

2019 LEGISLATION APPROVED

Motion for Special Annual Conference

Bishop Bob, members of the annual conference: I move that in accordance with ¶603.5 of the 2016 Book of Discipline, we authorize a special session of Desert Southwest Annual Conference to meet on September 14, 2019 at a United Methodist Church to be named later. The purpose of this special session of the Annual Conference shall be to consider all remaining petitions and resolutions submitted to this current June 2019 session of Annual Conference as well as any other petitions or resolutions submitted for consideration related to the topics of a response to the 2019 special session of the General Conference and about the future of the Desert Southwest Annual Conference and/or The United Methodist Church, with the exception of Resolution 8, which is recommended to be considered at this 2019 June Annual Conference. At this June 2019 Annual Conference, we will proceed with legislation as time allows.

Originator: Rev. Dan Hurlbert, Prescott UMC

Amended by: Amy Notbohm, Dayspring UMC

PETITIONS APPROVED
2016 Book of Discipline ¶ 362

General Church Budget Implications: No

Global Implications: None

Amend ¶ 362 as follows:

¶362.

Complaint Procedures—1. Ordination and membership in an annual conference in The United Methodist Church is a sacred trust. The qualifications and duties of local pastors, associate members, provisional members, and full members are set forth in *The Book of Discipline (2016) of The United Methodist Church*, and we believe they flow from the gospel as taught by Jesus the Christ and proclaimed by his apostles. Whenever a person in any of the above categories, including those on leaves of all types, honorable or administrative location, or retirement, is accused, by a professing lay member or another clergy member of the conference in which they serve and/or live (with exceptions being made for complaints where criminal charges or abuse may be involved), of violating this trust, the membership of his or her ministerial office shall be subject to review.

Petitioners: Rev. Dan Hurlbert, Rev. Anthony Tang, Rev. Mary Klaehn, Rev. Elizabeth Rambikur, Billie Fidlin, Jim Nibbelink, Paul Gomez, Rev. David Felten, Rev Jeff Proctor-Murphy, Rev. Stephen Govett, Rev. Jennifer Lambert

Concerning Immigration

Whereas the Scriptures proclaim that “The Lord your God...loves the strangers, providing them with food and clothing. You shall also love the stranger, for you were once strangers in the land of Egypt” (Deuteronomy 10:17-19). And Jesus taught his disciples that when they took care of “the least of these,” including welcoming strangers, they were welcoming Him (Matthew 25:31-40);

Whereas *The United Methodist Social Principles* state “The mistreatment or torture, and other cruel, inhumane, and degrading treatment or punishment 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,” *The Book of Discipline (2016) 2016*, Par. 164A, p. 138;

Whereas *The United Methodist Social Principles* also state “We commit ourselves as a Church to the achievement of a world community that is a fellowship of persons who honestly love one another. We pledge ourselves to seek the meaning of the gospel in all issues that divide people and threaten the growth of world community,” *The Book of Discipline (2016) 2016*, Par. 165, p. 143;

Whereas *The United Methodist Social Principles* also state “We reaffirm our historic concern for the world as our parish and seek for all persons and peoples full and equal membership in a truly world community,” *The Book of Discipline (2016) 2016*, Par. 165D, p. 144;

Whereas *The United Methodist Social Principles* also state “We recognize, embrace, and affirm all persons, regardless of country of origin, as members of the family of God. We urge the Church and society to recognize the gifts, contributions, and struggles of those who are immigrants, and to advocate for justice for all. We oppose the immigration policies that separate family members from each other or that include detention of families with children, and we call on local churches to be in ministry with immigrant families.” *The Book of Discipline (2016) 2016*, Par. 162H, p. 122;

Whereas Justice For Our Neighbors is a nationwide United Methodist organization offering legal assistance to immigrants in the United States. As Arizona Justice For Our Neighbors, in the Desert Southwest Conference, we welcome our immigrant brothers and sisters as fellow children of God, and neighbors in our conference; and

Whereas Arizona Justice For Our Neighbors opposes the incarceration of incoming migrants. We believe all of God's children, regardless of national origin are entitled to due process rights, including the ability to post bond, the opportunity to seek council, and await the resolution/determination of their case out of detention; now, therefore, be it

Resolved, that the Desert Southwest Conference petition the General Conference of the United Methodist Church to request that the General Board of Church and Society contact the appropriate United States Governmental Agencies, and demand the following:

1. All children who have been separated from their families in the United States be reunited with their families as soon as possible;
2. United States Government Agencies cease detaining individuals and families seeking asylum, and that those currently detained and those seeking to enter the United States as asylees be provided with due process as soon as possible;
3. The facilities where immigrants are being detained be open for inspection, with a priority on those where immigrants are holding hunger protests; and
4. Legislation for Comprehensive Immigration Reform, that reflects the principles and priorities noted above, be passed as soon as possible.

