



BLOOMING
IN THE
DESERT



RMC ANNUAL MEETING 2016

SALT LAKE CITY, UTAH



Program Guide

Updated June 15, 2016 – FINAL PROGRAM GUIDE

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Meeting Overview – Our Theme: *Blooming in the Desert*

“No matter where we are, Spirit helps us bloom...”



In 2014, we created our Vivid Description of the Future. In 2015, we planted Mission Seeds around the Conference. In 2016, we are ready to continue our momentum and thrive wherever we are.

Please join us for Annual Meeting 2016, June 9-12 in Salt Lake City, at the University of Utah campus. We will discuss, laugh, plan, and worship together as we create the Church of the Future... Register Today at RMCUCC.org!

One difference this year is that we are approaching Annual Meeting as a worship experience. Our business meeting components will bloom in the middle of our worship to create "Administry," which will in turn bloom amidst times of radical connection. Over the span of our weekend, we will experience Spirit in many ways as we perform the prayerful work and vision of the RMC.

Special Note: On Friday, June 10 at 9 a.m., we will convene the session to vote on the Rev. Sue Artt for Conference Minister of our Rocky Mountain Conference.

Registration Deadline: Friday, May 20.

Since our event is one month away, **we cannot offer refunds for cancelled registrations.** Thank you for your understanding and good stewardship of conference funds.

Blooming in the Desert – Grand Agenda

Thursday, June 9, 2016

Guiding Scripture: Isaiah 35

6:00	Bus departs Englewood (with periodic stops)	
1:00 - 5:00	Boundary Training	Bonneville
3:00 - 8:00	Registration	Officers Club
4:00	Bus Arrives at U. of Utah in SLC	
5:00 - 5:45	RMC 2015-16 Board Meeting	Alpine
6:00 - 7:30	Welcome Reception / Candidate Meet & Greet	Officers Club
7:30 - 9:00	Gathering: Covenant & Theme	Officers Club

Administration: Call to Order, Consent Agenda

Friday, June 10, 2016

8:00 - 8:45	Breakfast	Peterson Heritage Center
9:00 - 12:00	Conferring Our Future Together: General Session I	Douglas Ballroom
	<i>Opening Worship - Our Testimony, Our Journey</i>	
	<i>Embracing Our Story</i>	
	<i>Administration: Board/Search Committee Nomination</i>	
	<i>Administration: Vote on Rev. Sue Artt as RMC Conference Minister</i>	
	<i>Covenanting Moment</i>	
12:00 - 1:30	Lunch	Peterson Heritage Center
	Metro Denver Association Informal Gathering	
1:30 - 2:15	"Mission Madness" (choose three 10-min. presos)	Display Tables
2:30 - 4:30	Conferring Our Future Together: General Session II	Douglas Ballroom
	<i>Administration: RMC Endowment</i>	
	<i>Administration: Nominations for Board & Committees and Speak Outs</i>	
	Empowering Our Vision: From the Inside Out	
4:30 - 6:15	Dinner	Peterson Heritage Center
	Southeastern Association Informal Gathering	
6:30 - 9:00	Conferring Our Future Together: General Session III	Douglas Ballroom
	<i>Avenue UCC Part Deux: A Puppet Drama of Hilarious Proportions</i>	
	<i>Administration: 2017 Budget and Speak Outs</i>	
	Conference Minister Reception with Dessert Bar	

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Saturday, June 11, 2016

Guiding Scripture: Isaiah 35

8:00 - 8:45	Breakfast	Peterson Heritage Center
9:00 - 12:00	Conferring Our Future Together: General Session IV	Douglas Ballroom
	<i>Administry: 2017 Clergy Compensation</i>	
	<i>Administry: Election of Boards & Committees and Speak Outs</i>	
	Making Our Conference Ministry Count	
12:00 - 1:45	Lunch	Peterson Heritage Center
	Western Association Meeting	
2:00 - 4:30	Conferring Our Future Together: General Session V	Douglas Ballroom
	<i>Administry: To Annual Meeting 2017 and Beyond...</i>	
	Committing it Real Today and Tomorrow	
	<i>Administry: Installing 2016-17 Boards & Committees</i>	
	<i>Administry: Invitation to 2017 Annual Meeting – Platte Valley</i>	
4:30 - 6:15	Dinner	Peterson Heritage Center
6:30 - 10:00	Conferring Our Future Together: General Session VI	Douglas Ballroom
	Outside Worship w/ Rev. Gayle + New Jerusalem Choir	
	Party with the Sister Wives band	
	Recognitions by Association Leaders: Anniversaries	

Sunday, June 12, 2016

8:00 - 8:45	Breakfast	Peterson Heritage Center
9:00 - 10:00	Conferring Our Future Together: General Session VII	Chapel
	Closing Worship - Rev. Sue Artt Preaching	
	<i>Administry: Meeting Adjournment</i>	
10:00	Clean Up / Departure	
10:30	Bus departs Salt Lake City	

Grand Agenda Frequently Asked Questions:

Where's the Business Meeting?

This year, 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.

No one throws a party like RMC and those events are in orange!

Meeting Overview – Important Contacts

5 for 5 Awards	Lisa Callahan	lisa@rmcucc.org
Boundary Training	Tracey Dawson	pastortracey@uccparkerhilltop.org
Budget – 2015 / 2016	Matt Huntington	huntington35@gmail.com
Business Meeting	Sue Artt	sue@rmcucc.org
By-Law Amendments	John Rostykus	john.rostykus@gmail.com
Content Design	Glen Brown	glen@codale.com
IM Association	Bill Green (Moderator)	concerts@holladayucc.org
Lodging	Lisa Callahan	lisa@rmcucc.org
Nominations	John Rostykus	john.rostykus@gmail.com
Registration	Tamara Boynton	tamara@rmcucc.org
Resolutions	Sue Artt	sue@rmcucc.org
RMC Board	Rebecca Kemper Poos	revbecca@icloud.com
RMC Website	Cory Kibler	cory@mrcucc.org

Info & Resources – Registration & Lodging

The University of Utah is located at 201 Presidents Cir, Salt Lake City, UT 84112. You can view [a map of our Meeting Spaces here](#). Thursday arrivals should park in lot 77 near the Officer's Club, or in lots 63 and 84. Please park in lots 63 and 84 on Thursday and Friday. You may park in any lot on Saturday and Sunday. The three tiers of registration are listed below:

- **Offsite Registration - \$225:** This registration includes event programming and all meals; however, you must make your own sleeping accommodations.
- **Dorm Room Accommodation Registration - \$350:** This registration includes event programming, all meals, and lodging in a private dorm room that shares a bathroom with one (1) other guest. Married / partnered couples will be placed in adjoining rooms. The University of Utah will provide sheets, pillows, blankets, and a small towel.
- **Hotel Room Upgrade Registration - \$575:** This registration includes event programming, all meals, and lodging in a fully private hotel room on the University of Utah campus. If you register for the Hotel Room Upgrade, you can expect all the usual benefits of a hotel. Guests can either select to have two (2) queen beds or one (1) king bed. Please remember: **ONLY ONE** person per Hotel Room needs to register for the Hotel Room Upgrade. All others who will be sharing the room should choose the "Off-Site Registration" option.

