

**Rocky Mountain Conference UCC  
Board of Directors Meeting  
Conference Office, Denver  
February 11, 2017**

Present: (Conference Office) Sue Artt, David Bahr, Judy Baillie, Gage Church, Courtney Dobbins, Erin Gilmore, Matt Huntington, John Rostykus (& via Zoom) Martha Jones, Rachel Oliver, Carol White, Karen Winkel

Absent: Nathan Miller (on Sabbatical)

Guests: Louisa Young, Corbin Tobey-Davis

John called the meeting to order at 9:15 a.m.

Gage opened our time with prayer.

Check-in. Sue reported that several RMC pastors have checked in with her having troubled spirits and stress over the national situation and its spiritual implications in our local churches. "We are in a time of whitewater." To that end, she has scheduled a Feb. 14 Zoom conference for any clergy who want to participate. All other board members voiced their prayer concerns and lit candles.

We had one e-vote that passed since last BOD meeting:  
12/6/16 – Approval of minutes of 11/19/16.

MSP (Sue/Matt) to approve minutes of 2/4/17 conference-call meeting of the BOD.

Louisa Young offered an update from the Endowment Board of Trustees.

- \* The Endowment Board wants to amend the Planned Giving and Endowment Fund Policy to list additional fund accounts and to change the procedure so that adding a fund doesn't take a vote of the Annual Meeting. Endowment Board will provide the written amendment proposal to the conference office by the 60-day notice date of AM.

MSP (Matt/Judy) to approve placement of proposed amendment to the Planned Giving and Endowment Fund Policy on the 2017 Annual Meeting agenda.

- \* The Endowment Board requests that the conference give some feedback and reflection regarding the moneys distributed from the Endowment Funds for RMC uses. Sue reported that she and Matt have discussed this and are working on it.

Corbin Tobey-Davis presented a proposal from the Leadership Initiative Team. The proposal will be referred to hereafter as "Call Fire."

- \* Call Fire would be a year-long, transformational leadership program with a cohort of 24 people, clergy and lay.

- \* The program would consist of long-distance and in-person learning structures, including two immersion gatherings at La Foret and one prior to Annual Meeting.

- \* Participants would learn new tools and techniques to lead in an adaptive way for the 21<sup>st</sup> century.

- \* Corbin offered that this program needs professional leadership to succeed.

- \* Sue offered that this is "a potential game-changer" for church in the 21<sup>st</sup> century. We are investing in people, not just in doing the same things faster and better.

\* Corbin offered a sample budget:

Two gatherings at La Foret, food, lodging, travel: 36,486

One gathering preceding Annual Meeting, food, lodging: 7,900

Consulting fee: 30,500

Additional faculty expenses: 4,000

**Total: \$78,886**

\* Responding to questions from board members, Corbin, Erin and Sue offered:

\* This effort fits directly in with the leadership development portion of the new associate conference minister's job description. The ACM might have some administrative function and deal with details. ACM would probably be the administrative leader of this initiative.

\* This initiative enhances but does not replace the church vitality work of the new ACM.

\* Is there the possibility of receiving continuing education credits through this program?

\* The Board discussed funding beyond full financial support from the Board. This might include other grants or partial support from participants or their congregations.

MSP (Gage/Matt) to support the Call Fire leadership initiative and pledge \$60,000 toward first-year program costs. (Note: first-year means pilot program not calendar year)

MSP (Matt/Sue) to take \$60,000 from the Seventh Avenue Fund and move it into a separate Call Fire Leadership fund.

John gave an update on the next steps for So That Teams being shepherded by the MP-3 team:

1. The Spiritual Nurture/Outdoor Ministry So That Team is being formed. Rev. Rebecca Kemper Poos agreed to chair this team. The RMC Nominating Committee will offer a slate of nominees later in this meeting.

2. Technology So That Team: The MP-3 team will meet with Cory to transfer a deeper understanding and learn what he needs, and connect to Annual Meeting feedback.

3. Best Practices So That Team: The MP-3 team will meet with Cory to transfer a deeper understanding and learn what he needs, and connect to Annual Meeting feedback.

4. Revamp Association Functions: The MP-3 team meets with Erin within a month of her start date to explore this and develop expectations, a plan, priorities, etc. Gigi may facilitate centralized data collection from the field.

5. Equipping Leaders to Talk About/Needed Conversations about Money: We will defer until after June, for a 2017-18 Board focus.

