

RMCUCC Board of Directors Meeting
Saturday, November 14, 2015
RMC Offices, Denver, Colorado

The meeting was called to order at 9:00 a.m.

Present: Sue Artt, Max Michalec, Courtney Dobbins, Erin Gilmore, Judy Baillie, Jan Hepp, Matt Huntington, John Rostykus, Karen Winkel, Rebecca Kemper Poos, Martha Jones, Nate Miller, Martha Sullivan

Absent: Gage Church – will call in during phone conference with John Dorhauer

Staff: Tamara Boynton, Cory Kibler, Lisa Callahan

OPENING:

Tamara presented the opening prayer.

Sue updated the Board regarding her withdrawal of her candidacy for the Conference Minister position and explained the basis for her decision, followed by discussion by the Board.

FINANCIALS:

- Matt presented the financial report.
- OCWM is ahead of budget
- Statement of Activities: the Statement of Activities shows a negative \$7,800 for camps. Camps had a lot of income and very few expenses. We are still awaiting final numbers for the fall events, but the Conference is fine at this time.
- Balance Sheet:
 - Account #10000 had an error and has been corrected.
 - Account #32050 - Strengthen the Church - has an error. Lisa is working with Steve Haskins to correct that.
- Cornerstone Fund: There is currently a balance of approximately \$150,000 in the Cornerstone Fund that is earning a minimal interest rate. The Finance Committee will talk to Cornerstone about releasing that money so it can be reinvested and obtain a higher return with United Church Funds.
- Rebecca questioned whether the increase in OCWM was due to churches giving more than budgeted. The Finance Committee will need to look into that. Some churches do not pledge, but just make a donation. Now that the Capital Campaign has concluded, some churches may have taken those funds and applied them to their OCWM contributions.
- The Finance committee received a request from Parker Hilltop for \$50.00 for snacks at the December lay leadership training.

- **Motion to grant Parker Hilltop’s request for \$50.00 from the MAD-Care/Churches fund to help with snacks and drinks for a Lay Leadership Training Event to take place on Saturday, December 15, 2015. Jan Hepp moved, Matt Huntington seconded, MOTION APPROVED.**
- **Motion from the Finance Committee for authorization of the Executive Committee by the Board of Directors to approve up to \$250.00 for any event that arises from the Radish Seeds that came from the 2015 Annual Meeting or any new ideas they see fit. The Executive Committee would decide the amount of dollars requested and approve up to \$250.00 from what they deem to be the appropriate BOD Designated Fund. They will be requested to report back to the Board of Directors with any actions they take, and it will be recorded in the Minutes. Jan Hepp moved, Matt Huntington seconded, discussion, MOTION APPROVED.**
- Neighbors in Need (NIN): RMC has not been following the recommended national guidelines. A plan was put in place to bring RMC back into compliance with national guidelines. Sue is working with the national office to facilitate this plan and assist any organizations that may be impacted by this change in funding.

STRATEGIC OBJECTIVES – OUTDOOR MINISTRIES:

John led a review of our strategic objectives as they pertain to outdoor ministries, and the multiple relationships created, particularly between RMC, La Foret and our 75 churches. Discussion centered around our current outdoor ministries, what our outdoor ministry will look like five years from now, conference staffing and resources needed, and the future of outdoor ministry in the Rocky Mountain Conference.

- Churches see La Foret differently – some do not associate La Foret with the Conference, some use La Foret separate from the Conference.
- La Foret is used year-round. RMC spends about a month there in the summer. There are approximately three youth retreats, and six weekends for training throughout the year.
- The Conference makes up approximately 10-15% of La Foret’s total business.
- Approximately 15-20 RMC churches use La Foret for their own events separate from the Conference-sponsored events.
- There are two or three events being planned that will not be held at La Foret.
- RMC gives La Foret 20% of all OCWM funds received. RMC receives a discount from La Foret.

How does outdoor ministry feel?

- It is a crucial and integral part of who we are as a Conference, and in development of our youth – our future church leaders.
- There is great potential for more growth/expansion in our outdoor ministry program.
- Tamara spends a lot of her energy on outdoor ministry. If it was her full-time job, she would be able to do more.
- The youth programs at La Foret help build a passion for the UCC. Courtney stated she never would have been so involved in her church and the Conference if she did not go to camp and grow as a person. Many campers discover who they are at La Foret.

- There are a lot of offerings for youth through high school, but then we reach a cliff and outdoor ministries seem to stop after high school. There is a desire to continue after high school.
- Annual Meeting at La Foret is magical. There is good reason to move Annual Meeting between Associations each year, but there is a desire to use La Foret more often.

Ideal outdoor ministry in five years looks like:

- Multi-generational camps/events/programs for all ages from birth to death.
- Promoting camp throughout the region, not just RMC.
- Full-time staff dedicated to outdoor ministries and events.
- Supporting faith & justice communities feeds our core purpose.
- Double attendance at each program.
- Event planning across our conference and denominations.
- Need a full-time person to head outdoor ministries, but needs to be out of the conference office to keep connections.
- Large events such as the North Carolina event that brings together evangelicals and others with progressives like the UCC. It is an event that mines spiritual ground that we are part of.
- Expanded modalities to include everyone, such as Peace Village, Rainbow Camp, and “geeks.”

In 2020, a church will be like:

- Electricity/buzz eager for what’s next, and can’t wait to hear about the next events;
- People are talking about their experience with outdoor ministry;
- Participation from all churches;
- Everyone knows about the church and feel it offers something for everyone, everyone is informed of events, and is excited about it.
- Need language that RMC’s outdoor ministries are not just La Foret. All events can be held at La Foret, but requires discussion. It’s not just LF – it can be at LF- but needs to be discussed.
- When churches are doing a program, whole conference is invited.

