

## 2014 CONFERENCE ACTIONS

### RS- 101 - MINIMUM CASH SALARY

(Submitted by David Nicol, Chair of the Commission on Equitable Compensation)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

Each pastor appointed full-time to a pastoral charge must receive base cash compensation equal to the **Minimum Base Cash Salary** schedule that is voted on by the Annual Conference. Each pastor who is appointed less than full-time to a pastoral charge is eligible to receive cash compensation at least in proportion to that schedule (2012 *Discipline*, ¶ 342). The **Minimum** compensation amount and guidelines shall be recommended by the Annual Conference Commission on Equitable Compensation and set by the Annual Conference. Clergy appointed to a local charge whose cash salary falls below the **Minimum** levels established by the conference may apply for a grant from the Equitable Compensation Fund.

Following are the proposed minimum cash salaries for the year 2014 which represent a cost of living increase of approximately 1.5% as indicated by the Consumer Price Index for 2013.

#### EQUITABLE COMPENSATION PROPOSED MINIMUM SALARY SCHEDULE FOR 2015

Salary increases are based upon a 2013 CPI Cost of Living increase of 1.5%

	<u>2014 Salary</u>	<u>2015 Salary</u>	
FE/PE/FD/PD/AM	38,760	39,330	
3-5 Years	39,360	39,930	<i>Additional \$600</i>
6-10 Years	39,960	40,530	<i>Additional \$1,200</i>
11-15 Years	40,260	40,830	<i>Additional \$1,500</i>
Over 15 Years	40,760	41,330	<i>Additional \$2,000</i>
LOCAL PASTOR	35,060	35,586	
3-5 Years	35,660	36,186	<i>Additional \$600</i>
6-10 Years	36,260	36,786	<i>Additional \$1,200</i>
11-15 Years	36,560	37,086	<i>Additional \$1,500</i>
Over 15 Years	37,060	37,586	<i>Additional \$2,000</i>

#### Reimbursable Accounts

The Commission on Equitable Compensation in an effort to remain current with prevailing trends across the denomination, and in keeping with IRS regulations, proposes the following minimum amounts for Reimbursable Accounts (Professional Expenses, Continuing Education and Travel) for Full-Time Pastors in 2015 for a total in reimbursable funds of at least \$2,950.

Professional Expenses   \$700                      Continuing Education   \$650                      Travel   \$1600

Considering that pastors in different parts of the Conference have different needs, the Commission recommends that these amounts be interchangeable.

Elders, Provisional Members or Associate Members appointed less than full-time, in accordance with ¶ 338 of the 2012 *Discipline* and appointed to a pastoral charge at  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  time, shall receive at least  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  of the Conference established Full-Time salary and at least  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  of the Conference established reimbursable package as established by the Annual Conference and shall have a claim on Equitable Compensation funds. Local Pastors appointed to a pastoral charge  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  time shall receive at least  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  of the Conference established Full-Time salary and at least  $\frac{3}{4}$ ,  $\frac{1}{2}$  or  $\frac{1}{4}$  of the Conference established reimbursable package as established by the Annual Conference and shall have a claim on Equitable Compensation funds. Licensed Local Pastors appointed less than  $\frac{1}{4}$ -time shall negotiate contracts with the District Superintendent directly, and shall have no claim on Equitable Compensation funds. Retired clergy serving under appointment, regardless of appointive time, shall have no claim on Equitable Compensation funds. The primary responsibility for paying the pastor remains with the local Church/Charge—for this reason, the responsibility to apply for Equitable Compensation assistance lies with the local Church/Charge. If the local Church/Charge encounters difficulties or

fails to pay a pastor in a timely manner, the pastor should immediately contact her/his District Superintendent for assistance and, if necessary, begin the process of applying for emergency Equitable Salary assistance.

COMPENSATION PACKAGE SPECIAL ARRANGEMENTS with MOU

In some instances and for very particular reasons, pastors and congregations make arrangements for compensation and benefits that are outside of the requirements outlined in this resolution. The Commission appreciates that such arrangements are warranted on occasion, and are in the best interest of the parties involved “provided that no member in good standing who is appointed to a pastoral charge is denied the minimum base compensation (2012 Discipline ¶ 625.9).” To maintain the integrity of the compensation and benefits system, the Commission recommends:

- The specifics of such arrangements, including explaining how the arrangement provides for at least minimum base compensation as approved by the Annual Conference be spelled out in a Memorandum of Understanding that limits the conditions to one year. This may be as an addendum to the salary forms signed at Charge Conference, or as a separate letter included in the pastor’s and SPRC’s files.
- The MOU shall be signed by the Pastor, the District Superintendent, and the SPRC Chair.
- The MOU shall be reviewed and renewed annually.
- It is provided in the MOU that such arrangements have no impact on compensation and benefits packages to be negotiated for future appointments.
- In the case where a salary package includes special arrangements regarding salary or reimbursable funds, review of a clearly defined MOU will be required for consideration for any Equitable Compensation funds.
- In cases where part-time churches do not provide a parsonage, and housing is structured as salary reduced by housing exclusion, an MOU explaining a salary that appears to be either above (including the exclusion) or below (with the exclusion subtracted) minimum salary is in fact Minimum Base Compensation plus agreed upon housing shall be treated by the Commission on Equitable Compensation as sufficient evidence to qualify a Pastor for Minimum Salary Grant assistance.

Compensation Grants

**Compensation Grants** provide support for the pastoral appointment; they fulfill the requirements of ¶ 625 of the 2012 *Discipline*. Except for Sustaining Ministry Grants, the goal should be to bring this funding to zero by having each church become self-sufficient over time. While our United Methodist connectionalism requires this support, which is embodied in our Conference’s Mission statement, the Commission strives to have each charge independently support its pastor.

***Churches wishing to apply for a Minimum Salary grant must pay exactly Conference set minimum salary plus any years of appointment addition. However, any pastor whose charge is unable to meet its compensation obligation has a right to an Emergency Minimum Salary Grant based on ¶ 625.9 of the 2012 Discipline. In these cases, the Pastor should immediately contact her/his District Superintendent, who shall immediately contact the Commission on Equitable Compensation. Working with both the local Church and the Commission, the Superintendent will work to assure the Pastor is paid for the remainder of the appointive year. If the Cabinet determines a need for the appointment to continue beyond the appointive year, the District Superintendent shall instruct the Church/Charge to apply for one of the regular categories of supplemental grants, in consultation with the Commission on Equitable Compensation.***

Based on the recommended minimum of \$39,330 and \$35,586 respectively and the approval of the minimum amount by Conference action, the maximum grant amounts listed within the Grant description would be permitted in accordance with ¶ 625.9 of the 2012 *Discipline*. Please note, grants will be determined based on eligibility and need as determined by the Commission on Equitable Compensation after consultation with the Pastor, the Charge and the Superintendent. Half-year grants beginning July 1 shall be counted as Year 0 for determining continued eligibility and will be eligible for up to 50% of the following schedules:

Minimum Compensation Grants

Beginning at 25% of Base Compensation, declining 5% over a 4 year term. Designed to be used for minor disruptions in Church life or when transitioning LP to Elder appointments (e.g., at Commissioning) or 1/4 time appointment increases.

	Year 1	Year 2	Year 3	Year 4
FE/PE/FD/PD/AM	9832.5	7866	5899.5	3933
3-5 Years	9983	7986	5989.5	3993

6-10 Years	10133	8106	6079.5	4053
11-15 Years	10208	8166	6124.5	4083
Over 15 Years	10333	8266	6199.5	4133
LP	8896.5	7117.2	5337.9	3558.6
3-5 Years	9047	7237.2	5427.9	3618.6
6-10 Years	9197	7357.2	5517.9	3678.6
11-15 Years	9272	7417.2	5562.9	3708.6
Over 15 Years	9397	7517.2	5637.9	3758.6

Strategic Compensation Grants

Beginning at 40% of Base Compensation, declining 5% over a 5 year term. Designed to be used for major disruptions in Church life or when transitioning appointment increases over 1/4 or from 1/2 to 3/4. In consultation with the Cabinet, may be used for Strategic Appointment initiatives and salaries above Minimum Base.

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
FE/PE/FD/PD/AM	15732	13765.5	11799	9832.5	7866
3-5 Years	15972	13975.5	11979	9982.5	7986
6-10 Years	16212	14185.5	12159	10132.5	8106
11-15 Years	16332	14290.5	12249	10207.5	8166
Over 15 Years	16532	14465.5	12399	10332.5	8266
LOCAL PASTOR	14234.4	12455.1	10675.8	8896.5	7117.2
3-5 Years	14474.4	12665.1	10855.8	9046.5	7237.2
6-10 Years	14714.4	12875.1	11035.8	9196.5	7357.2
11-15 Years	14834.4	12980.1	11125.8	9271.5	7417.2
Over 15 Years	15034.4	13155.1	11275.8	9396.5	7517.2

Sustaining Compensation Grants

Administered by the Commission on recommendation and request from the Cabinet. For the first 2 years, up to 65% of the total salary, for years 3-5, up to 50%, for year 6 and following, up to 35%. At any time, the percentage may be frozen upon recommendation of the Appointive Cabinet. Beginning in the 3rd year, the Commission will expect clear financial management and total reporting of all assets for continued grants, along with plans for ongoing ministry. Additionally, the church/superintendent shall have developed a ministry plan detailing how the congregation provides vital ministry to an underserved community, or the church shall have been designated a Mission Church by the Annual Conference.

