



Voting Items

2022 Annual Conference

June 2-4, 2022

Grand Traverse Resort

Acme, Michigan



2022 Michigan Annual Conference Voting Items Booklet

ANNUAL CONFERENCE RESOLUTIONS

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| R#2022-2 | Establish the Housing/Rental Allowance for Retired or Clergy on Disability | Plenary | 3 |
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LEGISLATIVE COMMITTEE (LC) ASSIGNMENTS

Tuesday, May 24 6pm – LC 1 -- [R#2022-4](#), [R#2022-13](#)

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Tuesday, May 24 8pm – LC 3 -- [R#2022-5](#)

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Wednesday, May 25 6pm – LC 4 -- [R#2022-6](#), [R#2022-7](#)

May 25 6pm – LC 6 -- [R#2022-9](#)

Wednesday, May 25 8pm – LC 7 -- [R#2022-10](#)

May 25 8pm – LC 8 -- [R#2022-11](#)

R#2022-1**PLENARY****Establish the 2023 Past Service Rate**

Motion:

The Michigan Conference Board of Pension and Health Benefits moves to establish the Michigan Conference 2023 Past Service Rate (PSR) for the Ministers' Reserve Pension Fund (Pre-82) at \$900. The surviving spouse benefit rate shall remain at 85 percent.

Rationale:

The PSR of \$900 per year of eligible service provides \$10 increase per year of eligible service for retirees and maintains the required 1.30 ratio relative to the Conference Average Compensation (PSR/CAC) per conference policy.

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

Submitted by:

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

R#2022-2**PLENARY****Establish the Housing/Rental allowance for retired clergy
or clergy on medical leave**

Motion:

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

1. An amount equal to 100% of the retirement and disability plan distributions received during the year 2023 is hereby designated as a rental/housing allowance for each retired and disabled ordained, commissioned, or licensed clergyperson of The United Methodist Church who is or was a member of the Michigan Conference at the time of his or her retirement or disability.
2. This rental/housing allowance shall apply to each retired and disabled ordained, commissioned, or licensed clergyperson who has been granted the retired relationship or placed on medical leave by the Michigan Conference and whose name and relationship to the conference is recorded in the Journal of the Michigan Conference or in other appropriate records maintained by the conference.
3. The retirement and disability plan distributions to which this rental/housing allowance applies shall be the retirement and disability plan distributions resulting from all service of such retired and disabled ordained, commissioned, or licensed clergypersons from all employment by any local church, annual conference or institution of The United Methodist Church, or from any other employer who employed the clergyperson to perform services related to the ministry and who elected to sponsor the retirement plan and/or welfare plans of The United Methodist Church for such retired clergyperson's retirement or disability benefits. Retirement distributions include all eligible amounts received from the United Methodist denominational retirement plan administered by Wespath Benefits & Investments.

- 1 4. The amount of the housing/rental allowance that may be excluded is limited to the lesser of: a) The
2 amount designated as the housing/rental allowance, or b) The amount actually expended for
3 housing/rent, or c) The fair rental value of housing as required by law.
4

5 **Rationale:**

6 The United Methodist Church has and functions through Ministers of the Gospel who are duly ordained or
7 licensed. The practice of The United Methodist Church is to provide a parsonage or housing allowance as a
8 part of the gross compensation for each of its active ordained or licensed ministers. Pensions paid to retired
9 and disabled ordained or licensed ministers of the United Methodist Church are considered deferred
10 compensation and are paid to said retired and disabled ordained or licensed ministers in consideration of
11 previous active service. The Internal Revenue Service has recognized that the Michigan Conference is the
12 appropriate body to designate a housing/rental allowance for retired and disabled ordained or licensed
13 ministers who are members of this conference.
14

15 **Submitted by:**

16 Michigan Conference Board of Pension & Health Benefits
17 Rev. Dr. Steven J. Buck, President
18 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources
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23 **R#2022-3**

PLENARY

24 **Establish Funding Reserve Trust for Conference Benefit Plans**
25

26 **Motion:**

27 The Michigan Conference Board of Pension and Health Benefits moves to authorize the Conference Board of
28 Pension and Health Benefits (CBOPHB), with the review of legal counsel and in consultation with the Council
29 on Finance and Administration (CFA), to establish a Funding Reserve Trust to manage the CBOPHB Reserve
30 Funds designated for conference benefit plans.
31

