

Board of Directors Meeting  
May 7, 2016  
RMCUCC Office

Present: Sue Artt, Judy Baillie, Jan Hepp, Matt Huntington, John Rostykus, Rebecca Kemper Poos, Karen Winkel, Gage Church

Phone: Martha Jones, Erin Gilmore

Absent: Nate Miller, Martha Sullivan, Courtney Dobbins, Max Michalec

Staff: Tamara Boynton, Cory Kibler, Lisa Callahan

Rebecca called the meeting to order at 9:09 a.m.

Gage Church offered the opening prayer written by Jake Joseph

Agenda: The Agenda was approved with the addition of a discussion regarding the Seventh Avenue UCC pending sale.

**MOTION: Matt moved to approve the Minutes from the March 12, 2016 meeting; Gage seconded. Motion approved.**

Financial Report:

Matt gave a brief report of a meeting in Longmont with Ellis Bottomline Bookkeeping attended by Matt, Jan, Sue, Tamara and Lisa.

Budget 2017:

- A new column entitled Draft Budget in Spirit was added based on the decisions made at the March meeting. It is called "In Spirit" because this is what we faithfully believe we will do.
- OCWM remains the same, even though it was short in 2015. OCWM is a big focus of the Finance Committee and will be lifted up at the Annual Meeting.
- Per capita is increased by \$16,000, by increasing dues from \$10.00 to \$12.00. This would be the first increase in eight or nine years. La Foret will still receive 20% of all per capita received.
- **Motion: Jan made a motion on behalf of the Finance Committee that the per capita be increased to \$12.00 per member starting in 2017.** Discussion:
  - Sue spoke with other conference ministers regarding how they handle per capita. Some conferences do not collect per capita at all. Of the conferences that do collect per capita, it ranges from \$5.00 to \$20.00.
  - La Foret receives 20% of all per capita collected in the RMC, and the remaining is used for general ministry and staff expenses.

- Sue and Matt will prepare some information for the Annual Meeting clarifying the per capita usage. Motion approved unanimously.
- **Motion approved unanimously.**

Mission Partners:

- Sue, Matt and Jan met to discuss how the Mission Partners is funded and the affect upon the day-to-day functions of the Conference office.
- OCWM funds are used for funding the Mission Partners program. In 2016, \$20,000 was passed out to various organizations throughout the Rocky Mountain Conference.
- The Conference office is not a direct ministries service provider. If the Conference office is contacted for financial assistance, we refer them to another organization such as Family Promise, and if it is a pastoral need, we refer them to a local church. We should not be doing direct funding, but rather through the churches.
- A new proposal for use of these funds is to ask churches to name a program with which they need assistance, and if granted, the funds would be given to the church for distribution instead of the Conference giving directly to the program.
- This new proposal would help build up the local churches, and provide an opportunity to think about how they could use some funds and create new ministries. It could also encourage churches to work together.
- The amount of funding will remain at \$20,000 for 2017.
- The Bylaws do not state how these funds are to be used.
- If this budget is approved at the Annual Meeting, the Conference would do a big push in the third quarter to get churches to apply for Mission Partner funding, and will send letters to the agencies we have been funding and encourage them to work with their local church for funding.

OCWM:

- Seven years ago, the Conference voted to lower their OCWM donations to the national office from 30% to 20%, and would then increase the donation by one percentage point per year until we reached 30%, and 50% of any overage received each year would go to the national office.
- Matt wants to use those overages (if any) to pay down loan on the building, and made the following motion:
- **Motion that any OCWM overages go to pay off our loan until we have that paid off, while still increasing our OCWM to the national office until we reach the 30% goal.** Jan seconded.

Discussion:

- Need to remember the Conference exists for the health and vitality of our churches, not just search and call. We have some churches really struggling and will fail in next few years unless we can have some resources to support those churches – financially and with people effort.
- We are not lagging to the national conference and are doing well for our size.
- Could also outsource some church vitality work and provide a stipend, perhaps ask part-time pastors to work on this.