Registration Deadline: Friday, May 20.

Since our event is one month away, **we cannot 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 at Annual Meeting 2016.

In the past, we've offered Boundary Training in different sessions and parts. This year, there will only be **one** session of Boundary Training.

This session will be held from 1 – 5 p.m. on Thursday, June 9 on the University of Utah campus (exact location TBD). There is no cost for attendees. The session will be led by Rev. Tracey Dawson, Pastor at UCC Parker Hilltop in Parker, Colorado. If you need to take Boundary Training for a renewal, you will have an opportunity to select this option during your registration. Rev. Dr. Dawson will use this list to prepare materials.

Session Description Forthcoming – check back soon for more details!

"Worship in a Box" for Churches During Annual Meeting

Once again, the AM Design Team has created a "Worship in a Box" Service for churches to use during Annual Meeting. It is our gift to you! This Worship Service includes a bulletin, prayers, songs, and a sermon for local churches while their pastors are at Annual Meeting. All "Worship in a Box" materials can below viewed, downloaded, and printed here:

- [June 12 Worship Script](#)
- [June 12 Worship Bulletin](#)
- [June 12 Worship Children's Sermon](#)
- [June 12 Worship Message](#)

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 12.

Meeting Materials – Conference Minister Vote

On Friday, June 12 at 9 a.m., the voting membership of the Rocky Mountain Conference will convene to vote on our candidate, the Rev. Sue Artt, for settled Conference Minister of the Rocky Mountain Conference.

[You can read Rev. Artt's biographical information here.](#)

Read the Board and Search Committee's Nomination Letter below:

Dear Clergy, Churches, and People of the Rocky Mountain Conference:

Having sought the guidance of the Holy Spirit, reflected on all the feedback we received, discerned the needs of our conference, and heard your hope for bold leadership at this time of great shift taking place within the church, the Board of Directors and the Search Committee are excited to share with you our joint nomination of Rev. Sue Artt as our Conference Minister.

[We invite you to read a more detailed reflection on our path of discernment](#) that culminated with Sue's nomination, and pray it will lead us to a wholehearted confirmation of the Rev. Sue Artt as our settled Conference Minister at our Annual Conference Meeting on June 9-12, 2016 in Salt Lake City.

Faithfully, Your Board of Directors and Search Committee

RMC Board of Directors:

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

RMC Search Committee:

Beth Robey Hyde, Chris Gilmore, Gage Church, Laura Gurney, Heidi Hess, Ron Heil, Amanda Minter, Betty Barnes, Adrian Miller

Motion: "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."

Meeting Materials – Nominating Report

DRAFT as of 6/6/2016
 Rocky Mountain Conference
 United Church of Christ

Nominating Committee Report
 June 2016 - June 2017 Term

Annotations: Yellow = open Blue = nominees for new/re-election

Board of Directors

14 members – Moderator, Vice Moderator & Youth - 1 year term (can be re-elected for 2nd term);
 Treasurer, Finance and Personnel - 2 year term (can be re-elected for 2nd term)

[Position] [Association] [Name] [Term End] [Home Church]

Moderator	PV	John Rostykus	17	First Congregational UCC, Longmont, CO
Vice Mod	Any	Gage Church	17	Congregational UCC, Ogden, UT
Secretary		Sue Artt	n/a	RM Acting Conference Minister
Treasurer	MD	Matt Huntington	18	Parkview Congregational Church, Aurora, CO
Finance	PV	Courtney Dobbins	17	First Congregational UCC, Longmont, CO
Personnel	WE	Martha Jones	17*	First Congregational UCC, Grand Junction, CO

At Large Youth Member - 1 year term – Must be in High School at time of election.

Youth	Any	<open>	17	
Youth	Any	<open>	17	

Association Representatives - 3 year term

Rep	MD	David Bahr	19	Park Hill Congregational UCC, Denver, CO
Rep	IM	Carol White	19	Community UCC, Pinedale, WY
Rep	WE	Karen Winkel	17	Community Spirit UCC, Montrose, CO
Rep	PV	Nathan Miller	18	First Congregational UCC, Greeley, CO
Rep	SE	Judy Baillie	17	Christ Congregational UCC, Pueblo, CO

Task Force Leadership Support Coordinator - 2 year term

Coordinator	PV	Erin Gilmore	17	First Congregational UCC, Loveland, CO
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Finance Committee

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors + Treasurer + Conf Min

PV	[Chair]	Courtney Dobbins	18	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
WE		Brian Mahoney	17	First Congregational UCC, Grand Junction, CO
Any		<open>	17	
		Matt Huntington	n/a	RM Treasurer
		Sue Artt	n/a	RM Acting Conference Minister

Personnel Committee

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors

WE	[Chair] Martha Jones	18*	First Congregational UCC, Grand Junction, CO
MD	Jody Huntington	17*	Parkview UCC, Aurora, CO
IM	Kay Grice	17	First Congregational UCC, Rock Springs, WY
MD	Rick Danielson	17	Community UCC, Boulder, CO
MD	Mark Dutell	18	Kirk of Bonnie Brae UCC, Denver, CO
Any	<open>	18	
Any	<open>	18	
Any	<open>	18	

Nominating Committee

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

Any	[Chair] Gage Church	n/a	<Vice Moderator>
MD	Kari Collins	17	Parkview UCC, Aurora, CO
WE	Karen Caton	17	First Congregational UCC, Grand Junction, CO
IM	Jean Boyack	18	Holladay UCC, Holladay, UT
PV	<open>	18	
SE	<open>	18	

RMC Endowment Trustees

6 members (any Association) - 3 year term

MD	[Chair] Louisa Young	18	First Congregational, Boulder, CO
MD	Curtis Preston	17*	Lakewood UCC, Lakewood, CO
MD	Jeff Bogart	18	First Congregational, Boulder, CO
PV	Erin Gilmore	18	First Congregational, Loveland, CO
PV	Alan McLarty	18	Plymouth Congregational UCC, Fort Collins, CO
MD	Amy Petrè Hill	19	Mountain View United Church, Aurora, CO
	Sue Artt	n/a	RM Acting 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*

Please contact Sue Artt for corrections/updates 303-984-9118, sue@rmcucc.org.

