



ANNUAL CELEBRATION* 2017

Cheyenne, Wyoming

June 8-11, 2017

Program Guide

Updated June 6, 2017

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Meeting Overview: *Beloved Community. Believing Hope. Embodied Action.*

"I pray that with the eyes of your heart enlightened, you may know the hope to which God has called you..."



*The event formerly known as "Annual Meeting."

In 2014, we created our radical new vision. In 2015, we planted Mission Seeds around the Conference. In 2016, we Bloomed in the Desert (and in Salt Lake City!) Now, in 2017, we are excited to use our momentum to Be the Church in the name of justice, fairness, and light.

You are invited to join us for Annual Celebration 2017, June 8-11 in Cheyenne, Wyoming! We will discuss, laugh, plan, and worship together as we create the Church of the Future.

The event is hosted by the Platte Valley Association, and the planning team is currently putting its finishing touches on the theme. Check back soon for more information!

Venue Information (PLEASE READ CLOSELY): Our Annual Celebration will take place at **Laramie County Community College in Cheyenne, Wyoming**. The venue has "Laramie" in its name, but we assure you that it is NOT in the town of Laramie! It's named so because it (and the town of Cheyenne) resides in Laramie County, WY. To recap: Annual Celebration is at Laramie County Community College, located in the town of Cheyenne, which resides in Laramie County :)

Registration Deadline: Friday, May 19.

At 30 days before the event, **we cannot offer refunds for cancelled registrations.** Thank you for your understanding and good stewardship of conference funds.

Grand Agenda—Final

Guiding Scripture: Ephesians 1:18-19

Thursday, June 8, 2017

Noon – 4:00	Boundary Training -	Room 121
3:00 - 5:30	Registration / Association Meetings	Arcade Hallway (CCI)
	MDA Meeting: 4:45 to 5:40 in Room 121	
	SEA Meeting: 4:15 to 5:30 in Room 123	
	PVA Meeting: 4:00 to 5:00 in Room 124	
5:00 - 5:50	RMC 2016-17 Board Meeting	Kiwanis Center
6:00 - 8:00	WELCOME RECEPTION & REGISTRATION	Kiwanis Center
8:00 - 9:00	Covenant & Theme: Welcome to Beloved Community	Kiwanis Center
	Administry: Call Meeting to Order & Consent Agenda	
	Administry: Staff Introductions & Updates Since We Last Met	
	Administry: Uncharted Territory & RMC Forward	
	Cohort Assignments and Meetings	
	Artistic Presentation of Vision	

Friday, June 9, 2017

8:00 - 8:45	Breakfast	Dining Hall
9:00 - 11:30	Curating Stories of Beloved Community	Centennial Room
	Worship	
	Historical Testimony	
	"Both/And: Safe Space for Dissonance and Harmony"	
	Cohorts: Stories of Beloved Community	
	Speakouts	
	Administry: Nominations for Boards & Committees	
	Administry: Endowment Fund Policy Changes	
	Administry: Mission Madness & Engagement Session Info	
11:30 - 1:00	Lunch & Free Time	Dining Hall
	Installation Choir Practice from 12:30 to 12:45 in Room 121	
1:10 - 1:55	"Mission Madness" Time	Display Tables
2:00 - 2:45	Engagement Sessions	Centennial Room
	Mary Paxton - Office of Phil. and Stewardship	Centennial Room 1
	Nadyne Guzman and Kevin Pettit - CIT	Centennial Room 2
	Sue Artt and Erin Gilmore - Conference Ministry	Room 121
	Cory Kibler and Gigi Garcia - Church Support	Room 124
3:00 - 5:00	Naming Believing Hope	Centennial Room
	Historical Testimony	
	"In Whom We Hope"	
	Cohorts: Stories of Believing Hope	
	Administry: 2018 Ministry Plan	
	RMC Forward: Ignite, So-That, In the Mud	
	Speakouts	
5:00 - 6:30	Dinner & Free Time	Dining Hall
6:30 - 8:00	Installation of the Rev. Erin Gilmore	Centennial Room
8:00 - 9:00	Reception for the Rev. Erin Gilmore	Centennial Room

Saturday, June 10, 2017

8:00 – 8:45	Breakfast	Dining Hall
9:00 – 11:30	Transforming Believing Hope into Embodied Action Worship Historical Testimony “Testimonial of Embodied Action” Cohorts: Stories of Embodied Action Associations 2.0 Administry: Elections for Boards & Committees Administry: Clergy Comp. Guidelines for 2018 Speakouts Administry: 2017-2018 Board Meeting with Calendars	Centennial Room
11:30 – 1:15	Lunch & Free Time	Dining Hall
1:15 – 4:00	Celebrating Embodied Action Historical Testimony “Blueprint for Embodied Action” Cohorts: Plans for Embodied Action UCC: PMV, Three Great Loves, General Synod Speakouts Administry: Invitation to AC 2018 Administry: Installation of Boards & Committees Charge of Beloved Community	Centennial Room
4:00 – 7:30	Dinner & Free Time (Go See Cheyenne!) Dinner Available 5 – 6:30 p.m.	Dining Hall
7:30 – 10:00	WRAP PARTY / DANCE Recognitions and Awards	Kiwanis Center

Sunday, June 11, 2017

8:00 – 8:40	Breakfast	Dining Hall
8:50 – 9:30	CLOSING WORSHIP - PVA Administry: Meeting Adjourned!	Centennial Room
10:00	Clean Up / Departure / Cheyenne Pride Fest!	

Grand Agenda Frequently Asked Questions:

Where's the Business Meeting?

As in 2016, we'll call to order the entire meeting on Thursday and adjourn on Sunday, and frame the entire gathering as worship. Business is interspersed throughout the agenda as **Administry**.

What do the other colors mean?

Worship events are in purple.

Generative conversations are in green.

Parties are in orange!

Meeting Overview – Important Contacts

5 for 5 Awards	Gigi Garcia	gigi@rmcucc.org
Boundary Training	Tracey Dawson	pastortracey@uccparkerhilltop.org
Budget – 2016 / 2017	Matt Huntington	huntington35@gmail.com
Business Meeting	Sue Artt	sue@rmcucc.org
By-Law Amendments	John Rostykus	john.rostykus@gmail.com
Content Design	Cory Kibler	cory@rmcucc.org
PVA Association	Linda Graves (Moderator)	ggreaves6@hotmail.com
Lodging	Gigi Garcia	gigi@rmcucc.org
Nominations	John Rostykus	john.rostykus@gmail.com
Registration	Cory Kibler	cory@rmcucc.org
Resolutions	Sue Artt	sue@rmcucc.org
RMC Board	John Rostykus	john.rostykus@gmail.com
RMC Website	Cory Kibler	cory@rmcucc.org

Info & Resources – Registration & Lodging

The bulk of our meeting will take place at **Laramie County Community College** (1400 E College Dr, Cheyenne, WY 82007). [Click here](#) for a Google Map and directions; [click here for a map of the facilities](#) we'll be using, parking, dorm location, etc. This meeting space will have WiFi!

On Thursday and Saturday nights, our festivities will be at the **Kiwanis Community House** (4603 Lions Park Dr, Cheyenne, WY 82001; [view a map here.](#)); The two tiers of registration are listed below:

- **Offsite Registration - \$275:** This registration includes event programming and all meals; however, you must make (and pay for) your own sleeping accommodations. The Conference has reserved a **block** of rooms at [the nearby Radisson](#); you may call them at (307) 638-4466 to reserve a hotel room at the discounted group rate.
- **Dorm Room Accommodation Registration - \$350:** This registration includes event programming, all meals, and lodging in a dorm room suite. Each room has a large main area and two rooms; each room contains sleeps two people, and has its own full bathroom. Guests should bring their own bedding, towels, and toiletries.

Registration Deadline: Friday, May 19.

Beginning 30 days from the event (May 8), **we will not offer refunds for cancelled registrations.** Thank you for your understanding and good stewardship of conference funds.

Packing List

Clothes/Necessities:

- Good, comfortable, closed-toed walking shoes
- Rain jacket
- A coat / sweatshirt for cool evening activities
- Shorts / pants / shirts / etc.
- Toiletries

For Safety and Convenience:

- Small Fan
- Water Bottle
- Sunglasses / Hat / Sunscreen
- Computer / iPad
- Lawn/Camping Chairs
- Blankets

Info & Resources – Boundary Training

In order to accommodate the Boundary Training requirements of RMC clergy, Members in Discernment, and lay people, we are offering Boundary Training once again in 2017.

In the past, we've offered Boundary Training in different sessions and parts. This year, all four sessions will be offered, both for newbies and those seeking renewals.

This session will be held from 12 – 4 p.m. on Thursday, June 8 on the LCCC (exact location TBD). There is no cost for Annual Celebration attendees; those attending Boundary Training but NOT the entire event are asked to pay \$35 (individuals can bring payment to the Training). We also ask those who are JUST attending the Boundary Training to RSVP to connect@rmcucc.org, and to please let us know whether they are seeking first-time certification or renewal.

The session will be led by Rev. Tracey Dawson, Pastor at UCC Parker Hilltop in Parker, Colorado. You will have an opportunity to select this option during your registration.

"Worship in a Box" for Churches During Annual Meeting

Once again, we will create a "Worship in a Box" Service for churches to use during Annual Meeting. It is our gift to you, and **will be sent to churches on or before May 27!** This Worship Service will include scripture, a sermon, and an order of service for churches to use while their pastors are at Annual Celebration.

We believe that this Worship allows Pastors to be fully present at Annual Meeting, while giving local churches a thoughtful and intentional worship. Churches can also know that they are literally sharing the same worship with those at Annual Meeting, and with so many other churches in the conference!

This resource is also very user friendly. Anyone who is comfortable speaking and reading can use it to lead the service in their church on Sunday, June 11.

Meeting Materials – Nominating Report

June 2017 - June 2018 Term

Board of Directors (bod@rmcucc.org)

14 members – [Position] [Association] [Name] [Term End] [Home Church]

Moderator, Vice Moderator, Finance & Personnel Chairs - 1 year term; Treasurer - 2 year term;

Moderator	PV	John Rostykus	18	First Congregational UCC, Longmont, CO
Vice Mod	IM	Gage Church	18	Congregational UCC, Ogden, UT
Secretary		Sue Artt	n/a	RM Conference Minister
Treasurer	MD	Matt Huntington	18	Parkview Congregational UCC, Aurora, CO
Finance	PV	Courtney Dobbins	18	First Congregational UCC, Longmont, CO
Personnel	MD	Mark Dutell	18	Kirk of Bonnie Brae UCC, Denver, CO
<i>At Large Youth Members – 1 year term – Must be in High School at time of election.</i>				
Youth	MD	Grace Ramsey	18	Mayflower Congregational UCC, Englewood, CO
Youth	IM	Jesslynn McDougal	18	Kingsbury UCC, Vernal, UT
Youth	SE	Amber Khederian	18	First Congregational Church, Colorado Springs, CO
<i>Association Representatives - 3 year term; Single term only</i>				
Rep	MD	David Bahr	19	Park Hill Congregational UCC, Denver, CO
Rep	IM	Carol White	19	Community UCC, Pinedale, WY
Rep	WE	Martha Jones	20	First Congregational UCC, Grand Junction, CO
Rep	PV	Nathan Miller	18	First Congregational UCC, Greeley, CO
Rep	SE	Tracey Dawson	20	Parker Hilltop UCC, Parker, CO
<i>So-That Teams Support Coordinator - 2 year term</i>				
Coordinator	SE	Judith Baillie	19	Christ Congregational UCC, Pueblo, CO

Finance Committee (finance@rmcucc.org)

5-8 members (any Association) – 2-year term (electable to 2nd 2-year term)

Chair serves on Board of Directors for 1 year and optional 2nd – Treasurer + Conference Minister serve ex-officio

PV	[Chair] Courtney Dobbins	19*	First Congregational UCC, Longmont, CO
SE	William Waldorf	18*	Congregational UCC, Buena Vista, CO
WE	Julie Krueger	18*	First Congregational UCC, Grand Junction, CO
MD	Loren Richmond	18	Henderson Community UCC, Henderson, CO
IM	Uamuli Su'a	18	Efks New Jerusalem UCC, Midvale, UT
IM	Jean Boyack	19	Holladay UCC, Salt Lake City, CO
MD	Bruce III	18	Salem UCC, Denver, CO
Any	<Open>	19	Open
	Matt Huntington	n/a	RM Treasurer
	Sue Artt	n/a	RM Conference Minister

Personnel Committee (personnel@rmcucc.org)

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors for 1 year and optional 2nd

MD	[Chair] Mark Dutell	20	Kirk of Bonnie Brae UCC, Denver, CO
WE	Joan Levy	19	First Congregational UCC, Grand Junction, CO
IM	Amanda Minter	19	Holladay UCC, Holladay, UT
MD	Nikki Frontz	18	Parkview Congregational UCC, Aurora, CO
WE	Martha Jones	18*	First Congregational UCC, Grand Junction, CO
Any	<Open>	19	Open
Any	<Open>	19	Open
Any	<Open>	19	Open

Nominating Committee (nominating@rmcucc.org)

5 members (1 from each Association) - 2 year term + Vice Moderator, ex-officio, as Chair

	[Chair] Gage Church	n/a	RM Vice Moderator
MD	Kari Collins	19	Parkview Congregational UCC, Aurora, CO
WE	Karen Caton	19	First Congregational UCC, Grand Junction, CO
IM	Jean Boyack	19	Holladay UCC, Holladay, UT
PV	Jack Wieczorek	18	Plymouth Congregational UCC, Fort Collins, CO
SE	Logan Bennett	18	First Congregational UCC, Colorado Springs, CO

RMC Endowment Trustees

6 members (any Association) - 3 year term (electable to 2nd term) - Conference Minister serves ex-officio

MD	[Chair] Louisa Young	18	First Congregational, Boulder, CO
WE	Cindy Haas	20	First Congregational UCC, Grand Junction, CO
MD	Jeff Bogart	18	First Congregational, Boulder, CO
PV	Alan McLarty	18	Plymouth Congregational UCC, Fort Collins, CO
MD	Amy Petrè Hill	19	Mountain View United Church, Aurora, CO
WE	Wendy Kidd**	18	Gunnison Congregational UCC, Gunnison, CO
	Sue Artt	n/a	RM Conference Minister

NOTES:

* *Serving a second term and may not be re-elected to another term on this committee/position.*

Most positions are for two year terms, except for Association Representatives to the Board of Directors and the RMC Endowment Trustees who have three year terms.