Petitioner: Arizona Justice For Our Neighbors

2016 Book of Discipline ¶ 511.4.c

General Church Budget Implications: Yes

Global Implications: None

Amend ¶ 511.4.c as follows:

c) The commission, in cooperation with the United Methodist Publishing House, shall make all necessary arrangements for the publication of the Advance Edition of the Daily Christian Advocate and quadrennial reports of the Connectional Table and the general agencies of the church in English, French, Portuguese, Spanish, and Kiswahili (standard), and for all delegates to have timely (90-day period) and convenient access to the most linguistically appropriate translation of these documents.

Petitioners: Mr. Paul Gómez, Pastor Daniel Gómez, Mrs. Jessica Brown, Rev. Paul Hyung Cho, Rev. Anthony Tang

A Declaratory Decision from Judicial Council

Whereas the *Book of Discipline (2016)* ¶¶ 2610.1 and 2610.2.j authorize the annual conference to petition the Judicial Council for declaratory decisions as to the constitutionality, meaning, application, or effect of the *Discipline* on matters relating to the work of the annual conference;

Whereas The United Methodist Church maintains a separation of powers to divide government responsibilities into distinct branches (e.g., executive, legislative, and judicial) to limit any one branch from exercising the core functions of another, to prevent the concentration of power, and to provide for checks and balances¹;

Whereas bishops are given residential and presidential supervision responsibilities² as well as leadership responsibilities to “oversee the spiritual and temporal affairs of The United Methodist Church”³ thereby representing the executive branch of this denomination;

Whereas bishops are given legal authority to “decide all questions of law coming before the bishop *in the regular business of a session*” (emphasis added), which is a limited power given that all such decisions “shall not be authoritative... until it shall have been passed upon by the Judicial Council”;⁴

Whereas bishops have historically exercised their residential supervision and spiritual responsibilities and powers by discerning when a complaint should be dismissed for executive and pastoral reasons;⁵

Whereas the legislative branch (i.e., the February 2019 Special Session General Conference) just amended the *Book of Discipline (2016)* ¶¶ 362.1.e.1 and 413.3.d.i to remove executive and pastoral reasons for dismissing complaints and to limit complaint dismissals to only those “as having no basis *in law* or fact,” (emphasis added) thereby requiring bishops to act as quasi-magistrates and thereby legislating that the executive branch have judicial responsibilities;⁶

Whereas supervision of the complaint process generally occurs between sessions of the Annual Conference, and the Judicial Council does not have the constitutional or Disciplinary authority to review legal assessments made by bishops in the dismissal of complaints;⁷ now, therefore, be it

Resolved, that the Desert Southwest Annual Conference and Rev. Anthony Tang petition for a Declaratory Decision from the Judicial Council on the Constitutionality of the *Book of Discipline (2016)* ¶¶ 362.1.e.1 and 413.3.d.i in light of their breaches of separation of powers, violation of ¶ 49 by arbitrarily restricting the residential and presidential supervision responsibilities of bishops in the performance of their duties, and violation of ¶ 51 by giving bishops legal authority between sessions of Annual Conferences without judicial oversight. Furthermore, if indeed not constitutional, that the words, “as having no basis in law or fact” be stricken from ¶¶ 362.1.e.1 and 413.3.d.i.

Petitioners: Rev. Anthony Tang, Rev. Amy Barron-Gafford, Mr. Paul Gomez, Rev. Dan Hurlbert, Rev. Beth Rambikur, Rev. Rob Rynders, and Rev. Katherine Tang

¹ See Judicial Council Decision no. 689 for reinforcement of “separation of powers.”

² See *Book of Discipline (2016)* ¶¶ 49, 415, and 416.

³ See *Book of Discipline (2016)* ¶ 414.

⁴ See *Book of Discipline (2016)* ¶ 51.

⁵ See *Book of Discipline (2016)* ¶ 362.1.e.1 (with the consent of the cabinet) and ¶ 413.3.d.i (with the consent of the College of Bishops and the committee on episcopacy).

⁶ See Petition 90044 (Traditional Plan #13).

⁷ See *Book of Discipline (2016)* ¶¶ 2609 and 2610.