General Synod Delegation

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 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	Ezekiel Wakefield	15	17	Henderson Cmty UCC, Hend., 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 Chorpensing	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		15	17			
SE L Alternate	Sandy Taylor	15	17			Christ Cong'l UCC, Pueblo, CO
WE L Alternate		17	19			

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	Clergy	21/23

Rocky Mountain Conference
United Church of Christ

2016 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 Lisa Callahan at the Rocky Mountain Conference office, lisa@rmcucc.org. Positions open prior to the 2016 Annual Meeting on June 9, 2016 may be filled by a vote of the Board of Directors.

Meeting Materials – 2017 Proposed Budget

	2017	2016	2015
	In Spirit Budget	Approved Budget (BOD 3.12.16)	Actual Year-End
<u>Revenues</u>			
OCWM	\$ 400,000	\$ 400,000	\$ 384,947
Endowment Distribution	\$ 13,500	\$ 13,280	\$ 13,857
Per Capita	\$ 97,440	\$ 83,000	\$ 81,201
Per Capita-La Foret	\$ 24,360	\$ 20,750	\$ 20,300
NIN-for Crossroads & DICP	\$ -	\$ 5,000	\$ 10,000
Interest Income-Savings	\$ 50	\$ 46	\$ 46
Tenant Rent	\$ 23,500	\$ 22,200	\$ 24,050
Contributions		\$ -	\$ 1,510
Miscellaneous		\$ -	\$ 2,518
Misc. Workshops & Annual Meeting	\$ 200	\$ 200	\$ 5,408
Total Revenue	\$ 559,050	\$ 544,476	\$ 543,837
<u>Mission Expenses</u>			
Support - Global Partners	\$ 3,000	\$ 3,000	\$ 3,000
Support - Mission/Stewardship	\$ 20,000	\$ 20,000	\$ 16,500
Support - Crossroads/DICP	\$ -	\$ 5,000	\$ 10,000
Support - Ecumenical Partners	\$ 7,500	\$ 7,500	\$ 7,500
Support - CUE	\$ 1,200	\$ 1,129	\$ 1,129
Support - OCWM	\$ 88,000	\$ 84,000	\$ 76,989
OCWM % to national	22%	21%	20%
Total Mission Expenses	\$ 119,700	\$ 120,629	\$ 115,118
<u>Office Expenses</u>			
Accounting	\$ 4,000	\$ 4,000	\$ 14
Bank Charges	\$ -	\$ 10	\$ 10
Online Credit Charges	\$ 5,000	\$ 5,000	\$ 4,829
Computer Exp-Hard/Soft/Repairs	\$ 2,500	\$ 1,500	\$ 1,352
Dues & Subscriptions	\$ 1,000	\$ 1,000	\$ 753
Gifts & Memorials	\$ 800	\$ 800	\$ 1,786
Legal Fees	\$ 3,000	\$ 3,000	\$ 1,641
Office Equipment Lease/Maint.*	\$ 3,500	\$ 3,800	\$ 4,925
Office Expense	\$ 5,500	\$ 5,000	\$ 6,117
Camp Brain	\$ 3,500	\$ 3,500	\$ 3,500
Postage	\$ 2,000	\$ 2,000	\$ 2,034
Telephone/Internet*	\$ 5,000	\$ 5,000	\$ 5,588

Staff - Trav./Lodg./Rental/Meals	\$ 17,000	\$ 17,000	\$ 18,699
Total Office Expenses	\$ 52,800	\$ 51,610	\$ 51,248
<u>Building Expenses</u>			
Insurance - Building & Liability	\$ 9,750	\$ 9,745	\$ 7,309
Janitorial Services	\$ 1,500	\$ 1,500	\$ 1,485
Garbage/Recycle	\$ 2,000	\$ 2,000	\$ 2,749
Utilities	\$ 10,000	\$ 9,651	\$ 9,651
Building & Grounds Maintenance	\$ 2,000	\$ 1,900	\$ 3,273
Major Maintenance Reserves	\$ 2,000	\$ 2,000	\$ 2,000
Property Taxes	\$ 150	\$ 154	\$ 154
Total Building Expenses	\$ 27,400	\$ 26,950	\$ 26,621
<u>Program Expenses</u>			
Mission Seeds*	\$ 1,500	\$ 1,500	\$ -
BOD/Finance/Personnel/Endow.	\$ 3,500	\$ 3,000	\$ 5,299
Faith Nurture Ministry Team	\$ 1,500	\$ 1,500	\$ 275
Reserve to Fitness Review	\$ 1,500	\$ 1,691	\$ 2,496
Clergy Retreat/Events	\$ 500	\$ 500	\$ 2,004
Reserve Charges-General Synod	\$ 6,000	\$ 6,731	\$ 5,500
Support - La Foret	\$ 24,360	\$ 20,750	\$ 20,300
Congregations Alive Reserve	\$ 1,000	\$ 1,000	\$ -
CM Discretionary Fund	\$ 500	\$ 500	
Nat Outdoor Min Assoc	\$ -	\$ -	\$ 95
Reserve to Contingency Fund	\$ 5,000	\$ 5,000	\$ 5,000
Total Program Expenses	\$ 45,360	\$ 42,172	\$ 40,969
COLA	0.7%		2%
<u>Staff Expenses</u>			
Continuing Education	\$ 2,000	\$ 1,000	\$ -
Insurance - Health & Life	\$ 28,000	\$ 25,254	\$ 26,919
Insurance - Workers Comp	\$ 2,400	\$ 2,319	\$ 1,389
Payroll Taxes	\$ 9,300	\$ 9,300	\$ 5,725
Reserve Charges-Sabbatical	\$ 5,000	\$ 4,200	\$ 2,472
Retirement	\$ 29,700	\$ 29,709	\$ 17,095
Salaries & Wages	\$ 238,235	\$ 225,095	\$ 224,466
Conference Minister Search	\$ -	\$ -	\$ 8,186
ACM Moving Expenses/search	\$ -	\$ 6,500	\$ -
Total Staff Expenses	\$ 314,635	\$ 303,377	\$ 286,252
Total Operating Expenses	\$ 559,895	\$ 544,738	\$ 520,208

