TOTAL NUMBER OF PAGES: 2

SUGGESTED TITLE: Standards for Program Staff

*DISCIPLINE* PARAGRAPH: *Discipline ¶¶* ¶ 613.13

GENERAL CHURCH BUDGET IMPLICATION: No

GLOBAL IMPLICATIONS: No

AMEND ¶ 613.13 by delineating subsections a and b and adding a new section c, as follows:

¶ 613.13—*(a)* To establish uniform and equitable policies and practices in the employment and compensation of personnel, in consultation and cooperation with other conference agencies that employ staff, unless the annual conference has designated another agency to carry this responsibility. These policies and practices shall be in accordance with the Social Principles (¶ 162 *A, E, F*, and *I*).

*(b)* In addition, the council shall recommend that the annual conference provide, effective on and after January 1, 2006, 100 percent vested pension benefits of at least three percent of compensation for lay personnel of the annual conference who work at least 1,040 hours per year, are at least 21 years of age, and have at least one year of permanent service. The annual conference shall have authority to provide such pension benefits through either a denominational pension program administered by the General Board of Pension and Health Benefits or another pension program administered by another pension provider.

 *(c)* All program personnel employed by the annual conference shall be members of a Christian church who model themselves after the servanthood of Jesus Christ. They shall be persons of genuine Christian character who love the Church and are committed to the oneness of the body of Christ, are morally disciplined, and shall uphold the doctrinal and ethical standards of The United Methodist Church as set forth in the Doctrinal Standards (¶ 104) and Social Principles, and are competent to serve in the capacity for which they are employed.

Rationale: Program staff of annual conferences should have the same qualifications as those serving general church agencies. Staff should exhibit United Methodist values, setting a leadership example for members of the annual conference and reinforcing the common doctrinal and ethical standards of United Methodism.