Western Jurisdiction College of Bishops to Convene Special Western Jurisdictional Conference

Whereas the Western Jurisdiction College of Bishops has declared in its response to Judicial Council Decision 1378 in a document dated April 26, 2019, entitled “A Home For All God's People” that

...the intent of the Western Jurisdiction remains the same as was stated on the floor of General Conference 2019: to live in the spirit of “One Church.” ... In the wake of the Judicial Council decisions, we continue our commitment to live into Beloved Community as one church in each of the conferences of the Western Jurisdiction....

we, your bishops, are prayerfully in conversation in many places, with many individuals and groups about your hopes and your vision for being Church in this challenging time. We remain committed to ministry as one church for all and we ask for your prayers for the church and for the future of the love and grace as we travel this road together, not knowing where it will lead us, yet, but confident in God’s presence with us.,” and

Whereas ¶521.2 of the *Book of Discipline (2016)* gives the College of Bishops the authority by two-thirds vote “to call a special session of the Jurisdictional Conference when necessary;” now, therefore, be it

Resolved, that the Desert Southwest Annual Conference petitions the Western Jurisdiction College of Bishops to call a special session of the Western Jurisdictional Conference, as needed, for the following purposes:

1. to consider and develop a process should separation from The United Methodist Church become inevitable;
2. to prayerfully consider how we can most faithfully continue to be a home for all God’s people, gathered around a table of reconciliation and transformation; and
3. to recognize while there are many groups being formed within the Western Jurisdiction, there is a need for open communication and collaboration. In our desire for transparency and clarity we bring this resolution forward; be it further

Resolved, that we urge the Western Jurisdiction College of Bishops to appoint a special planning team that will:

1. consider creative ways of minimizing the cost of a specially called session; and
2. find creative sources for funding a specially called session.

We urge immediate action so that the beginnings of a Jurisdictional plan can be in place prior to the 2020 General Conference; and be it further

Resolved, that we will send key leaders (with voice, not vote) and our 2020 Jurisdictional Delegation as they were elected in 2018 for the purpose of doing that connectional work.

Petitioners: Rev. Kimberly Scott, Rev. Stephen Govett, Rev. Mary Klaehn, Rev. Dottie Escobedo-Frank, Rev. Jeff Procter-Murphy, Rev. Joel Bullock, Rev. Amy Barron-Gafford, Rev. Jim Wiltbank, Rev. Janessa Chastain, Rev. Khalif Smith, Rev. Mary Lou Adame, Rev. Jody Topping, Pastor Robert Klein, Pastor Diamond Pate, Rev. David Devereaux, Rev. Tim Hunsinger, Rev. Javier Olivares, Rev. Michael Patzloff, Rev. Jerellen Page, Rev. Kristen Hansen, Kathy Morrow Way, Bryan Morrow Way, Nicholle Hansen, Billie Fidlin, David Topping, Brady Mayo, Glenda Hill, Wendy Kreider, Rae Lathrop, Kayla Flannery, Tim Wanemacher, Clayton Bowman, Twylla Ehlers, Sue Gemoets

RECOMMENDATIONS APPROVED

Equitable Compensation

What is the 2020 schedule of Equitable Compensation required by ¶342.1, .2 and ¶625.2, .3 of the *Book of Discipline (2016)*?

I. Base Cash Compensation and Housing - 2020

(Please note: The following schedule is the minimum allowable cash compensation for all pastors and both the minimum and maximum schedules of the cash compensation for churches receiving an equitable compensation subsidy from the Conference.)

Full Service Years	Elder in Full Connection	Provisional or Associate Member	Full-Time Local Pastor
0	\$39,505	\$37,532	\$35,556
1	\$40,163	\$38,158	\$36,149
2	\$40,823	\$38,782	\$36,741
3	\$41,481	\$39,407	\$37,333
4	\$42,139	\$40,033	\$37,926
5	\$42,799	\$40,659	\$38,519
6	\$43,457	\$41,284	\$39,111
7	\$44,115	\$41,910	\$39,705
8	\$44,775	\$42,535	\$40,296
9	\$45,432	\$43,161	\$40,888
10	\$46,090	\$43,786	\$41,481
11	\$46,749	\$44,411	\$42,073
12	\$47,407	\$45,036	\$42,666
13	\$48,066	\$45,662	\$43,258
14	\$48,725	\$46,288	\$43,852
15	\$49,382	\$46,914	\$44,444
16	\$50,040	\$47,539	\$45,036
17	\$50,699	\$48,164	\$45,631
18	\$51,357	\$48,789	\$46,222
19	\$52,014	\$49,416	\$46,816
20	\$52,675	\$50,040	\$47,407