Net Operating Income (Loss)	\$ (845)	\$ (262)	\$ 23,629
<u>Camp Revenue</u>			
Faith Nurture Retreats	\$ 25,000	\$ 20,000	\$ 20,884
Faith Nurture Camps	\$ 95,000	\$ 90,000	\$ 86,256
Endowment - Children/Youth	\$ 16,895	\$ 16,895	\$ 17,631
Total Camp Revenue	\$ 136,895	\$ 126,895	\$ 124,771
<u>Camp Expenses</u>			
FN Retreat Food & Lodging	\$ 25,000	\$ 25,000	\$ 24,241
FN Camps-Food & Lodging	\$ 85,000	\$ 75,000	\$ 102,434
FN Retreats-Program Expense	\$ 2,000	\$ 2,000	\$ 1,069
FN Camps-Program Expense	\$ 10,000	\$ 10,000	\$ 6,614
FN Resources & Supplies	\$ 2,000	\$ 2,000	\$ 3,729
Counselor/Dir Training	\$ 10,000	\$ 10,000	\$ 9,441
Reg/Nat Youth Event Trav		\$ -	\$ 3,000
Nat Outdoor Min Assoc	\$ 250	\$ 250	\$ -
Nurse/Medical Supplies	\$ 1,800	\$ 1,800	\$ 1,650
Total Camp Expense	\$ 136,050	\$ 126,050	\$ 152,178
Net Camp Income/(Loss)	\$ 845	\$ 845	\$ (27,407)
Total Revenue	\$ 695,945	\$ 671,371	\$ 668,608
Total Expense	\$ 695,945	\$ 670,788	\$ 672,386
<u>Total Net Income/(Loss)</u>	\$ -	\$ 583	\$ (3,778)

Meeting Materials – Clergy Compensation Guidelines for 2017 Proposed May, 2016

[View, print, and/or download the full Clergy Compensation Guidelines from our website.](#)

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 Rev. Tamara Boynton (tamara@rmcucc.org).

All are encouraged to remember that they are guidelines, intended to open sacred conversations about expectations, shared futures, and cultivating 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 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 openly dialogue 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.

[The attached 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 who 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 including sources, a chart showing previous year's COLA adjustments, and endnotes.

Meeting Materials – 2015 Annual Meeting Minutes

Saturday, June 13, 2015

The Business Meeting of the 2015 Rocky Mountain Conference Annual Meeting opened with singing the song “Weave” led by Cory Kibler at 9:45 a.m.

Cory recognized Lisa Callahan for all her hard work, and led us with a deep breathing exercise to get everyone centered and focused.

Sue Artt led us in the song “Dream God’s Dream,” followed by Words of Welcome from Rebecca Kemper Poos.

Tamara Boynton checked in regarding registrations and welcomed new arrivals to La Foret.

Rebecca then called the meeting to order.

- Lisa verified that our bylaws state we must have one-third of the churches represented to reach a quorum, and we have well over that number.
- Two churches were granted Voice with Vote:
 - Community Spirit UCC - present
 - Chadash UCC - absent
- Three individuals were granted Voice without Vote:
 - Gordon Gilles – Cornerstone Fund
 - Lorin Cope – Eden Theological Seminary
 - Judith Roska- Spiritual Direction
- Tracey Dawson was appointed Parliamentarian.
- Jan Hepp was appointed Timekeeper.
- **MOTION: Rebecca moved to adopt the Standing Rules (which have been posted on the RMC website since April). There was a second; no discussion; Motion approved unanimously.**
- Rebecca recognized the following groups and individuals involved with preparing for the Annual Meeting, and thanked them for their hard work and dedication to make this meeting a success: the Southeastern Association and meeting planners; all staff at La Foret; and the Annual Meeting Design Team.
- Rebecca reviewed the personnel changes since the 2014 Annual Meeting:
- In memoriam: Jean Wade, Michael Kirchhoff, Jeannine Lamb, and Barbara Gates
- Conference office changes: Lorraine Elsen and Chance Percival no longer work for the Conference, and new Conference staff were introduced: Cory Kibler – Communications Director, and Lisa Callahan – Office Support Coordinator.

State of the Conference – Sue Artt:

- RMC was \$34,000.00 in the black at the end of 2014.
- OCWM is tracking well ahead of what was planned. Thank you for the giving – it empowers local and national conferences.
- RMC is on target to end 2015 with a nearly balanced budget. We are submitting a 2016 balanced budget for approval, contrasting with other conferences running yearly deficits of \$300,000.

- Over 160 people are in attendance at this Annual Meeting
- All of these speak to the vitality of RMC.

In responding to the lengthy discussion midday Friday regarding the Search Process and Sue's candidacy, Sue explained how she had relied on Spirit to direct her move to from Illinois to Colorado without job or place to live. She talked of how she arrived at her position with RMC, and she clarified the difference between interim, acting and designated conference ministers. She acknowledged the fuzziness around how her "acting" title would be resolved, and that had she and the Board understood this in the fall 2013, they might have sought to name that resolution – but it wasn't done then and so here we are as a Conference, wrestling with how to move forward in naming the permanent Conference Minister. Sue affirmed that she is still committed to following Spirit as Spirit calls newness into the life of the Conference, and invited others to join her in that faith commitment. She concluded with a passage in Acts, and led us in prayer.

Speak Outs:

- Tamara reminded everyone of the intergenerational camps at La Foret this year.
- Alice Silver spoke about the Colorado Faith Communities to End Gun Violence. This is a newly-formed, ecumenical coalition consisting of more than 25 congregations from all areas. Their agenda is two-fold: (1) working to prevent the Colorado legislature from repealing gun safety measures and passing new, less stringent measures; and (2) looking at the public health aspect of gun violence and working with the medical community to promote gun safety and safe storage of firearms.

