

**ADOPTION OF LOUISIANA CONFERENCE HEALTH CARE BENEFITS RESOLUTION 2020****Passed 10/16/04 at Annual Conference Special Session**

**WHEREAS**, ¶ 604.13 of *The Book of Discipline, 2016* states, "The annual conference may choose to adopt a conference wide plan for compensation of pastors. Such a plan shall provide the method for setting and funding the salaries, and/ or other compensation elements as specified in the plan, of the pastors appointed to the charges of the annual conference," and;

**WHEREAS**, health care benefits for clergy and their families are considered to be an essential element of clergy compensation, and;

**WHEREAS**, the Louisiana Conference has established a health care plan to provide this essential element of clergy compensation, and;

**WHEREAS**, support of the Louisiana Conference Health Plan is a fiduciary responsibility of a local church, and;

**WHEREAS**, each church in the Louisiana Conference will be apportioned on an amount to be determined annually by the Annual Conference for the support of the Conference health plan, and;

**WHEREAS**, the primary cost of the Conference health plan for full time clergy should be equitably shared by all churches that receive full time clergy appointments;

**NOW, THEREFORE, BE IT RESOLVED:**

**THAT** in order to be eligible to receive a full-time appointment, a charge or Conference affiliated ministry, shall agree to support the Conference health plan by fully funding one composite health care premium for each full time clergy appointment, and;

**BE IT FURTHER RESOLVED THAT** in multiple church charges the cost of the composite premium shall be proportionally divided among the churches on the charge, and;

**BE IT FURTHER RESOLVED THAT** failure to fully fund the health care premium shall be taken into consideration relative to whether or not a charge/ Conference Affiliated Ministry is financially able to support the full-time pastor(s) in the future.

**IT IS HEREBY RESOLVED** that the \_\_\_\_\_ United Methodist Church does hereby accept full ethical, moral and legal responsibility for the payment in full of monthly billed insurance premiums for the pastor(s) assigned to said church, and,

**IT IS FURTHER HEREBY RESOLVED** that the \_\_\_\_\_ United Methodist Church will pay the monthly billed insurance premiums in a timely manner, and,

**IT IS FURTHER RESOLVED** that the \_\_\_\_\_ United Methodist Church understands that failure to pay the monthly billed insurance premiums in full will be taken into consideration relative to whether or not the congregation is financially able to support a pastor(s) in the future.

**Church Lay Leader's Signature:** \_\_\_\_\_

**Church Council Chair's Signature:** \_\_\_\_\_

**Finance Chair's Signature:** \_\_\_\_\_

**Staff Parish Chair's Signature:** \_\_\_\_\_

**Pastor(s) Signature:** \_\_\_\_\_

*If more than one clergy person, each must sign.*

**District Superintendent's Signature:** \_\_\_\_\_

**Date of Charge Conference at which this document was executed:** \_\_\_\_\_

[This document shall be a part of stated business of every Charge Conference to be read in the presence of the other members of the Charge Conference.]