- Need to assure it is understood that by increasing staff funding, we will be able to provide more support to churches.
- The Conference needs to be responsible and pay back our debt, while still supporting our churches – especially those that are on a decline but not yet ready to close.
- Paying back our debt is important, but it is not a top priority at this time. Motion withdrawn and tabled.
- **MOTION: Matt moved to approve the 2017 draft budget in spirit from the Finance Committee. Motion approved unanimously.**

Profit & Loss Statement (f/k/a Statement of Activities):

- Retirement appears to be over budget due to 2015 payments made in 2016.

Balance Sheet:

- Disaster relief is incorrect. We will need to look into this to determine what happened and correct it.
- Strengthen the Church (national) is incorrect. We will need to look into this to determine what happened and correct it.
- RMC Scholarship needs to be adjusted, as it should be zero. It may have been booked incorrectly, and there may have been a motion to move funds from another account. We will need to look into this to determine what happened and correct it. .
- Line item 33150 (Annual Meeting) currently reflects negative \$15,700. This should drop down as monies are received for the Annual Meeting, and hopefully end up in the positive.
- **MOTION: John moved to accept the Finance Report. Motion approved unanimously.**

FirstBank Account Access:

- It was discovered that Lorraine Elsen still had electronic access to RMC's accounts with FirstBank. Sue prepared a draft letter to FirstBank to remove Lorraine from the accounts.
- **MOTION: Motion was made to remove Lorraine Elsen as a signatory, and from all access to all Rocky Mountain Conference accounts effective immediately. Discussion. Motion approved.**

Mission Funding Mechanisms:

- OCWM: This will be Sue's top priority through end of the year. The Board needs to name how they want to handle OCWM donations and how to invest these funds back into the Conference.
- National Funding/Giving Task Force – Sue gave a brief overview of the goals of the National Giving Task force, commissioned by the national Board, to review how people donate to the church/national setting. The goal is to determine what is "real," not just following the old model(s) from the past, which are broken and do not work, and creating a new model. Sue passed around a handout summarizing this initiative.

Break at 10:45 – resumed at 11:00.

### Annual Meeting:

- Glen Brown and Jane Anne Ferguson joined the meeting by telephone.
- Sue distributed a draft of the Grand Agenda (draft).
- The bus will leave early Thursday morning from First Plymouth in Englewood. First Plymouth has graciously agreed to allow bus riders to leave their cars in the church parking lot through the weekend.
- The bus will not arrive in time for Association meetings on Thursday. If an Association needs to have a meeting, will may need to organize something during a break.
- Gift Bags will be distributed at registration. The bags will be stuffed on Wednesday, so any items to be included must be available by Wednesday. Flyers need to be no larger than 8½ x 5½
- Participants will receive a “folder” that includes the Grand Agenda, and the interpretive budget. All other documents and reports are available online. In order to be as green as possible, there will be a limited number of printed reports available.
- Worship Movement: need to convey what it is and why meeting participants want to be there.
- Friday : Jane Anne reviewed the outline for the Friday program, explaining the purpose and intent of each portion, including:
  - “Telling the RMC Story” prepared by the Worship Team.
  - Conference Minister election.
  - Mission Madness will provide a content block to visit the display tables and booths. This time will allow presenters to discuss their mission/cause.
  - Avenue UCC Part II – need to explain this is the puppet show and not to be missed.
  - The idea of Imago Dei (Image of God inside you) will be explained, and then each person will be asked to determine the trajectory they take out into the wider world. “Doing has to be supported by the being.”
- Saturday:
  - The goal of Saturday is to determine how to make the vision a reality and actually live out everything that has been identified and push forward.
  - Outdoor Service – need to bring lawn chairs/blankets.
  - Installation of the new Board of Directors, anniversary recognitions by association leaders, 5 for 5 recognition.
  - Sister Wives concert. Need details regarding what equipment the band needs to bring/not bring, logistics, etc. They do not require a contract.
- Sunday:
  - Worship in a Box is going out Monday. The idea is for the worship at local churches to be the same as the worship in Salt Lake City.
  - The Worship Committee can form a “band” to lead people through singing, especially before each movement.
- The offerings will be split between the VOA-Resource Center for Homeless Youth in Salt Lake City, and National Youth Event.