32 **Rationale:**

33 The purpose of the CBOPHB is to have charge of the interests and work of providing for and contributing to
34 pension benefits, welfare benefits, and health insurance for the clergy and eligible lay employees of the
35 annual conference. A trust fund may provide additional assurance that revenue and earnings expressly
36 designated for this purpose are fiscally maintained and are not jeopardized in the future.
37

38 An alternative to provide similar assurance could involve incorporating the Conference Board of Pension &
39 Health Benefits separate from the Annual Conference. The CBOPHB believes that the Funding Reserve Trust
40 option is preferable to the incorporation option which would add another level of bureaucracy to the
41 conference structure.
42

43 The template for the Trust was drafted and revised by Wespath and GCFA legal departments in 2018 and has
44 previously been utilized by other annual conferences.
45

46 **Submitted by:**

47 Michigan Conference Board of Pension & Health Benefits
48 Rev. Dr. Steven J. Buck, President
49 Rev. Donald J. Emmert, Director of Conference Benefits & Human Resources
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1 **R#2022-4**

LC 1

“Readers to Leaders” Conference-wide Fundraising Campaign

Motion:

5 The Michigan Conference establishes a conference-wide fundraising campaign, entitled “Readers to Leaders”
6 from June 1, 2022, to March 1, 2023, with the goal of raising \$480,000. \$240,000 will benefit the Liberia
7 Scholarship Program of the Michigan Conference’s Liberia Ministry Partners and \$240,000 to benefit the
8 Michigan Conference’s Children Defense Fund Freedom Schools Program.

10 Each congregation will be challenged to raise at least \$600 with \$300 to benefit Liberia Scholarship Program
11 of the Michigan Conference’s Liberia Ministry Partners and \$300 to benefit the Michigan Conference’s
12 Children Defense Fund Freedom Schools Program.

Rationale:

15 The “Readers to Leaders” Conference wide campaign will make a life changing investment in the lives of
16 children in Michigan and Liberia.

18 The Liberia Ministry Partners (formerly the Liberia Task Force) is establishing the Liberia Scholarship
19 Program to celebrate the renewal of the covenant between the Liberia and Michigan Conferences. \$300 will
20 cover the school fees for one student at a United Methodist school in Liberia. The goal of the program is to
21 raise funds for 100 students for eight years of schooling.

23 The Michigan Conference’s Children Defense Fund (CDF) Freedom School’s Program currently operates two
24 sites at Detroit: Second Grace UMC and Flint: Bethel UMC. The CDF Freedom Schools program is a six-
25 week summer literacy and cultural enrichment program designed to serve children and youth in grades K–12
26 in communities where quality academic enrichment programming is limited, too expensive, or non-existent.
27 The goal is to raise \$240,000 to increase the capacity of the Michigan Conference to continue to support and
28 expand the number of children and youth served through new sites.

30 The proposal was reviewed and approved by both the Conference Board Young People’s Ministry and the
31 Conference Board of Global Ministry in 2021.

Submitted by:

34 Lisa Batten, Conference Coordinator of Young Adult Ministries

35 lbatten@michiganumc.org

37 Jon Reynolds, Chair of Liberia Ministry Partners

38 jon@brightonfumc.org

42 **R#2022-5**

LC 3

Standing for the Cancellation of Federal Student Loan Debt

Motion:

46 We, the Michigan Conference of the United Methodist Church, stand for the cancellation of federal student
47 loan debt. Therefore, we call churches and members across the Michigan Conference to act on student loan
48 debt. We commit to advocating for the cancellation of federal student loan debt through correspondence with
49 elected officials.

51 Further, we commit to making student debt relief a long-term missional priority for the Michigan Conference of
52 the United Methodist Church, through educational campaigns, public policy advocacy, and seeking to partner
53 with General Boards (like the General Board of Higher Education & Ministry and the General Board of Church
54 & Society) to support efforts addressing student loan debt. We encourage United Methodists across the

1 Michigan Conference to vision ways of helping relieve student loan debt, at local church, district, and
 2 Conference levels.

3
 4 **Rationale:**

5 In 2021, it was estimated that 42.9 million Americans owe \$1.57 trillion in Federal Student Loan Debt, with
 6 individual borrowers owing an average of \$36,510. Federal student loan debt accounts for 92.6% of student
 7 debt (Education Data Initiative).