Most positions may serve an optional 2nd term, except for Association Representatives to the Board of Director, which are limited to a single term.

** *Filling Erin Gilmore's unexpired term.*

Please contact Rev. Gage Church for corrections/updates at gage.r.church@gmail.com.

General Synod Delegation

Only elected even years; next election is 2018

General Synod delegate election is subject to UCC Constitutional provisions stipulating fair representation of diversity along several dimensions:

- 50% must be Lay
- 20% must be Young Adult (30 or less) or Youth (18 or less at time of election)
- must represent the Conference's racial diversity

Associations each have delegate representation in accordance with their population:

Intermountain (IM)	1 delegate / 1 alternate
Metro Denver (MD)	2 delegates / 2 alternates
Platte Valley (PV)	1 delegate / 1 alternate
Southeastern (SE)	1 delegate / 1 alternate
Western (WE)	1 delegate / 1 alternate

To ensure RMC complies with UCC Constitutional stipulations and names a delegation which can be seated at General Synod, the Conference asks its Associations to alternate nominating Lay and Clergy delegates.

RMC Delegation to 2017 General Synod in Baltimore, MD (June 29 - July 4, 2017)

<u>Lay Delegates</u>				<i>50% of delegation (= 5 delegates)</i>		<u>Synods</u>	
MD	L	Delegate	Jan Hepp	17	19	Parkview Cong'l UCC, Aurora, CO	
SE	L	Delegate	David Bristow	15	17	Vista Grande, Colorado Sprs, CO	
WE	L	Delegate	Martha Jones	17	19	First Cong'l UCC, Grand Junc, CO	
	L	Young Adult	Sara Schneider	15	17	Holladay UCC, Holladay, UT	
	L	Youth	Rachel Oliver	17	19	First Cong'l UCC, Greeley, CO	
BOD	L	Chair/Vice Chair	John Rostykus	17		First Cong'l UCC, Longmont, CO	

<u>Clergy Delegates</u>				<i><50% of delegation (= 4 delegates)</i>			
IM	C	Delegate	Pat Gamble Hovey	17	19	Holladay UCC, Holladay, UT	
MD	C	Delegate	David Bahr	17	19	Park Hill UCC, Denver, CO	
PV	C	Delegate	Hal Chorpenning	15	17	Plymouth Cong'l UCC, Ft Co, CO	

<u>Alternates</u>				<i>match Lay/Clergy status of Assn delegate</i>			
IM	C	Alternate	Marijke Rossi	17	19	Holladay UCC, Holladay, UT	
MD	L	Alternate 1	Vickie Golobic	17	19	Sixth Avenue UCC, Denver, CO	
MD	C	Alternate 2	Curtis Preston	17	19	Lakewood UCC, Lakewood, CO	
PV	C	Alternate	Erin Gilmore	15	17	First Cong'l UCC, Loveland, CO	
SE	L	Alternate	Sandy Taylor	15	17	Christ Cong'l UCC, Pueblo, CO	
WE	L	Alternate	Heidi Hess	17	19	First Cong'l UCC, Grand Junc, CO	

Next Election by Association

IM	Lay	21/23
MD	Clergy	21/23
MD	Lay	21/23
PV	Lay	19/21
SE	Clergy	19/21
WE	Clerg	21/23

2017-2018 Nomination Form

(Note: Preferred nomination method is through [this on-line form](#) - use the method below only if needed.)

Take a leadership role in the Rocky Mountain Conference (RMC), where God is still speaking! Nominate yourself or someone else to a RMC board or ministry team. The RMC Nominating Committee seeks lay persons and clergy.

_____ Board of Directors
 _____ Finance Committee
 _____ Personnel Committee
 _____ Nominating Committee
 _____ RMC Endowment Trustees
 _____ General Synod Delegates

Name: _____

Phone: _____

Email: _____

Address: _____

City, State, Zip: _____

Local Church: _____

Occupation: _____

Check one: _____ Lay or _____ Clergy

The Rocky Mountain Conference UCC seeks nominations representing the social, racial, age, gender, sexual orientation, and economic diversity of the Conference.

Please send your nomination form to Vice Moderator Gage Church at gage.r.church@gmail.com. Positions open prior to the 2018 Annual Meeting in June 2018 may be filled by a vote of the Board of Directors.

Meeting Materials – 2018 Proposed Budget

	Budget	Budget Review	Budget
	In Spirit	Estimated to	In Spirit
	2017	Year End 2017	2018
Revenues			
OCWM	\$ 400,000	\$ 400,000	\$ 400,000
Friends of the Conference			\$ 30,000
Endowment Distribution	\$ 13,500	\$ 13,500	\$ 13,500
Per Capita	\$ 97,440	\$ 97,440	\$ 97,440
Per Capita-La Foret	\$ 24,360	\$ 24,360	\$ 24,360
Interest Income-Savings	\$ 50	\$ 50	\$ 50
Tenant Rent	\$ 23,500	\$ 23,500	\$ 24,000
21st Century Leadership Funding		\$ 25,191	\$ 54,809
Contributions		\$ -	
Miscellaneous		\$ -	
Misc. Workshops & Annual Mtg	\$ 200	\$ 200	\$ 200
Total Revenue	\$ 559,050	\$ 584,241	\$ 644,359
Mission Expenses			
Support - Global Partners	\$ 3,000	\$ 3,000	\$ 3,000
Support - Mission / "In the Mud"	\$ 20,000	\$ 20,000	\$ 20,000
Support - Ecumenical Partners	\$ 7,500	\$ 7,500	\$ 7,500
Support - CUE Seminaries	\$ 1,200	\$ 1,200	\$ 1,200
Support - OCWM to National	\$ 88,000	\$ 88,000	\$ 88,000
<i>OCWM % to national</i>	22%	22%	
Total Mission Expenses	\$ 119,700	\$ 119,700	\$ 119,700
Office Expenses			
Accounting	\$ 4,000	\$ 4,000	\$ 4,000
Bank Charges	\$ -		
Online Credit Charges	\$ 5,000	\$ 5,000	\$ 5,000
Computers - Hardware/Software/Repairs	\$ 2,500	\$ 2,500	\$ 2,500
Dues & Subscriptions	\$ 1,000	\$ 1,000	\$ 1,000
Gifts & Memorials	\$ 800	\$ 800	\$ 800
Legal Fees	\$ 3,000	\$ 3,000	\$ 3,000
Office Equipment Lease/Maint	\$ 3,500	\$ 3,500	\$ 3,500
Office Expense	\$ 5,500	\$ 5,500	\$ 5,500
Camp Brain	\$ 3,500	\$ 3,500	\$ 3,500
Postage	\$ 2,000	\$ 2,000	\$ 2,000
Telephone/Internet	\$ 5,000	\$ 5,000	\$ 5,000
Staff Travel - Lodging/Transport/Meals	\$ 17,000	\$ 17,000	\$ 20,000
Total Office Expenses	\$52,800	\$ 52,800	\$ 55,800

	Budget	Budget Review	Budget
	In Spirit	Estimated to	In Spirit
	2017	Year End 2017	2018
Building Expenses			
Insurance - Building & Liability	\$ 9,750	\$ 9,750	\$ 10,000
Janitorial Services	\$ 1,500	\$ 1,500	\$ 1,500
Garbage/Recycle	\$ 2,000	\$ 2,000	\$ 2,000
Utilities	\$ 10,000	\$ 10,000	\$ 10,000
Building & Grounds Maintenance	\$ 2,000	\$ 2,000	\$ 2,000
Major Maintenance Reserves	\$ 2,000	\$ 2,000	\$ 2,000
Property Taxes	\$ 150	\$ 150	\$ 150
Total Building Expenses	\$ 27,400	\$ 27,400	\$ 27,650
Program Expenses			
"So That" Teams / Mission Seeds	\$ 1,500	\$ 1,500	\$ 1,500
BOD / Finance / Personnel	\$ 3,500	\$ 3,500	\$ 3,500
Faith Nurture Ministry Team	\$ 1,500	\$ 1,500	\$ 1,500
Reserve to Fitness Review	\$ 1,500	\$ 1,500	\$ 1,500
Clergy Retreat/Events	\$ 500	\$ 500	\$ 500
Reserve for General Synod	\$ 6,000	\$ 6,000	\$ 7,000
Support - La Foret	\$ 24,360	\$ 24,360	\$ 24,360
Congregations Alive Reserve	\$ 1,000	\$ 1,000	\$ 1,000
CM Discretionary Fund	\$ 500	\$ 500	\$ 1,000
Reserve to Contingency Fund	\$ 5,000	\$ 5,000	\$ 5,000
Total Program Expenses	\$ 45,360	\$ 45,360	\$ 46,860
COLA	0.7%		
Staff Expenses			
Continuing Education	\$ 2,000	\$ 2,000	\$ 2,000
Insurance - Health & Life	\$ 28,000	\$ 41,582	\$ 50,000
Insurance - Workers Comp	\$ 2,400	\$ 2,600	\$ 3,000
Payroll Taxes	\$ 9,300	\$ 17,345	\$ 20,680
Reserve for Sabbatical	\$ 5,000	\$ 5,000	\$ 5,000
Retirement	\$ 29,700	\$ 29,565	\$ 35,000
Salaries & Wages	\$ 238,235	\$ 241,734	\$ 267,331
Salary Increases 2018			\$ 10,000
	\$ -	\$ -	
	\$ -		\$ -
Total Staff Expenses	\$ 314,635	\$ 339,826	\$ 393,011
Total Operating Expenses	\$ 559,895	\$ 585,086	\$ 643,021
Net Operating Income (Loss)	\$ (845)	\$ (845)	\$ 1,338

	Budget	Budget Review	Budget
	In Spirit	Estimated to	In Spirit
	2017	Year End 2017	2018
Camp Revenue			
Faith Nurture Retreats	\$ 25,000	\$ 20,000	\$ 20,000
Faith Nurture Camps	\$ 95,000	\$ 90,000	\$ 90,000
Endowment - Children/Youth	\$ 16,895	\$ 16,895	\$ 16,895
Total Camp Revenue	\$ 136,895	\$ 126,895	\$ 126,895
Camp Expenses			
FN Retreat Food & Lodging	\$ 25,000	\$ 25,000	\$ 25,000
FN Camps-Food & Lodging	\$ 85,000	\$ 75,000	\$ 75,000
FN Retreats-Program Expense	\$ 2,000	\$ 2,000	\$ 2,000
FN Camps-Program Expense	\$ 10,000	\$ 10,000	\$ 10,000
FN Resources & Supplies	\$ 2,000	\$ 2,000	\$ 2,000
Counselor/Dir Training	\$ 10,000	\$ 10,000	\$ 10,000
Reg/Nat Youth Event Trav		\$ -	
Nat Outdoor Min Assoc	\$ 250	\$ 250	\$ 250
Nurse/Medical Supplies	\$ 1,800	\$ 1,800	\$ 1,800
Total Camp Expense	\$ 136,050	\$ 126,050	\$ 126,050
Net Camp Income/(Loss)	\$ 845	\$ 845	\$ 845
Total Revenue	\$ 695,945	\$ 711,136	\$ 771,254
Total Expense	\$ 695,945	\$ 711,136	\$ 769,071
Total Net Income/(Loss)	\$ -	\$ -	\$ 2,183

Meeting Materials – Clergy Compensation Guidelines for 2018

Summary of Proposed RMC clergy Compensation Policy Change.

This Policy is updated annually to remain current as a resource for Clergy Salaries. The review this year was transferred from the Associate Conference Minister to a sub-committee of the Personnel Committee consisting of Martha Jones, and Mark Dutell. Bob von Trebra also participated, providing input from the perspective of the Clergy profession.

Proposal:

- Replace the compensation table in the current policy that is based on survey data for Executive Directors of non-profits organizations with a simplified table based on salary data from the National UCC.
- Add flexibility and guidance for compensating Senior Pastors and Part time Pastors.
- Encourage consideration of multiple variables impacting compensation through performance appraisals and annual reviews

Analysis:

- **Simplify:**
 - Current RMC policy has two salary tables, urban and rural, other regions and National surveys have one table. (page 5 current policy)
 - Rural versus urban cost of living difference is not universal.
 - RMC has 9 size differentiations in rural table and 10 in urban table. Other regions and national tables have 5 or 6.
 - Current table differentiates by church budget size; most other regions and the UCC national do not.
 - Replace current tables with one table that has the same five size differentiations as the national UCC data with ranges spread over the standard deviation of a bell shaped curve. (page 3 proposed policy)
- **Stronger comparable and sustainable data base:**
 - Current RMC salary tables are anchored to survey data for the Executive Director position of non-profit organizations. (page 3 current policy)
 - Replace with a table anchored to salary data base of national UCC clergy which is collected by the national office yearly (page 3 proposed policy)
- **Flexibility and Autonomy:**
 - Current policy recommends a set salary point for urban and rural churches based on church size and church budget (pages 4 and 5 current policy)
 - Proposed policy recommends salary placement in a range based on consideration of education, experience, skills and performance of the Pastor
 - size of the local church budget
 - cost of living in the local church community
 - availability of candidates that can be recruited to that area (pages 3 and 4 of proposed policy)

Adjustments for Senior Pastors and Part time Pastors: The current policy is silent on Senior Pastors and references Part Time Pastors only in the benefits section in Part 3 on Page 8. The

proposed policy addresses both positions on pages 3 and 4.

Recommended Annual Percentage Increase: The current policy provides a recommendation, 8 resources to consider and a 12 year history of recommendations. (Pages 5,7 and 11). The proposed policy encourages discussion between Pastor and church leadership assessing the multiple variables listed above and does not provide a recommended increase. (page4)

Potential Concerns:

- **Lower Ranges:** Although all RMC salaries in the national UCC data base are below the highest point in the proposed salary table, the proposed range is generally lower than the current range. 10 RMC salaries in the UCC data base are below the new range minimum.
- **Unwanted flexibility:** Some congregations may not want the autonomy and flexibility the proposed policy provides.

Rocky Mountain Conference, United Church of Christ 2018 Clergy Compensation Guidelines

Clergy compensation guidelines are spiritual documents. At their best, they address the complexity and creative tension of where we are: in culture, in the church, in our economy, in our contexts. We refine these guidelines annually and *are interested in testing them against the cultures, churches, and contexts in the Rocky Mountain Conference. We welcome your feedback.* Please forward comments to the Rocky Mountain Conference office at connect@rmcucc.org. All are encouraged to remember, these are *guidelines*, intended to **open** sacred conversations about expectations, shared futures, and to cultivate a rewarding and meaningful relationship between clergy and congregation.