- There should be a display table regarding the UCC's new relationship with Canada. Rebecca will ask the Bristows to do this.
- Registrations are low so the Board needs to promote the meeting and the bus

Break for lunch at 12:15; resume at 12:33

- Registration for Annual Meeting and Bus:
  - As of today 19 of 55 seats have been filled on the bus.
  - As of today, registrations total 74. We probably need to double that to break even. The BOD will reach out to pastors and churches to increase registrations. Association representatives will be asked to contact those who attended last year.
  - Karen, Sue, Gage and Judy Baillie donated funds for free or reduced bus trips to encourage riders
- AM Consent Agenda – Sue will prepare and distribute a proposed Consent Agenda, including Minutes from the 2015 Annual Meeting, voice without a vote, standing rules, and voice with a vote for Community Spirit.
- Business Committee – the Board appointed Gage, Matt and Judy Baillie to the Business Committee. This group will only meet if there is a last-minute resolution to be addressed.

2017 Clergy Compensation Guidelines: Tamara presented the latest version of the proposed 2017 Clergy Compensation Guidelines. Of note:

- More people are using the Guidelines and having more conversations about this
- A new Part 5 (Resources) has been added to Section 1.
- Made some wording changes such as base wage includes salary and housing.
- The tables have been revised to add the 7% cost of living increase, and use rounded numbers.
- Section 2 regarding wage adjustments has been clarified.
- A new comparables section has been added.
- The sources and resources section contains historical information and clarifies where/how the information was obtained.
- **MOTION: Matt moved to accept the 2017 Clergy Compensation Guidelines. John seconded. Motion approved.**

Conference Update: Sue gave an update on what is happening around the Conference. Of note:

- Several interims have been placed in various churches around the Conference.
- Fort Morgan has an interim starting this month, and has a line on a great pastor.
- Alan McLarty is helping with vitality at St. John's in Greeley.
- Kanab will be filling their vacancy with a United Methodist pastor.
- Jim Chapman is retiring from Broadmoor, and they are now receiving profiles.
- Randy Besta started at Hillcrest in Montrose on May 1.
- Deana Armstrong has been placed at Craig.
- Kenneth Ingram has been placed at Laramie.

- Wendy Kidd has been placed at Gunnison.
- Parker Hilltop received their A2A designation.
- Seventh Avenue UCC:
  - Representatives from Seventh Avenue UCC contacted Sue two weeks ago. They are down to five members and decided to sell church, but they did not realize there is a reversionary clause on the church (not the parsonage).
  - Sue met with them, worked with Jeff Villanueva, Rebecca and Matt regarding an executive order that gave the right to rescind the reversionary clause.
  - In exchange for us releasing the reversionary clause, the money will go into escrow until September 2016 and held pending a decision on how to disburse the funds.
  - The church wants to designate where the funds go, such as Shimmering Wings ministry for children who lost parents, Head Start (which has been meeting at the church for decades and who donated to church building upgrades in 2001), and another group that has invested in the church.
  - Julie Parmenter will help to re-home the UCC members into other ministries in the neighborhood.
  - The reversionary clause has already been executed; the funds will go to escrow at closing.
  - We need a couple Board members to help determine how the proceeds will be distributed. Sue agreed that the funds will be used in honor of the founding members of the church to continue their mission.
- **MOTION: John moves that we affirm the action taken by Sue as approved by the Executive Committee. Karen and Gage seconded. Motion approved.**
- Need to announce this to the entire conference, as their last Sunday is May 18. Cory will send out announcements and post this on Facebook.