8
 9 With more young adults than ever attending college, student debt has ballooned, seeing an 144% increase
 10 since 2007 (Forbes). Having student debt makes it harder for young adults to survive. Further, by charging
 11 interest on top of the principle loans, the Federal Government is garnering wealth at the expense of millions of
 12 Americans. The Student Loan Debt Crisis is one of the most pressing economic justice issues in 21st Century
 13 America.

14
 15 Why should the Church be involved?

16
 17 First, calls for debt forgiveness are in the Bible. In both the Old and New Testament, we find scriptures about
 18 forgiving debts.

19
 20 Methodists have always been advocates for educational equality. John Wesley believed everyone should
 21 have equal access to education, so he called upon Methodist educational leaders to act ethically by giving
 22 interest free loans so borrowers could avoid debtor’s prison.

23
 24 The United Methodist Church decries debt. Our historic questions ask, “Are you in debt so as to embarrass
 25 you in your work?” (Paragraph 336. We know exorbitant debt can affect the ability to do ministry. In 1988, the
 26 United Methodist Church passed Resolution 4053, Global Debt Crisis: A Call for Jubilee, which calls for debt
 27 cancellation for poorer nations. We have reaffirmed this resolution at every Regular General Conference
 28 since ([2016 Book of Resolutions](#)).

29
 30 The student debt crisis sees the marriage of two social priorities for United Methodists: educational equality
 31 and debt relief. Through advocating for the cancellation of federal student loan debt and calling for creative
 32 solutions for student debt relief, we can live into our United Methodist values.

33
 34 **Submitted by:**

35 The Michigan Conference Board of Young People’s Ministries
 36 Rev. Elizabeth Hurd, Chair
 37 Rev. Scott Marsh, Vice-Chair
 38
 39
 40

41 **R#2022-6**

LC 4

42 **Recognize the Michigan Chapter WCA as Source of Information**
 43

44 **Motion:**

45 Be it resolved that the Michigan Annual Conference recognizes the Michigan Chapter of the Wesleyan
 46 Covenant Association as a source of information about the Protocol for Reconciliation and Grace through
 47 Separation as well as the proposed new Global Methodist Church.

48
 49 Clergy and local churches may request further information from:
 50 Rev. Tom Anderson, tanderson@thrive-church.us;
 51 Rev Dan Bowman dan@umc-sc.org,
 52 Darlene Schaffer schaffer@2020comm.net
 53

54 **Submitted by:**

55 Submitted by Rev. Tom Anderson

R#2022-7

LC 4

District Working Group Report

Motion:

Amend the Plan of Organization to:

§ 11.1 **Seven** ~~Nine~~ Districts. There shall be **seven (7)** ~~nine (9)~~ Districts in the Michigan Conference.

The boundaries shall be determined from time to time by the Bishop. ([2016 Discipline](#) ¶ 12 415.4)

Further, this change will take effect **July 1, 2023**.

Rationale:

The District Working Group submitted the following report (edited for rationale word limit) to the Conference Leadership Council on January 24, 2022.

DISTRICT WORKING GROUP REPORT

The District Working Group was formed by Resolution #2021-7 of the 2021 Michigan Annual Conference.

Members of the group are Bishop David Bard, Jennie Browne, Kristen Corstine, Don Emmert, Sarah Gillette, John Hice, Eric Lynch, Paul Perez, and Sung Yu.

The Working Group recommends the following:

Reducing from nine Districts to seven Districts, effective **July 1, 2023**. We heard consistent feedback from the Cabinet and Directors about making a reduction that would hold for more than two-three years and not require additional reductions, while maintaining a level of capacity required to navigate the challenges ahead. We think seven Districts strike this balance.

Shifting the implementation timing from January 1, 2023, to **July 1, 2023**, to align with the appointment year, provides longer transition time to lessen the impact on District staff and leadership, and to allow time for the anticipated launch of new Methodist entities in late 2022 through early 2023.

Waiting to determine District boundaries until late 2022. We propose beginning to “pencil in” boundaries beginning November 1, 2022, and finalizing by February 1, 2023. We anticipate a clearer picture of local church closure, consolidations, and departures will be available at this time.

Finally, we discussed several possibilities of transitional staffing between 2022 and 2025, including reducing to seven Districts but maintaining eight to nine DSs and District EAs for a limited amount of time and/or the creation of a “conference superintendent” position to assist the seven DSs. We believe these recommendations are beyond the purview of this group’s work and are better considered and implemented by the Conference Directors and Cabinet.