21	\$53,202	\$50,540	\$47,881
22	\$53,734	\$51,045	\$48,360
23	\$54,271	\$51,555	\$48,844
24	\$54,814	\$52,071	\$49,332
25	\$55,362	\$52,592	\$49,825
26	\$55,777	\$52,986	\$50,199
27	\$56,195	\$53,383	\$50,575
28	\$56,616	\$53,783	\$50,954
29	\$57,041	\$54,186	\$51,336
30	\$57,469	\$54,592	\$51,721
31	\$57,756	\$54,865	\$51,980
32	\$58,045	\$55,139	\$52,240
33	\$58,335	\$55,415	\$52,501
34	\$58,627	\$55,692	\$52,764
35	\$58,920	\$55,970	\$53,028
36	\$59,215	\$56,250	\$53,293
37	\$59,511	\$56,531	\$53,559
38	\$59,809	\$56,814	\$53,827
39	\$60,108	\$57,098	\$54,096
40 or more	\$60,409	\$57,383	\$54,366

The above schedule reflects a 2.3% increase from the 2019 schedule for 0-20 years of service. This recommended percentage increase was based on consideration of various data including inflation rates, changes in denominational and clergy compensation, changes in conference employee compensation, and available funds in the conference budget. The schedule also includes recommendations for 21-40 years of service, which were not reflected in the 2019 schedule.

In addition to the cash compensation per the above schedule, the local church will provide housing comparable to the housing standards of the local church community, by means of a parsonage or a housing allowance. If a housing allowance is provided, the amount shall be determined by the local church in consultation with the District Superintendent. If a parsonage is provided, it must meet the standards described in the Conference Policy “Clergy Housing Policies and Standards.” In addition to the housing allowance or parsonage, the congregation shall provide full payment of gas, water, electricity, sewer, trash collection, telephone and other utilities for the residence.

II. Professional Expenses

Business and Transportation: The local church will provide an accountable reimbursement plan for business and transportation expenses incurred by the pastor in the work of the parish in an amount no less than \$2,000 for the year (\$4,000 per year for pastors appointed to multi-point charges). Reimbursement for auto transportation will be at the IRS allowable standard mileage rate. For all churches receiving equitable compensation subsidies, the accountable reimbursement plan for business and transportation cannot exceed \$4,000 for the year.

Continuing Education The local church will provide an accountable reimbursement plan for continuing education expenses incurred by the pastor in the work of the parish in an amount no less than \$500 for the year. For churches receiving equitable compensation subsidies, the accountable reimbursement plan for continuing education cannot exceed \$1,000 for the year.

III. Benefits

*Health/Dental Insurance: The local church will provide payment of the church portion of premiums for the Annual Conference sponsored health/dental insurance program for the clergy member where required.

*Pension: Payment of the local church's contribution to the Clergy Retirement Security Program (CRSP) will be provided by the local church.

* Note: Conference Rule IV.F.3.f states: "Payment of monthly subsidies will be made by the Conference Treasurer, first to cover health insurance premiums, second to cover pension payments, and third any subsidy balance to the local church."

Council on Finance & Administration

Recommendation 1 – 2020 Apportioned Conference Budget

That the total Apportioned Conference Budget for 2020 be \$5,780,820 as follows:

- A World Service and Conference Benevolences budget of \$2,006,972 (including \$539,603 for the World Service Fund)
- A Support Ministry Team budget of \$2,040,127
- A Leadership Team budget of \$1,409,499
- A budget for Other Conference Benevolences of \$324,222

Recommendation 2 – Special Days and Causes

That the Special Days and Causes goals be \$210,000 for 2020 as follows:

Day/Cause and Month

Human Relations Day (January)	\$10,000
Campus Ministries (February)	\$18,500
UMCOR Sunday (OGHS) (March)	\$50,000
Native American Awareness (2 nd Sunday after Easter)	\$12,000
Peace with Justice (May)	\$15,000
Youth Service Fund (June)	\$20,000
Golden Cross (July)	\$12,000
Conference Hunger Needs (August)	\$25,000
Young Adults (1 st Sunday in September).....	\$5,000
Christian Education (September)	\$7,500
World Communion (October).....	\$18,000
Disability Awareness (3rd Sunday in October)	\$5,000
Rural Life Sunday (November).....	\$6,000
United Methodist Student Day (December).....	\$6,000

Recommendation 3 – Conference Advance and Benevolence Specials

That the following Conference Advance and Benevolence Specials be approved for 2020:

- Arizona Faith Network
- Asylum Aid Phoenix
- Church to Church Pastor Support
- Conference Missionary (Surafel Gebretsadik)
- Cook Native American Ministries
- El Mesias Iglesia Metodista - Nogales
- Fort Yuma Indian Mission
- General Board of Global Ministries Advance specials
- Hope for the Hopeless Ethiopian Orphanage
- Inn Project
- Justa Center
- Justice for our Neighbors
- Methodist Border Mission Network
- Mexico Methodist Ministries
- Mingus Mountain Camp
- Nevadans for the Common Good
- Northern Arizona Native American Ministries
- Phoenix Native American Fellowship
- Potosi Pines Camp

School of Theology at Claremont
Sidewalk Sunday School
Sierra Service Project
Strength for the Journey
TMM Family Services – Tucson
Trinity Opportunity Alliance
UMM Saws Project
UMOM New Day Centers – Phoenix
United Methodist Social Ministries (UMSM) – Las Vegas
United Methodist Volunteers in Mission (UMVIM)
United Christian Ministry, Northern Arizona University
Wesley Foundation, University of Arizona
Wesley Community Center - Phoenix
Wesley Foundation, Arizona State University

Recommendation 4 – Other Recommendations

That the 2019 annual conference offerings be designated as follows:

- Thursday Morning Opening Service – College Student Hunger/Homelessness
- Thursday Evening Memorial Service – Conference ERT/UMCOR USA Disaster Relief
- Saturday Evening Ordination Service – Huachuca UMC fire recovery
- Sunday Morning Closing Service – Asylum Aid Phoenix

That the Level I Exempt Compensation figure be set at \$100,754 for 2020, which reflects a 2.3% cost-of-living increase from 2019 (after a 6.0% decrease from 2018 to 2019).

That the following be adopted regarding employee expenses:

- A. That the employee reimbursement mileage rate for 2020 shall be at the allowable rate of the Internal Revenue Code.
- B. That the maximum daily meal allowance for 2020 shall be \$40.00 per person.

That Annual Conference members of the 2020 Annual Conference Session be reimbursed for travel to and from the Session in excess of 50 miles one way (100 miles both ways) at 22 cents per mile, with an additional 4 cents per mile if one or more additional members travel in the same vehicle. Alternatively, reimbursement shall be made for airfare at the lowest coach air fare available for a 21-day advance purchase. The reimbursement is for miles traveled within the geographical bounds of the Desert Southwest Annual Conference. Airfare will be reimbursed on a pro rata basis for miles flown over the geographical bounds of the Annual Conference.

That members of Conference Boards and Committees be reimbursed for official travel at the rate of 22 cents per mile, with an additional 4 cents per mile if one or more additional members travel in the same vehicle. Alternatively, reimbursement shall be made for airfare at the lowest coach air fare available for a 21-day advance purchase.

That spending is to be only within budgeted or designated funds. Any exceptions must be presented to the Council on Finance and Administration for consideration.

Pension and Health Benefits

Recommendation 1 – Annuity Rate and Past Service Obligation

That the pension rate for pre-1982 past service for the calendar year 2020 be set at \$702. This represents a 2.0% increase from the 2019 rate and keeps the rate set at 1.00% of the Conference Average Compensation. Wespath Benefits and Investments (Wespath) is authorized and instructed to distribute this amount to the claimants in accordance with the rules and regulations of the Ministerial Pension Plan and the Comprehensive Protection Plan.

Recommendation 2 – Resolution Relating to Rental/Housing Allowance for Retired or Disabled Clergypersons of the Desert Southwest Conference

Whereas the religious denomination known as The United Methodist Church (Church), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church (Clergypersons);

Whereas the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

Whereas pensions or other amounts paid to active, retired and disabled Clergypersons are considered to be deferred compensation and are paid to active, retired, and disabled Clergypersons in consideration of previous active service; and

Whereas the Internal Revenue Service has recognized that the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation; now, therefore, be it

Resolved, that an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline (2016) of The United Methodist Church (Discipline)*, which includes all such payments from Wespath Benefits and Investments (Wespath) during the years 2019 and 2020 by each active, retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and be it further

Resolved, that the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that an active, retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such active, retired or disabled Clergyperson's pension or disability as part of his or her gross compensation.