At its core, clergy compensation is a matter of justice, faith, and covenant between a pastor, the gathered community and God. The Rocky Mountain Conference (RMC) recognizes the autonomy of the local church, the variety of vocational models, and the emerging reality of bi-vocational ministry settings. As such, the RMC encourages local congregations and pastors to dialogue openly about call agreements and reach decisions in concert. While many in the church are called to minister as volunteers, pastors are called as professionals and it is the expectation that the community of faith will provide a compensation package honoring the education, experience, job responsibilities, gifts, and graces befitting the person and office.¹

These guidelines provide a starting point for current and newly called pastors (**in Part I**) and helpful suggestions and tools for annual wage review conversations for churches that have more experienced staff (**in Part II**). **Part III** makes recommendations for fixed, professional and personal benefits. **Part IV** offers guidance for additional clergy positions: Ordained Associates, Commissioned, and Licensed Ministers. The document concludes (**Part V**) with a Resource Section and endnotes.

¹For a faithful and helpful book outlining the value of these covenant conversations, see Jill M. Husdon's Evaluating Ministry: Principles and Processes for Clergy and Congregations, Rowan and Littlefield Publishers, 1992.

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Job Comparison Rationale

RMC clergy compensation guidelines use **actual salary data reported to the national UCC by member churches**. Reported salary ranges were adjusted, or “aged,” to project 2018 comparable data.

This comparison provides the best comparable and sustainable database available for clergy job function and organizational size and complexity within our denomination.

PART I: BASE Wage for Clergy

The RMC has constructed a recommended compensation table for churches to use to determine Average BASE Wage (**BASE Wage = salary plus housing**) for pastors based on church membership.

The table incorporates the distribution of a bell shaped curve that reflects the variation caused by differences in education, experience, skills and performance of the pastor, the size of a local church budget, the cost of living in a local church community and availability of candidates that can be recruited to a local community.

The 50 percentile column is the highest point, or top, of the bell curve and represents the most frequent salary when considering all variables. The columns to the left and right represent the percentage of salaries equal to or lower than that salary. For example, the 75th percentile represents the salary point at which 75 percent of the salaries in the survey data are equal to or lower than that salary. This table was constructed not to address total professional staff wages, but only the clergy. Associate Pastor compensation is handled in more detail later in this document.

Table 1: Annual Salary and Housing Allowance Table for Full Time Clergy in the Rocky Mountain Conference for 2018 Budget Year

Membership	10 th percentile	25 th percentile	50 th percentile	75 th percentile	90 th percentile
51 – 100	32,322	39,558	48,242	54,513	60,303
101 – 150	35,752	43,756	53,361	60,298	66,701
151 – 200	36,829	45,075	54,969	62,115	68,711
201 – 400	42,873	52,472	63,990	72,309	79,988
401 - +	54,894	67,184	81,932	92,583	102,415

Adjustment for Senior Pastor:

Churches may have a Senior Pastor who is directing the work of one or more full time pastors and other staff positions. Those churches should consider increasing the chosen salary point by a factor of 5% to 15% based on the size of the staff being directed.

Adjustment for Part Time Pastor:

Although the position of pastor is a profession not usually subject to a specific work week or specific hours of work in a week, it is recognized that church size and functions may require a Part Time Pastor. Churches creating part time pastor positions should consider reducing the salary point by a factor equivalent to the reduction in work responsibilities and hours compared to fulltime responsibilities. See Part IV for more information.

Adjusting / Determining BASE Wage

1. Considering a salary point in BASE Wage

Churches should select a salary point in the table for their church size based on the following variables:

- education, experience, skills and performance of the pastor,
- size of the local church budget,
- cost of living in the local church community, and
- availability of candidates that can be recruited to the local community.

2. Housing Compensation: Parsonage or Allowance?

As was articulated above, the BASE Wage (from the tables) includes both Salary and Housing allocation. When Housing is offered via a Housing Allowance, the pastor may define the allocation. (See IRS Publication 517 for guidelines.) When Housing is offered via a parsonage, the value is determined by the market rate. The UCC suggests 30% of BASE Wage be allocated as Parsonage.

Part II: Addressing Wage Adjustments for Current Staff

It is recommended that the pastoral call letter / compensation package clearly details the methods used when addressing adjustments to total annual compensation (which includes both Wages and Benefits).

The RMC encourages churches and pastors to conduct an annual sacred conversation evaluating their shared ministry when determining annual pastoral BASE Wage increases, evaluating ministerial effectiveness and recognizing any changes in the education, experience, skills and performance of the pastor, size of the local church budget, and cost of living in the local church community.

Where's the RMC "Recommended Percentage" this year?

Because the RMC is more interested in thoughtful, sacred conversations about shared ministry in the church than it is in providing a single number for all our churches to use, we are not posting a recommended percentage change.

PART III: RMC Recommended Benefits for ALL Clergy

Benefits are an additional expense that many smaller churches struggle to offer. Part-time and bi-vocational ministry settings complicate this conversation about benefits and the ability and responsibility of the church to provide them. The RMC acknowledges these complications and at the same time encourages churches to prayerfully consider matters of justice and generosity. All pastors love God's people and serve from their hearts. However, the call to serve is not a call to poverty. If your church is unable to provide all of these benefits, please begin to phase in structures that will allow you to achieve these recommendations in the near future.

The RMC outlines three types of Pastoral Benefits: Fixed, Professional, and Personal

A. FIXED Benefits (see www.pbucc.org)

In addition to the Adjusted BASE Wage (as determined above), the RMC strongly recommends that churches allocate additional funds for the following fixed benefits:

1. UCC Pension (14%)

2. Life Insurance and Disability (1.5%)

3. Social Security / Medicare Offset (7.65%). In recent years, churches have begun emulating the business community by offering to assist in covering these self-employment taxes.

4. Health Insurance -- the amount necessary to cover the pastor and their family in the UCC Health Insurance Plan, or a Plan A equivalent benefit. See www.pbucc.org for detailed premium numbers. Depending on preferences of pastor and resources of church, the Health Plan may or may not include vision, dental, and Flex Spending.

B. PROFESSIONAL Benefits

These are items to consider adding to the budget in order to allow your pastor to fulfill his/her covenant

with the wider church, with parishioners, and with your congregation. Items in this category “cost” much less than the value they impart and should be followed by all RMC churches.

1. Travel Reimbursement – Clergy should be reimbursed at the IRS recommended mileage rate.

2. Sabbatical Planning Fund² – Churches and Pastors should work together to plan for Sabbath and Renewal every 5-7 years. A Sabbatical should be at least 3 months long and should include intentional renewal work on both the part of the pastor and the congregation. During a sabbatical, a pastor’s full Fixed Benefits and BASE Wage should be covered by the church. Pastors should plan to serve the church for at least one year following a sabbatical. Churches should plan for Sabbatical Interim Coverage (negotiable based on time and expectations).

3. Registration fees for UCC meetings and events – Participation in the wider church is one of the critical ways we uphold covenant and maintain connection. Churches need to support pastors AND lay leadership in attending these events.

4. Study Leave – 2 weeks per calendar year. This is NOT vacation, but instead a time for study and renewal so that the pastor can continue to refine skills and more deeply study issues of consequence facing their ministry, church, theology, or community.

5. Wider Church Service – Serving on Association Committees, Conference leadership teams, Camp and Retreat ministries are all ways we uphold the wider church, maintain covenant, and develop radical connections with each other. Time spent serving the wider church does not count as “vacation” time.

6. Education / Study – A defined plan for continuing education (via classes, retreats, seminars, practicums, etc.) allows the pastor to grow and learn. This learning is also a gift to the local church through the preaching and teaching that results from new insights.

-- Books

-- Continuing Education

C. PERSONAL Benefits

These are items to consider articulating in your Call Agreement and annual pastoral review to allow your pastor to engage in spiritual, self, and family care. For many pastors, encouragement and support are needed in these areas.

* **Vacation** – recommended 4 weeks per calendar year. Encourage pastors to “use it or lose it” because vacation is a critical and often neglected way for pastors to take care of themselves and their significant relationships outside of the church. This is a congregational benefit, too!

* **Sick Time** – recommended one day per month. Consider articulating clearly what happens to unused sick time at the end of the year.

* **Family / Medical / Compassion Leave** – Consider writing into your call agreement some stipulations for how the church will handle an emergency leave situation. Maximum length of leave, salary during leave, and how the church will cover the pastor’s absence are all helpful conversations to have BEFORE an emergency leave situation arises.

* **Death Benefit** – some churches include a death benefit clause in which beneficiaries of the pastor may receive from the church a lump sum or a percentage of the salary should the pastor die.

²For Sabbatical Resources, see

* Wheat Ridge Ministries:

<http://www.wheatridge.org/resources/ministry-sabbatical-center/sabbatical-resources/>

* Bullock and Bruesehoff, Clergy Renewal: The Alban Guide to Sabbatical Planning, The Alban Institute, 2000.

* Conference Guidelines of Sister UCC Conferences: www.macucc.org, www.nyucc.org, www.uccfla.org, www.cacucc.org, www.uccmn.org

Part IV: Additional Authorized Minister Guidelines

A. Ordained Associate Pastors:

Because Associate Pastors roles and contexts vary so widely, averages vary widely across regions and church types. Recommendations are best made in relation to the Senior Pastors' salaries with whom Associates minister. On average in the National UCC database, Associate Pastors with comparable experience and skills tend to receive BASE Wage compensation that is about 60-70% of what Senior Pastors receive

The RMC recommends the following wage and benefit guidelines for full time Ordained Associate Pastors:

- ** 65-70% of BASE Wage for the church's context (as represented in Table 1)
- ** Comparable Fixed, Professional, and Personal BENEFITS as are offered to the Senior Pastor (see Parts II and III, above)

When Associate Pastors are not Full-Time, both benefits and BASE wage should be reduced proportionately.

B. Commissioned Ministers:

It is outside the purview of this document to adequately address the compensation for the varied areas, training, and skill sets of Commissioned Ministers in the Rocky Mountain Conference. The RMC recommends that churches and ministers conduct research into their particular area, using clergy compensation guidelines as one aspect of said research to determine fair and comparable compensation for Commissioned Ministers.

It is further recommended that full-time Commissioned Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

C. Licensed Ministers:

Licensed ministers, when serving in settings with full-time ordained clergy should be compensated at 55-65% of the BASE wage for the church's context (as indicated in the table above) When licensed ministers are serving in solo pastorates, their compensation should be 70-80% of the BASE wage recommended for Ordained clergy serving in the same setting.

It is further recommended that full-time Licensed Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

Part V: Resource, Sources and Notes

1. Reference and Source Material

These guidelines have been gathered using the following resources:

1. The 2014-15 Compensation Handbook for Church Staff by Richard R. Hammer. Published by Christianity Today International, Carol Stream, IL, 2013.
2. The United Church of Christ Statistical Profile
3. Salary.com and other online employment websites
4. The Consumer Price Index (BLS) and National COLA recommendations.
5. Conference Guidelines from sister UCC conferences:

References on salary administration and tax guides for churches and clergy:

Federal Reporting Requirements for Churches and Tax Guide for Ministers. Published annually by The Pension Boards–United Church of Christ, Inc.

2. Endnotes, Comments, and References

Meeting Materials – Consent Agenda

An Educational Moment

Robert's Rules of Order provides for the use of a Consent Agenda for the approval of routine items (which do not need discussion or debate) with one vote, thereby eliminating the need for individual motions and votes for each item.

At the beginning of the meeting where a consent agenda is used, the moderator will ask if there are items which the body wants removed from the consent agenda so they can be discussed individually. If any member requests that an item be removed from the consent agenda, it will be placed on the general agenda to be discussed individually.

When there are no more items to be removed, the moderator reads out the remaining consent items. Then, the moderator states: "If there is no objection, these items will be adopted." After pausing for any objections, the moderator states, "As there are no objections, these items are adopted." It is not necessary to ask for a show of hands.

The Rocky Mountain Conference Board of Directors proposes the following Consent Agenda for its 2017 Annual Celebration:

2017 Annual Celebration Business Meeting Consent Agenda

1. Standing Rules for the 2017 Annual Celebration Business Meeting
2. 2016 Annual Meeting Minutes
3. Grant Voice with Vote to new church start Community Spirit UCC, Montrose, Colorado
4. Grant Voice without Vote to guests (TBD)
5. Appointment of Rev. Tracey Dawson as Parliamentarian
6. Appointment of Rev. Nathan Miller as Timekeeper

Meeting Materials – Standing Rules

1. “Robert’s Rules of Order, Newly Revised” shall be followed, unless otherwise ordered by the Conference Annual Celebration Business Meeting.
2. Matters deemed by the Moderator to be merely format, routine, and non-controversial may be disposed of by common consent. However, if there is objection, the chair will await a formal motion and submit the question to debate and vote.
3. Resolutions deemed not merely formal and non-controversial may be submitted by any voting delegate, congregation, association, commission, or committee of the Conference for action by the Annual Celebration Business Meeting. A resolution addresses the mission and/or teaching ministry of the Conference and its related bodies. As it relates to the Church’s mission, the resolution should empower the Conference to act in new areas of responsibility. Further, it shall address the congregations, the denomination, or other bodies, regarding issues of nurture and justice from our Christian perspective. As it relates to the teaching ministry, the resolution should enhance members’ knowledge of the Christian faith, improve the life of persons living in community, and help us make decisions as Christians in a secular world.
4. Resolution forms are available to the churches sixty (60) days prior to the Annual Celebration Business Meeting, at which time the due date is indicated. The Business Committee will receive resolutions and approve those to be circulated to the churches thirty (30) days prior to the Annual Celebration Business Meeting. A resolution similar to the one addressed at an Annual Celebration Business Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual Celebration Business Meeting.
5. Each resolution submitted must contain the following wording: “THEREFORE BE IT RESOLVED, that we, the delegates of the 43rd Annual Meeting of the Rocky Mountain Conference of the United Church of Christ, meeting at Laramie County Community College in Cheyenne, Wyoming, June 8-11, 2017.” Summary information accompanying a resolution shall address the following in addition to its titles: Purpose of proposed action, to whom it is addressed, expected results, who will implement or follow up, when and by whom is report back expected, anticipated costs and source of funds, and how this resolution impacts the Conference’s mission and/or teaching ministry.
6. Resolutions received after the deadline may be referred to the Annual meeting if the Business Committee deems them to be of a significant and timely nature.
7. Procedure for resolutions will be the following: The presenter will have two (2) minutes to

introduce a resolution. Six (6) persons will have one (1) minute each to speak alternating pro and con, at which time a vote will be taken to extend discussion or to vote on the resolution.