Submitted by:

Conference Leadership Council

The Rev. Dr. Darryl Totty, CLC President

Second Grace United Methodist Church, Detroit

Mrs. Katja Falker, CLC Vice President

Grace United Methodist Church, Houghton

R#2022-8

LC 5

Advocate for a U.S. Peace Economy

Motion:

The Michigan Annual Conference invites every Michigan United Methodist layperson, clergyperson, and congregation to use the General Board of Church and Society's website, umcjustice.org, "What You Can Do," to advocate for U.S. budget priorities that improve the general welfare of Americans instead of overspending our taxes on the Pentagon and nuclear weapons' budgets.

We encourage one another to periodically ask Michigan's two Senators and fourteen Representatives to sign the International Campaign to Abolish Nuclear Weapons' (ICAN) Pledge at pledge.icanw.org to advocate for the U.S. to ratify the Treaty on the Prohibition of Nuclear Weapons (TPNW).

We encourage Michigan United Methodists to campaign for candidates for the U.S. House of Representatives in 2022 who advocate for the reduction of our federal income dollars on the U.S. National Defense Authorizations and for increasing the expenditures for the general welfare of people in the U.S. and abroad. Information on candidates will be at peaceactionmich.org.

We urge Michigan United Methodists to participate with a Michigan peace with justice advocacy group such as the Michigan Peace Alliance, MIPeaceAlliance.org; Peace Action of Michigan, peaceactionmich.org; and the Michigan Poor People's Campaign, poorpeoplescampaign.org/committee/michigan.

Furthermore, we urge Michigan United Methodists to support the Mass Poor People's and Low Wage Workers' Assembly and Moral March on Washington on June 18, 2022. poorpeoplescampaign.org/june18

Rationale:

"The church should continually exert a strong ethical influence upon the states, supporting policies and programs deemed to be just and opposing policies and programs that are unjust." -Paragraph 164, B, Social Principles, [BOOK of DISCIPLINE, 2016](#)

"For true peace and security to take root in the lives of people and in the relations of nations, we call upon The United Methodist Church...to: 6. Encourage local churches and members to take actions that make for peace." -Resolution 6129, [BOOK of RESOLUTIONS, 2016](#)

We affirm the prophetic position of our bishops who proclaimed In Defense of Creation: "We say a clear and unconditional 'NO' to nuclear war and to any use of nuclear weapons. We conclude that nuclear deterrence is a position that cannot receive the church's blessing." -Resolution 6129

"1. We call upon world leaders to order a thorough review of weapon systems and other military spending programs with the objective of bringing about at least a 25 percent reduction in financial expenditures and the number of armed forces without cuts that harm veterans and their families." -Resolution 4062

"4. We call upon congregations to network with local peace, environmental, health care, educators and other groups to lobby their local and national leaders to create a Peace Economy." -Resolution 4062

Submitted by:

Rev. Rich Peacock

First United Methodist Church of Troy

R#2022-9

LC 6

Affirming Actions for The Future of The United Methodist Church

Motion:

That the Michigan Annual Conference affirms the actions and statements of the following groups in addressing the challenges and future of The United Methodist Church:

- A. The North Central Jurisdiction for adopting the [Covenant to Build BeLoved Community](#). We especially call attention to these statements:

The Mission Council must designate sufficient NCJ funds for the purpose of convening Conference Commissions on Religion and Race and Annual Conference antiracism task force representatives in 2022 to operationalize:

- *A racial analysis of: local church's total budgets, clergy salaries, new church starts/revitalizations, church closures, Conference staff, board, task force and committee members, and delegates to GC/JC.*
- *Alignment of Annual Conference budget with antiracism work, creation of whistleblower policies, on-going training and support for cross racial/cross cultural appointments, prioritization of new church starts and congregational revitalization in communities of color, and developing programs for youth/young adults of color.*

LGBTQIA+ clergy and laity are a gift to the Church. We implore all in the NCJ to do no harm and to create a culture in which abundance and diversity can be celebrated and lived. Therefore, we urge all members of the NCJ to avoid pursuing charges for LGBTQIA+ clergy and allies, and request our episcopal leaders dismiss charges related to LGBTQIA+ identity or officiating same gender weddings. Because we are all beloved children of God, we, in the NCJ, implore all our conference leaders, boards and agencies, to bring no harm to LGBTQIA+ people. We will not restrict God's calling based solely on a candidate's sexual orientation or gender identity. We commit to doing good by pursuing healing and reconciliation with all who have experienced harm and exclusion related to sexual orientation and gender identity.