	<u>Year 1-2</u>	<u>Year 3-5</u>	<u>Year 6 and Following</u>
FE/PE/FD/PD/AM	25564.5	19665	13765.5
3-5 Years	25954.5	19965	13975.5
6-10 Years	26344.5	20265	14185.5
11-15 Years	26539.5	20415	14290.5
Over 15 Years	26864.5	20665	14465.5
LOCAL PASTOR	23130.9	17793	12455.1

3-5 Years	23520.9	18093	12665.1
6-10 Years	23910.9	18393	12875.1
11-15 Years	24105.9	18543	12980.1
Over 15 Years	24430.9	18793	13155.1

**RS – 102 - RELATING TO RENTAL/HOUSING ALLOWANCES  
FOR RETIRED OR DISABLED MINISTERS OF THE CONFERENCE**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The New England Annual Conference (the "Conference") adopts the following resolutions relating to the rental/housing allowance for active, retired, or disabled clergypersons of the Conference:

WHEREAS, the religious denomination known as The United Methodist Church (the "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 the 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 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 of The United Methodist Church (the "Discipline") which included all such payments from the General Board of Pensions and Health Benefits ("GBOPHB"), during the year 2015 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

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 the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, or a 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 the regulations there under 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 furnishing and appurtenances (such as a garage), plus the cost of utilities in such year.]

**RS – 103 - PAST SERVICE FUNDING RATE**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

RESOLVED, the Past Service Funding Rate for 2015 be set at \$610 per year of service and 85% as the survivor's rate.

**RS – 104 - RETIREE HEALTH BENEFIT CREDIT**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

RESOLVED, that all participants in the Conference Health Insurance program in 2015 will be given one year of credit toward the retiree health benefit subsidy in retirement.

### **RS – 105 - SPECIAL GRANTS**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

RESOLVED, that the following Special Grants be continued for 2015 on the same basis as 2014:

- a) Evelyn Roberts be given a special grant equivalent to the amount based on her share of the 1967 annuity rate multiplied by the years of service by her husband.
- b) Barbara Boyd be given a special grant to cover 30% of her monthly premium for Medicare Companion coverage through United Methodist HealthFlex.

### **RS – 106 - PASTOR'S/PARTICIPANT'S HEALTH INSURANCE CO-PAY PREMIUM**

(Submitted by Council on Finance and Administration & Conference Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The 2015 pastor's/participant's health insurance co-pay monthly premium will be \$205 per month (\$2,460 annually) and the Benefit Stabilization Fund contribution will be \$45 per month. Pastors/participants are eligible to receive a \$50 per month credit toward their monthly premium if they take the annual Health Quotient assessment by the date designated by the General Board of Pensions and Health Benefits (the General Board). However, spouses of pastors/participants who are on the plan must also take the Health Quotient assessment by the date designated by the General Board in order for the pastor/participant to receive this supplement.

### **RS – 107 - HEALTH INSURANCE BILLING RATE CALCULATION**

(Submitted by Council on Finance and Administration & Conference Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The 2015 Health Insurance "blended" rate shall be calculated by dividing the total projected 2015 premium billed the Conference by the General Board of Pensions and Health Benefits for clergy (and family) under appointment to local churches, staff, and disabled, an appropriate amount to cover unpaid premiums by local churches, and related administrative costs, by the number of "salary paying" units for the aforementioned categories. A 10% surcharge of the resulting rate will be added in accordance to the Retiree Health Benefit Legislation of 2001. A final adjustment shall be made, if necessary, to have the annual yearly rates divisible by 12. This base "blended" rate may be modified by Annual Conference action to include participant payment of premium.

### **RS – 108 - PENSION/BENEFIT BILLING RATE CALCULATION**

(Submitted by Council on Finance and Administration & Conference Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The 2015 Pension/Benefit rate shall be determined by calculating the total projected 2015 CRSP and CPP premiums billed the Conference by the General Board of Pensions and Health Benefits for active clergy under appointment to local churches, staff, and disabled, an appropriate amount to cover unpaid premiums by local churches, and related administrative costs. Each local church with eligible clergy will be billed the proportional cost of their pastor's pension/benefit costs based on a formula of \$5,570 per full-time appointment (prorated in ¼ time increments) plus 7% of participants plan compensation for those churches whose clergy are eligible for CPP and 3% of participants plan compensation for those churches whose clergy are not eligible for CPP.

NOTE: (This represents no change in the formula in the pension/benefit billing rate calculation from 2014.)

### **RS – 109 - RETIREE HEALTH BENEFIT CONTRIBUTION**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The maximum retiree contribution to the Retiree Health Benefit Stabilization Fund for 2015 shall be \$60.00 per month for each participant and participating spouse pro-rated for the percentage of retiree health insurance premium paid by the Annual Conference.

**RS – 110 – AUTHORIZE PARTICIPATION OF CLERGY WHO ARE LESS THAN FULL-TIME BUT HALF TIME  
OR GREATER TO PARTICIPATE IN CRSP**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS, it has been the practice in the past of the New England Annual Conference to enroll all clergy, including those who serve less than full-time, in the Clergy Retirement Security Program (CRSP) or its predecessor pension programs and;

WHEREAS, legislative changes at the 2012 Quadrennial General Conference no longer will allow clergy who serve less than 50% time to participate in the CRSP program, and those who serve less than full-time but 50% or greater may participate only at the option of the annual conference;

THEREFORE BE IT RESOLVED, that the New England Annual Conference authorize the Conference Board of Pensions to enroll Clergy that serve less than full-time but 50% or greater in the CRSP program and;

BE IT FURTHER RESOLVED that the Conference Board of Pensions strongly encourages local churches with Clergy who serve less than 50% to support these clergy pensions with an amount equal to at least ten percent (10%) of these pastors' salary through the United Methodist Personal Investment Plan (UMPIP).

**RS- 111 - APPROVAL OF COMPREHENSIVE BENEFIT FUNDING PLAN**

(Submitted by the Conference Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS, John Wesley's statement "Having, First, gained all you can, and, Secondly saved all you can, Then give all you can" teaches us that fiduciary responsibility can help us further God's work here on Earth; and

WHEREAS, the General Board of Pensions and Health Benefits is now required to have and approve a Comprehensive Benefits Funding Plan from all Annual Conferences for its Pension, Health Insurance, Disability, and Other Benefits liabilities; and

WHEREAS, approval of a sound Comprehensive Funding Plan will aid in providing long-term fiscal soundness for the New England Conference;

THEREFORE BE IT RESOLVED that the New England Annual Conference approves the 2015 Comprehensive Benefits Funding Plan, as detailed in the supplemental materials distributed.

**RS – 112 - AFFIRMATION OF PREACHERS' AID SOCIETY**

(Submitted by the Board of Pensions and Health Benefits)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS the Preachers' Aid Society has been in continuous service to United Methodist clergy and their families since 1832; and

WHEREAS the Society's programs complement the official pension programs of the United Methodist Church immeasurably, through emergency financial assistance, its program of visitation to retired clergy and their families, its development of retiree housing, sponsoring planning seminars, among many other initiatives; and

WHEREAS the Preachers' Aid Society has contributed \$2.5 million toward helping the Conference meet its desire to provide health insurance coverage to retired clergy and their spouses, and has made a \$2.5 million challenge commitment to the Together for Tomorrow capital funds campaign for retiree health insurance.

THEREFORE BE IT RESOLVED that the Board of Pensions affirms the ministry of the Preachers' Aid Society and encourages the Annual Conference and its churches to support the mission of that organization.

**RS - 113 - UNIT INSURANCE PLAN**

(Submitted by the Insurance Committee of the New England Conference Board of Trustees)  
(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The Insurance Committee of the New England Conference Board of Trustees moves that:

The New England Annual Conference continue in a Unit Insurance Plan to provide comprehensive property, liability, crime and worker's compensation insurance coverage for all New England Conference local church owned/operated locations, including church sponsored Day Care programs, and for all Conference owned/operated locations.