8. In considering a resolution, action is taken on the "Therefore, be it resolved..." section. Amendments may be made the "Therefore, be it resolved..." section of a resolution. (The "whereas" section is background information.)
9. Amendments must be presented in writing to the chair after they have been presented and seconded. Not more than one amendment will be considered at the same time. One wishing to offer an additional amendment should announce the intention to offer the further amendment after action is completed on the pending amendment.
10. To close debate, the proper motion is "I move the previous question" or "I move to close debate." The mover must gain recognition and the motion must be seconded. The motion cannot be amended and requires a two-thirds vote for adoption. It will not suffice merely to call "Question" if there are still delegates who wish to speak.
11. Delegates shall state their names when they are recognized to speak. No speaker shall speak on the same issue more than once, except to answer question addressed to him/her from the floor. Except when rising to a point of order, or to second a motion, delegates may be requested to speak from a microphone.
12. The Moderator, with the assistance of the Parliamentarian, is charged with the duty of providing orderly disposition to the business of the Rocky Mountain Conference. Any ruling may be appealed by a delegate. The appeal requires a second. The majority vote by the delegates upon the appeal will prevail

Adopted by the Board of Directors
 April 29, 2017
 March 14, 2015
 January 29, 1994
 Amended January 31, 1997

Meeting Materials – 2016 Annual Meeting Minutes

University of Utah, Salt Lake City, June 9-12, 2016

THURSDAY, JUNE 9, 2016

The Rocky Mountain Conference 2016 Annual Meeting hosted by the Intermountain Association began Thursday evening, June 9, 2016 with a Reception in the Officer's Club at the University of Utah in Salt Lake City.

Rebecca Kemper Poos, Moderator of the Board of Directors, welcomed everyone to the 2016 Annual Meeting at 8:19 pm.

There are 144 people in attendance as of Thursday evening.

On behalf of the Board of Directors, Rebecca acknowledged the staff, Design Team and musicians who worked so hard to put this Annual Meeting together. She also acknowledged others in attendance, including UCC Partners Gayle and Donna Engel, Don Hart, Gordon Gilles.

Call to Order:

After a few general announcements the 2016 Annual Meeting was called to order at 8:33 pm. The meeting will continue until it is adjourned at the conclusion of Sunday's worship. Lisa Callahan confirmed there is a quorum.

Consent Agenda (See Attachment I)

Rebecca explained the consent agenda. Tracey Dawson was named Parliamentarian, and Matt Huntington was named Timekeeper.

Rebecca called for a vote to accept the Consent Agenda. The consent agenda was approved unanimously.

Announcements:

Tamara Boynton, Acting Associate Conference Minister, made several logistical announcements explaining procedures for meals and meal bands, the free shuttle around campus, and parking.

Covenant:

Glen Brown and Tamara then lead the group in creating a covenant for the weekend. The Covenant includes:

- Take care of yourself, each other, this community and the environment.
- Only one person speaks at a time.
- Do not doubt the validity of another's experience.
- Presume positive intentions.
- Take care of the sense of the sacred.
- Step in/step out.
- Speak clearly.
- Have enough chairs.
- Be mindful of different people and cultures.
- Greet each other with peace and shalom.

- It is okay to agree to disagree, and disagree agreeably.
- Speak the truth in love.
- Experience one another with joy.

Thursday Conclusion:

Sue then thanked everyone for coming and for the hard work of those who put this Annual Meeting together.

- Sue adores our clergy, and it is the lay people that hold our churches together.
- The Holy Spirit imagines a future in which we matter.

The reception concluded at approximately 9:20 pm

FRIDAY, JUNE 10, 2016

Conferring our Future Together: General Session I

Martha Jones coordinated a band of musicians that performed prior to the beginning of each session and during breaks throughout the entire weekend. All in attendance truly appreciated the music.

The Friday, June 10, 2016 session opened at 9:08 am in the Douglas Ballroom at the University Guesthouse. The Intermountain Association opened the morning with song and worship.

Embracing Our Story:

Jane Anne Ferguson, along with several volunteers, presented an original reading: *Telling Our History*, that gave a historical overview of the Rocky Mountain Conference and the current search for a new Conference Minister.

There was a short break at 10:30 am, and the meeting reconvened at 10:40 am.

Board/Search Committee Nomination:

Jane Anne Ferguson recognized the Board of Directors, Conference Minister Search Committee, and Gayle Engel, and thanked them for their service. Gayle has served on behalf of the national church and counseled the Search Committee during the search process. Jane Anne then offered a blessing to them.

Beth Robey Hyde, the head of the Search Committee, then spoke regarding the process and procedures they went through regarding the search process for our new Conference Minister.

Sue Artt spoke about how meaningful this morning has been for her (the worship was amazing), the search process, her decision to withdraw her candidacy, and the results afterward. Process needed to be suspended and Sue stepped aside so the Conference could deal with the old stuff once and for all.

The floor was then opened for questions and comments:

- Question: With the changes and restructuring at the national office and within our Conference, how will this impact Sue's position in the Conference and personally?

Response:

- As the UCC, we need to start looking at economies of scale. Various conferences are beginning to explore a possible restructures. For example, in the western region, a

proposed restructure could be to have one or two accountants and staff for the western region as opposed to each conference having their own.

- Question: What is the old stuff and what is that history surrounding that?

Response by Rebecca:

- At last year's Annual Meeting at La Foret, history bubbled up and came to light with respect to the process for bringing on Conference Ministers, and the definition of an Interim Conference Minister versus an Acting Conference Minister.
- There were issues and hard feelings that had never been resolved that go back to the last three or four Conference Ministers.
- The focus is now on healing the Conference by continuing to listen and engage in open and ongoing dialogue, and continually improving communications.

- Question: What is your role in revitalizing churches?

Response:

- We have five Associations each with members in discernment, but Sue has not had much involvement with this. Sue would like to look at how we work with each Committee on Ministry, and determine if there is a better way to handle this than doing it in the five different Associations.
- How we perceive the Committees on Ministry is on her agenda in the next couple years
- We also need a new model for OCWM, and this will be discussed later in the meeting as the weekend progresses.

- Question: What is the greatest challenge you see for you to move work forward, and what is weakest link?

Response:

- It is the funding model.
- If we could have another Associate Minister, the Conference could move forward much faster.
- Our funding model is broken, so it will be a significant piece that we will be looking at in the future.

Vote on Rev. Sue Artt as RMC Conference Minister:

MOTION as defined by our parliamentarian: "The Board of Directors of the Rocky Mountain Conference, United Church of Christ, nominates the Rev. Sue Artt for the position of Conference Minister of the Rocky Mountain Conference, United Church of Christ." This motion comes from the Board so a second is not needed.

- The staff left the room for open discussion at 11:30 am.
- The following minutes were recorded by Board member Rev. Nathan Miller:
- At 11:30 a.m. after members of the Conference staff were excused from the meeting, the Rev. Rebecca Kemper Poos nominated the Rev. Susan Artt for the position of

Conference Minister of the Rocky Mountain Conference, United Church of Christ.

- The Rev. Kemper Poos invited discussion and questions.
- After brief discussion the Question was called.
- The motion to close debate passed.
- The Rev. Kemper Poos called for the vote.
- The Business Committee counters reported 97 Yes votes and zero opposed.
- The Rev. Kemper Poos declared motion passed.
- With considerable celebration the Rev. Susan Artt was fetched whereupon she returned to deliver an acceptance speech.
- This concludes Rev. Miller's portion of the minutes.

Covenanting Moment:

- The installation will be Saturday, August 20 at 2:00 pm at La Foret.
- Sue was presented with a Certificate of Appreciation and gift of two nights lodging of her choice.
- The band led everyone in singing *This is the Day of New Beginnings* (verse 1).
- Gayle Engel led the Laying on of Hands and prayers of blessing, including a message from Rev. Dr. John Dorhauer, followed by singing *This is the Day of New Beginnings* (verse 5) and Communion.
- After a prayer of thanksgiving, we broke for lunch at 12:08 pm, and reconvened at 1:35 pm.

Mission Madness:

Mission Madness was an opportunity for each display table to give three 10-minute presentations (all at the same time) while guests rotated around the tables.

Conferring our Future Together: General Session II

RMC Endowment Committee:

Louisa Young and Erin Gilmore spoke on behalf of the Endowment Board, explaining the purpose of the Endowment, current finances and opportunities for participation.

Nominating Committee:

John Rostykus presented the report of the Nominating Committee and reviewed the openings for the Board of Directors and Committees.

MOTION: The Board of Directors moves for acceptance of the slate of nominees as presented by the Nominating Committee. The motion is from the Board and does not require a second.

After a very brief discussion, the motion passed.

Empowering our Vision: From the Inside Out

Sue gave a presentation *Empowering our Vision: From the Inside Out*

- She began with a reading of our Vivid Description.
- Sue explained the Missio Dei: the mission of God at all levels from imago Dei (self) all the way out into the world.
- She then asked each person to think about what story in the Bible empowers your faith life?
- The group then broke out in pairs to share stories.

- After approximately 15 minutes, everyone broke into groups based on the theme of their story (i.e., loving thy neighbor/enemy).
- The groups then discussed their responses to two questions: “How does your story (imago dei) call you into ministry with others, and our vision as a conference?”
- Each group then shared their stories, and how they are living it, with the entire room.

Announcements:

- We have 84 lay delegates, 46 clergy, and 54 churches represented.
- Breakfast begins at 7:00 am tomorrow and Sunday.
- Sara Weatherman is back from hospital and resting in her room.
- Thank you Jake Joseph for driving the Plymouth van and helping transport those who need a ride to/from the meeting space, dining hall and dorms.
- Teri Jewell has a new car and is available to help shuttle people if the van is too difficult. Meet in the lobby for rides.
- Bring your copy of the Vision Framework tomorrow morning.

The meeting then broke for dinner at 4:58, and reconvened at 6:30 p.m.

Conferring our Future Together: General Session III

Avenue UCC Part Deux:

The evening session began with the Avenue UCC Part Deux puppet show, written by Erin and Chris Gilmore. Sue then lifted up the names of those who wanted to attend AM but physically were unable.

Finance Committee – 2017 Budget

Jan Hepp began by lifting those who have served on the Finance committee this past year.

Sue’s Terms of Call were signed by Sue, Matt Huntington as treasurer, John Rostykus on behalf of the room full of witnesses, and Rebecca as moderator.

Matt reviewed the 2017 In Spirit Budget. Of particular note:

- It may appear we lost money, but we have a reserve fund in case something unexpected happens. This allowed the budget to balance and we are on track.
- Camp expenses show a negative loss of \$27,000, but we prepaid many camp expenses for 2016 back in 2015, so that number really is not as bad as it looks.
- As Treasurer, Matt feels we did very well.
- With respect to the 2016 approved budget, the Board of Directors gave its approval in March for the Finance Committee to make changes to the budget. This is an adjustment because the budget was originally created six months before year end.
- The name has been changed to 2017 In Spirit Budget because we are accepting this as the budget we are committed to working toward, but the Board of Directors may need to make changes.

MOTION: The Board of Directors moves the approval of the 2017 “In Spirit” Budget. The motion is from the Board and does not require a second.

Matt then led the discussion:

- Matt explained he used the same 2016 OCWM figures in 2017, because even though we did not hit that mark in 2015, the Conference Staff and Board of Directors will work to promote OCWM and Matt is confident we will hit \$400,000.
- Per Capita:
 - On May 7, 2016, the Board voted to approve a \$2.00 increase to \$12.00 per member.
 - Per capita is the amount churches give to the Conference per member per year.
 - This increase will help RMC enhance services to the churches.
 - Per capita has been \$10 per member for the past decade with no increases.
 - La Foret receives 20% of all per capita received by the Conference, so their overall support from RMC will increase.
- Tenant rent will be increased.
- Mission Partners:
 - Currently, organizations come directly to the Conference and request grants for mission monies from the \$20,000 budgeted for this purpose.
 - The Conference does not exist to directly support these missions; it exists to support the vitality of churches and their ministries in Christ, so the process will be changed for 2017 to reflect this.
 - In 2017, churches will be asked to apply for grants to enhance and enable their ministry outreach. Former grantee organizations may work with local church(es), for mission funds. If a local church chooses to ask for funds for a former grantee organization, the church will then have connections with the mission instead of the organizations going to the Conference and the Conference mailing a check.
- The Interpretive Ministry Plan was distributed. Matt, Jan and Sue prepared this in an effort to change the way we look at our finances. Matt made the following clarifications:
 - UCC Covenant is Global Partners, CUE and OCWM monies sent to national.
 - Ministry Development is working toward making churches vital, including building expenses. The majority of this money is spent on faith development and ministry development, which is good for all churches.
 - Staff Time was allocated per staff member across the ministry areas.
 - In 2009 OCWM to national was reduced from 30% to 15%. We have since increased that percentage 1%/year. We are currently at 21% for 2016.
- Question: Where exactly does per capita go?

Response: 20% is sent directly to La Foret; the remainder goes into the Conference's general operating budget.

- Question: There was a covenant for churches to give 10% to OCWM. Is this still done?

Response: We will be working on this in the near future.

The pending Motion was then put to a vote, and the budget passed unanimously.

Matt then gave a brief presentation explaining the importance of OCWM to the Conference:

- The Conference runs on pledges only (per capita and OCWM).
- Matt then recognized the top one-third pledging churches based on membership.
- Union Congregational UCC in Green River, Wyoming, contributed 11% of their total income, which makes them the highest giver per member.

- Please go back to your churches and ask that they put OCWM in their budget and educate their members regarding what OCWM is and does. An increase in giving is needed in order to continue doing what is necessary to make our churches better.

Jan thanked everyone for their support of the budget and for the work done on behalf of the Conference, and expressed her appreciation to the Finance Committee for their hard work and support.

Speak Outs:

- Vince Tango, Iliff School of Theology: Vince expressed Iliff's appreciation for the Conference support of their seminarians. Iliff has a strong mission to reduce student debt. They have a matching scholarship support program, and have a fundraising coach coming on to help students raise money.
- Tabby Bernardo - Lakewood UCC is sponsoring the Still Speaking Writers Group next Wednesday, June 15. Everyone is invited to attend.
- Ben Konecny – First Congregational UCC in Greeley will host Rev. Shane Claiborne at their church October 1-2, 2016. There will be two seminars, and he will preach on Sunday.
- First Congregational Church, Boulder - Diana Butler Bass will be at the church in January 2017. Please watch their website or contact the church for further information.