Staffing Role(s) through the Conference:

- Need a full-time person to reach this dream.
 - This person should be a pastor, as opposed to an event planner, as the thrust should be theologically based.
 - Could be split between a staff member (logistics) and a minister (program planning).
 - Could be a licensed lay minister as there would be no need to be ordained.
 - Should be someone to work directly with the churches.
- Holistic faith formation ministry, creating and nurturing events and opportunities, such as:
 - Outdoor ministry at multiple locations, not just at La Foret.
 - Congregations Alive.
 - Association Leaders Retreat.
 - Boundary training.
 - In Discernment Retreat.

- The art of hosting.
- Conference-sponsored programs like mission trips.
- Volunteer opportunities.
- Tamara stated our current expectation for this work is a full-time position but it is slated as part-time. Therefore, some administrative support would be needed.
- In addition to outdoor ministries, Tamara's duties also include:
 - Search and call for all ministerial positions, including interims.
 - Recruitment of clergy interested in RMC.
 - Ordinations, installations, and last day.
 - Assisting churches in crises.
 - Clergy support.
 - Responding to questions about anything.
 - Church resourcing.
 - Annual Meeting.
 - Recruitment/headhunter/clergy talent scout.
- In the future, the conference ministers will need to be consultants for what is happening in the churches and related crises.
- Need to have a conversation regarding the future roles of the Associations to assist with ministry
- We currently have an underutilized resource of approximately 35 retired clergy.

All of these thoughts and statements are critical to our Conference, and we need to have another meeting to discuss it in detail.

10:45 – 11:00 Break

STATE OF THE CONFERENCE:

- Sue gave an update on the status of several churches.
- La Foret: Sue explained the land sale and distributed brochures and business cards. Larry has done amazing things for La Foret, and we thank him for all his efforts.
- John Dorhauer Visits to RMC:
 - John's schedule is extremely full and he is not available to attend our Annual Meeting in Salt Lake City.
 - He is, however, scheduled to be here September 16-17, 2016 (before the Congregations Alive event).
 - John may also be available in February 2017 for our Congregations Alive event.
 - The Board needs to determine whether they want to do a Conference-wide event with him, and chose a location
 - Tamara and Erin will have a conversation with the Congregations Alive group regarding this scheduling, as we do not want to steal their thunder.
 - Sue will send email confirming John Dorhauer's visit.

- Still Speaking 2.0:
 - The Still Speaking 2.0 report was discussed. Rebecca found the report somewhat disturbing in that it had too many grammatical errors, and mixed up “congregations” and “conference,” although the author is a marketer.
 - The report found that many Conferences are acting like Synod, although the Rocky Mountain Conference does not do that. We try to be the church when we are together.
 - The report also found many Conferences are still stuck in the 1970’s and 80’s.
 - Martha feels all this “marketing” and “branding” is disturbing, as we have given up a lot of our historical language, and we need to reclaim that.
 - The package will be offered directly to the churches and will have everything needed such as the logo. The idea is to put this in the hands of the people and local church instead being nationally-driven. Basically, this is turning the applecart upside down, and is truly a work in progress.

Communications Strategy:

- Cory reviewed what has been done so far, and what is planned for the future. Since Cory started in April, he has:
 - Redesigned the RoMoCo newsletter;
 - Increased social media presence;
 - Created a Conference blog;
 - Increased camp and event promotion;
 - Instituted weekly communications.
- RoMoCo Redesign: Most adults are increasing their electronic usage so we needed to change the way RoMoCo is presented. It had awesome content but needed an updated platform that is mobile friendly. Tamara added that Cory is doing great job with promoting and preparing this.
- Social Media: need as much presence as possible, including blogs, video, and sharing content from other pages. We have seen greater engagement such as increased “likes” on Facebook. We now have more followers than ever.
- Twitter: Cory has been talking to other churches about creating a Twitter account. This is a great platform for connecting with other followers/conferences.
- Radically Connected Blog: this is the place for longer stories from staff and others around the Conference. This has been shared on the website and Facebook. There have been about 1500 views on the blog, including guest blogs. Cory is trying to get more contributors to the blog. Before a guest blog is published Cory reviews it and, if necessary, changes some of the language to make sure it reaches our message and standards.
- Camp and Event Promotions: promoting camps and events has resulted in increased participation and registrations.
- RMC Scoop Video: more subscribers are needed in order to have a YouTube video URL.
- Visual Communications Strategy: Cory created a handout to show cyber presence. The RMC website is in the center, and from there directs users to other platforms. We need to get this out to all the churches, clergy and members, so they can each determine what the best way for

each person to connect is. This is an initial mock up for the new website design that will launch in the near future.

- Associations: many events happen at the Association level . Cory will begin putting in a short paragraph in a newsletter regarding what each Association is doing.

12:00 - Break for lunch and Executive Session, including phone conference with John Dorhauer.

EXECUTIVE SESSION (Sue, Tamara, Cory and Lisa were excused)

MEETINGS SCHEDULE:

January 23, 2016 at the Conference Office/via telephone

March 12, 2016 at the Conference Office

May 7, 2016 at the Conference Office (regarding Annual Meeting)

MEETING ASSIGNMENTS JANUARY 23, 2016:

Martha Jones – Opening Prayer

Nate Miller – Executive Session Scribe

Jan Hepp – Time Keeper

Erin Gilmore – Closing Prayer

Respectfully submitted

Lisa Callahan

RMC Office Administrator