We encourage conferences and local churches to strive for reconciliation and understanding. However, some congregations may feel called to a different future in the faith. We grieve each separation. NCJ annual conferences should use existing disciplinary and conference provisions to accommodate local congregations seeking disaffiliation.

We stand in solidarity with United Methodists around the world who long for a world-wide contextual and regional denominational structure.

We recommend Annual Conferences engage in conversations about regional equity and contextualization.

- B. The coalition of General/Jurisdictional Conference and other lay and clergy church leaders in urging The United Methodist Church to "[A Call to Grace](#)". We especially call attention to this statement:

As the writer of Ecclesiastes notes, "For everything there is a season," and the season for waiting on General Conference legislative solutions as the only way forward has passed. We recognize that the continued delay in making decisions about the future of The United Methodist Church hurts our mission and is especially harmful to our central conference and LGBTQIA+ siblings who are caught up in this conflict.

Therefore:

- We call the church to a pastoral response to the anxiety generated by having to delay decisions that impact peoples' lives and ministries.
- We call on bishops and annual conferences to develop resources to assist local churches in discerning their future, including resources on how to have difficult conversations in ways that reduce harm.
- Honoring the expressed desire of some churches and church leaders to leave The United Methodist Church and participate in other denominations, we call bishops and annual conferences to use existing disciplinary authority to find grace-filled ways for these leaders and churches to follow their call now, allowing them to take their church property with them where appropriate.
- We further call upon churches and leaders who wish to leave and join other denominations to engage their bishops in dialogue about how they can realize their hoped-for future.
- In this time of great transition, we call on our episcopal leaders to continue a grace-filled approach and hold in abeyance any complaints related to ministry with LGBTQIA+ persons and matters concerning the future direction of the church.

C. [A Narrative for the Continuing United Methodist Church](#) from the Council of Bishops. We especially call attention to this statement:

We are longing for a United Methodist Church that will move forwards in new forms of being a connectional church, a General Conference focused on global essentials, and an empowerment of regions for contextually relevant forms of living our common mission mandate. Deeply rooted in the Doctrinal Standards of the UMC, we pledge to exercise our episcopal role in ways that enable as many United Methodists, lay and clergy, as are willing to remain in the UMC and - together - to continue making disciples of Jesus Christ for the transformation of the world. And, because we are part of the Church Universal, we seek to be unified visibly and in ministries with other parts of the Body of Christ in God's mission for the human family and creation.

Rationale:

The North Central Jurisdiction took historical action by meeting in Special Session on November 10 and 11, 2021. In the midst of a postponed General Conference, the delegates approved and affirmed the above statements about how to live together in the current uncertainty and to define the future of United Methodism in the jurisdiction. They approved a "Covenant to Build BeLoved Community" by a vote of 135-32. They affirmed a "Call To Grace," a grass-roots open letter, by a vote of 128-31. They affirmed the Council of Bishops document "A Narrative for the Continuing United Methodist Church" by a vote of 128-31. By affirming the actions of the North Central Jurisdiction's Special Session, the Michigan Conference supports work of the jurisdictional delegates and commits itself to the future envisioned by the delegates. The full text of the above statements can be found here:

Covenant to Build BeLoved Community

<https://michiganumc.org/wp-content/uploads/2021/11/NCJ-Covenant-to-Build-BeLoved-Community-revised.pdf>,

A Call to Grace <https://www.acalltoGrace.com/>,

A Narrative for the Continuing United Methodist Church

<https://www.unitedmethodistbishops.org/files/websites/www/a+narrative+for+the+continuing+united+methodist+church....pdf>

Submitted by:

Alex J. Plum (810) 210-0090 plumalex@gmail.com

Deb Search Willoughby (269) 762-3259 dsearchwillo@charter.net

And six others

1 **R#2022-10**

LC 7

2 **Support for Immigrant Driver's Licenses and State I. D.s in Michigan**

3
4 **Motion:**5 Michigan United Methodists are urged to contact their state congressional delegation to voice their support for
6 the reinstatement of the ability to obtain a driver's license and state I. D.s for all immigrants in the state who
7 qualify, regardless of immigration status. Ask the Michigan congress to support the passage of the DRIVE
8 SAFE bills.
910 **Rationale:**11 The Conference Hispanic Latino committee supports the return of driver's licenses to those who live and work
12 in Michigan, whether documented or not.
1314 By returning driver's licenses to undocumented Michiganders (available to all immigrants before 2008), we
15 can make Michigan a place where everyone has the opportunity to thrive. When all are properly licensed, we
16 increase the safety of our streets and roads and demonstrate our welcome to those who are working in
17 restaurants, hotels, on farms and many, many other establishments around the state.
1819 Driving is essential to everyday participation in society, and just like everyone, people who are undocumented
20 need to drive to work, school, the doctor, church, and to run errands.
2122 It's also much more than just having the ability to drive legally. It is also about safety, ability, and dignity. With
23 the ability to drive to work, school, and other places, undocumented folks can participate in society without
24 additional fear of being separated from their families through deportation following a simple traffic stop.
2526 It's not just a proof of identity, but a way for the residents of Michigan to acknowledge that immigrants are
27 people.
2829 Our denominational [Book of Resolutions](#) recognizes that United Methodist's are called to welcome the
30 immigrant and resist the imposition of harsh and unjust laws.31 Resolution 3281 "Welcoming the Immigrant to the US"
32

33 From the section: "A Call to Action"

34 The United Methodist Church affirms the worth, dignity, and inherent value and rights of all persons
35 regardless of their nationality or legal status.... We call upon all United Methodist churches to engage
36 in the following:...

- 37 • work with civic and legal organizations to support migrant communities affected by harsh
-
- 38 immigration laws and over-reaching national security measures.

39 Page 290 - 291 "The Book of Resolutions 2016 of The United Methodist Church"
4041 More information at <https://www.drivemichiganforward.com/>
4243 **Submitted by:**

44 The Conference Hispanic Latino Committee

45 Rey Mondragon, Chairperson of the Committee
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1 **R#2022-11**

LC 8

2 **“Good Time” Ballot Initiative (www.LibertyAndJusticeForAllCoalition.org)**

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4 **Motion:**5 All Michigan Area United Methodists are urged to support and vote for the “Good Time” Ballot Initiative, which
6 will be included in this November Election. Candidates for both Primaries and General Election also need to
7 be strongly encouraged to support this Initiative.
89 **Rationale:**10 “The church should continually exert a strong ethical influence upon the state, supporting policies and
11 programs deemed to be just and opposing policies and programs that are unjust.” (BOD ¶164b)
1213 Urged on by our [Book of Discipline](#) and our Social Principles, United Methodists strive for the redemption of
14 sinners, restorative justice, and equitable application of the law. Michigan’s current criminal legal system
15 achieves none of that.
1617 America jails a higher ratio of its citizens than any other country in the world (Russia and China included).
18 Michigan is the worst state in America for the average time spent in lock-up per equal crime – the worst state
19 in the worst country.
2021 The “Truth In Sentencing” provisions enacted in 1998 have greatly contributed to that status. We are one of
22 very few states that still allows for no sentence reductions in prisons for good behavior or enrollment in
23 rehabilitation, education, or vocational programs. Unlike most states, we continue to be miseducated on the
24 causes of crime and what the most effective responses should be. Racism, classism, and other forms of
25 oppression have all played major roles in feeding into this miseducation.
2627 Our political leaders must stop stoking inappropriate fears and instead seek a restorative, redemptive solution
28 to our chronic condition of mass incarceration. We know that over 80% of crime victims in Michigan support
29 the reduction of sentences through an earned credit system. We also know that our exceedingly long prison
30 sentences are more likely to decrease rather than increase public safety.
3132 We must tell our legislators that we need to rely on evidence-based systems to both reduce mass
33 incarceration and improve public safety. Bringing back “Good Time,” a sentencing credit system, is a major
34 stride forward in that direction.
3536 **Submitted by:**

37 Board of Justice,

38 George Covintree, Chairperson

39 georgecovintree@me.com

40 Rev. Dale R. Milford

41 Co- Vice Chairperson, Board of Justice

42 Member, Religion and Race

43 dalemilford@gmail.com
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1 **R#2022-12**

LC 2

Recognize the Unborn Baby

Motion:

That the Michigan Area Annual Conference recognizes the unborn baby in the womb as a full human person from the moment of conception.

Rationale:

1. When Mary, pregnant with Jesus, met her cousin Elizabeth, pregnant with John the Baptist, Elizabeth told Mary "(a)s soon as the sound of your greeting reached my ear, the baby in my womb leaped for joy." Luke 1:44.