Conference Minister Reception with Dessert Bar:

The evening concluded with a reception to welcome our new Conference Minister. An ice cream bar was enjoyed by all.

SATURDAY, JUNE 11, 2016

John opened the Saturday morning session at 9:03 am.

Conferring our Future Together: General Session IV

2017 Clergy Compensation Guidelines:

Tamara presented the proposed 2017 Clergy Compensation Guidelines. The documents are available on the Conference website. Churches are encouraged to engage in conversations with their clergy, and use the data points in the documents to have authentic and safe conversations.

MOTION: "The Board moves the approval of the 2017 Clergy Compensation Guidelines as presented."

Discussion:

- Tamara clarified that Table 1.1 BASE Wage is intended to be a range.
- It is understood that health insurance is a challenge and hard to budget due to variables such as family size and needs, etc.
- Professional development is critical for clergy, but the congregations also benefit.
- Vacation is one of the least financially taxing ways to assist clergy.
- The UCC supplemental health insurance for retired clergy is fantastic, in part because it carries over to retirement.
- There is a lot of confusion regarding sabbaticals. The word "sabbatical" means go study and Sabbath.
- Question: Where does this document provide for substitute clergy when regular clergy is gone?

- Response: That detail is not in this document, and pulpit supply or a temporary pastor is a good piece to add. The Conference expectation is \$200.00 per Sunday. Each church determines the amount they can pay based on their budget.
- Question: Is there a percentage a church would look at with respect to base salary for benefits?
 - Response: Approximately 30%, but it depends on health insurance.
- Question: With respect to sacred conversations regarding clergy compensation, is there any support on how to have the conversation?
 - Response: Refer to *Evaluation Ministry* by Jill M. Hudson.
- The Call Agreement goes to the Association for approval using the Compensation Guidelines. Once installed, the Association usually is not involved in any conversations but can assist and be available for that conversation.
- This document helps separate COLA (cost of living) from merit.

The pending Motion to accept the proposed Clergy Compensation Guidelines 2016 passed unanimously.

A short break was called at 9:53 am, and the session reconvened at 10:15 am.

Making Our Conference Ministry Count:

Judy Baillie and Martha Jones led the group through an exercise to bring clarity to, and create a manageable set of expectations for Conference leadership, in the context of our vision framework. Two questions were presented:

- Question 1 – In the past two years, what changes have you seen in the Conference?
- Question 2 – What changes do you still need to see in order to promote and/or sustain health and vitality in your church and the church's ministry?

Everyone then broke into groups to discuss the above questions and write their answers on wall sheets for all to see. The results will be gathered into one document for Conference leadership's consideration and use. The session ended for lunch at 11:55 am, and reconvened at 2:00 pm.

Conferring our Future Together: General Session V

Conference Minister Search Committee:

John Rostykus acknowledged the Search Committee and thanked them for their good work. The Search Committee was then decommissioned from their duties.

Installation of Board of Directors and Committee Members:

Sue introduced the out-going Board of Directors and thanked them for their service. John recognized and thanked Rebecca for serving as moderator this past year.

Tamara then called up the new Board members for installation, along with the Nominating, Personnel, Synod, and Finance Committee members.

Future Annual Meetings :

Tamara then led a "pulse check" on how we do Annual Meeting, to find out what comfort level and price attendees are willing to pay. Everyone then broke into groups to discuss and complete the survey. The surveys will be tabulated to determine the general consensus. In the meantime, some comments from

the groups include:

- Offer a choice of housing (hotel, dorm, homes, etc.).
- La Foret offers greater communal space. Perhaps the three Associations on the Front Range could always host at La Foret, and Western and Intermountain Associations could choose a location where they could always host.
- There is a radical connection if churches host the Annual Meeting.
- Sometimes the churches that do host do not attend.
- Moving around offers the chance for each Association to host.
- Perhaps we could alternate between La Foret, Grand Junction and Utah in a three-year cycle.
- With respect to cost, possibly charge ministers differently than lay people because some churches pay the fees and others require clergy to personally cover the cost.
- The distance between the conference room and dining hall is an accessibility issue at the University of Utah.
- It is hard to see in the Douglas Ballroom.
- Need more breakout rooms.
- Need a cost option and a scholarship option.
- The goal is to charge a sufficient amount to break even on these meetings.
- Requests for increased scholarships but RMC does not have the funding available.
- The bus was appreciated, fun, economical and a great bonding time.
- Some offers to stay in homes.

Invitation to 2017 Annual Meeting:

The Platte Valley Association invited everyone to the 2017 Annual Meeting to be held June 8-11, 2017, most likely at Colorado State University in Ft. Collins.

Speak Outs:

- Erin Gilmore has a petition available for signature regarding increasing the Colorado minimum wage.
- JoAnne Bogart has information regarding Congregations Alive 3 to be held February 2-4, 2017.
- Cory Kibler reviewed RMC communications and the website, and explained how to connect and sign up for newsletters.
- A break was called at 3:08 pm, and reconvened at 3:25 pm

Committing it Real Today and Tomorrow

Glen Brown led the group in a “wagon wheel” exercise wherein participants formed two circles facing each other, and spent a few minutes getting to know each other before the circles rotated and moved on to the next person.

The session ended for dinner at 4:44 pm

Conferring our Future Together: General Session VI

- The evening session began at 6:30 pm with a worship service led by Rev. Gayle Engel and music provided by the New Jerusalem Choir.
- Worship was followed by a party and dance with the band Sister Wives.
- Anniversary Certificates were presented by the Associations during the Sister Wives set break.

SUNDAY, JUNE 12, 2016**Conferring our Future Together: General Session VII**

- Worship was held at 9:00 am in the Post Chapel, with Sue preaching.
- The 2016 Annual Meeting was adjourned at the conclusion of worship at 9:53 am.

Respectfully submitted,

Lisa Callahan, Office Support Coordinator
Rocky Mountain Conference, United Church of Christ

Meeting Materials – Endowment Fund Policy Change

The RMC Endowment Trustees are pleased to report that three new churches and a new scholarship fund have been added to the RMC Endowment! This growth requires minor changes to the existing RMC Planned Giving and Endowment Policy, the equivalent of basic document “housecleaning.” Thus, the RMC Endowment Trustees respectfully request the RMC approve the proposed changes as follows:

- The four additional endowment accounts are now listed as part of the Endowment Policy: ***St. Paul's United Church of Christ Springbrook Endowment; Gunnison Congregational United Church of Christ Endowment; Community United Church of Christ Endowment; and the Rocky Mountain Conference Iliff Scholarship Fund*** (formerly known as the Lapp Scholarship fund, but changed per the initial donors' request to focus on the scholarship's RMC connection).
- Language is added to explain that should the Rocky Mountain Conference Iliff Scholarship cease to exist, its assets will be moved into any similar RMC scholarship endowment account or, if no such scholarship fund account exists, the scholarship fund's assets will be rolled over into the RMC Endowment to support the RMC's work.
- An explanation of the terms *RMC Accounts* and *Local Church Accounts* were added. ***RMC Accounts*** are those for which RMC Endowment Trustees are responsible, while ***Local Church Accounts*** are accounts established on behalf of local churches and only managed by the RMC Endowment Trustees.

Planned Giving and Endowment Fund Policy

A. Introduction:

1. **Names:** This document is the “Planned Giving and Endowment Fund Policy,” hereafter called the POLICY. Companion documents are: “Investment Policy,” and “Gift Acceptance Policy.” These are policies of a corporate entity and endowment fund whose name is ENDOWMENT FUND OF THE ROCKY MOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, Inc. This entity, which has applied for or has been granted an IRS 501 (c) (3) designation, is a non-profit affiliate of the Rocky Mountain Conference of the United Church of Christ.
2. **Purpose:** The purpose of this POLICY is to
 - Provide for the ongoing execution of a Rocky Mountain Conference planned giving effort (education, solicitation)
 - Provide for the management and administration of the Endowment Fund of the Rocky Mountain Conference of the United Church of Christ, hereafter called the FUND.
 - Provide for distributions from this FUND to enhance the mission and ministry of the Rocky Mountain Conference of the United Church of Christ, hereafter called RMC.
3. **Financial Stewardship:** Christian stewardship involves the faithful management of all the gifts God has given to humankind – time, talents, treasure, including accumulated assets. At the local church level, the Conference, and the national UCC, comprehensive stewardship incorporates all types of giving consisting of:

- Annual giving from individuals and churches for support of the RMC
- Capital giving for the one-time purpose of specifically identified capital improvement or new programs
- Special offerings appeals for mission and service purposes
- Memorial giving made in memory of a family member or friend upon their death
- Planned giving through bequests in wills, trusts, charitable gift annuities, assignment of life insurance, transfers of property and current gifts

At the Conference level of the UCC, Planned Giving is essential to complement and support multiple types of giving by providing education, management processes and the establishment and management of an endowment fund.

B. The Board of Trustees

1. The TRUSTEES shall be elected and serve as described in the Bylaws.

C. TRUSTEE STANDARD OF CONDUCT

1. TRUSTEES shall act in good faith and with the care an ordinarily prudent investor in a like position would exercise under similar circumstances.³
2. No TRUSTEE shall engage in any self dealing or transactions with the FUND in which the TRUSTEE has direct or indirect financial interest and shall at all times refrain from any conduct in which the TRUSTEE's personal interests would conflict with the interest of the FUND.
3. In managing the FUND, the TRUSTEES shall:
 - a. Incur only costs that are appropriate and proportional to the assets, the purpose of the POLICY, and the skills available to the TRUSTEES.⁴
 - b. Make a reasonable effort to verify facts relevant to the management and investment of the FUND.⁵
 - c. Diversify the investments.⁶
4. Within a reasonable time after receiving property, the TRUSTEES shall make and carry out decisions concerning the retention or disposition of the property.⁷
5. A person who has special skills or expertise, or is selected in reliance upon the person's representation that the person has special skills or expertise, has a duty to use those skills or that expertise in managing and investing institutional funds.⁸

³ See UPMIFA § 3 (b). Also see Comments in **Purpose and Scope of Revisions** page 13 for discussion of prudence standard for investment decision making.

⁴ UPMIFA Section 3 (c) (1)

⁵ UPMIFA Section 3 (c) (2)

⁶ UPMIFA Section 3 (e) (4) p. 13

⁷ UPMIFA Section 3 (e) (5) p. 13

⁸ UPMIFA Section 3 (e) (6) p 13. The intent is that a person managing or investing institutional funds must use the person's own judgment and experience, including any particular skills or expertise, in carrying out the management or investment duties. For example, if a charity names a person as a director in part because the person is a lawyer, the lawyer's background may allow the lawyer to recognize legal issues in connection with funds held by the charity. The lawyer should identify the issues for the board, but the lawyer is not expected to provide legal advice. A lawyer is not expected to be able to recognize every legal issue, particularly issues outside the lawyer's area of expertise, simply because the board member is lawyer. (p 18)

D. The FUND

1. Unless the UPMIFA conflicts with Colorado Statutes § 15-1-1101 through § 15-1-1109 which is known as the “Uniform Management of Institutional Funds Act” the trustees shall adhere to the UPMIFA.
2. All assets are to be held in the name of “The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ”.
3. The Board of Trustees shall render a full and complete third-party audited account of the FUND for the preceding fiscal year, ten copies of which shall be available for examination at each Annual Meeting of the Conference. (Also stated in the Bylaws)
4. The FUND assets are comprised of three parts:
 - Office furniture, supplies and a checking account.
 - Donated assets in the process of being liquidated.
 - A portfolio of investments, hereafter called the INVESTMENT PORTFOLIO.
5. The TRUSTEES will work with the Conference Treasurer to transfer assets to accomplish the purposes of the FUND. If possible, these transfers will be by electronic means.
6. The TRUSTEES shall select investment management firm(s) to manage the INVESTMENT PORTFOLIO. In doing so, the TRUSTEES shall make a reasonable effort to verify facts relevant to the management and investment of the INVESTMENT PORTFOLIO.⁹ For the first year the investment management firm shall be the United Church Foundation.
7. The TRUSTEES, at the expense of FUND, shall provide for such expenses as professional counseling on investments, legal matters, travel expenses, accounting, staffing the endowment, solicitation of donations, and trustee education as it deems to be in the best interest of the FUND.
 - a. Initially it is expected that these expenses shall not average more than 50 basis points per year of the 12 quarter average FUND balance.
 - b. The TRUSTEES shall maintain a separate bank account for these expenses. The account shall initially be funded by either 75 basis points from the INVESTMENT PORTFOLIO or from a grant or gift designated for this purpose. If it is funded by the INVESTMENT PORTFOLIO, this shall be repaid to the INVESTMENT PORTFOLIO over a six year period.

E. The INVESTMENT PORTFOLIO

1. The INVESTMENT PORTFOLIO shall be governed by an Investment Policy of the Endowment Fund of the RMC, hereafter called the INVESTMENT POLICY. The INVESTMENT POLICY shall be established by the TRUSTEES and may be changed only by the affirmative vote of five (5) TRUSTEES at a meeting called specifically for this purpose, and with advance notice to the RMC Board of Directors, hereafter called the RMC BOD.
2. The INVESTMENT POLICY shall conform to the UCF policy for “socially responsible investments”.

⁹ UPMIFA Section 3. (c) (2) page 11

3. The TRUSTEES shall ensure that investment of the INVESTMENT PORTFOLIO follows the INVESTMENT POLICY.
4. Except as otherwise provided by a gift instrument, the following rules apply:
 - a. In managing and investing the INVESTMENT PORTFOLIO, the following factors, if relevant, must be considered:¹⁰
 - (i) general economic conditions;
 - (ii) the possible effect of inflation or deflation;
 - (iii) the expected tax consequences, if any, of investment decisions or strategies;
 - (iv) the role that each investment or course of action plays within the overall INVESTMENT PORTFOLIO;
 - (v) the expected total return from income and the appreciation of the INVESTMENT PORTFOLIO;
 - (vi) other resources of the FUND and the RMC UCC;
 - (vii) the needs of the RMC UCC and the FUND to make distributions and to preserve capital; and
 - (viii) an asset's special relationship or special value, if any, to the charitable purposes of the institution.
 - b. Management and investment decisions about an individual asset must be made not in isolation but rather in the context of the FUND as a whole and as a part of an overall investment strategy having risk and return objectives reasonably suited to the FUND and to the RMC.¹¹
5. The TRUSTEES, in managing and investing the INVESTMENT PORTFOLIO, shall consider the charitable purpose of the RMC and the purposes of the FUND.¹²
6. INVESTMENT PORTFOLIO assets will be limited to mutual or common investment funds, US Treasury Bonds, and the Cornerstone Fund of the UCC. Gifts received that do not comply with this limitation shall be liquidated as soon as is reasonably possible and the proceeds invested in compliance with the INVESTMENT POLICY. Until such time as the proceeds are invested in compliance with the INVESTMENT POLICY, the value of the donated assets will be exempted from the value of the FUND for the purpose of determining compliance with the INVESTMENT POLICY and calculating distributions from the FUND.
7. The investments in the INVESTMENT PORTFOLIO shall be diversified¹³ into at least three asset classes with at least 20% of the total INVESTMENT PORTFOLIO in each class.