Including the following provisions that:

1. All New England Conference churches participate.
  - a. Special coverages to include flood for zones other than B&C and other unique insurance risks will be purchased at additional cost to the local church where such insurance is applicable.
2. Insurance coverage will be as documented in the comprehensive policy, a copy of which is located in the Office of Administrative Services (OAS). Copies of this policy can be obtained by request for a fee to cover printing and mailing costs.
3. The agent of record be Fred C. Church Inc. of Lowell, MA.
4. The renewal date will be August 1, 2014.
5. The insurance billing for this ( 19th ) nineteenth year of the plan (August 1, 2014 - July 31, 2015) will be at the actual value based billing assessed to each local church and the Conference, based on building values, square footage and pastoral appointment.
6. Insurance billings for all churches that are on the Unit Insurance Plan as of August 1, 2014 will be handled as follows:
  - a. Churches will be billed through the office of the OAS on an annual basis.
  - b. The first payment will be due September 15, 2014.
  - c. A special discount will be given to churches that pay the total amount or enroll in the Automated Clearinghouse Account by October 15, 2014.
  - d. Churches that use the installment plan shall pay 20% of the annual billing by September 15, 2014 and eight monthly installments of 10% of the amount due on the fifteenth of the month (Oct - May).
  - e. The Conference Treasurer shall use Conference funds, as necessary, to pay the premium until funds come in from local churches.
7. Property claims payments will be issued in the name of the New England Conference and the local church, sent to the New England Conference Office of Administrative Services and will be endorsed and sent to the local church when all insurance premiums are paid to date.
8. The New England Conference Insurance Committee shall be amenable to the Conference Board of Trustees.
  - a. This Committee shall consist of eleven (11) members. The Chairperson or Co-chairperson of the committee shall be a member of the New England Conference Board of Trustees. The Trustees shall appoint five (5) additional members and the Council on Finance and Administration shall appoint five (5) members. The committee members do not need to be members of either the Board of Trustees or CF&A, with the exception of the Chair or Co-chair.
  - b. This committee shall:
    1. receive and respond to questions and concerns of local churches regarding the insurance plan.
    2. review loss trends and suggest remedies.
    3. review property appraisals.
    4. review the policy for any needed changes
    5. provide for risk management materials/workshops for districts and/or clusters as requested.
    6. annually review the premium, determine the method of distributing the premium among local churches and, if necessary, re-bid the contract.
    7. annually report to the New England Annual Conference.
9. A common, comprehensive worker's compensation program be included with a renewal date of January 1, 2015. Insurance will continue to be billed through the OAS office.
10. The following policy on the issuing of "replacement cost" insurance be in effect.
  - a. Any church, at their option, can apply for a waiver of blanket full replacement cost coverage, and substitution with a stated value for Functional Replacement Cost, by making such a request to the Insurance Committee of the Conference Board of Trustees. The District Superintendent and the District Committee on Church and Building Location shall endorse the application prior to consideration by the Insurance Committee. Application forms are available on the conference website.
  - b. The Superintendent and the District Committee on Church and Building Location shall evaluate the request for less than full replacement cost coverage and establishment of a stated value, on the amount of resources necessary to invest in rebuilding, consistent with the ministry and mission possibilities and goals of the local church, cluster and district.
  - c. Future changes of stated values established under this policy shall be handled in the same fashion as original applications.

d. A rider will be added to the existing Conference policy listing the specific properties as being carried at a stated value, not full replacement coverage. The stated value also shall be listed. There is no co-insurance due to the lack of full replacement coverage. Any partial loss will be paid in full.

e. Waivers of blanket full replacement will be effective only on the annual renewal date of the insurance plan, August 1st. Completed applications must be received by the Chair/Co-Chairperson of the Insurance Committee by July 1st.

### **RS- 114 - UNITED METHODIST WOMEN**

(Submitted by the UMW)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS, The Book of Discipline of the United Methodist Church 2008, 256.5 states "United Methodist Women – In every local church there shall be an organized unit of United Methodist Women"; and

WHEREAS, The Book of Discipline of the United Methodist Church 2008, 56.5 states the purpose of United Methodist Women in Article 3 as "The organized unit of United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative supportive fellowship; and to expand concepts of mission through participation in the global ministries of the Church"; and

WHEREAS, United Methodist Women in New England Conference contribute significantly to the mission work of the United Methodist Church locally and through the Women's Division of the General Board of Global Ministries;

NOW THEREFORE BE IT RESOLVED:

- a. The churches of the New England Conference shall be encouraged to support and lift up the work of United Methodist Women.
- b. The churches of the New England Conference shall be encouraged to celebrate the work of United Methodist Women during a Sunday worship service.

### **RS – 115 – A COVENANT WITH THE HATTIE B. COOPER COMMUNITY CENTER**

(Submitted by the UMW)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS, the Hattie B. Cooper Community Center (hereinafter, "Cooper"), located at 1891 Washington Street, in Boston, Massachusetts, is the only United Methodist National Mission Institution in the six-state area of the New England Annual Conference; and

WHEREAS, Cooper was begun almost 100 years ago by Methodist women in the church; and

WHEREAS, Cooper has successfully served children and families in the Roxbury neighborhood of Boston during those years; and

WHEREAS, Cooper provides vital educational services that facilitate growth, development and the creative groundwork for the future success of many underserved children and their families through such programs as Infant-Toddler Program, Preschool Program, After-School Program, All-Day Summer Care for Children and Youth, and Elderly Services Program; and

WHEREAS, Cooper makes a difference in the lives of children so that they might become positive, contributing members of their communities; and

WHEREAS, Cooper has been awarded a \$50,000 matching grant by the (Women's Division of the General Board of Global Ministries) now called National United Methodist Women, and needs to raise \$50,000 to qualify to receive those funds,

THEREFORE, BE IT RESOLVED that the New England Annual Conference shall enter into a covenant with Cooper to promote support for its programs so that Cooper may continue to be a place for children to play, learn, grow and socialize in a loving environment; and

BE IT FURTHER RESOLVED that such promotion shall include encouraging the congregations within the Conference to recognize the missional work of Cooper by specifying one month of the calendar year as "Celebrate Cooper Community Center Month" (April is suggested), during which they might invite a Cooper representative to speak in order to learn more about its services, plan fundraisers to financially support Cooper's programs, and/or volunteer at Cooper; and

BE IT FURTHER RESOLVED that New England Annual Conference churches shall honor the history and ongoing excellent services which Cooper provides by supporting it through their prayers, their gifts, and their service.



**RS- 116 – MISSION u - A COOPERATIVE SCHOOL OF CHRISTIAN MISSION IN THE NEW ENGLAND CONFERENCE**

(Submitted by Marie MacDougall)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

WHEREAS, the National Organization of United Methodist Women of the United Methodist Church works to create annual mission studies focusing on a country or region of the world, a social issue related to our mission, and a spiritual growth study, and

WHEREAS, for thirty plus years the predecessor conference of the New England Conference has held cooperative schools of Christian mission, and

WHEREAS, the 2014 Mission u will be a cooperative event, and

WHEREAS, New England Conference budgeted \$6,000 in their 2014 budget for Mission u and will provide staff support to the administrative team, and

WHEREAS, the New England Conference United Methodist Women budgeted \$8,000 for the 2014 Mission u and will provide leadership for the administrative team, and

WHEREAS, this year's studies, Spiritual Growth: How Is It With Your Soul?; Social Issue: The Church and Disabilities; Geographic: the Roma of Europe are pertinent to issues we are dealing with in our communal and political lives.

BE IT RESOLVED THAT the 2014 Mission u event will be a cooperative school with the New England Conference of the United Methodist Church and the New England Conference United Methodist Women.

BE IT FURTHER RESOLVED THAT local churches will encourage men, women and children to attend Mission u and that churches offer scholarships to those who request them.

**RS – 117 - BUDGET BUILDING DATES - 2016 BUDGET**

(Submitted by Council on Finance & Administration)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The following budget building preparation and dates are for the 2016 budget, subject to any change mutually agreed upon by the CF&A and the New England Missions Team. All 2016 budgets, methods of funding and sources and uses of funds for all divisions, commissions, boards, task forces, committees, agencies and councils will be considered at the same time and place called to discuss and vote upon the total conference budget. All boards, divisions, agencies and councils submit requests and complete all applicable questions on authorized budget forms supplied by the CF&A.

- a. CF&A and/or Treasurer distribute forms to Conference Boards, Committees and Agencies for budget building requests by March 5, 2015.
- b. Boards, agencies, committees presenting budgets to the Director of Connectional Ministries do so by March 15, 2015.
- c. All 2016 budget requests must be submitted to the Treasurer by Noon, March 15, 2015.
- d. The CF&A approves final 2016 budget for recommendation to Annual Conference by May 1, 2015.
- e. The CF&A distributes the proposed 2016 budget through the Pre-Conference packet distributed to all Annual Conference members, via the Conference website by May 15, 2015.

**RS- 118 - APPORTIONMENT FORMULA**

(Submitted by Council on Finance and Administration)

(Adopted on Consent Calendar, Friday Afternoon, June 13, 2014)

The 2015 Mission Shares be calculated by multiplying the total amount of the apportioned budget by the APPORTIONMENT FACTOR for each UM church.

The APPORTIONMENT FACTOR shall be calculated by:

Averaging the following three amounts:

- The amount reported on the 2013 Statistical Tables, Lines 51 – 62 less the amount of the cost of “outside groups use of building” reported on the Chart A data gathering form, of the local church divided by the total amount reported by the UM churches of the Conference on the lines as above.
- The amount reported on the 2012 Statistical Tables, Lines 51 – 62 less the amount of the cost of “outside groups use of building” reported on the Chart A data gathering form, of the local church divided by the total amount reported by the UM churches of the Conference on the lines as above.

- The amount reported on the 2011 Statistical Tables, Lines 51 – 62 less the amount of the cost of “outside groups use of building” reported on the Chart A data gathering form, of the local church divided by the total amount reported by the UM churches of the Conference on the lines as above.