Review of Conference Finances: Finance Committee - Matt Huntington and Jan Hepp:

- RMCUCC is in great financial shape, and will present a balanced budget for 2016.
- Salaries are now aligned with the National UCC standards. We have made some staff changes and are now paying less for the Conference Minister than in 2010.
- Staff compensation and benefits were discussed.
- Matt thanked everyone for contributing to OCWM, which is going up for several reasons:
 - We are more radically connected between the Conference and the local churches;
 - The Capital Campaign is complete;
 - Our Vivid Description came from cluster meetings that were held around the Conference, resulting in increased contributions to OCWM. RMC sent 22.4% of our OCWM overage to National UCC.
 - The Budget Summary of the 3-page Financial Report was reviewed and discussed.

Motion: "The Conference Finance Committee moves approval of the 2016 budget as presented. The motion comes from a Board Committee and does not need a second." Motion passed.

Speak Outs:

- Tamara spoke about the importance of supporting Youth Outdoor Ministries and camp.
- Mark Lee discussed the Visiting Scholars program to be held October 16-18, 2015.
- Nikki Frontz, who is Chair of UCC Fellowship, an independent organization at Iliff, explained how to support colleagues in ministry.

2016 Clergy Compensation Guidelines – Tamara Boynton:

- A new model for clergy compensation was offered last year, and she has received a lot of feedback regarding how it works. She then reviewed what is encompassed within the

clergy compensation, and opened conversations regarding the guidelines. Changes to note are as follows:

- A Table of Contents and Resource List have been added to the Guidelines posted on the RMC website.
- A 2.2% COLA increase has been incorporated.
- There are two compensation graphs: one for urban corridor churches, and the other for rural and mountain churches.
- Compensation recommendations were run based on the contract and budget, as opposed to years of ordination. Professional benefits have been expanded, including sabbaticals.
- Part IV – Associate and Authorized Minister Guidelines: after looking at the available research, it was determined that churches are closed systems and most associates are paid in relation to the senior pastor.

The Guidelines need to be updated on the RMCUCC website, as the last draft is draft from 2014.

We will not be voting on the Clergy Compensation Guidelines, and it has been tabled until next year.

Nominating Report and Elections – John Rostykus

- John discussed the nominating report and election procedures, and expressed his appreciation to all who are willing to serve. He reminded everyone that there are still some open positions, including space for one more youth on the Board of Directors.
- Mission Teams: it became apparent that the Mission Team explanations and expectations were not clear. This matter has been put on hold. The Mission Teams will continue with the current staff through the end of 2015. Beginning in 2016, we will be forming new Task Forces to replace the Mission Teams, so the slate is shorter than in the past.
- Synod Delegates: Sue went over the delegate election process per UCC Constitutional provisions and next year's requirements by association.
- **MOTION: "The Conference Nominating Committee moves election of the slate of Board Members and Committee Members as presented." Motion passed.**
- Synod – Jan Hepp named and acknowledge this year's delegates, and shared delegation t-shirts. There are about 35 extras to sell for \$20.00 each.

Speak Outs:

- Jane Anne Ferguson spoke regarding testament and enduring faith, and meeting spiritual needs. There will be an "our Whole Lives" training session for leadership at Plymouth in Ft. Collins on August 14-16. Jane also invited everyone to talk to her about the book she wrote: "Forty-five Days with Jesus," including study guide for churches.
- Tracy Lynn Mosely spoke regarding First Congregational in Pueblo's sudden loss of their minister last year. She is reaching out to all who helped support their small church, with great appreciation for all the prayers and support – it meant a lot.
- Joyce Alms-Ransford, Executive Director of Archway Housing, gave a brief presentation of Archway's history, properties and current projects. There is a fundraiser on September 18th at the Museum of Nature and Science.. Archway currently has an opening on their Board of Directors. They would like to be more involved with RMCUCC, and would like to have a member from RMCUCC serve on the Board of Directors.

- Kristina Lizardy-Hajbi, Director for the Center for Analytics and Data (CARD) spoke regarding the importance of UCC Yearbook reporting. Annual membership reporting is used to determine the number of Synod delegates representing RMCUCC. We had a significant decline in the number of congregations responding. If we increase the responses next year, we will have a pizza party at next year's Annual Meeting.
- Malcolm Himschoot, Minister for Ministerial Transitions at MESA in Cleveland, explained the importance of MESA and what they do.
- Lorin Cope, Eden Theological Seminary, spoke about the importance of our continued support of seminary. He invited everyone to visit Eden – take a tour, share a meal – and find ways to be engaged and bring Eden to you and your church. If you know someone considering seminary, please urge them to consider Eden.
- Judith Roska explained spiritual direction, which is a contemplative practice where all gifts are welcome. It is a specific action, an ancient practice, and a one-to-one unique listening practice. She is currently offering spiritual direction and invite all to speak with her.
- Gordon Gilles, President, UCC Cornerstone Fund, spoke regarding the services Cornerstone offers by providing loans for church expansion, renovation and improvements. Cornerstone financed La Foret a year ago, which was made possible by investments. Expenses for La Foret can be decreased by investing in Cornerstone and designating proceeds to the La Foret. Please consider investing in Cornerstone.
- Chris Gilmore spoke regarding the Colorado Communities to End Gun Violence. He has all the documents needed to help congregations join and partner with them.

Conference Minister Search

- Beth Robey-Hyde, Chair of the Search Committee, spoke regarding the process and status of the search for a permanent Conference Minister. The Committee has begun preparing a Conference Profile and has the Job Description from the Board of Directors. Members of the Search Committee were introduced, and invited anyone with concerns to discuss those concerns with any members of the Search Committee at lunch.

Annual Meeting 2016

The Utah delegation issued an invitation to the 2016 Annual Meeting to be held at the University of Utah in Salt Lake City, hosted by the Intermountain Association.

The meeting was adjourned by Rebecca Kemper Poos at 12:13 p.m.