F. Acquisition of funds and education of the Conference and Associations

1. The TRUSTEES shall, in collaboration with the all entities within the UCC and the RMC dealing primarily with Stewardship, educate members of the Conference and Associations and Congregations about the spiritual basis, opportunity and purpose for planned giving. The TRUSTEES shall facilitate planned gifts to the FUND through all manner of events, discussions,

¹⁰⁸ UPMIFA Section 3 (e) (1) page 12

¹¹ UPMIFA Section (3) (e) (3) page 12. See Comments page 17. "**Subsection (e)(2). Portfolio Approach.** This subsection reflects the use of modern portfolio theory in investment practice."

¹² UPMIFA Section (3) (a) page 11.

¹³ UPMIFA Section 3 (e) (4) page 13

forums, classes, articles, printed material, video programs, social events and other means.

2. The TRUSTEES shall from time to time make direct appeals to members and friends of The RMC for contributions and planned gifts. Individual TRUSTEES are encouraged to make personal gift commitments to the FUND.
3. The TRUSTEES must give primary consideration to donor intent expressed in a gift instrument.¹⁴
4. Restricted gifts must clearly state the restrictions at the time of donation.¹⁵
5. The acceptance of gifts into the FUND shall be governed by the Gift Acceptance Policy of the Endowment Fund of the RMC, hereafter called the GIFT ACCEPTANCE POLICY. The GIFT ACCEPTANCE POLICY shall be established by the TRUSTEES and may be changed only by the affirmative vote of five (5) TRUSTEES at a meeting called specifically for this purpose, and with advance notice to the RMC BOD.

G. Distribution and Spending Policies

1. Distributions for the initial five accounts shall be an annual amount equal to a percentage from three (3) to five (5)¹⁶, as determined by the TRUSTEES, multiplied by the net fair market value of the account balance within the INVESTMENT PORTFOLIO assets averaged over the lesser of (1) the twelve preceding quarters or (2) the period during which the account balance within the INVESTMENT PORTFOLIO has been in existence.¹⁷
2. Distributions for designated accounts added for the benefit of churches or other related non-profit organizations, shall be an annual amount equal to a percentage from three (3) to five (5), as determined either at the outset or annually by that church or organization, multiplied by the net fair market value of the account balance within the INVESTMENT PORTFOLIO averaged over the lesser of (1) the twelve preceding quarters or (2) the period during which the account balance within the INVESTMENT PORTFOLIO has been in existence. Unless otherwise specified, distributions will be determined by the Board of Trustees.
3. The TRUSTEES may vary the distribution percentage range from time to time, but only if the variance is approved by at least 5 of the TRUSTEES at a meeting specifically called for that purpose, with advance notice to the RMC BOD. Any such variance shall apply for one year, after which the standard percentages shall apply unless and until another variance is approved.
4. Distributions shall be made solely to the RMC.
5. The appropriation for expenditure in any year of an amount greater than seven percent of the fair market value of the INVESTMENT PORTFOLIO creates a rebuttable presumption of imprudence.¹⁸
6. The distribution shall be calculated annually and thereafter may be made quarterly.

¹⁴ UPMIFA page 2.

¹⁵ UPMIFA Section 4. (b) Page 20.

¹⁶ The UPMIFA Drafting Committee “suggests that few funds can sustain spending at a rate above five percent . . . Spending above this rate will jeopardize the long-term nature of the endowment fund.” Comment on page 27.

¹⁷ UPMIFA see comments on Application of Presumption on page 26.

¹⁸ UPMIFA Section 4. (d) page 19. This is an optional part of the UPMIFA. See UPMIFA page 25 for comments.

7. No action by the TRUSTEES shall be taken that would violate any provision of the Colorado Uniform Management of Institutional Funds Act, C.R.S. 15-1-1101 et seq, except as modified by any other term or provision of the FUND policy. The TRUSTEES shall comply with the Colorado Uniform Prudent Investor Act, C.R.S. 15-1-1401 et seq.

H. Accounts that comprise the Endowment Fund

1. Restricted funds shall be applied to the appropriate account as determined by the TRUSTEES. Restricted funds that do not conform to one of the account definitions may be refused or additional accounts may be created by the TRUSTEES.
2. Unrestricted gifts shall be put into Account 1 for the Mission and Ministry of the RMC.
3. When the TRUSTEES have determined the annual amount of the distribution they will notify the RMC BOD.
4. The distributions for each account shall be proportional to the balance of that account within the INVESTMENT PORTFOLIO.
5. The TRUSTEES shall monitor the spending of distributions from the FUND for compliance with donor intent and compliance with the account purposes and shall require a report from the RMC BOD on the use of the funds explaining how the expenditure of distributions conform to the purposes of the accounts.
6. The following accounts shall be tracked separately within the FUND. **RMC Accounts are accounts for which the TRUSTEES are responsible while Local Church Accounts refer to accounts established on behalf of local churches and managed by the TRUSTEES.**

Account 1. Mission and Ministry of the RMC (RMC Account)

To provide for the mission and ministry of the RMC of the UCC. It is the responsibility and privilege of members of the RMC to support basic mission and ministry of the RMC. The endowment distribution is intended to extend and enhance this mission. It is anticipated that the primary support of the budget of the RMC will come from the churches and ministries that benefit from the work of the RMC, not from the distribution from the FUND.

Account 2. Children, Youth and Young Adult Ministries (RMC Account)

Grants and scholarships to enhance the work of the UCC in the world, USA and RMC in such areas as Christian education, leadership, stewardship, camping, scholarships, educational ministries and seminary support specifically for children, youth and young adults that enable them to grow in their understanding of the Christian faith.

Account 3. Church Revitalization and New Church Starts (RMC Account)

Leadership grants for new UCC congregations being initiated in the Rocky Mountain Conference, and programs, services and facilities through which member congregations of the Rocky Mountain Conference of the UCC may extend and accelerate their growth.

Account 4. ARCHWAY Housing and Services, Inc. (RMC Account)

To provide for support of Archway Housing and Services, Inc. Distributions from this account shall be passed to the ARCHWAY Housing and Services Inc. Board of Directors.

Account 5. La Foret Conference and Retreat Center, Inc. (RMC Account)

To provide for the support of the La Foret Conference and Retreat Center, Inc. Distributions from this account shall be passed to the La Foret Board of Directors.

Account 6. St. Paul's United Church of Christ Springbrook Endowment (Local Church Account)

Account established in an agreement between St. Paul's United Church of Christ, Laramie, WY and the FUND, dated October 21, 2012.

Account 7. Gunnison Congregational United Church of Christ Endowment (Local Church Account)

Account established in an agreement between Gunnison Congregational UCC and the FUND, dated January 27, 2013.

Account 8. Community United Church of Christ Boulder Endowment Account (Local Church Account)

Account established in an agreement between Community UCC and the FUND, dated November 20, 2014.

Account 9. The Rocky Mountain Conference Iliff Scholarship Fund (RMC Account)

To fund an annual scholarship for a UCC student enrolled in a Masters-level degree program at Iliff, and committed to a vocation of social change through church action. Distributions from this account shall be passed to the RMC for re-distribution as the scholarship directs.

7. Other Accounts - From time to time, in compliance with its Gift Acceptance Policy and this POLICY, and according to terms of agreements between The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ and donors, additional Accounts may be established by the TRUSTEES. An addendum to this Fund POLICY listing all Accounts shall be attached no less often than once per calendar year to this POLICY and to official corporate records.

I. Action in Event that a Beneficiary of Accounts 1 – 5, and 9 Cease to Exist

In the cases of Accounts 1, 2, and 3, in the event of the dissolution or merger of the Rocky Mountain Conference of the United Church of Christ annual distributions shall be made to its successor entity and used for purposes most closely resembling the original intent of this POLICY.

In the case of Account 4, which is entitled Archway Housing and Services, Inc., should it cease to exist, and/or sell its assets to a for-profit corporation or governmental agency, Fund Trustees shall select for annual distribution another Colorado, Utah, or Wyoming 501(c)(3) non-profit corporation that provides housing and family services to low income families.

Should the above described corporation merge with another Colorado 501(c)(3), TRUSTEES shall make annual distributions to the new entity, provided that the new entity continues to make annual use of funds reports to the FUND.

In the case of Account 5, La Foret Conference and Retreat Center, Inc., as long as the facility under any ownership continues to serve churches, children and youth of the United Church of Christ or its successor, Fund Trustees shall make annual distributions to the entity operating La Foret Conference and Retreat Center, Inc. Should the property be sold and UCC constituent needs are no longer being met, TRUSTEES shall combine Accounts 2 and 5 to continue as Children, Youth and Young Adult Ministries.

If Account 9, "The Rocky Mountain Conference Iliff Scholarship Fund," should cease to exist, this distribution shall then be made to other similarly designated fund established by the FUND, or if none, this distribution shall be made as an endowment for the general charitable purposes of the RMC.

J. Amendment of the POLICY

Any amendment to this POLICY shall be proposed by the RMC BOD or the TRUSTEES and adopted by the eligible voters at a specially called or Annual Meeting of the RMC.

APPENDIX 1: Definitions in this policy

1. **Endowment fund** is an institutional fund or a part of an institutional fund that is not wholly expendable by the institution on a current basis. A restriction that makes a fund an endowment fund arises from the terms of a gift instrument.
2. **FUND** is the nonprofit corporation formed to invest and manage the endowment of the RMC UCC.
3. **Gift Instrument** refers to the records that establish the terms of a gift and may consist of more than one document. The definition clarifies that the only legally binding restrictions on a gift are the terms set forth in writing.
4. **Institutional Fund** means any fund held by an institution for charitable purposes, whether the fund is expendable currently or subject to restrictions.
5. **Portfolio approach** reflects the use of modern portfolio theory in investment practice.
6. **Shall** is an instruction or command, **will** expresses a desire or request.
7. **RMC Account** relates to accounts for which TRUSTEES are responsible.
8. **Local Church Account** refers to accounts established on behalf of local churches and managed by the TRUSTEES.

APPENDIX 2: Abbreviations in this policy

BOD - Board of Directors

BOT - Board of Trustees

Distributions - Payments from the FUND made to the RMC from the FUND

FUND - The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ

INVESTMENT POLICY - The investment policy of the RMC BOD

POLICY - Planned Giving and Endowment Fund Policy of the Rocky Mountain Conference of the United Church of Christ

RMC - Rocky Mountain Conference

RMC BOD - Rocky Mountain Conference Board of Directors

TRUSTEES - The Planned Giving and Endowment Fund Board of Trustees

UCC - United Church of Christ

UCF - United Church Foundation

REVISION HISTORY:

Date approved by Trustees*	Effective date by approval of the RMC	Summary of change	Edits by (initials)
5/1/2012	5/1/12	Document Approved by RMC	

5/1/2017	x	<p>TRUSTEES Approved the following changes to the document to incorporate four new accounts added to the FUND.</p> <ul style="list-style-type: none"> • Modified Article H to list four additional accounts added to the FUND: St. Paul's United Church of Christ Springbrook Endowment; Gunnison Congregational United Church of Christ Endowment; Community United Church of Christ Boulder Endowment Account; and the Rocky Mountain Conference Iliff Scholarship Fund. • Modified Article I to state that should the Iliff Scholarship fund cease to exist, this fund will go to any other RMC scholarship fund or to the FUND for the RMC's general use. • Defined what an RMC Account and Local Church account are in the body of Article H and Appendix 2. 	APH, CP, SA

* This date to be used in the footer of the document and file name

Meeting Materials – Voting Membership

ARTICLE III VOTING MEMBERSHIP – RMC BYLAWS (Amended May 19, 1996)

Section 1: Every local church which is a certified member in an association of the Conference shall be entitled to voting representatives in the Conference by two lay delegates, plus one additional lay delegate for each 200 members, or major fraction thereof above 200 members, provided that no church may thus be represented by more than seven lay delegates of which one can be a youth (age 15-20 years). The last annual Year Book statistics will be the basis for computing the number of delegates. Delegates shall be elected or appointed by each church and, unless otherwise ordered by the church, shall serve for a term of one year or until their successors have been elected, except that a delegate's term of office shall terminate upon removal from membership in the local church. Each church may appoint or elect alternates which shall be designated by the church as voting delegates in the event any one or more of the regular delegates cannot be in attendance at the annual or special meetings. The recommendation is that no delegate be self-succeeding for more than three successive years and that, so far as possible, delegates should be representative of the church and reflective of the diversity of people within the organization.

Section 2: All persons holding ordained ministerial standing in an association of the Conference, and commissioned ministers, and licensed ministers who have been authorized for ministry by an association of the Conference shall be voting members at the annual or special meetings of the Conference.

Section 3: The members of the Board of Directors shall be voting members of the Conference during their terms of office.

Churches are welcome to send as many non-voting members as they like.

The membership figure reported to us as of December 31, 2016, will be used for the 2017 Annual Celebration Business Meeting.

For each church that did not submit a Year Book report, the latest recorded membership figure will be used.

MEMBERSHIP	LAY DELEGATES
300 Members or less	2
301 - 500	3
501 - 700	4
701 - 900	5
901 - 1100	6
1101 and above	7

If you have questions, please call the Conference office at 303-984-9118.

Meeting Materials – Resolution Guidelines

Please use the following guidelines adopted by the Board of Directors on January 29, 1994 to prepare your resolution.