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

provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

Recommendation 3 – Resolution Relating to Local Church Funding for the Clergy Retirement Security Program in 2020

Whereas the Clergy Retirement Security Program (CRSP) will continue as the denominational pension plan of The United Methodist Church in 2020;

Whereas the funding of CRSP in 2020 and each subsequent year by the Desert Southwest Conference (Conference) will be based mainly on an actuarial determination from the General Board of Pension & Health Benefits and partially on matched participant contributions to the United Methodist Personal Investment Plan;

Whereas the Conference desires to keep the local churches' funding of clergy pensions as close as possible to the 2019 CRSP funding methodology;

Whereas pension amounts will not be equal for all clergy under CRSP (with elements of both a defined benefit plan and a defined contribution plan); and

Whereas it is reasonable that local churches with the ability to pay their clergy above the denominational average compensation (DAC) have the ability to pay a larger pension amount for the clergy; now, therefore, be it

Resolved, that for 2020, CRSP continue to be funded by the local churches to the Conference at the annual rate of 13% of actual plan compensation (cash salary plus housing allowance or imputed parsonage value) with no maximum limit based on DAC.

Recommendation 4 – Resolution Relating to HealthFlex Exchange Participant Contribution Levels and Church Payment Rate

Whereas in 2016 through 2019, the Conference provided health insurance coverage for active participants through the denomination's HealthFlex Exchange;

Whereas feedback obtained across the Conference has indicated satisfaction with the HealthFlex Exchange program;

Whereas the Conference desires to keep the details of the 2020 HealthFlex Exchange program as close as possible to those of the 2019 program;

Whereas good claims experience in 2018 for many of the HealthFlex Exchange plans has resulted in an approximate 4.5% increase in the costs to be paid by the Conference for all HealthFlex Exchange plans for 2020; and

Whereas budget considerations dictate that this 4.5% cost increase be shared proportionately by the Conference, churches, and participants; now, therefore, be it

Resolved, that for 2020, churches pay the blended rate of \$15,576 per participant for their share of health insurance premiums (regardless of whether the participant selects single, couple, or family coverage), in order to provide HealthFlex Exchange contribution levels of \$11,124 for single coverage, \$18,540 for couple coverage, and \$22,236 for family coverage.

Personnel Committee

Recommendation 1 – Changes to Exempt Salary Levels:

<u>Exempt Salary Level</u>	<u>2019 Salary Ranges</u>	<u>2020 Recommended Salary Ranges</u>
I	*	*
II	\$68,501 to \$86,691	\$70,077 to \$88,685
III	\$51,582 to \$71,850	\$52,768 to \$73,503
IV	\$30,987 to \$51,010	\$31,700 to \$52,183

Recommendation 2 – Changes to Non-Exempt Wage Levels:

<u>Non-Exempt Wage Level</u>	<u>2019 Wage Ranges</u>	<u>2020 Recommended Wage Ranges</u>
I	\$17.78 to \$26.29	\$18.19 to \$26.89
II	\$16.66 to \$22.35	\$17.04 to \$22.86
III	\$15.05 to \$20.86	\$15.40 to \$21.34
IV	\$13.41 to \$17.70	\$13.72 to \$18.11
V	\$12.07 to \$15.91	\$12.35 to \$16.28

Informational notes for recommendations No. 1 and No. 2:

*Each year the Committee reviews ranges of compensation of both exempt and non-exempt staff of the Annual Conference with the exception of Level I positions which are governed by other recommendations. See Conference Rules “Compensation and Expense Policies for District Superintendents and other Level I Exempt Personnel (as defined in the Conference Personnel Policies)” in the 2018 Conference Journal.

The Fair Labor Standards Act provides that all employees who work more than 40 hours in a workweek must be paid at a rate of one and one-half (1½) times their regular rate of pay. Certain employees are EXEMPT from these overtime requirements. The major general exemptions to the overtime requirements include individuals who are covered under what are known as the “white collar” exemptions. The white-collar exemptions include executive, administrative and professional employees. These exemptions are based on the employee’s actual work activities, not on the employer’s characterization of those activities. All employees within the Desert Southwest Annual Conference of the United Methodist Church must be placed either within the EXEMPT or NON-EXEMPT categories.

At the present time EXEMPT STAFF are as follows:

- I. District Superintendents, Director of Connectional Ministries, Director of Administrative Services/Treasurer, Director of New Faith/Vital Faith Communities
- II. Director of Outreach Ministries, Director of Communications, Assistant Treasurer/Comptroller, Director of Camp & Retreat Ministries
- III. Camp Site Directors
- IV. None

NON-EXEMPT STAFF – Usually support staff of which the following are examples: administrative assistants, temporary or seasonal workers. Their compensation level is determined by their responsibilities and duties as outlined in their job descriptions.

The Conference Personnel Policies are printed in the 2018 Conference Journal. One of the responsibilities of the Conference Personnel Committee is to recommend increases in Wage or Salary Ranges for the different assigned levels for employment. These are not to be understood as automatic individual pay raises. However, after an annual performance review, an employee is eligible for a salary or wage

increase depending upon the performance review, the consumer price index which measures inflation, and other factors. The recommendation for 2019 was a 2.3% cost of living increase.