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 2016 Annual Meeting:

2016 Annual Meeting Consent Agenda

1. Standing Rules for the 2016 Annual Meeting
2. [2015 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 Timekeeper (TBD)

Meeting Materials – Standing Rules

1. “Robert’s Rules of Order, Newly Revised” shall be followed, unless otherwise ordered by the Conference Annual 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 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 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 Meeting. A resolution similar to the one addressed at an Annual Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual Meeting.
5. Each resolution submitted must contain the following wording: “THEREFORE BE IT RESOLVED, that we, the delegates of 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 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
March 14, 2015
January 29, 1994

Amended January 31, 1997

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, 2015, will be used for the 2016 Annual 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 the Annual 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 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 Meeting. A resolution similar to one addressed at an Annual Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual 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 26, 2016

Submit electronically to: admin@rmcucc.org

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

2016 Resolution Form

RESOLUTION TITLE: _____

Please refer to 2016 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: _____

Meeting Materials – Undergraduate Scholarship

Below and linked, please find information, requirements, criteria, and [application forms for the Rocky Mountain Conference United Church of Christ scholarship](#). The scholarship will be awarded to a member of one of the congregations in the Rocky Mountain Conference. To qualify, this student shall be enrolled in an undergraduate institution and have completed at least one year.

If you know of any persons who should apply, please forward these forms to them. Please duplicate the forms as may be necessary. The application forms and additional information must be submitted to the Conference office by **June 1, 2016**.

This year's scholarship will be awarded in the name of Richard Cowden. In order to continue offering this scholarship we need to attract scholarship funds. Should you know of anyone who would like to make a contribution, please have them send their gift to the Rocky Mountain Conference Scholarship Fund at the Conference Office. Thank you for your support of UCC students!

Instructions for Completing the Scholarship Application:

1. Application is to be completed by applicant.
2. Please type or print clearly.
3. Attach the following to complete application:
 - a. Three (3) letters of reference.
 - b. Confirmation of membership in a Rocky Mountain Conference UCC congregation, signed by the pastor.
 - c. Current Academic transcript.
 - d. Any additional explanation to supplement financial need info on application, if necessary
 - d. Biographical statement including background, special interests, community volunteer service, UCC connection, career goals, etc. Max. 2 pages.

(All information will be kept confidential.)

4. Send completed application with attachments to:

***The Rev. Tamara Boynton
Rocky Mountain Conference, UCC
1140 W 5th Avenue, Denver, CO 80204***

5. Applications must be postmarked by **June 1, 2016**.

GOALS

- Because of increasing costs associated with higher education and the monies that have been given to the Conference for scholarships, these funds shall be used for the stated purpose.
- At the Rocky Mountain Conference Annual Meeting in June a scholarship will be awarded:
 - On a three-year rotating basis in the name of
 - Elizabeth and Brad Skinner (seminary student),
 - Herbert and Jean Hosanna (graduate student), or
 - Richard Cowden (undergraduate student).
- The amount of the scholarship given for the academic year will be \$1,800.00 to one student, \$900 per semester.

GUIDELINES

- A. The recipient must be a participating member of a Rocky Mountain Conference UCC congregation.
- B. The recipient shall be enrolled in an accredited institution. Funds may be applied to tuition only.
- C. The applicant must state the amount of need. (This does not mean the need will be met, but it does give some indication that the person has given some thought to the matter.)
- D. The scholarship is for one academic year only.
- E. The expectation is to use only the yield of the Rocky Mountain Conference Scholarship Fund.
- F. Any monies given for scholarships to the Conference will be put into one fund balance of the Rocky Mountain Conference.
- G. The recipient shall be recommended by the Scholarship Team of the Faith Nurturing Ministries Team or its assigns. The team will be composed of no less than three members.

PRINCIPAL CRITERIA FOR SCHOLARSHIP

- Financial need
- Scholastic achievement
- Personal statement of goals



Conference Reports – Acting Conference Minister Report

JUNE 2015 – JUNE 2016

Dear Friends and Colleagues in the Rocky Mountain Conference,

We are just passing the 1,000-day mark since I was called to serve as the Acting Conference Minister for the Rocky Mountain Conference. It's surely been a busy 1,000 days, filled with some wonderful highs, a few lows, and a lot good healing and shared ministry in the name of Christ.

In a few days, the delegates and clergy who gather at our Annual Meeting in Salt Lake City will hear the story of our journey together these last 1,000 days, and they will vote on my candidacy as your settled Conference Minister. They will hear, as many of you already know, about what I term "the kerfluffle" of last fall. The Board of Directors and the Search Committee have worked diligently to communicate with you several times these past few months, but I have not done so directly. By way of living into the principle of open book leadership, I believe it's appropriate for me to share a couple of insights.

At the 2015 Annual Meeting at La Foret, I was surprised at the depth of concern expressed by some with how conference leadership had been chosen in the past. Over the summer and into the fall, I began to deeply appreciate the concern of these voices; still, as the Conference's leader, it was important to balance those concerns with the momentum that had really gotten underway in the Conference.

When I accepted the Interim/Acting Conference Minister position, it was always with an eye to strengthening the ministries of the churches in the Conference – my goal has always been that the Conference be as healthy and vital as possible. Realizing that history left unexamined has a strange way of mitigating the present, it became apparent to me that unless this concern of past history was examined and put to rest, the Conference couldn't be fully healthy – not with me as its leader, nor with anyone else.

So, at the end of October, I pulled my name from consideration for this position. I want to be clear: it was a very dark run of days for me. It wasn't that I felt that we as a Conference weren't making headway, nor that I didn't feel called to the position. I pulled my name from consideration to provide the Conference the opportunity to start fresh – to re-examine what the Conference wanted and needed, and to engage in frank dialog to heal the wounds of the past and determine "what's next for the RMC."

With the help of our UCC General Minister and President, Rev. Dr. John Dorhauer, and his appointee, Rev. Dr. Gayle Engel, our Board and Search Committee first engaged in deep conversation about past wounds and "what's next"; then they opened up every channel possible to invite you to do the same. Neither I nor the staff were privy to those conversations. And, I cannot overstate how grateful I am on behalf of our Conference for the intense and immediate work the Board and the Search Committee did in the months of November and December (I might add, a time when nothing else is on the calendar!).

At the end of their deliberations, the Board and Search Committee – speaking with one unified and unanimous voice – asked me to reconsider my retraction. After assurances that the

Conference had spoken to past and future, and after another few weeks of prayer, I joyfully agreed to accept their offer to stand as their candidate for settled Conference Minister of the Rocky Mountain Conference.