- A. Resolutions deemed not merely formal and non-controversial may be submitted by any voting delegate, congregation, association, commission, or committee of the Conference for action by Annual Celebration Business Meeting. A resolution addresses the mission and/or teaching ministry of the Conference and its related bodies. As it relates to the Church's mission, the resolution would empower the Conference to act in new areas of responsibility. Further, it shall address the congregations, the denomination, or other bodies regarding issues of nurture and justice from our Christian perspective. As it relates to the teaching ministry, the resolution should enhance members' knowledge of the Christian faith, improve the life of persons living in community, and help us make decisions as Christians in a secular world.
- B. Resolution forms are circulated to the churches 60 days prior to an Annual Celebration Business Meeting, at which time the due date is indicated. The Business Committee will receive resolutions and approve those to be circulated to the churches 30 days prior to the Annual Celebration Business Meeting. A resolution similar to one addressed at an Annual Celebration Business Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual Celebration Business Meeting.
- C. Each resolution submitted must contain the following wording: "THEREFORE BE IT RESOLVED, that we, the delegates to the 42nd Annual Meeting of the Rocky Mountain Conference of the United Church of Christ, meeting at the University of Utah in Salt Lake City on June 9-12, 2016". Summary information accompanying a resolution shall address the following in addition to its title: Purpose or proposed action, to whom it is addressed, expected results, who will implement or follow up, when and by whom is report back expected, expected costs and source of funds and how this resolution impacts the Conference's mission and/or teaching ministry.
- D. Resolutions received after the deadline may be referred to the Annual Meeting if the Business Committee deems them to be of a significant and timely nature.
- E. Amendments must be presented in writing to the chair after they have been presented and seconded. Not more than one amendment will be considered at the same time. One wishing to offer an additional amendment should announce the intention to offer the further amendment after action is completed on the pending amendment.

DEADLINE: IN OFFICE BY APRIL 25, 2017

Submit electronically to: admin@rmcucc.org

or by paper to: Rocky Mountain Conference
 Attention: Annual Meeting Resolution
 1140 W. 5th Avenue
 Denver, Colorado 80204

2017 Resolution Form

RESOLUTION TITLE: _____

Please refer to 2017 Resolution Guidelines in preparing this information.

1. State the purpose or proposed action of this resolution.

2. The mission and/or teaching ministry of the Conference will be impacted in the following way by this resolution:

3. Identify to whom this resolution is addressed and who will implement it on behalf of the Rocky Mountain Conference.

4. Indicate estimated costs and where the money will come from.

5. A report back may be called for. If so, to whom, by whom, how and when?

Submitted by: _____

Member of Church: _____

Email: _____ Phone: _____

Conference Reports –Conference Minister Report

JUNE 2016 – JUNE 2017

Dear Friends and Colleagues in the Rocky Mountain Conference,

On August 20, 2017, on the steps of Ponderosa under the blue skies of La Foret, you all installed me as your Conference Minister, an honor which is still beyond words. It's been a joy to serve this Conference alongside all of you as we share this call to make real the ministry of Christ in our time and place. Thank you for entrusting me with this sacred work, and I look forward to walking together as we inspire, challenge and empower generous faith and justice communities across the West.

RMC Highlights

At our 2016 annual meeting in Salt Lake City, participants were asked to name how the Conference had changed in the past years, and what they still believed could make the Conference even more effective. Robust discussion yielded that we had taken large steps forward in our communications ministries and in our relational connection to most of our congregations: Conference staff is more accessible and able to assist churches in need. Gaps still exist in leading churches through revitalization initiatives, improved access to revitalization funding, and frequency of face-to-face connection with our churches west of the Continental Divide.

Melding that feedback with the current state of the church and our culture, the Rocky Mountain Board in September 2016 adopted a **21st Century Leadership Model**, which named critical behavior sets for leaders of the conference, as well as helped shape an approach to our conference staffing.

The **Associate Conference Minister** (ACM) position which was previously stationed in the Denver conference office would become a deployed position, traveling 50% of the time, to provide additional presence for our outlying churches, including those west of the Continental Divide. In addition, as the management of our outdoor ministry program often conflicted for nearly six months of the year with the needs to support and strengthen our churches, the outdoor ministry program role was removed from the ACM position and segregated into a part-time term position for 2017.

Simultaneously, a “So That” Team was commissioned to examine and create new possibilities to hopefully expand our outdoor ministry programming in two ways: 1) to partner with other progressive denominations across the Front Range to enhance our programming currently at La Foret; and, 2) to explore facilities west of the Continental Divide where outdoor ministry programs could be offered to create greater accessibility for our members in those areas. The team has been intent upon their work, with a report due back to the Board in September, in preparation for the 2018 outdoor ministry season.

In addition, the part-time office support position was redeveloped and returned to a full-time position as Executive Administrator, with greater responsibility for assisting the Conference Minister.

These changes led to **staff transitions**, and position incumbents were encouraged to apply. At the end of 2016, the Rocky Mountain Conference Board and staff hosted a celebratory lunch in honor of the concluding ministries of both the Rev. Tamara Boynton as Acting Associate Conference Minister, and Ms. Lisa Callahan as Administrative Support Coordinator. Over her tenure, Rev. Boynton re-designed our Clergy Compensation Guidelines, facilitated crisis intervention and search processes for many churches, and most notably, lovingly breathed new life into our outdoor ministry program at La Foret; we remain grateful for her many, many contributions, which continue to well serve the Rocky Mountain Conference. Similarly, Ms. Callahan helped us move forward on electronic filing and was instrumental in the outsourcing of our bookkeeping to a third party. We are grateful to both of these women for their fine contributions.

On January 1, 2017, Ms. Graciela (Gigi) Garcia joined the conference staff as Executive Administrator. In her short time with us, Gigi has helped us re-imagine our physical space in the conference office which has included de-cluttering and organizing to make way for newness to come. In addition, she has well assumed the bookkeeping, building management, guest hospitality, camp registration, and other aspects of her duties. Gigi is a joy to have on staff.

In early February, the Associate Conference Minister Search Committee recommended the Rev. Erin Gilmore to fill our new position. Erin has served two churches in the RMC: Holladay UCC in Holladay, Utah, and First Congregational UCC in Loveland, Colorado. Her volunteer leadership in cross-conference activities has been, in large part, a reason that the RMC enjoys the depth of connection and strength of Christ-centered conviction that it does today. Erin joined the conference staff on May 15, 2017, and will be installed in her position at our Annual Celebration in Cheyenne.

We are fortunate to have long-time La Foret veteran, the Rev. Chris Gilmore, filling the Outdoor Ministry Program Associate term role through the end of 2017. Chris picked up program coordination in January 2017, and has been assisted in the administrative pieces of the role by Gigi, and Cory Kibler, our continuing Director of Communications Ministries who is responsible for raising the bar on our communications strategies. Together, the team has delivered a sold-out spring retreat, and is looking toward a banner summer camping program.

In August 2016, we hosted our third **Association Leaders' Meeting (ALM)** at La Foret. This now-annual meeting, instigated in the fall of 2014, brings together leaders from our five associations to connect and conspire on how to help shape the work of the associations and support the work of our churches in each of our settings. The ALM will meet again this August 3-5 at La Foret. Information has already been disseminated to current association leaders, and if you are eager to step forward into association leadership, you are welcome. Please contact your association moderator for more information.

2016 was a busy year for our companioning our churches through search and call and other church consultations, involving nearly two-thirds of our churches in one form or another. The end of the summer saw the conclusion of the ministry of our 7th Avenue Church in Denver, and we helped them to liquidate and distribute their assets in accordance with the intentions of their founders; over \$553,000 was designated to the Conference in witness to the continuing ministry of Christ.

And we also took some exciting steps forward in what I call **RMC Forward** initiatives:

- **“In The Mud”** - as approved at our 2016 annual meeting, our \$20,000 of mission support has been directed toward emboldening the mission outreach of our churches in their communities. In the first grant cycle of 2017, 12 churches received a total of \$11,000 in grants to ignite their mission outreach with projects from supporting a women’s homelessness initiative, building an onsite mini-food pantry, and creating an outreach for LGBTQ Teens. Applications for second cycle grants are due August 17, 2017; see rmcucc.org for details.
- **“So That”** – recalling Rev. Gayle Engel’s impassioned charge to the Conference at last annual meeting, we remember that every action we take in the church is done “so that” we bring into being a piece of action consistent with God’s intention for creation. In that context, the RMC Board has prioritized several initiatives and to date, commissioned one “So That” team to help re-imagine the possibilities of our outdoor ministry programming in 2018 and beyond. More “So That” teams are yet to be commissioned, and the Board nominated a new position on the Board to coordinate these “So That” initiatives. A report on these initiatives will be offered during the Annual Celebration.
- **IGNITE** – At our 2015 Annual Meeting we planted “mission seeds,” and the one that is starting to bloom involves leadership generation throughout the Conference. IGNITE is an initiative that seeks to cultivate the kind of leadership that can adequately meet this new era, and help forward our vision of the church: Church as one of the most life-giving forces in our culture for the century ahead. During this 9-month program, participants will be immersed in a collaborative, participative, and innovative learning community, designed to deepen one’s capacity to be a courageous and wise leader for times such as these. Deadline for applications to the program is June 30, 2017, with the program beginning this October. Visit rmcignite.com for details.

RMC Ministry Partners

- La Foret is running steadily above break-even these days, a vast change from the situation uncovered early in the fall of 2013. This reversal of fortunes is due largely to the exceptional executive leadership of Larry McCulloch, and supported by a Board of Directors focused on the highest and best strategic use for the gift which we call La Foret. We are deeply grateful to this team.
- In addition, Ponderosa Lodge at La Foret has had a much needed facelift – much of which would be hard to detect, yet critical rebuilding to give years of new life to that amazing structure. The La Foret Board worked hard to secure a refurbishment grant from the State of Colorado, the work of which is now nearing completion.
- Archway Housing continues to be our partner in developing and offering much-needed

low income housing and social services in Colorado; we are grateful to their faithful response to those economically disadvantaged and marginalized.

- The RMC Endowment Trustees continue to manage endowments on behalf of the Rocky Mountain Conference, La Foret, and several churches. If your church would like to start an endowment fund, with as little as \$1,000, you can create your own church account which will provide much-needed mission dollars for the future. More information is available at www.rmucc.org.

UCC Covenant

- In 2016, the RMC participated in the National Youth Event in Orlando, Florida, sending nearly 40 youth and chaperones. What an amazing experience it is to gather 4,000 youth from across the country to help nurture and sustain their faith. These events clearly bear fruit for the work of Christ, and I am grateful for the Conference's continued funding. The next youth event is our Western Regional Youth Event in the summer of 2018 in Honolulu! Funding initiatives will be forthcoming soon enough to help send our kids to this wonderful event at this amazing venue.
- The Conference staff also participated in the Western Region administrative support conference this past September in Hawaii. Important inter-conference contacts and sharing of best practices were just some of the rewards, as in the Western Region we are seeking to gain economies of scale in shared activities.
- The UCC General Synod 31 commences on Friday, June 30, in Baltimore. In my role as Moderator of this General Synod, I will help to manage the business on the floor, while ensuring hospitality for 3,000+ UCC'ers gathered in that place. When I sound the closing gavel on Synod this July 4, it will conclude my time on the United Church of Christ Board of Directors. It has been a profound honor to serve the church at this level, and the connections I have made throughout the denomination will continue to serve the Rocky Mountain Conference well. I am grateful for the gift of time the Conference has given me to complete this important work for our shared ministry in Christ.
- Conference Ministers are asked to serve on two associated bodies, and commencing this year, I have stepped onto my alma mater, Eden Theological Seminary's Board of Trustees, as well as the CUE (Chicago, United and Eden) Board of Directors.

Looking Forward

- Our common vision for the next few years will revolve around the health and vitality of our churches in all parts of the Conference. The Board, Erin, and I will be developing an investment policy to leverage the precious dollars we have to enable the revitalization of current churches and to start new ministries and churches where those investments show the most promise to bear good fruit for the sake of the mission.
- My efforts for the second half of 2017 will largely revolve around funding our mission. As a Conference we will be re-examining what the covenant of mutual support means to all of us, and how it manifests itself in faithful financial commitments.
- We will continue building Conference-wide 21st Century Leadership, a model which is not simply about staffing, but includes clarity of roles and leadership expectations in lay and clergy volunteers.

- And we are beginning a conversation with our association leaders and participants about how our associations can most effectively serve the mission of our churches and see to the nurturance of our laity and pastors as we move further into the 21st Century.

Beloved friends, there is still much “more truth and light to break forth from God’s holy word,” and our shared mission on behalf of the gospel of Jesus Christ has never been more crucial. It is my treasured blessing walking with you on this journey, and for that honor, I will always be grateful.

In the Spirit of the Living Christ,

Rev. Sue Artt
Conference Minister
Rocky Mountain Conference, United Church of Christ

June 5, 2017

Conference Reports – Director of Communications Ministries Report

This past April, I began **my third year with the Rocky Mountain Conference**. It's been an absolute whirlwind of energy, activity, and discovering new ways of being Conference together—and I feel that I'm right where I need to be. I hope others share this sentiment :)

The first few years were all about getting us up to speed, and I'm proud to say we made a lot of progress. Milestones included a brand-new website, updated email strategies, intentional social-media guidelines, full-fledged branding (color palette, logo, brand guide), church visits on communication and technology, and much more.

More recently, we've been **shoring up our processes and infrastructure**. Up to now, we relied on physical servers and local computer drives, which is fine... until something crashes, and things get lost forever. So we've migrated over to **Google Drive**, keeping all important documents (securely) in the Cloud, to reduce gaps in organizational knowledge.

We've begun using **Zoom Web Conferencing**, which has improved almost every facet of meeting remotely. **We've updated our Search & Call profile-sharing system** to be simpler and more secure, using DropBox to deliver files. And slowly but surely, we're replacing old, clunky computers and software, so we can do our jobs more accurately and efficiently.

Another big project: the **Ignite Leadership Initiative**, which for me has meant logo/branding creation and website building. As of this writing, we are just about to launch the website and send out Conference-wide invitations to apply. By the time we're in Cheyenne, we hope to have several applications in hand! This is on the heels of our first **"In the Mud" Award Cycle**, which involved several RMC churches using grant-money to better their communities.

Perhaps the biggest project of late has been managing the staff transition to live into our **21st-Century Leadership Model**. We aren't just getting new personnel; we're rethinking and evolving the way we do everything. And during the transition, I've been proud to step in and oversee both our **2016 Yearbook Reporting** and the **Annual Celebration Design Team**.