RESOLUTIONS APPROVED

Affirm Our Covenant

Submitted by Rev. George Cushman, Billie Fidlin, Rev. Stephen Govett, Rev. Tom Jelinek, Kent Olson, Rev. Michael Patzloff, Rev. Beth Rambikur

Whereas the First Letter of John states: “Beloved let us love one another, because love is from God, everyone who loves is born of God and knows God. Whoever does not love does not know God, for God is love.” (I John 4:7-8);

Whereas the word translated as “love” in these verses is the Greek word agape, which means to show honor and respect thus bestowing dignity;

Whereas First Corinthians states: “Love is patient; love is kind; love is not envious or boastful or arrogant or rude. Love does not insist on its own way ... love bears all things, believes all things hopes all things, endures all things. Love never ends.” (I Corinthians 13:4-5a, 7-8);” and

Whereas in the Gospel of John, Jesus said: “I give you a new commandment, that you love one another. Just as I have loved you, you should also love one another. By this everyone will know that you are my disciples, if you have love for one another.” (John 13:34-35); now, therefore, be it

Resolved, that the United Methodist People and United Methodist Churches of the Desert Southwest Conference:

1. aspire to practice love by respecting and honoring each other in all our dialogue and discussions;
2. aspire to express our deepest beliefs, concerns and hopes with each other; and
3. aspire to listen to understand and embrace all expressions from each other’s hearts without judgment, as we can embrace our faith without demeaning another’s faith.

Disavowal of the Traditional Plan

*Submitted by Rev. George Cushman, Billie Fidlin, Rev. Stephen Govett, Rev. Tom Jelinek, Kent Olson,
Rev. Michael Patzloff, Rev. Beth Rambikur*

Financial Implications: No

Whereas using contextual biblical scholarship, there is no biblical mandate to discriminate against LGBTQ+ persons and relationships;

Whereas The United Methodist Church is capable of great nuance in the matter of biblical interpretation as displayed in its treatment of issues such as divorce and the ordination of women, but reverts to simplistic literalism when it comes to the full inclusion of LGBTQ+ persons in its life and ministry;

Whereas The United Methodist Church has singled out LGBTQ+ persons and their supporters for special punitive action while ignoring the “clear biblical teaching” on other matters such as pensions (Matthew 6:19-20);

Whereas in our Wesleyan tradition the first general rule that John Wesley gave the people called Methodists concerns “doing no harm.”

Whereas United Methodists promise “to resist evil, injustice, and oppression in whatever forms they present themselves;”

Whereas by passing the Traditional Plan, the denomination has done great, and perhaps irreparable harm to our LGBTQ+ siblings and The United Methodist Church as a whole; and

Whereas for the past 10 years, the Desert Southwest Conference has declared itself to be a Reconciling Conference; now, therefore, be it

Resolved, that the Desert Southwest Conference:

1. condemns the decision of the 2019 General Conference to pass the Traditional Plan and apologizes for the harm that it has caused LGBTQ+ persons, their families, friends, and the body of Christ;
2. affirms that all persons are individuals of sacred worth, created in the image of God; and
3. asserts and affirms that no human being is incompatible with Christian teaching.

Source of Complaints

Submitted by Revs. Anthony Tang, Dan Hurlbert, DeeDee Azhikakath Lombardi, Mary Klaehn, Beth Rambikur

Whereas Jesus gives a method for complaint that involves face to face interaction and membership in the same small intimate body (Matthew 18:15);

Whereas “the annual conference is the basic body in the Church and as such shall have reserved to it the right to vote on ... all matters relating to the character and conference relations of clergy members” (2016 Book of Discipline ¶33);

Whereas John and Charles Wesley gathered the people called Methodists into small, regional groups for the purpose of growing together in faith and love of the Lord;

Whereas clergy members of the annual conference are called apart to a covenant of mutual accountability in love;

Whereas part of keeping this covenant may involve the administration of complaints against a sibling elder, deacon, associate member, provisional member, licensed local pastor, or certified lay minister;

Whereas all complaint processes regarding annual conference members take place within the membership of the annual conference because, within our covenant community, we know each other better than do others who are members of the larger, connectional church who live far away; and

Whereas in our world of wireless digital communication it is possible for frivolous religious complaints to come from persons unknown to our “basic body in the Church;” now, therefore, be it

Resolved, that the Desert Southwest Conference bishop and cabinet process noncriminal/religious complaints against members serving in our annual conference only when said complaint has proceeded from clergy or lay members of the Desert Southwest Conference. This resolution shall have no bearing on criminal complaints (including, but not limited to crimes, sexual abuse, and fiscal malfeasance) which may originate from any location.