I believe in the work of our Conference because I have a passion for the force of goodness that a group of people can manifest in the world when they intentionally (radically) connect with one another through Christ's Holy Spirit. As long as I am forwarding this work with you and with your churches, then that is affirmation of my continued call to this position. When I am no longer able to help to create that healthy, vital Conference connection, I will know that my energies are being called elsewhere, and it will be time to take my leave. That I commit to you.

Despite the decline we have seen in mainline churches over the past 40 years, I join our GMP John Dorhauer in affirming "The Holy Spirit envisions a future in which we matter." I continue to believe that people who forward and honor the work of the Holy, in large cities or in small towns, are change agents in through whose hands the Holy works to hold open spaces for wholeness and goodness in our hurting world; faith communities such as our churches do this, and no other institution can match us. Therefore, I am committed to the investment of time, energy, heart and soul, to continue to hold open and expand that space of holiness with you, in the years to come.

Now, some other high points of the year:

RMC Highlights

- La Foret is getting stronger all the time, and with the sale of one 35-acre parcel, has paid off \$400,000 of their \$1.175 million debt. The remaining \$775,000 is due by the end of 2018, and the La Foret Board of Directors is managing that encumbrance with the strategic initiatives they have named. La Foret is a whole new and more vital place – a dramatic step-change from its condition in September 2013. Thanks all around to La Foret's supporters and Board, and especially to our Executive Director, Larry McCulloch, and La Foret's wonderful staff.
- Archway joined the ranks of the UCC Council of Health and Human Services Ministry (CHHSM) and is enjoying the collegial benefits of covenantal alignment with our other CHHSM ministries across the denomination, and also leveraged buying power which saves Archway dollars when building or rehabbing their housing projects.
- The staff and I continue rebuilding Conference infrastructure: redeveloping our website, creating a shared (cloud-based) information repository, outsourcing our bookkeeping, and updating many processes. Our great staff is committed to supporting your ministries in multiple ways.
- In 2015/16 we have guided nearly two dozen churches through Search & Call processes, interim selections, or other transitional periods. Some churches have used experimental and innovative ways to affect their transitions, so RMC is living into the radical idea of experimentation, knowing that some experiments work and some don't, but you never know if you don't try. All the while, assisting pastors in situational support, profile development, and search concerns.
- We continue to strengthen the work of our Associations through the now annual Association Leaders' Meeting – scheduled this year for August 18-20, 2016, at La Foret.
- We continued to support the Board with post-2015 Annual Meeting "Mission Seeds" projects, and priorities spawned from the Conference Minister selection process.

And always, we keep an eye to strengthening ties throughout our Conference community with Sunday church visits and preaching, ordinations and installations, clergy counseling as needed, and situational support for churches in transition.

UCC Covenant

Shortly after our 2015 Annual Meeting, I served as Vice Moderator for UCC General Synod 30 in Cleveland, where I was subsequently elected to serve as Moderator for the 2017 General Synod in Baltimore. Included in that role is service on the UCC Board of Directors, its Executive Committee, and Board Leadership Team. It has been a gift to serve, and that service will conclude when I gavel out General Synod on July 4, 2017. Thank you for your support of this important UCC Covenant.

Alongside other members of the UCC Board, I traveled to Canada this past fall to celebrate our new covenantal partnership with the United Church of Canada. I was also thrilled to participate in the installation of Rev. John Dorhauer in Seattle this past April. As Moderator of General Synod it was my most profound honor to declare John fully installed as our new General Minister and President. Considering John officiated my ordination it was a moment of synchronicity and extreme joy.

Looking Forward

In past years I have ended this report by “Looking Forward”; this year that seems presumptuous. I will say this: As ever, I trust that the Holy Spirit is moving in your hearts and in mine, and I invite you to join me in resting easy in that fact.

In the Spirit of the Living Christ,

Rev. Sue Artt
Acting Conference Minister – Rocky Mountain Conference, UCC

Conference Reports – Acting Associate Conference Minister Report

2015 began for me personally with a family medical situation for which the RMC was very supportive and generous with time, flexibility, and self/family care. I am grateful both for your support and for how successful the procedure and recovery has gone for my son. Thank you!

During 2015, in my role as Acting Associate Conference Minister, I have partnered with

- * our Acting Conference Minister, Rev. Sue Artt, and RMC Staff
- * our focused and faithful Board of Directors,
- * our committed and passionate Outdoor Ministry volunteers,
- * our wise and thoughtful Association leaders,
- * our prayerful and energetic local church search committees,
- * and our unique and dynamic congregations

to support ministries across the Rocky Mountain Conference in the following areas:

1. Outdoor Ministry
2. Search and Call
3. Ministries of Presence / Health and Vitality Support
4. Radical Connecting

1. Outdoor Ministry

Camp and Retreat Numbers Summary... Knowing full well that camps and retreats are not measured in numbers, here is a brief summary of the Outdoor Ministry “numeric returns:”

Camp, Summer 2015:

- We served 220 campers and 50 staff
- We gave out \$6700 in scholarships to assist 97 campers.
- Camper Numbers:
 - Up at Pioneer, Voyager, Contemplative, & (new) MiD Camp.
 - Basically flat at Explorer and MADD
 - Down at GP & Me and Family Camp.
- Camps we Cancelled: Pit Stop, Minister Study Week, Youth Mission

Final 2015 Camp Numbers show a loss due to

1. Low or no registrations and thus cancelled contracts at some events.
2. A break-even fee model that is based on minimum camper numbers
3. A higher proportion of campers selecting a scholarship during registration
4. A commitment to intentional staff and director training of volunteer staff
5. Approximately \$11,000 in prepaid 2016 contract fees.

2016 Camp Plan: Continue to try new camps, but in a more measured / less exposed way, try Backpacking Camp again (low regs so far), promote National Youth Event (41 campers going!), better and earlier PR with Outdoor Ministry. New website and fine tuning PR rhythm will help even more with 2017.

Youth Retreats:

- Spring was consistent, but registrations were still low.
- Fall was much bigger than past years due to “come as a youth group” model.
- Both Fall & Spring planned by strong and committed adult leadership team
- Confirmation Retreat was cancelled in 2015 and not scheduled for 2016

2016 Retreat Plan: How Retreats Support Local Church Youth Programs...

- Fall SpiritSpark is a “youth group model” especially for Middle School, allowing church youth groups to come as a group, bond and connect early in the program year.
- *Spring Ret. is a mixed model whereby kids expand horizons & meet new friends;
- Summer camp deepens faith and cements relationships in the wider church.