CF&A, at the request of the Cabinet, may make adjustments to individual church mission share amounts based on factors not considered within the aforementioned statistical tables.

### **RS- 119 - BUDGET RESOLUTIONS**

(Submitted by Council on Finance and Administration)

(Adopted with amendments, Saturday, June 14, 2014)

a). The Council on Finance and Administration recommends a 2015 Mission Share spending limit of \$7,056,863 (actual spending limit) and a 2015 Mission Share apportioned to local churches of \$7,966,908 (includes “connectional mission share” for churches unable to pay 100% of apportioned amounts).

b). The Council on Finance and Administration recommends the 2015 conference budget as presented.

### **RS – 201 – DESIGNATION OF FUNDS TO PROMOTE THE ACCEPTANCE OF HOMOSEXUALITY**

(Submitted by Kevin Nelson, et al)

(Adopted with amendments, Saturday, June 14, 2014)

WHEREAS, ¶ 613.19 of the 2012 Book of Discipline directs the Conference Council on Finance and Administration “To ensure that no annual conference board, agency, committee, commission, or council shall give United Methodist funds to any gay caucus or group, or otherwise use such funds to promote the acceptance of homosexuality...”; and

WHEREAS, the New England Annual Conference (NEAC) believes that the unjust laws and policies of The UMC, exemplified above, that condemn “the practice of homosexuality and considers this practice incompatible with Christian teaching” (see ¶ 161F) damage the lives, bodies and souls of lesbian, gay, bisexual and transgender (LGBT) children of God, as well as their families and loved ones; and,

WHEREAS, consistent with the quoted excerpt of Rev. Dr. Martin Luther King, Jr.’s text from his *Letter from a Birmingham Jail*, quoted in the corresponding resolution on unjust laws and church trials, the NEAC stands in the spirit of MLK in calling out ¶ 613.19 as an unjust law and asserts our moral responsibility to live beyond this law;

THEREFORE BE IT RESOLVED, the NEAC hereby officially affirms its beliefs that God intentionally creates, loves and affirms LGBT persons; that God celebrates the complete fulfillment of our humanity, whether in singleness or in the love shared between two partnered individuals, regardless of gender; and the NEAC recognizes that God sometimes calls LGBT persons into ministry and we wholeheartedly embrace and celebrate that calling when it is recognized and affirmed;

BE IT FURTHER RESOLVED that individuals and churches within the New England Annual Conference may be encouraged to contribute to a fund to be managed by the organization known as New Wineskins, that will be used for the purpose of defending persons within The United Methodist Church who face charges for the violation of the Church’s discriminatory laws relating to human sexuality, or such other uses as may contribute to a more inclusive church.

Signatories: Scott Campbell, Sean Delmore, Leigh Dry, Becca Girrell, Marion C. Grant, Will Green, Vicki Woods, and New Wineskins

### **RS – 202 – ECCLESIAL DISOBEDIENCE, THE MORAL IMPERATIVE TO BREAK UNJUST CHURCH LAWS, AND CHURCH TRIALS**

(Submitted by Kevin Nelson, et al)

(Adopted with amendments, Saturday, June 14, 2014)

WHEREAS, the NEAC recognizes that its members are not of one mind regarding God’s will in relation to relationships between persons of the same gender, and we desire to respect that there are those among us who believe that relationships between persons of the same gender are against the will of God, and we do not wish to force such members to take their own individual actions that violate their conscience; and,

WHEREAS, we ask that reciprocal respect be given to the individual right to engage in scriptural study, deeply heartfelt prayer and discernment—specifically as it relates to God’s will on matters connected to sexual orientation and relationships between persons of the same gender—and to arrive at different scriptural interpretations and thus different conclusions regarding God’s will and calling to us in relation to how to be in ministry within the world and offer pastoral care within United Methodist congregations; and,

WHEREAS, this sort of reciprocal respect is not exemplified in The United Methodist Church's Book of Discipline and instead a policy of rigid legalism reigns, seeking to force the adoption and enforcement of a particular viewpoint; and,

WHEREAS, ¶¶161.B, 161.F, 304.3, and 341.6 of the 2012 Book of Discipline of The United Methodist Church contain provisions that formally sanction heteronormativity/heterosexism and condemn marriages of partners of the same gender as well as more broadly "the practice of homosexuality"; bar individuals married to and in loving relationships with persons of the same gender from candidacy certification, ordination and appointments; bar our clergy from officiating at weddings of couples marrying partners of the same gender; bars our church facilities from being used for ceremonies celebrating the unions and marriages of couples of the same gender; and,

WHEREAS, ¶¶ 2702.1(a), (b), and (d) lift the following offenses to such grievous levels that bishops, clergy members, local pastors and diaconal ministers, can be brought before church trials for: faithfulness in a marriage to a partner of the same gender; being a "self-avowed, practicing" gay or lesbian person; and disobeying any of these provisions or potentially even any of the ones in the preceding paragraph; and,

WHEREAS, ¶¶ 2702.3(a) and (c) lift the following offenses to such grievous levels that laity, including deaconesses and home missionaries or more broadly any professing member of The UMC, can be brought before church trials for: faithfulness in a marriage to a partner of the same gender; being a "self-avowed, practicing" gay or lesbian person; and disobeying these provisions or potentially even any of the ones two paragraphs above; and,

WHEREAS, a majority of the New England Annual Conference (NEAC) believes that the laws and policies of The UMC, exemplified above, that condemn "the practice of homosexuality and considers this practice incompatible with Christian teaching" (see ¶ 161F) damage the lives, bodies and souls of lesbian, gay, bisexual and transgender (LGBT) children of God; and,

WHEREAS the NEAC recognizes that this damage occurs because the official UMC position, regardless of any good intentions and how much we try to nuance it, conveys certain messages to LGBT persons, including: that they are somehow intrinsically wrong as human beings; that they are, at best, second-class Christians, if they can even be considered real Christians at all; that God may even hate them; and that some of us hate them too; and,

WHEREAS, the NEAC recognizes that as these laws send such unconscionable messages to our fellow children of God, they play a role in shattering mental health, shattering lives, shattering families, shattering bodies, and shattering relationships with God, leaving spiritual carnage in their wake; and,

WHEREAS, the NEAC rejects scriptural interpretations that do violence; embraces the radical and life-altering love that Jesus preached, taught and exemplified throughout the Gospels; and the NEAC chooses to take a step toward adhering to what the NEAC understands biblical obedience to mean; and,

WHEREAS, many clergy members of the NEAC have officiated, or expressed their availability to officiate, at weddings of couples of the same gender in violation of ¶ 2702.1; and,

WHEREAS, the Rev. Dr. Martin Luther King, Jr., wrote the following excerpt to some of his fellow clergymen—including Methodist Bishops Paul Hardin and Nolan Bailey Harmon of the Alabama-West Florida and North Alabama Annual Conferences—in his *Letter From a Birmingham Jail*,(1) ; and although MLK was speaking during a context of segregation in the 1960's, his letter contains principles that are applicable to our context today;

One may well ask: "How can you advocate breaking some laws and obeying others?" The answer lies in the fact that there are two types of laws: just and unjust. I would be the first to advocate obeying just laws. One has not only a legal but a moral responsibility to obey just laws. Conversely, one has a moral responsibility to disobey unjust laws. I would agree with St. Augustine that "an unjust law is no law at all."

Now, what is the difference between the two? How does one determine whether a law is just or unjust? A just law is a man made code that squares with the moral law or the law of God. An unjust law is a code that is out of harmony with the moral law. To put it in the terms of St. Thomas Aquinas: An unjust law is a human law that is not rooted in eternal law and natural law. Any law that uplifts human personality is just. Any law that degrades human personality is unjust. All segregation statutes are unjust because segregation distorts the soul and damages the personality. It gives the segregator a false sense of superiority and the segregated a false sense of inferiority. Segregation, to use the terminology of the Jewish philosopher Martin Buber, substitutes an "I it" relationship for an "I thou" relationship and ends up relegating persons to the status of things. Hence segregation is not only politically, economically and sociologically unsound, it is morally wrong and sinful. Paul Tillich has said that sin is separation. Is not segregation an existential expression of man's tragic separation, his awful estrangement, his terrible sinfulness? Thus it is that I can urge men to obey the 1954 decision of the Supreme Court, for it is morally right; and I can urge them to disobey segregation ordinances, for they are morally wrong.