On the immediate horizon:

- **Robust digital document storage and notation system** to ensure that organizational knowledge doesn't disappear as staff transitions in and out;
- **Association-level workshops on church communication** (July 22, 2017 in Southeastern; October, 2017 in Western; and more on the horizon); and
- **"Connected at Our Roots" Newsletter subscriber campaign.**

Once again, I am grateful to everyone in the Conference for their support, feedback, wisdom, grace, and good works in the world. If ever I wonder what kind of impact the RMC has on the world, all I need to do is open up a church newsletter or read emails from clergy and lay-leaders to witness a truly amazing community engaged in profound works of good.

In Gratitude,
Cory Kibler
Director of Communications Ministries

Conference Reports – Report of the Secretary

June 2016 to June 2017 TOTALS

Membership: 11,309

Churches: 72

The following info covers the time between Annual Meeting 2016 and Annual Celebration 2017:

ECCLESIASTICAL COUNCIL:

MDA – Kari Collins	06/05/16
MDA – Karen Howe	06/26/16
MDA – Lizka Randall	08/07/16
MDA – Hillary Barrows Nipple	01/08/17
MDA – Kevin Pettit	04/23/17
SEA – Jeffrey Dodson	01/08/17

IN DISCERNMENT (new and renewed):

MDA – Kevin Pettit	06/18/05
MDA – Cynthia Johnson	02/16/08
MDA – Patricia Matthews	02/19/11
MDA – Jon Wallace	02/19/11
MDA – Thelma Flowers	07/16/11
MDA – Elizabeth Robinson	09/21/13
MDA – Hillary Barrows Nipple	05/18/14
MDA – Hannah Ingram	06/21/14
MDA – Nikki Frontz	10/18/14
MDA – Wendy Kidd	03/21/15
MDA – Kaudie McLean	06/20/15
MDA – Joshua North-Shea	09/19/15
MDA – Nadyne Guzman	10/17/15
MDA – Julie Kies	12/19/15
MDA – Gina Harvey	01/16/16
MDA – Cheryl Swing	01/16/16
MDA – Norman Michaud	03/19/16
MDA – Ron Cosgrove	06/18/16
MDA – Amy Petre Hill	07/16/16
MDA – Richard Williams	11/19/16
MDA – Alix Wright	04/15/17
PVA – Laura Nelson	02/26/09
PVA – Laura Gurney	09/20/13
PVA – Robbie Carlson	03/20/17
PVA – Larry Lawrence	03/20/17
SEA – Samantha Garrett	04/10/14
SEA – Crystal Karr	06/30/16
SEA – Logan Bennett	11/12/15
SEA – Candace Datz	09/22/16
SEA – Mallory Everhart	02/09/17
SEA – Anya Powers (in process)	

DROPPED from IN DISCERNMENT PROCESS

MDA – Bruce Ill	01/21/17
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IN DISCERNMENT (WITHDRAWN)

(At Their Request):

WEA – Heidi Lindemann	
SEA – RoMa Johnson	01/25/17

STANDING TERMINATED for

NON-COMPLIANCE:

MDA – Kenneth Williams	01/21/17
MDA – Edward Lange	01/21/17

ORDINATIONS:

MDA – Kari Collins, Parkview	08/14/16
MDA – Lizka Randall, Berkeley	10/09/16
MDA – Karen Howe, Boulder	10/30/16
MDA – Lorraine Latchman (Jah Rain)	05/28/17
PVA – Jake Joseph, Plymouth, Ft C	08/07/16
SEA – Jeffrey Dodson, 1 st Cong, CS	02/26/17

ORDAINED MINISTER STANDING GRANTED:

SEA – Jacque Franklin	02/09/17
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ORDAINED MINISTERIAL PARTNER

STANDING GRANTED:

MDA – Loren Richmond Jr, Henderson	05/2016
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COMMISSIONING:

IMA – Pat Gamble Hovey	
MDA – Kevin Pettit	

APPROVED FOR ORDINATION (pending call):

MDA – Cynthia Johnson	07/26/09
MDA – Thelma Flowers	10/20/13
MDA – Elizabeth Robinson	08/30/15
MDA – Hannah Ingram	10/23/16
MDA – Lorraine Latchman (Jah Rain)	10/23/16
MDA – Hillary Barrows Nipple	01/08/17
SEA – Jeffrey Dodson	02/26/17

NEW PASTORS/PASTORS IN NEW POSITIONS:

IMA – Jodi Bushdiecker, Bountiful
 SEA – Diane Martin, Church in the Wild/Green Mt. Falls
 SEA – Karen Howe 1st. Congregational/Pueblo
 SEA – Anne Cubbage – Broadmoor Community/COS
 SEA – Sarah Linn (Presby), Creede Community/Creede

INSTALLATIONS:

IMA – Marijke Rossi, 1st Cong. Church 10/15/16
 MDA – Sue Artt, RMC Conference Min 08/20/16
 MDA – Christina Braudaway-Bauman 09/18/16
 MDA – Lizka Randall, Berkeley 10/09/16
 MDA – Michael Blackwood, Broomfield 05/07/17
 PVA – Ken Ingram, St. Paul's Laramie 09/24/16
 PVA – Beth Gleason, Ft. Morgan 11/20/16
 PVA – Jake Joseph, Plymouth, Ft C 08/07/16
 SEA – Diane Martin, Wildwood 11/06/16
 SEA – Karen Howe, 1st Pueblo 02/19/17
 SEA – Anne Cubbage, Broadmoor 04/23/17
 WEA – Deana Armstrong, Craig 01/21/17
 WEA – Randy Besta, Hillcrest Montrose 11/13/16

PRIVILEGE OF CALL:

PVA – Thelma Burgonio-Watson 12/10/15
 SEA – Margaret Redmond (renewed) 06/02/13

LEAVE OF ABSENCE:

IMA – Kirk Thomas 09/25/16
 MDA – Rob Hundley 07/21/12
 PVA – Julia Mavity Maddalena 06/2015
 SEA – Scott Lovaas 01/2014
 SEA – David Knight 10/15/15
 SEA – Elizabeth Vincent 06/02/12

RESTORED FROM LEAVE:

SEA – Diane Martin

DUAL STANDING:

LICENSED (new and renewed):

MDA – Steve Johnsen Retired 2014
 Licensed Retired Pastor in Perpetuity 05/2016
 MDA – Anne Kleinkopf 02/18/17
 MDA – Nikki Frontz 04/15/17
 PVA – Robbie Carlson 10/23/14
 SEA – Sara Weatherman 10/15/15
 WEA – Dan Wilkie

WEA – Lael Van Riper
 WEA – Wendy Kidd, Gunnison

INTERIM/BRIDGE/TERM:

IMA – Sharyl Peterson, Community UCC, Bountiful
 IMA – Robert von Treba, Holladay UCC
 MDA – Mollie Landers-Hatt, Salem UCC
 MDA – Jack Wieczorek, Northglenn UCC
 MDA – Joanne Buchanan-Brown, Longmont UCC
 PVA – Jane Anne Ferguson, Plymouth Cong., Ft. Collins PVA - Jack Wieczorek, Northglenn UCC
 SEA – Susan Hartley (Presby), Black Forest
 SEA – Jim Reid, Manitou Springs
 SEA – Nayiri Karjian, 1st Cong'l, Colo Springs
 WEA – Wendy Kidd, Gunnison
 WEA – Anne Djokic, Colbran Congregational Church

TRANSFERS IN:

MDA – Anita Hauenstein AT/Southeast 07/16/16
 MDA – Michael Blackwood Fox Val/ILL 03/18/17
 MDA – Pedro Silva - Central/MASS 03/18/17
 PVA – Sara Weatherman – SEA/RMC 01/19/17
 PVA – Beth Gleason – HeartTexas/SC 10/13/16
 SEA – Karen Howe, MDA/RMC 02/19/17
 SEA – Anne Cubbage Barn/MASS 04/23/17
 WEA – Deana Armstrong - Ohio
 WEA – Randy Besta – Michigan
 WEA – Jeffrey Dodson – RMC/SEA 05/27/17

TRANSFERS IN – IN PROGRESS:

MDA – Tracy Hughes from Fairfield/CONN

TRANSFERS OUT:

IMA – Christopher Mehlhoff to NW Association
 MDA – Jodi Bushdiecker to IMA 01/21/17
 MDA – Anita Hauenstein to Southeast 04/15/17
 SEA – Jocelyn Bakkemo to MINN
 SEA – Benjamin Broadbent to GGA/CANV
 SEA – Sara Weatherman SEA/RMC to PVA/RMC

RESIGNED:

IMA – Marcia Meier, Kanab 03/01/16
 IMA- Kirk Thomas, Vernal 09/04/16
 MDA – Bruce III, Salem 04/30/17

ORDAINED MINISTERIAL PARTNER (DOC)

NEWLY CALLED TO CHURCHES:

MDA – Pedro Silva III, 1 Cong Boulder 01/22/17
 MDA – Tracy Hughes, Mt. View UC 01/01/17
 MDA – Michael Blackwood, Broomfield 01/15/17

RETIRED:

MDA – Steve Hoffman 08/28/16
 SEA – Jim Chapman 12/31/16
 SEA – Steve Brown 06/30/17
 WEA – Cynthia Chertos

IN MEMORIAM:

MDA – Rev. W. Bruce MacKenzie
 01/03/17
 MDA – Rev. Annabel B. Clark 03/03/17
 PVA – Jim Taylor 09/10/16
 PVA – Bob Inglis 12/05/16
 WEA – Charles Holmgren 12/08/16
 WEA – Conrad Pyle 09/21/16

CHURCH WITHDRAWN from UCC:

PVA – St. John UCC, Idalia
 06/12/16

NEW CHURCH START:

Community Spirit UCC, Montrose

Conference Report – Colorado Council of Churches



Here is a summary of the annual highlights and future plans for the **Colorado Council of Churches**. We are blessed to have the Rocky Mountain Conference of the United Church of Christ as one of our covenanting denominations, and we appreciate your support for our ecumenical and social justice work.

- **Over the Past Year:**
 - 70th Annual Easter Sunrise Service at Red Rocks with 11,000 attendees.
 - Pie Social to bring diverse churches together through food and fellowship.
 - Privilege Potluck—a time to explore various types of privilege that we carry.
 - Social Media Workshop—a free workshop for the faith community to learn the basics of social media.
- **In the Coming Year:**
 - Ecumenical choir project—on designated Sundays, guest members from other churches will sing with the choirs at selected churches.
 - Soulful Sunday—a time of food and fellowship across racial lines.
 - Reformation 2.0—a month-long commemoration of the 500th anniversary of The Reformation happening in October. Planned events include: beer & singing hymns; a reflection on the social justice tradition of The Reformation; an author book discussion on The Reformation; a potluck meal gathering and joint worship services with Lutheran and Catholic congregations.
 - Martin Luther King, Jr. Holiday "Day of Service" activities in conjunction with Thrivent Financial.
 - 71st Annual Easter Sunrise Service at Red Rocks.

For more information, please contact:

Adrian Miller
Executive Director
Colorado Council of Churches
1140 W. 5th Avenue, Denver, CO 80204
Office: (303) 825-4910
Email: adrian@cochurches.org

Rev. Tina Yankee
Director of Programs and Development

Email: yankee.tina@gmail.com

Social Media

Facebook:
Instagram, Pinterest:
Twitter:

Colorado Council of Churches Fan Page
@cochurches
@COCncilChurches

Website: www.cochurches.org

Conference Report – Archway Housing & Services



Archway
Housing & Services Inc

**ARCHWAY HOUSING MAKES RMC A
LEADER AMONG UNITED CHURCH OF
CHRIST CONFERENCES.
JUNE 2017**

ARCHWAY Housing and Services, Inc., a key mission affiliate of the Rocky Mountain Conference-UCC, is making noteworthy progress in its efforts to construct and manage affordable housing units in Colorado. New Projects in 2016, 2017, and beyond include:

40 West Apartments – 60 units at Colfax Avenue and Gray Street in Lakewood, with 25 reserved for Disabled Veterans. Construction is almost fully completed, with leasing beginning in July.

The Flats at Two Creeks – 72 units at Gray Street and 14th, immediately adjacent to 40 West Apartments. Financing is completed and construction will begin this year.

Fountain Ridge (36 units) and Fountain Ridge South (75 units) are two existing adjacent properties in Fountain, south of Colorado Springs. ARCHWAY is under contract to purchase them before Fall.

Villa Verde – 29 units just north of ARCHWAY's Greenleaf Apartments in the western section of Aurora north of Colfax Avenue. Villa Verde is currently owned and operated by the Aurora Housing Authority which has been hoping to find an owner that can more efficiently manage a small facility. ARCHWAY can combine Villa Verde with Greenleaf into a single operation, ideally before the end of 2017.

2275 Wadsworth – This is a vacant land opportunity for which ARCHWAY has received a loan commitment, and on which it will eventually construct an apartment community of 75 to 100 units.

ARCHWAY'S 6 communities created prior to 2014 include Foothills Green in Lakewood (72), Arapahoe Green in unincorporated Arapahoe County near Denver and Aurora (60), Willow Green in Arvada (59), Cornerstone in Denver (50), Sheridan Ridge in Arvada (65), and Greenleaf in Aurora (55).

Unlike most low-income housing providers, in addition to providing safe places to live for at-risk families, ARCHWAY also provides social services and afterschool programming for kids.

Joyce Alms-Ransford, ARCHWAY'S inventive Executive Director for 20 years, says, "Once these properties are occupied, we will have over 700 first class apartments dedicated to occupancy by people needing our help just staying afloat."

In addition to being an affiliate of the Rocky Mountain Conference, ARCHWAY is a member of the United Church Council for Health and Human Service Ministries. ARCHWAY makes the Rocky Mountain

Conference a, if not the, leader among all UCC Conferences in the ministry of housing our land's otherwise homeless folks!



Architect's Rendering – 40 West



40 West Construction – April '17



Cornerstone – Curtis and Park Avenue – Denver



Sheridan Ridge - Arvada

Among our 12 Directors, serving on the ARCHWAY Board are David Nestor, a member of First Plymouth Congregational Church, Englewood; the Rev. Jake Joseph, Associate Minister, Plymouth Congregational UCC, Fort Collins; the Rev. Melinda Townsend, member of Wheat Ridge Congregational UCC and Deputy Executive Director of Housing and Family Services of the Aurora Housing Authority; and the Rev. Robb Lapp, member of Community UCC, Boulder. Nestor and Lapp are founders of ARCHWAY, and have been working on this mission effort for nearly 30 years.

Save the date for ARCHWAY'S Fund Raiser to be held this year at the Littleton Town Hall Arts Center on Tuesday, November 14th. It will feature a musical production of "SUESSICAL" and the fellowship that always goes with these events.