2. Science recognizes life as a continuous process beginning with conception. Every embryology textbook states human life begins at fertilization, "when a new genetically distinct human organism is thereby formed." HUMAN EMBRYOLOGY AND TERATOLOGY.

3. Most of us have seen ultrasounds of our unborn children and grandchildren, and we eagerly await their birth. You can see the same tiny humans if you google "abortion victim photography," only those bodies are dead, often gruesomely dismembered. Clearly they are human.

4. Abortion hollows out marriages and families, undermines the rule of law, and turns healers into executioners. "I have never encountered more brokenness in the world than through abortion. It is an evil that breaks everything it touches. I've seen pictures of the broken bodies of children, cried with women who wished they could turn back time, and observed the grief of siblings who knew someone is missing." Michigan prolife worker.

5. Dietrich Bonhoeffer, the German theologian executed by the Nazis, spoke clearly about abortion. "Destruction of the embryo in the mother's womb is a violation of the right to live which God has bestowed upon this nascent life. To raise the question whether we are here concerned already with a human being or not is merely to confuse the issue. The simple fact is that God certainly intended to create a human being and that this nascent being has been deliberately deprived of his life. And this is nothing but murder."

6. "You can choose to look away but never again can you say you didn't know." William Wilberforce

Submitted by:

Mike Cooper and Rebecca Cooper, laity Gaylord First United Methodist Church sadiebuster333@gmail.com

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R#2022-13

LC 1

 Amend Rule 5.5.9

Motion:

That Section 5.5.9 of the Rules of Order be amended by addition and deletion as follows:

5.5.9 ~~For purposes of organization,~~ **Except as otherwise provided in [The Book of Discipline](#), every four years beginning in 2022 and continuing in every Quadrennium beginning in 2024, a person named by the Director of Connectional Ministries shall convene** each council, board, commission, division, or committee ~~required to elect its own officers as provided in the Plan of Organization shall be convened~~ **for the purpose of organizing and electing its officers.** ~~on call by a person named by the Director of Connectional Ministries.~~ The convener shall be someone other than a member of such group and shall conduct the election of the officers to be elected. **Officers elected at these organizing meetings shall serve 4-year terms. If a vacancy occurs in any office during the 4-year term, another member shall be elected to that office for the remainder of the term.**

As amended, Rule 5.5.9 will read as follows:

5.5.9 Except as otherwise provided in *The Book of Discipline*, every four years beginning in 2022 and continuing in every Quadrennium beginning in 2024, a person named by the Director of Connectional Ministries shall convene each council, board, commission, division, or committee for the purpose of organizing and electing its officers. The convener shall be someone other than a member of such group and shall conduct the election of the officers to be elected. Officers elected at these organizing meetings shall serve 4-year terms. If a vacancy occurs in any office during the 4-year term, another member shall be elected to that office for the remainder of the term.

Rationale:

Traditionally Annual Conference agencies have been organized and its officers elected every four years at the Annual Conference session following the General Conference. With the continued postponement of the 2020 General Conference, following the usual 4-year cycle has not been possible. The new Michigan conference began in 2018. Acknowledging that the Michigan Conference is completing its first four years this year, coupled with the uncertainties of General Conference occurring in August 2022, it is appropriate that following this 2022 Annual Conference session that these agencies are organized, and its officers are elected to begin another traditional 4-year cycle. This proposed amendment to Rule 5.5.9 provides the process to accomplish this.

Submitted by:

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R#2022-14

LC 2

Guidelines for Equitable Compensation Support for 2023

Motion:

The Commission on Equitable Compensation (CEC) moves the following Conference Guidelines for Equitable Compensation Support for the Michigan Conference. These guidelines will remain in effect until new ones are approved.