WHEREAS, out of this reasoning, the NEAC calls out the above cited church laws as unjust;

THEREFORE BE IT RESOLVED that the New England Annual Conference aspires to fulfill our moral responsibility to live beyond all discriminatory laws contained in the Book of Discipline, and look forward eagerly to the day when God's justice sweeps over The United Methodist Church; and,

BE IT FURTHER RESOLVED that we request extreme restraint among our members in relation to filing complaints against each other pursuant to the above referenced Disciplinary provisions; correspondingly, the NEAC continues to respect the right of individual clergy to the ongoing exercise of their judgment in determining which couples that approach

them are ready to be married; and of our Board of Ordained Ministry and District Committees on Ordained Ministry, we continue to respect their authority and ability to judge which individuals exhibit evidence that God has called them to ministry within The UMC, which is reflected in the affirmation of those callings and the fruits of their ministries; and,

BE IT FURTHER RESOLVED that the NEAC formally expresses its position that our resident bishop, the Bishop of the New England Annual Conference, should not refer such complaints—meaning those filed under ¶ 2702.1(a), (b), or (d) related to clergy officiating at weddings of couples of the same gender or a clergy person marrying a partner of the same gender, or the similar provisions related to laity—to a counsel for the Church;

WHEREAS, church trials related to this context damage the mission and witness of the church and drain its temporal resources away from ministry; and

WHEREAS, our Episcopal leaders, under ¶¶ 47 and 401 are entrusted with caring for and overseeing the temporal and spiritual interests of the Church; and,

WHEREAS, under ¶ 363.1(e)(1), the Bishop of the New England Annual Conference is not required by the Book of Discipline to forward unresolved complaints to a counsel for the Church, and thus the Bishop of the New England Annual Conference is not required to make a similar commitment to ecclesial disobedience in order to honor the will of the NEAC on these matters;

THEREFORE BE IT FURTHER RESOLVED that when complaints are made against clergy or laity pursuant to the reasons cited above, and they are not able to be resolved during a just resolution process, the NEAC encourages the Bishop of the New England Annual Conference to look to his responsibilities for the temporal and spiritual interests of the church under ¶¶ 47 and 401 and to exercise his authority under ¶ 363.1(e)(1) and to “dismiss the complaint with the consent of the cabinet giving his reasons therefore in writing...”

BE IT FURTHER RESOLVED that the NEAC will proudly stand with the Bishop of the New England Annual Conference, supporting him in such actions, and will embrace him as he joins with others in the United Methodist connection to seek non-judicial means of resolving our differences within the church over how pastoral care is offered to our LGBT members; the act of LGBT persons answering God’s call to ministry, regardless of whether or not they are married to partners of the same gender; and more broadly The UMC’s role in being in ministry with and to LGBT persons in a world that is too often hostile and as a church that has too often contributed to the spiritual, mental and physical harm done to LGBT persons.

Signatories: Scott Campbell, Sean Delmore, Leigh Dry, Becca Girrell, Marion C. Grant, Will Green, Vicki Woods, and New Wineskins.

<sup>1</sup>[http://www.africa.upenn.edu/Articles\\_Gen/Letter\\_Birmingham.html](http://www.africa.upenn.edu/Articles_Gen/Letter_Birmingham.html)

### **RS – 203 – AN ACTION OF FAITHFUL STEWARDSHIP**

(Submitted by Thomas J. Gallen, et al)

(Adopted with amendments, Friday Afternoon, June 13, 2014)

WHEREAS, the New England Annual Conference has at various times expressed its' disagreement with the United Methodist Discipline on matters of the ordination of gay clergy and marriage of same gender couples;

BE IT RESOLVED, that the Treasurer of the New England Annual Conference shall advise the Conference Council of Finance and Administration and the Conference Board of Ordained Ministry of expenses paid from Conference funds for trial costs related to all these concerns and shall report to the next session of the Annual Conference, the amounts and sources from which such funds were paid.

Signatories: Allen Ewing-Merrill, Sara Ewing-Merrill, Kevin Nelson, Linda Wood-Boyle, Justin Hildebrandt, Stacey Gould Lanier, Barbara Kszystyniak, Stewart Lanier, Paula Fletcher, Susan Ellery, Sharon Neptune Lovejoy, Charlotte Hendee, Melissa Tustin, Michael Gray, Nancy R. Smith, Douglas Robinson-Johnson, Amy Alletzhauser, Jim Young, and Cynthia Good.

### **RS – 204 – TO AFFIRM GOD'S CALL TO MINISTRY AND MARRIAGE**

(Submitted by Thomas J. Gallen, et al)

(Adopted with amendments, Friday Afternoon, June 13, 2014)

As those who oppose, seek to change, and intend to live in disobedience to the United Methodist Disciplinary language that "homosexuality is incompatible with Christian teaching" as a criteria for ordination and marriage and those policies that emanate from this language, we submit the following for adoption and implementation by the New England Annual Conference of the United Methodist Church, whereas our Conference, just as the general church, is not of one mind, Resolved:

1. We prayerfully support those clergy who have been brought to trial for solemnizing marriage vows for all properly prepared couples.
2. We strongly urge our Board of Ordained Ministry, Appointment Cabinet, and Resident Bishop to do all within their power to make the New England Annual Conference a place of welcome and refuge to those convicted by Church trial courts for presiding over same gender Christian weddings or faithfully responding to the call to ordained ministry.
3. We strongly urge the next General Conference of the United Methodist Church to remove all language that prohibits the ordination and marriage of persons based upon gender orientation or to allow Annual Conferences a "local option" to discern their own criteria in these matters.
4. We strongly urge our New England Conference congregations and their clergy to open their "hearts, minds, and doors" to all couples regardless of gender seeking to sanctify their unions in holy matrimony.

Signatories: Sam Johnson, Robert Moore, Leigh Dry, Kelly Turney, Mary Jane O'Connor Ropp, Sara Ewing-Merrill, Allen Ewing-Merrill, Douglas Robinson-Johnson, Susan Ellery, Mimi Mills, Bill Trench, Stacey Lanier, Nancy Smith, Scott Campbell, Linda Wood-Boyle, We Hyun Chang, Linda Grenfell, Gary Nettleton, Wesley Palmer.

### **RS – 205 – TOWARD PARITY IN APPOINTMENTS**

(Submitted by Sean Delmore and Kristen Dart)

(Adopted with amendments, Friday Afternoon, June 13, 2014)

Based on data from the 2013 New England Annual Conference Journal, there were 215 United Methodist elders in full connection appointed to local churches in New England that year. 49% of those elders were women. Approximately 17% of those elders were persons of color. 33 United Methodist elders in full connection were paid \$55,000 or more in base compensation in 2013. Of those elders, only 15% were women, and 12% were persons of color. Four United Methodist elders in full connection appointed to local churches were paid more than \$70,000 in base compensation in 2013. All were white men. While we commend the Cabinet for attention to some proportional distribution of the highest-paying appointments to persons of color, the extreme under-representation of women among those same higher-paying appointments is unacceptable.

THEREFORE BE IT RESOLVED that the New England Annual Conference of The United Methodist Church strongly urges its Cabinet to exercise diligence in dismantling gender discrimination in the consideration of appointments, considering qualified and talented female pastors for the same appointments and on the same standards as their male colleagues.

BE IT FURTHER RESOLVED that the Conference strongly urges its Cabinet to take steps to close this disparity through the 2018 appointment cycle, bringing the percentage of women among the highest-earning clergy appointed to local churches to within at least a 10% margin of the representation in the general pool of elders in full connection (39% in 2013).

BE IT FURTHER RESOLVED that the Conference strongly urges the Conference Commission on the Status and Role of Women to evaluate the appointment and salary data reported in 2018 for evidence of improvements in gender parity in the appointive process and submit their findings to the Cabinet and to the 2019 session of the New England Annual Conference.

BE IT FURTHER RESOLVED that the Conference strongly urges the Conference Commission on Religion and Race to evaluate the appointment and salary data reported in 2018 for evidence of race and ethnic parity in the appointive process and submit their findings to the Cabinet and to the 2019 session of the New England Annual Conference.

BE IT FURTHER RESOLVED that the Committee on Equitable Compensation study the possibility of uniform salary and bring a report to the 2016 session of the New England Annual Conference.

BE IT FURTHER RESOLVED that we also survey options to guarantee minimum salaries sufficient to support basic needs for all local pastors, appointed lay pastors, deacons and elders serving one-quarter time or more.

### **RS – 206 – AMENDMENT TO RULES OF ORDER, Article V C**

(Submitted by Paul Hudson, Chair of the Committee on Rules)

(Adopted Friday Morning, June 13, 2014)

Amend Rules of Order, Article V C. [page 4, ROO] by addition of underlined items:

C. Agenda. Subject to amendment by the Conference, the Agenda Committee, working in conjunction with the Conference President, shall be responsible for preparing the official agenda for the Annual Conference and for adjusting the

agenda during the Annual Conference to make the best use of available time. The Agenda Committee shall be made up of the Conference Secretary, the Sessions Agenda Chair or designee, the Conference Lay Leader, the Conference Parliamentarian and the Director of Connectional Ministries. The Sessions Team may appoint up to an additional three at large members. The meetings of the Agenda Committee may be conducted in person or electronically.