6. Define Expectations for All Conference Leadership (Not Just Staff): Put on hold until 2018.

7. Peace and Justice: Put on hold until 2018.

Cory provided an update on Annual Meeting planning.

\* Total costs for this year estimated at \$22,010, compared with last year's \$36,000.

\* Estimated income of \$45,125, for net of \$17,125, which would be set aside for future Annual Meeting expenses.

\* Design Team recommends calling it the "Annual Celebration" rather than "Annual Meeting."

\* Theme not yet decided.

MSP (Sue/Matt) to accept the price structure of \$350 per person on-site and \$275 off-site for 2017 Annual Celebration.

New staff were introduced:

Associate Conference Minister: Rev Erin Gilmore  
Faith & Nurture Program Associate: Rev Chris Gilmore  
Executive Administrator: Gigi Garcia

Judy gave an update from the Association Conference Minister Search Team.

- \* Recommend a 6-month orientation for this position, in which Sue and Erin would develop the structure, benchmarks and desired outcomes for the position. Should end no later than Jan. 1, 2018.
- \* Recommend that a transition team be formed to help with logistics of the Western Slope, arrange for introductions between Erin and the churches, locate places for Erin to work, meet and lodge. Discussion on proposals postponed until next BOD meeting.
- \* The Search Committee has officially finished its work.

Cory gave a report on the conference Communications.

Board postponed the revising of BOD Core Purposes and Values until a later time.

Courtney and Matt presented the financial report. They moved that the BOD approve (MP – Finance Committee)

- \* To move \$81,148.20 from “Funds from Seventh Avenue Church Sale” to pay off loan for the building that the RMCUCC loaned itself when the building for the RMCUCC was purchased. Building is located at 1140 W. Fifth Ave., Denver, CO 80204. When and if the building is sold, the \$81,148.20 will be transferred back into the “Funds from Seventh Avenue Church Sale.” We will add a liability line to the budget that makes clear the return of the money to “Funds from Seventh Avenue Church Sale.”
- \* To move \$80,000 from “Funds from Seventh Avenue Church Sale” and put into a new account under Board Designated Funds named “To be named by the RMCUCC BOD.” These funds will be transferred to the Profit and Loss Income as needed in 2017 and 2018.
- \* To offer one \$250 scholarship for a clergy member to the 2017 General Synod. Monies to come from the MAD Care/Clergy fund found on the balance sheet under the BOD Designated funds. We also ask to offer one \$250 scholarship for a lay leader member to the 2017 General Synod. Monies to come from the MAD Care/Church fund found on the balance sheet under the BOD Designated funds. The RMC Nominating Committee will decide who receives the scholarship funds. The positions would be above and beyond the RMC delegates.

Martha presented an update on the Clergy Compensation Guidelines update.

- \* One table will be used instead of two and revising the numbers to take into account fewer categories and delineations. No salary range will increase by more than 5% in any category because of this revision.
- \* We are moving toward the bottom of clergy compensation among conferences in the UCC – down to 31<sup>st</sup> out of 38 conferences.
- \* We are at the bottom of the list in the number of churches providing at least 14% pension benefits. 63% of our churches do this.

Gage presented the Nominating Committee’s recommendation for RMC Youth Delegate to General Synod 2017. MP (from Nominating Committee) the BOD approve the nomination of Rachel Oliver.

Gage presented the Nominating Committee's recommended slate of nominees for the Spiritual Nurture/Outdoors So That Team. MP (from Nominating Committee) the BOD approve the following nominations:

Beth Gleason, PV, Christ Congregational UCC, Fort Morgan, Colo.  
Rebecca Kemper Poos, SE, Congregational UCC, Buena Vista, Colo.  
Sandy Taylor, SE, Christ Congregational UCC, Pueblo, Colo.  
Deborah Voss, MD, First Congregational UCC, Boulder, Colo.  
Selena Wright, MD, Kirk of Bonnie Brae UCC, Denver, Colo.  
tbd member from Intermountain Association  
tbd member from Western Association

The BOD reviewed the term limits for each member.

MSP (David/Matt) to end the Task Force Leadership Coordinator position on the BOD.

MSP (Matt/David) to direct the MP-3 Team to define a So That Team-related BOD position by Feb. 25 to be sent for an e-vote by the BOD.

MSP (Gage/Matt) to approve the nomination of Marta Fioriti to the La Foret Board of Directors.

The BOD went into executive session.

Assignments for the next meeting:

Sue – opening prayer  
Rachel – closing prayer

Matt closed our time with prayer.

Adjourned at 3:05.

Minutes recorded by Gage Church