1. Local congregations shall conduct an annual stewardship campaign. Congregations receiving Equitable Compensation support are expected to participate in ongoing stewardship education and planning through programs such as the Stewardship Academy offered through the United Methodist Foundation of Michigan, Roads to Vibrancy, or Local Church Assessment as provided in ¶213 of the [United Methodist Book of Discipline](#).
2. Local congregations considering requesting an Equitable Compensation grant shall first counsel with their District Superintendent (DS). Counsel with the DS is required each year a grant is sought.
3. Local congregations requesting an Equitable Compensation grant shall voucher the travel and business expenses of their pastor according to the guidelines of the Council on Finance and Administration.
4. Local congregations may receive an Equitable Compensation grant for up to four consecutive years, reducing the original grant amount by 25% each year. Equitable Compensation funds shall not be used to fund more than the Conference minimum salary.
5. Local congregations receiving Equitable Compensation grants are encouraged to show progress in full payment of ministry shares.
6. Local congregations anticipating pursuing both capital expenses or capital campaigns and an Equitable Compensation grant shall counsel with their DS before applying to begin or continue seeking a grant from the Commission on Equitable Compensation. Projects which solely address building accessibility will not automatically disqualify an Equitable Compensation grant request.
7. The deadline for grant submission shall be the 25th day of October preceding the year for which the grant is sought. Incomplete grant submissions and grant submissions received after the established due date may be denied. Mid-year grant requests shall be considered at a time mutually agreeable with the Cabinet and the chairperson of the Commission on Equitable Compensation.
8. Exceptions to these guidelines may be considered upon recommendation of the Bishop and the Cabinet.

Submitted by:

Commission on Equitable Compensation
 Rev. Peggy Paige
 Chair

R#2022-15

LC 2

2023 Minimum Salary Schedule

Motion:

The Commission on Equitable Compensation (CEC) moves the following Minimum Salary Schedule be adopted for 2023 by the Michigan Conference.

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

Churches are strongly urged to compensate clergy whose years of service are beyond this chart's years by considering both years of service as clergy and inflation forces. While electing not to provide clergy with a raise might alleviate pressure on the church budget, it places unfair stress on clergy and is demoralizing. For years after 10 it is recommended to add 1% of the year 10 amount for each year the clergy person has served beyond the 10th year. For example, for a Full Elder in the 15th year of ministry, the suggested amount would be \$52,390 + \$2,619.5 (that is, 523.90. x 5 = 2619.5) or a total of \$55,009.50.

| | Local Pastor | | | Associate Member | | | Provisional Member | | | Full Member | | |
|---------|--------------|----------|----------|------------------|----------|----------|--------------------|----------|----------|-------------|----------|----------|
| | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| Year 1 | \$37,992 | \$38,752 | \$41,038 | * | * | * | \$42,397 | \$43,245 | \$45,796 | *** | *** | *** |
| Year 2 | \$38,372 | \$39,140 | \$41,449 | * | * | * | \$42,819 | \$43,677 | \$46,254 | *** | *** | *** |
| Year 3 | \$38,753 | \$39,528 | \$41,863 | * | * | * | \$43,243 | \$44,109 | \$46,717 | \$45,238 | \$46,143 | \$48,865 |
| Year 4 | \$39,132 | \$39,916 | \$42,282 | * | * | * | \$43,668 | \$44,541 | \$47,184 | \$45,700 | \$46,604 | \$49,354 |
| Year 5 | \$39,514 | \$40,304 | \$42,705 | \$41,296 | \$42,122 | \$44,607 | \$44,091 | \$44,973 | \$47,656 | \$46,158 | \$47,065 | \$49,848 |
| Year 6 | \$39,895 | \$40,692 | \$43,132 | \$41,706 | \$42,543 | \$45,053 | \$44,514 | \$45,505 | \$48,133 | \$46,613 | \$47,526 | \$50,346 |
| Year 7 | \$40,274 | \$41,080 | \$43,563 | \$42,116 | \$42,964 | \$45,504 | \$44,937 | \$45,837 | \$48,614 | \$47,026 | \$47,987 | \$50,850 |
| Year 8 | \$40,654 | \$41,468 | \$43,999 | \$42,531 | \$43,385 | \$45,959 | \$45,362 | \$46,269 | \$49,100 | \$47,528 | \$48,448 | \$51,358 |
| Year 9 | \$41,035 | \$41,856 | \$44,439 | \$42,951 | \$43,806 | \$46,418 | ** | ** | ** | \$47,988 | \$48,909 | \$51,872 |
| Year 10 | \$41,415 | \$42,244 | \$44,883 | \$44,350 | \$44,227 | \$46,883 | ** | ** | ** | \$48,447 | \$49,370 | \$52,390 |

Year one of each category was increased by 5.9% based on the Social Security increase for 2022. Years two through ten were increased by an additional 1% of the beginning amount in each category. We also looked at the of the Consumer Price Index average of 4.7% and yearly 7.0%. Please refer to www.bls.gov for the figures.

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

Submitted by:

Commission on Equitable Compensation
 Rev. Peggy Paige
 Chair