### **RS – 207 – AMENDMENT TO RULES OF ORDER, Article IV[C]**

(Submitted by Paul Hudson, Chair of the Committee on Rules)

(Adopted Friday Morning, June 13, 2014)

Amend Rules of Order, Article IV[C], ROO, p.4 by addition of underlined items:

[C]. Resolutions and Reports submitted to NEC requiring action by the Annual Conference will be reviewed by the Agenda Committee based on the following criteria:

1. The Agenda Committee shall, before publication of the pre-Conference Book, review all Resolutions using the following criteria:
  - a. Does the Resolution set out the action taken to present this matter for consideration? The petition should set out:
    - 1). what body is submitting the resolution
    - 2) the number of members present and voting on the petition's submission;
    - 3). the number of "yeas" and the number of "nays", the number of members abstaining and the number of members absent.
  - b. Will the Resolution proposed conflict with, or create a conflict, with the Book of Discipline, or with an Annual Conference Rule or policy? Areas of perceived conflict shall be explored and justified in the petition.
  - c. Does the proposal impact the work in progress by another New England Conference entity? If yes, the submitting group shall notify all parties for possible consultation which may lead to a revised or substitute resolution. The Agenda Committee may recommend a consultation to clarify or improve the resolution. The results of that process should accompany the proposed Resolution for publication.
  - d. The Agenda Committee will assign a petition complying with criteria above, to one of the following categories.
    - 1) The 100s category contains repeating and ongoing resolutions;
    - 2) the 200s category contains proposed Resolutions which involve new significant change for the New England Conference or where explanatory information may be needed for clarity of purpose.
    - 3) the 300s category contains items related to the General Conference.
  - e. The Agenda Committee will then submit their work to the Conference Secretary for publication.

### **RS – 208 – POLICIES AND PROCEDURES - ARREARAGE POLICY**

(Submitted by David Nicol, Chair of the Commission on Equitable Compensation)

(Adopted with amendments, Saturday, June 14, 2014)

(NOTE: After review it is the opinion of the NEC Committee on Rules that the NEAC Arrearage Policy proposed by The Commission on Equitable Compensation be deemed an Attachment, if passed, and be subject to the "sun-setting" provisions of NEC Rule VII D.5.)

1. In the event that the local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled payroll or housing allowance installment, or to remit to the Conference Treasurer full payment for regular payroll deduction payments such as health insurance co-pay or personal pension plan, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days): the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council (where applicable); or the Pastor, the Lay Leader, and the Administrative leadership of an alternate Church structure as defined by ¶244.2 and ¶247.2; of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately (within 3 days) notify the District Superintendent of the impending arrearage. It is the pastor's responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to annually document salary or benefit arrearages may result in a loss of compensation and/or forfeiture of pension and benefits.
2. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall immediately (within 24 hours) call a meeting of the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Administrative/Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring.

Such remedies might include:

- a. drawing from invested funds, including short-term borrowing from designated funds,

- b. an emergency appeal for special giving from the congregation,
- c. emergency grants or loans from the District or Conference.

According to The Book of Discipline ¶1624, such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next Conference year (July 1). However, remedies should be developed by the local church in an efficient manner, and this may include a vote of the church conference (at any time) to reduce pastoral compensation effective July 1.

3. If, after consultation among the Lay Leader and Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council, it becomes apparent that the church may be facing a long- term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor and District Superintendent that:
  - a. an Equitable Compensation Emergency Salary Grant may be necessary to maintain compensation for the remainder of the Conference year, or
  - b. a change in pastoral compensation or appointment may be necessary at the beginning of the following Conference year.
4. If the local church becomes delinquent in the pastor's compensation (i.e. more than 30 days delinquent), then the District Superintendent shall notify the Commission on Equitable Compensation, which on its own initiative may do any or all of the following, but not limited to:
  - a. sending a representative from CEC to meet with the local church and pastor to seek resolution of the issue,
  - b. reviewing the church's budget, financial practices and accounts, and where appropriate making recommendations concerning if and where changes need to be made,
  - c. scheduling an outside audit of all church funds in compliance with General Council on Finance and Administration (GCFA) guidelines,
  - d. developing with the local church a payment plan so that the pastor receives full payment of compensation by the end of the conference year.

The District Superintendent shall be invited to be an active participant in this process.
5. If the local church is already receiving a grant from the Commission on Equitable Compensation, the Commission may also:
  - a. determine if all grant funds allocated to the church were used to pay the pastor's salary,
  - b. examine the original grant application to determine if the amount requested to meet minimum compensation was reduced, and if deemed appropriate, restore the grant to the originally requested amount or an amount that will meet the need assessed,
  - c. require an outside audit of all church funds in compliance with GCFA Guidelines ([www.gcfa.org](http://www.gcfa.org)),
  - d. notify the District Superintendent of its findings and recommendations in writing.
6. Paragraph 2543.1 of The Book of Discipline makes clear that no real property on which a church building or parsonage is located shall be mortgaged to pay for the budgeted or current operating expenses of a local church, nor shall the principal proceeds of a sale of any such property be so used. This provision shall apply alike to unincorporated and incorporated local churches.
7. It is the responsibility of the local church to provide a minimum compensation for its appointed clergy (¶1624). To assure each appointed pastor receives full compensation, the certification of full payment will be required from each pastor each year. This certification is to be signed by the pastor, the Chairperson of S/PPRC, and the Treasurer after the final end-of-year check has been paid to the pastor reflecting a full year's compensation has been paid, or after the final mid-year check has been paid to the pastor reflecting 50% of the full year's compensation has been paid when a pastoral appointment change takes place at the Conference Year, or when pastoral compensation has been reduced at the Conference Year (July 1).
8. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: Treasurer's Reports, Charge Conference reports of adopted salary and compensation, check stubs, W-2 forms, and/or a signed Certification of Payment Form.
9. Should there be a dispute between the pastor and the local church about the validity and/or the amount of a claimed arrearage, or if a required officer of the local church refuses to sign the Certification of Payment Form, the Cabinet or CEC shall call an ad hoc committee to determine the validity and amount of the arrearage claim.
  - a. The ad hoc committee shall consist of one representatives of CEC, two representatives of the Cabinet (at least one being the District Superintendent responsible for the local church), one representative of the Conference Treasurer, and one representative of the Conference Council on Finance and Administration. If the disputed

arrearage includes pension or benefits payments, the ad hoc committee shall also include one representative of the Conference Benefits Office, and one representative of the Conference Board of Pensions

- b. The ad hoc committee shall consult with both the pastor and the local church and shall have the authority to establish one of the following solutions:
    - i The ad hoc committee may negotiate a payment plan not extending beyond the Conference Year, or
    - ii The ad hoc committee may recommend an Emergency Salary Grant from the Commission on Equitable Compensation to make the arrearage whole by the end of the Conference Year, provided that the Emergency Salary Grant does not exceed 3 months of the pastor's contracted salary, and further provided that the resolution shall include reduction of pastoral salary to avoid incurring further arrearages at the beginning of the subsequent Conference year, or
    - iii If the ad hoc committee determines the local church is incapable of making the arrearage whole by the end of the Conference Year, the ad hoc committee shall have the authority to commit the Annual Conference to payment of a valid claim of up to 6 months of the pastor's contracted compensation, or up to 12 months of the pastor's scheduled Minimum Compensation according to RS-101 for the relevant contract year(s), whichever is less, or
    - iv If the ad hoc committee determines the local church is incapable of making the arrearage whole by the end of the Conference Year, and the ad hoc committee determines the arrearage exceeds 6 months of the pastor's contracted compensation, the ad hoc committee shall commit the Annual Conference to payment of a valid claim of up to 6 months of the pastor's contracted compensation, or up to 12 months of the pastor's scheduled Minimum Compensation according to RS-101 for the relevant contract year(s), whichever is less, and shall subsequently refer these claims to the next session of the Annual Conference to be resolved by the Annual Conference after appropriate deliberation.
    - v Regardless of the solution determined by the ad hoc committee, the local church is responsible for paying a valid arrearage claim (§624). Any resolution requiring payment by the Annual Conference, except payment through an Emergency Salary Grant, establishes a claim by the Annual Conference against the local church, and the local church shall pay the Annual Conference the full amount paid by the Annual Conference to the pastor.
  - c. Decisions of the ad hoc committee may be appealed, by either the pastor or church, to a session of the next annual meeting of the Annual Conference, where the claim shall be deliberated and voted upon by the Annual Conference.
10. The statute of limitations for filing a claim for funds from the Annual Conference (i.e. notification to the District Superintendent of the arrearage) for any salary arrearage is one year from the date of the initial arrearage. Failure to report the arrearage on the Certification of Payment form, or within the statute of limitations may result in the pastor forfeiting any claim to the unpaid compensation. However, this statute of limitations shall not apply to arrearages incurred prior to September 1, 2013.
  11. Once an appointment ends the pastor no longer has claim on the local church for compensation funds (§342.4). After an appointment ends, the pastor has a claim against the Annual Conference. A pastor's arrearage claim against the Annual Conference establishes a claim by the Annual Conference against the local church, and the local church shall pay the Annual Conference the full amount paid by the Annual Conference to the pastor.
  12. If a local church against which the Annual Conference has an outstanding arrearage claim moves toward Merger (§2546, §2547), Discontinuation or Abandonment (§2549), all arrearages shall be made whole before liquid assets may be disbursed.
    - a. If a planned Merger according to §2546 or §2547, includes the sale of property, and an arrearage cannot be settled prior to the sale of property, the plan of Merger shall include a use of funds from the sale of property, according to §2543.3 to settle any remaining arrearage and providing for congregational redevelopment free from continuing arrearage obligations.
    - b. If a local church moves toward Discontinuation or Abandonment (§2549), and all arrearages cannot be made whole utilizing liquid assets, the Annual Conference shall have the same claim against the proceeds from local church assets as any other creditor.
  13. An Administrative Complaint may be filed against a pastor who fails to report an arrearage according to the time lines established in this policy.