RULE CHANGES APPROVED

Health Insurance for Part-Time Lay Employees

Submitted by the Desert Southwest Conference Board of Pension and Health Benefits (CBOPHB)

Rule change to correct health insurance participation eligibility for part-time conference lay employees.

Whereas clergy in the Desert Southwest Conference (DSC) are eligible to participate in the conference health insurance plan only if they are appointed $\frac{3}{4}$ -time or full-time; and,

Whereas the DSC health insurance adoption agreement with Wespath Benefits and Investments (Wespath) specifies that participants are only eligible to be covered if they work $\frac{3}{4}$ -time or full-time; and,

Whereas conference lay employees are eligible to participate in the conference-sponsored pension plan if they work a minimum of 30 hours per week;

Whereas the CBOPHB feels that the health insurance participation eligibility for part-time conference lay employees should be consistent with clergy, adoption agreement, and pension eligibilities; therefore be it

Resolved, that DSC correct rule B.II.F.7 of the Conference Personnel Policies as follows:

B. CONFERENCE PERSONNEL POLICIES

II. EMPLOYMENT POLICIES

F. Employment status categories:

7. Each employee working a minimum of ~~20~~ 30 hours per week is eligible to participate in the ~~Group~~ conference-sponsored Health Insurance Plan. Each employee working a minimum of 30 hours per week is also eligible to participate in the ~~Employee's~~ conference-sponsored Pension Plan.

Change Health Insurance for Clergy on Disability Leave

Submitted by the Desert Southwest Conference Board of Pension and Health Benefits (CBOPHB)

Rule change to clarify health insurance premium coverage for clergy members on approved disability leave.

Whereas all clergy and other participants in the health insurance plan sponsored by the Desert Southwest Conference (DSC) are responsible for a portion of their health insurance premiums while their church pays the large majority of the premiums; and,

Whereas clergy members on approved disability leave have for several years been paying the participant portion of health insurance premiums while DSC has been paying the church portion of premiums; therefore be it

Resolved, that the DSC clarify rule A.IV.J.6.b.3 as follows:

A. CONFERENCE RULES

IV. CONFERENCE BOARDS, COMMITTEES, AND AGENCIES

J. PENSION AND HEALTH BENEFITS, Board of

6. Health Insurance Plan: Eligibility and Participation

b. ACTIVE CLERGY MEMBER PARTICIPATION

- 3) The Conference will pay for the church portion of all Conference HIP premiums for any clergy member who is on approved disability leave as defined by Wespah. Said premium coverage will also include the clergy member's spouse and dependents as ~~well~~ applicable.

Change Moving Expense Policy

Submitted by the Desert Southwest Conference Council on Finance and Administration

Rule Change to address reimbursement of a pro-rated portion of the moving costs paid for/to a clergy person coming to an appointment in the Desert Southwest Conference from outside its bounds if the clergy person leaves the Conference within the first three years of their appointment in the Conference.

Whereas the Desert Southwest Conference (DSC) continually receives requests from clergy outside DSC to be appointed in DSC; and,

Whereas it sometimes becomes necessary to appoint such clergy in DSC; and,

Whereas the cost of moving clergy from outside DSC to an appointment in DSC is significant to both DSC and the receiving church; and

Whereas such clergy occasionally leave their appointment in DSC within a short period of time, creating additional moving costs to DSC and the church for another new appointment; therefore be it

Resolved, that DSC update the Moving Expense Plan in rule A.II.I by adding item 13 below and adjusting the subsequential numbering:

A. CONFERENCE RULES

II. Conference Procedures

I. Moving Expense Plan

13. Any clergy coming to an appointment in the Desert Southwest Conference from outside its bounds must reimburse the Conference and the receiving Church a pro-rated portion of the moving costs paid for/to the clergy person if they leave the Conference appointment within the first 3 years of their appointment in the Conference. The pro-rated reimbursement amount shall be as follows:

- 100% if they leave the Conference within the first year of their Conference appointment.
- 67% if they leave the Conference within the second year of their Conference appointment.
- 33% if they leave the Conference within the third year of their Conference appointment.

~~13~~14. Exceptions to the provisions of these rules shall be subject to the final approval of the Appointive Cabinet with such approval being ratified by the Moving Expense Committee Chairperson and/or the Conference Treasurer.