist Church condemns

1. The use of torture in any form in the acquisition of intelligence, and specifically the use of torture sponsored, directed, and implemented by American representatives such as that employed at Abu Ghraib, Iraq and allegedly at Guantanamo Bay, Cuba, and
2. The "farming" of prisoners of war and/or enemy combatants, by the United States of America to countries where torture is known to be employed. Such constitutes American-sponsored "outsourcing" of torture.

Moreover, in light of the Administration's solicitation of legal advice for the purpose of negating established International Law on the matter of human rights and the use of torture concerning prisoners of war, the Rocky Mountain Conference of The United Methodist Church expresses its support for the rule of law as expressed in the Geneva Convention.

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Furthermore the Rocky Mountain Conference of The United Methodist Church urges the government of the United States of America to afford the same standard of protection to all detainees that is dictated for prisoners of war by the Geneva Convention and not employ the use of torture or to “outsource it by transferring detainees to other nations that utilize torture.

We thank you for your consideration in this matter.

Sincerely,

Bishop Warner H. Brown, Jr.

Bishop of the Rocky Mountain Conference of The United Methodist Church

Rev. Linda Gertenbach

Co-Chairperson, Church & Society Network: Advocating for Peace with Justice Committee

Rev. Roger Wolsey

Co-Chairperson, Church and Society Network: Advocating for Peace with Justice Committee

RECIPIENTS OF LETTER

The recipients of this letter follow (with official salutation and mailing addresses):

Mr. George W. Bush

President of the United States of America

The White House, 1600 Pennsylvania Avenue NW, Washington, DC 20500

Mr. Richard Cheney

Vice-President of the United States of America

The White House, 1600 Pennsylvania Avenue NW, Washington, DC 20500

Mr. Donald Rumsfeld

Secretary of Defense of the United States of America

1000 Defense Pentagon, Washington, DC 20301-1000

Effective Date: July 1, 2005

Termination Date: July 1, 2006

AC19 BUILDING PROJECTS AND RELIGIOUS VALUES

The Rocky Mountain Conference of the United Methodist Church encourages all United Methodist congregations and church-owned facilities in the conference to make use of the following set of values and ethical questions when considering building contractors for the construction, expansion, and/or renovation of their buildings.

VALUES of the Conference in relation to Building Projects:

*All workers should be treated with respect and dignity.

* Workers should be paid fair wages that can sustain families.

*When a business flourishes, its workers should share in the economic benefits.

*Companies should strive to provide family health insurance and contribute to a pension program.

* Companies should respect workers' right to organize a union in the workplace without fear of harassment or firing.

* Companies should not discriminate in hiring, wages, or promotion based on race, gender, or ethnicity.

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ETHICAL Questions to ask building contractors:

What **wages** are your workers paid per hour? How does this compare with the prevailing wage in the industry?

Do you provide **affordable health care** for your employees and their families?

Do you make an employer contribution to a union **pension fund** or another pension fund?

Do you respect workers' **right to organize** and have a voice on the job?

Are your employees provided with **professional training** through a Department of Labor-accredited apprenticeship program?

What is the **health and safety record** for your workers? How does it compare with the average industry record? What safety precautions will your workers use on this job?

Do you hire and train **women and people of color**?

Has your company ever been charged with an **unfair labor practice**? If so, what was the outcome?

Can you provide proof of **workers' compensation and general liability** insurance?

Are your workers classified as employees and not as independent contractors? (Some unethical contractors illegally classify workers as "independent contractors" as a means of avoiding paying taxes and insurance on employees.)

AC20 GLOBAL AIDS FUND

The Rocky Mountain Annual Conference establish a minimum quadrennium Advanced Special goal of raising an average of \$1.00 per member (just 25 cents per member per year) by special projects, offerings, or whatever way each local church deems best during this quadrennium, beginning in 2005.

The Rocky Mountain Annual Conference of The United Methodist Church encourages each local church to observe a Global AIDS Awareness Sunday in September each year for the remainder of this quadrennium, and that the Conference Global AIDS Committee provide educational and promotional materials for this observance.

Effective Date: July 1, 2005

Termination Date: July 1, 2008

AC21 SPECIAL CAMPING APPORTIONMENT

The conference treasurer shall apportion to the local churches a special apportionment of \$90,000 to be used on behalf of all camping ministries of the Rocky Mountain Conference. The funds received will be directed by Council on Retreats & Camps in consultation with the Board of Trustees of the Rocky Mountain Conference. The apportionment calculation will follow the formula used for the conference budget (Wider Mission) apportionment, and shall be identified separately as a separate apportioned amount.

Effective Date: January 1, 2006

Termination Date: December 31, 2006

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AC22 RELOCATION OF CONFERENCE OFFICES

The Trustees of the Rocky Mountain Annual Conference are authorized to sell the property at 2200 S. University Blvd. (the current conference office location) and use the proceeds to purchase another building in the Denver metropolitan area for the conference offices provided that:

1. There will be no additional direct cost to the conference.
2. New office space will fulfill our needs for:
 - Equity Preservation
 - Convenient Location
 - Full ADA Accessibility
 - Affordable Cost
 - Sufficient Office and Meeting Space
 - Cost-Effective Maintenance
 - Adequate Parking

Also, the Trustees Chair and Secretary are authorized to execute any and all documents necessary for these transactions.

AC24 MISSION AWARENESS SUNDAY

We request the Rocky Mountain Conference support:

1. Each local church set aside a Sunday to be declared a Mission Awareness Day.
2. Each local church provide for mission displays, information, testimonies, and/or develop other ways to celebrate mission involvements in a fashion that best suits the local congregation.
3. Churches draw upon the available resources of the Conference Board of Global Ministries to help make the Mission Awareness Day a memorable one of "Christian Love in Action".

Effective Date: July 1, 2005

Termination Date: Permanent

AC30 Discontinuance of Korean United Methodist Church, Colorado Springs, Colorado Discontinuance of Antelope Springs United Methodist Church, Snyder, Colorado

The Korean United Methodist Church, Colorado Springs, Colorado and the Antelope Springs United Methodist Church, Snyder, Colorado shall be discontinued by the action of this 2005 Annual Conference session, and the properties shall be transferred to the Trustees of the Rocky Mountain Conference for use or for sale.

Effective Date: July 1, 2005

Termination Date: Permanent

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AC31 CANDIDACY ASSISTANCE FROM THE LOCAL CHURCH

Churches in the Rocky Mountain Conference are called to respond to their Disciplinary responsibility to support declared candidates for ministry approved by their charge conference through payment of the psychological exam and candidacy guidebook costs. In addition, churches are called to assist in seeking out scholarships or donation, on behalf of the candidate.

Effective Date: July 1, 2005

Termination Date: July 1, 2008