**RS – 209 – AMENDMENTS – POLICIES AND PROCEDURES, HEBREWS 11 FUNDS**

(Submitted by Rick McKinley, Director of Congregational Development in consultation with the Board of Congregational Development)

(This will replace the current Appendix G in the Policies and Procedures Manual)

(Adopted with amendments, Friday Morning, June 13, 2014)

*“Now faith is being sure of what we hope for and certain of what we do not see.” Hebrews 11:1*

The New England Conference has been blessed with many deeply committed lay and clergy leaders who have invested their lives in serving God and making disciples of Jesus Christ for the transformation of the world. These leaders have helped establish congregations and church buildings throughout New England. When one of these churches closes through discontinuation or abandonment, the following policy will be used for the disposition of proceeds of the closed church (as described in ¶2549\*). The goal is to ensure that the gifts of faithful disciples in closed congregations will provide a legacy for a new generation of disciples through the New England United Methodist Church.

Establishment of Hebrews 11 Fund

1. In 2010 the New England Conference ~~will~~ established a “Hebrews 11 Fund” to receive the proceeds from the property of discontinued and abandoned churches, including:
  - a) net proceeds from the sale of church buildings, parsonages or other real estate (net proceeds remain after payment for outstanding obligations to the New England Conference including the Conference Board of Trustees Abandoned Property Account)
  - b) all gifts held in trust, assets of any endowment funds, and assets of any foundation of the church, unless otherwise directed by operation of law (¶2549.5)
  - c) any gift, legacy, devise, annuity or other benefit that accrues or becomes available after the church has been discontinued or abandoned (¶2549.6)
2. Upon review and catalogue by the Conference Board of Trustees, any assets still held by the New England Conference from the proceeds of previously discontinued or abandoned churches that have not already been designated by action of the Annual Conference shall be transferred into this fund.
3. The Conference Board Trustees will manage the aggregation and investment of the Hebrews 11 Fund, in keeping with their practices and policies. The Trustees will designate a liaison to work with the Conference Committee on Congregational Development. ~~on developing expenditure budgets for the Hebrews 11 Fund.~~
4. The Conference Committee on Congregational Development, in collaboration with the Bishop and Cabinet, shall direct and approve all expenses of this fund according to the following guidelines:
  - a) 85% (eighty-five percent) of the proceeds directed to the Hebrews 11 Fund ~~proceeds~~ shall be used only for the development of new and existing United Methodist churches in order to make disciples of Jesus Christ for the transformation of the world with explicit intention that these funds be distributed equally between the development of new churches and existing congregations.
  - b) any expenditure from the Hebrews 11 Fund for the development of new and existing churches must include a clear and detailed three-to-five year strategic development plan that projects a self-supporting ministry for the recipient new or existing congregation (similar to ¶2543.3).
  - c) priority for Hebrews 11 Fund expenditures will be given to new or existing congregations that serve a geographic region where a church has been closed or other underserved population group (in keeping with priority of 2004 New England Conference Resolution 225 and previous Conference policies)
  - d) 15% (fifteen percent) of the proceeds directed to the Hebrews 11 Fund shall be designated to provide funding for emerging strategic opportunities and needs, the specific application to be determined by the Conference Committee on Congregational Development in consultation with the Cabinet, with final approval by the Cabinet and Director of Congregational Development.
5. The Annual Conference shall administer the Hebrews 11 Fund in such a way that proceeds from the properties of discontinued or abandoned churches in urban centers with more than 50,000 in population shall be usonly for new and/or existing ministries within urban transitional communities, as required by Discipline ¶2549.7.
 

Summary Process for Discontinuing a United Methodist church:

  - a) Prior to a recommendation for discontinuance the District Superintendent, in consultation with the Conference Chancellor, will obtain appropriate legal counsel regarding the properties of the church (¶2549.1)
  - b) Prior to a recommendation for discontinuance the District Superintendent, in consultation with the Director of Congregational Development, shall guide the congregation in an assessment of its potential and options for transition or revitalization as described in Discipline ¶213 (¶2549.2.a)

- c) A recommendation for discontinuance by a District Superintendent shall include recommendations as to the future use of the property and where the membership and the title to all the real and personal, tangible and intangible property of the local church shall be transferred (§2549.2.a). This recommendation shall be made in consultation with the members of the discontinuing congregation, the District Board of Church Location and Building, any district congregational development committee, and the Conference Director of Congregational Development.
- d) The District Superintendent's recommendation shall include that the New England Conference Hebrews 11 Fund receive any otherwise undesignated proceeds from the property of the discontinued or abandoned church, including:
1. net proceeds from the sale of church buildings, parsonages or other real estate
  2. all gifts held in trust, assets of any endowment funds, and assets of any foundation of the church, unless otherwise directed by operation of law
  3. any gift, legacy, devise, annuity or other benefit that accrues or becomes available after the church has been discontinued or abandoned
- e) With the consent of the presiding Bishop, a majority of the District Superintendents, and the District Board of Church Location and Building, the Annual Conference may adopt the District Superintendent's recommendation for discontinuance (§2549.2.a).
6. Other steps may be followed as described in Discipline ¶2549, ¶213 or outlined in the General Council on Finance and Administration's "Checklist for Discontinuance or Abandonment of Local Church Property."

\*All references to the Book of Discipline reflect number in the 2012 edition

**RS – 210 – AMENDMENTS - BY-LAWS,  
Methodist Conference Home, Inc.  
Rockland, Maine 04841**

(Submitted by Lee Karker, Executive Director)

(Adopted Friday Afternoon, June 13, 2014)

Amend Sections 1 and 3 of ARTICLE IV - BOARD OF DIRECTORS.

Section 1. Number and Qualifications: The affairs of the Corporation shall be governed by a Board of Directors composed of ~~seventeen (17)~~ **fifteen (15)** persons. Except as otherwise required by law, the Directors need not be elected from among the membership of the Corporation and need not be residents of the State of Maine. The Directors shall be broadly representative of the community interest and professional experience. Three (3) Directors shall be ministers of the New England Annual Conference of the United Methodist Church; ~~six (6)~~ **four (4)** shall be laity of said Conference. ~~Seven (7)~~ **Six (6)** Directors shall be elected from the community at large by the Methodist Conference Home, Inc. Board of Directors. The District Superintendent of the Mid-Maine District **and the Chair of the Board of Directors of Coastal Trans, Inc.** shall be ex officio members, with vote.

Section 3. Election and Term of Office: Four (4) **or five (5)** Directors shall be elected each year for a term of ~~four (4)~~ **three (3)** years and may serve for two (2) consecutive terms. No elected Director who has served ~~a two (2) full terms of eight (8) years~~ **a two (2) full terms of eight (8) years** shall be eligible to succeed him/herself in office, but may be re-elected as a Director after a lapse of a year or more from the termination of her/his previous term.

A Director whose term is less than ~~eight (8)~~ **six (6)** years by reason of filling a vacancy on the Board may succeed her/himself for a regular term.

The ~~nine (9)~~ **seven (7)** elected Directors of this Corporation shall be elected by the New England Annual Conference of the United Methodist Church, in accordance with the requirements of this section (Section 3, Article IV); upon nomination by the Conference Committee on Nominations or upon nomination from the floor of the Conference. The ~~seven (7)~~ **six (6)** at-large Directors shall be elected ~~in the following manner: the Chairperson of the Coastal Trans, Inc. Board of Directors shall serve ex officio, with vote; the remaining six (6) at large members shall be elected by the Methodist Conference Home, Inc. Board of Directors at the~~ **its** annual meeting.

**Conference Secretary's notes:**

- 1) Amendment(s) is/are in **bold** and underlined
- 2) Deletion(s) is/are ~~stricken through~~

**RS – 211 – TO DISCONTINUE THE FIRST UNITED METHODIST CHURCH,  
SOUTH PORTLAND, MAINE**

(Submitted by James T. McPhee, District Superintendent, Tri-State District)

(Adopted Thursday Afternoon, June 13, 2014)

WHEREAS the First United Methodist Church (originally the “Browns Hill Methodist Episcopal Church”) located in South Portland, Maine, has existed for 210 years with a long and proud history of mission and faithful ministry; and

WHEREAS in their ongoing efforts to be faithful to God and responsible to their obligations they have had a ¼ time pastoral appointment for several years in addition to maintaining their building and other missional and connectional responsibilities; and

WHEREAS the membership of the First United Methodist Church, South Portland has significantly decreased; and

WHEREAS the congregation has prayerfully explored all of their options for several years, including participating in a “possibility study” (¶213); and

WHEREAS on October 5, 2013, at a special Church Conference the remaining members of the congregation unanimously gave thanks to Almighty God for their long history, celebrated their history and journey and decided to say goodbye to the First United Methodist Church, South Portland and to begin a new chapter in their faith journey; and

WHEREAS a final worship service of celebration had previously been conducted on August 25, 2013; and

WHEREAS a service of de-consecration was held following the Church Conference on October 5, 2013; and

WHEREAS the District Superintendent, has recommended the Discontinuance of the First United Methodist Church, South Portland and has received consent from the presiding Bishop, a majority of the District Superintendents, and all proper Disciplinary requirements have been complied with,

THEREFORE BE IT RESOLVED that the First United Methodist Church, South Portland be declared discontinued effective October 5, 2013, and

BE IT FURTHER RESOLVED that the building belonging to the First United Methodist Church, South Portland and any other assets and property belonging to the First United Methodist Church, South Portland which were not otherwise designated prior to the date of discontinuance, shall become the property of the Trustees of the New England Annual Conference, and that assets shall be deployed as directed by the Book of Discipline and the New England Conference Policies.