La Foret Board of Directors:

- **Matt moved to appoint Larry Ricketts to the La Foret Board of Directors. Gage seconded. Motion approved.**

UCC Covenant:

- RMC has been asked to host a mini Authorizing Ministry for the 21<sup>st</sup> Century (AM21) in the fall of 2017 for participants from all over the west coast.
- A boycott against Wendy's will soon be announced in support of the tomato workers in Florida, as Wendy's will not pay the extra penny per pound to allow the tomato pickers a living wage.
- RMC will receive a grant from the Council for Conference Ministers to cover airline costs for the Western Region Administrative Staff Meeting in Hawaii in September. RMC will pay for the hotel and meals.

### Nominating Committee:

- Three nominations for Synod delegates were received in response to an email sent out requesting nominations.
- Based on work done by the Finance Committee and concerns over continuity and a desire to see it through, Jan has offered to continue on the Finance Committee, even though she is term limited.
- Historically, the Board has struggled to get volunteers to serve on the Finance Committee.
- An official action is required to extend Jan's ability to continue to serve on the Finance Committee. This vote is only to make this possible, and the Board is not voting on Jan today
- **MOTION: Gage moved that the term limit for Jan Hepp's service on the Finance Committee be waived. Rebecca seconded. Discussion. Motion approved.**

### Business Committee:

- Sue reviewed the Bylaws and noted that the appointments made earlier in the meeting were not done correctly; the Bylaws indicate the Business Committee comes from the five Associations represented on the Board. Judy, Gage and Karen agreed to serve on the Business Committee.

### Strategic Objectives:

#### *Ministry Plan I: Healing Conference Minister History:*

- This group has not had any conversations since the last BOD meeting. Jane Anne and Gage exchanged emails to bring her up to speed.
- They have heard some conversations that there is never any money to help struggling churches, they send their money into the Conference and get nothing for their investment. The Narrative Budget to be presented at Annual Meeting should help. If this group is planning to continue, they should address this concern.

#### *Ministry Plan II: Vision Implementation:*

- This group has had several conversations regarding communications, such as having a representative at each church whose task is to increase networking in that church to bring news and events to local congregations, thereby building a stronger network.
- It is suggested that we incorporate the "powwow" – the high point, lower point, and how God fits into the mix – at the end of Annual Meeting. Other options would be to distribute an evaluation form mid-conference and use the results in worship on Sunday, or have evaluation sheets on the wall and invite attendees to add their thoughts anytime throughout the weekend.
- A phone conference will be scheduled right after the Annual Meeting to review the evaluations.

*Ministry Plan III: Conference Minister Expectations:*

- This group has had wide-ranging, in-depth and frank conversations regarding where we are and how we got here, where we want to be, and how to get there.
- They would like to do a presentation at Annual Meeting regarding how to make the Conference relevant to the local churches.
- After Am will take next steps. They have a lot of dreams, hopes and aspirations, and will take the next steps after Annual Meeting.

*Mission Seeds:*

- The Leadership Institute includes Todd Smiedendorf, Erin Gilmore, Larry McCulloch, Corbin Tobey-Davis, Hal Chorpenning and Sue. They are still meeting and trying to determine their core pieces of work.

Wrap Up:

- Association representatives will make phone calls to garner interest in Annual Meeting; Cory will send out the bus registration list.
- Tamara reported that the UMHC Campus Ministry at the University of Colorado - Boulder has now officially come to a close. The UCC has no presence in a formal capacity on any RMC campus.
- This year's scholarship is available to anyone currently in college and having completed one year. In program guide – this year's scholarship is for anyone completing one year of college and currently enrolled in college.
- Next meeting: Thursday, June 9 at 5:00 p.m. in the Alpine Room at Annual Meeting.
- Opening prayer – Rebecca
- Timekeeper – Matt
- EC Scribe – Karen
- Closing Prayer – John

Respectfully submitted,

Lisa Callahan