**RS – 213 – TO DISCONTINUE GRACE UNITED METHODIST CHURCH, CANAAN, VT**

(Submitted by Members of the Grace United Methodist Church and David Abbott, District Superintendent, New Hampshire District)

(Adopted Thursday Afternoon, June 13, 2014)

WHEREAS Grace United Methodist Church located in Canaan, VT, formerly known as Grace Methodist Episcopal Church began in 1874 as the first church in Canaan, VT; and

WHEREAS the doors of the current facility were first opened in 1875; and

WHEREAS after many years of wonderful ministry, life changing mission, and many personal commitments to God through Christ, at a special church conference on May 5, 2014 voted to discontinue as a church as of June 30, 2014 in accordance with the 2012 Book of Discipline, ¶2549, and all other applicable paragraphs, and within the rules of the New England Annual Conference; and

WHEREAS the District Superintendent supports that Grace United Methodist Church be discontinued and has received consent from the presiding bishop, the majority of the Cabinet and the District Board of Church Location and Building; and

THEREFORE, BE IT RESOLVED that the NEAC honor and celebrate the 140 years of ministry in, and through, Grace UMC in Canaan, VT; and

BE IT FURTHER RESOLVED that Grace United Methodist Church in Canaan, VT be discontinued as of June 30, 2014; and

BE IT FURTHER RESOLVED, that should any assets be discovered in future years, such assets shall be transferred to the New England Conference to be used as directed by the Discipline and the New England Annual Conference policies.

**RS – 214 – TO DISCONTINUE MAYNARD UNITED METHODIST CHURCH, MAYNARD, MA**

(Submitted by members of the Maynard United Methodist Church and Rene Perez, District Superintendent, Central Massachusetts District)

(Adopted Thursday Afternoon, June 13, 2014)

WHEREAS the Maynard United Methodist Church located in Maynard, MA has existed since 1895 at the intersection of Summer and Main Street; and

WHEREAS after struggle, prayer, and discernment the members voted at a Special Charge Conference on March 17, 2014 to discontinue the church as of June 30, 2014 after a final service of celebration on May 4, 2014 at 6:00 pm; and

WHEREAS in accordance with the 2012 Book of Discipline, ¶12549, and the Maynard United Methodist Church having properly strived to restart on several occasions and considering other options for vital ministry, they have made recommendations as to the future use of their properties, furnishing, paraments, and other articles owned by the church; and,

WHEREAS a majority of the current active members of the Maynard United Methodist Church have planned to transfer their membership to various United Methodist Churches; and

WHEREAS the church building located at 2 Summer Street, Maynard, MA and the parsonage located at 14 Patti Lane, Maynard, MA will be sold by the Board of Trustees and the proceeds, once all bills are paid, will be held by the Conference Trustees and used for a new church start in Maynard, MA; and

WHEREAS, in order to honor the original bequest from the Dorothy Barlow account held in the United Methodist Foundation of New England, the remaining funds will be placed in a permanent endowment under the name of the Dorothy Barlow – New Beginnings Fund, with all gains being reinvested for five years but always available to support the purpose of starting a new church in Maynard, Massachusetts; and

WHEREAS the District Superintendent supports that the Maynard United Methodist Church be discontinued and has received consent from the presiding bishop, the majority of the Cabinet and the District Board of Church Location and Building; and

THEREFORE, BE IT RESOLVED, that Maynard United Methodist Church in Maynard, MA be discontinued as of June 30, 2014; and

BE IT RESOLVED that if no new church has been started in five years in the Maynard, MA area, all proceeds from both church and parsonage properties will be given to the Hebrews 11 Fund; and

BE IT FURTHER RESOLVED that if no new church has been started in five years, the annual distributions from the Dorothy Barlow- New Beginnings Fund, will be split the following way: 75% to UMCOR and 25% to the Maynard Food Pantry understanding that if a new church is ever started in Maynard, MA anytime after that, the annual distribution from this endowment will be reallocated to its original intent; and

BE IT FURTHER RESOLVED, that should any assets be discovered in future years, such assets shall be transferred to the New England Conference to be used as directed by this resolution and in accordance with the Discipline and the New England Annual Conference policies; and

BE IT FURTHER RESOLVED that the Maynard United Methodist Church would like to present an original late 1800's wooden communion set made by the Sanitary Communion Outfit Company, manufacturers of the first individual cups communion sets to the Annual Conference for its archives as a symbol of the legacy of the United Methodist Church in Maynard, MA.

## **RS – 215 – TO DISCONTINUE EAST HAVEN UNITED METHODIST CHURCH, EAST HAVEN, VT**

(Submitted by Brigid A. Farrell, District Superintendent, Vermont District)

(Adopted Thursday Afternoon, June 13, 2014)

WHEREAS the East Haven United Methodist Church located in East Haven Vermont, has existed for over 130 years with a long and proud history of mission and faithful ministry in the Northeast Kingdom of Vermont; and

WHEREAS in their ongoing efforts to be faithful to God and responsible to their obligations they have re-created themselves several times over the years most recently in 2001 when they began to meet again on a regular basis in addition to maintaining their building and other missional and connectional responsibilities; and

WHEREAS the membership of the East Haven Methodist Church, East Haven, Vermont has significantly decreased; and

WHEREAS the remaining members have prayerfully considered the options for several years, including meeting with the District Superintendent and the Chair of the District Committee on Church Building and Location, exploring the possibilities and their viability; and

WHEREAS in October, 2012, those faithful members who had been caring for the building for several years unanimously gave thanks to Almighty God for their long history, celebrated their ministry and, citing the recent passing of their beloved pastor, Ted Ruggles, who had helped them to come alive once more and a pastor whom they had sent into

the ministry, decided that the time had come to close their doors one final time to say goodbye to the East Haven United Methodist Church, East Haven; and

WHEREAS the District Superintendent, has recommended the Discontinuance of the East Haven United Methodist Church, East Haven, Vermont and has received consent from the presiding Bishop, a majority of the District Superintendents, and all proper Disciplinary requirements have been complied with,

THEREFORE BE IT RESOLVED that the East Haven United Methodist Church, East Haven, Vermont be declared discontinued effective January 1, 2013, and

BE IT FURTHER RESOLVED that the building belonging to the East Haven United Methodist Church, East Haven, Vermont and any other assets and property belonging to said church which were not otherwise designated prior to the date of discontinuance, shall become the property of the Trustees of the New England Annual Conference, and that assets shall be deployed as directed by the Book of Discipline and the New England Conference policies.

### **RS – 217 – AN INVITATION**

(Submitted by Rebecca Girrell)

(Adopted Saturday, June 14, 2014)

The New England Annual Conference of The United Methodist Church strives to be an inclusive conference that celebrates, develops, and affirms God-given gifts for lay and ordained ministry. We commend our District Committees on Ordained Ministry and Board of Ordained Ministry in their work of discerning wisely, fairly, and prayerfully the readiness and effectiveness of those seeking to be accepted as candidates, commissioned as provisional members, and ordained as deacon or elder.

WHEREAS, we oppose all forms of personal bias and discrimination, including institutionalized discrimination written into our Book of Discipline, as criteria in evaluating potential clergy members, even as we confess our complicity in systems of exclusion;

THEREFORE BE IT RESOLVED that the New England Annual Conference affirms the following statement:

We believe God calls all persons to lay, and sometimes LLP, Associate Member and ordained, ministry. We grieve instances of systemic discrimination, prejudice, and unjust practices that cloud the discernment of this call within The United Methodist Church. The New England Annual Conference extends our invitation to people who wish to explore if their call to ministry might be affirmed and/or lived out in the New England Annual Conference.

While we do not promise to accept such persons into candidacy or membership, we do promise to discern in the Spirit with justice, fairness, and consistent standards to the best of our ability, and we entrust our District Committees on Ordained Ministry and Board of Ordained Ministry to act accordingly.

BE IT FURTHER RESOLVED that the New England Annual Conference encourages its churches, Board of Ordained Ministry, and/or District Committees on Ordained Ministry, upon request from a candidate/potential member, or an individual inquiring on their behalf, to extend a written invitation to individual ordination candidates or potential members, inviting them to apply for membership in the New England Annual Conference, in accordance with Disciplinary and Annual Conference requirements.