The Leadership Plan going forward: Expand / grow / support leadership (youth and adult), rebuild youth leadership model, expand the capacity of the leadership by inviting more into the planning. I convened the retreat leadership team for SpiritSpark and co-Directed the event with Middle and High School Directors.

Some Continuing New Initiatives...

- *Registration System: Camp Brain* - This system continues to adapt and support our many varied registration needs.
- *Camp Champion Dinner and La Foret Day, May 2015* – partnered with La Foret to celebrate Camp Champions. This was offered after the new mandatory **Camp Staff Training Weekend**. This initiative is to provide intentional time and training for RMC summer camp staffs.

Additional RMC Events held at La Foret in 2015:

- *RMC Annual Meeting (173 participants!) June, 2015*
- *Association Leaders Retreat, October, 2015*

2. Search and Call

Rev. Sue Artt and I share Search and Call duties (rather than divide them up) so we can both be “up to speed” and responsive to our churches. In the past 2+ years, Sue and I have worked with 45 churches of our 77 churches in some aspect of Transition. Read that sentence again. We are in a giant shift of pastoral leadership in our conference.

In 2015, I worked specifically (but not exclusively) with 18 churches in the Search and Call Process. Typical Search and Call support with these churches includes coaching and consulting for Search Committees and lay leadership, launching searches, reining in searches, assisting with church visioning, reviewing profiles, guiding pastoral transition details, reviewing call covenants, participating at Liturgies of Farewell, welcome Sundays, and Installations.

The other side of Search and Call is recruitment. I have reviewed dozens of pastor profiles, forwarded names, corresponded about our conference, met with candidates, run judicatory checks on potential candidates, recommended interim placement, if needed, and supported interim ministries.

3. Ministries of Presence/Vitality Work

In addition to the Transition work with churches, I have been involved in ministries of presence / vitality work with 15 additional churches. In these local church settings, I have

- Led, preached, or participated in worship
- Participated in ordinations, celebration Sundays, annual church traditions, new building dedications, and new initiatives
- Provided pastoral care and consultation to pastors / lay leadership around issues of boundaries, conflict, politics, mission, authenticity, pain, and more.
- Led workshops, taught classes, drafted “steps forward”
- Provided a sounding board for vision-work and relationship building with Church Councils

In the wider church, my ministry of presence has included:

- UCC Synod in Cleveland, June, 2015. I served as RMC Delegation Convener, planned RMC Social gathering at Synod, and coordinated delegation details.
- Annual Association Meetings (Western, Southeastern, Intermountain)
- Committee on Ministry Meetings (Platte Valley, IM, MetroDenver, SEAssn) Illiff Events (MiD info sessions, LG Retirement Dinner)
- Social and Social Justice Events (RCRC, Archway Fundraiser, IAF launching)
- Clergy Cluster gatherings and 1:1 coffees / lunches / etc.

4. Radical Connecting

- **Congregations Alive**, Feb 2015– assisted leadership team, led workshops, attended
- Provided onsite support for the **RMC Staff Transition** in Spring, 2015
- **Annual Meeting 2015 Facilitation** – Design Team, Camp Brain Registration / cabin assignments / fees / logistics, “Worship in a Box” with Karen Winkel
- **Compensation Guidelines** - research, draft, revise, and publish RMC guidelines each year.
- **UCC Synod in Cleveland**, June, 2015
- **Assn Leader’s Retreat** Oct, 2015– scheduled and co-facilitated the weekend
- **Trainings and Education**
 - Creating Change LGBTQ Event in Denver (Feb, 2015)
 - Internet Safety Seminar (March, 2015)
 - Festival of Homiletics (May, 2015) Co-hosted a social gathering for UCC-ers at the Festival with Rev. Sue Artt.

It has been a joy, and at times an all-out sprint, to serve the Rocky Mountain Conference during this rich and fertile time of visioning and change. I continue to eagerly step with our Conference into our Vivid Description of the Future. As we follow the prophetic and revolutionary teachings of Jesus within a new era of Christianity in the West, I give thanks for you and for the hard-working Holy Spirit among us.

Respectfully Submitted,
Rev. Tamara Boynton

Conference Reports – Director of Communications Ministries Report

It's been a little over a year since I started working as Director of Communications Ministries for the Conference, and what a year it has been! My goal can be summed up thusly: "To make the Rocky Mountain Conference as radically connected as possible." That sounds big and vague, but it's just a way of saying that I'm always working on a lot of initiatives—on my own and with others—that support this larger goal of palpable, noticeable, and meaningful change.

This past year has seen the following dreams and ideas come to fruition:

- Complete website overhaul
- Complete branding overhaul (new logo, font, photography, color palette, & style guide)
- Redesigned, mobile-friendly newsletter
- Regular YouTube video series (RMC Scoop)
- New "Radically Connected" Conference blog
- New and Regular Twitter Presence
- More active Facebook presence with increased likes and engagements
- Brand-new bi-monthly "Association Roundup" newsletter
- Visual Communication Strategy for the RMC
- Updated graphic-design standards and assets
- Phase 1 of migration from local server to Google Apps (cloud-based technology)
- New/updated contact lists
- Redesigned, mobile-responsive email blasts
- Visits to multiple churches in the Conference to speak on topics like social media, web design, communications standards, email marketing, and more

While we have gotten up to speed in several areas, I/we are now charged with pushing the Vision of the Conference forward into unexplored territories. In the coming year, we will work to:

- Strengthen RMC name recognition and brand identity, both within and outside of the Rocky Mountain region, making the RMC synonymous with "the church of the future."
- Establish press contacts for press-release distribution across the RMC
- Re-establish print/mail marketing to ensure Conference News for ALL audiences
- Increase RoMoCo readership
- Visit churches in ALL Associations, with focus outside of Colorado
- Create an active, resourceful, and fun online Facebook community for all in the RMC
- Migrate all Conference assets to cloud-based Google Apps

My tenure with the RMC has been educational, to say the least—I've been presented with countless challenges and opportunities, and I've learned more than I ever thought possible.

I am always looking for new and better ways to make our Conference more connected, empowered, and impactful. If you have an idea and energy to help make it happen, [let me know!](#)

Sincerely,
Cory Kibler—Director of Communications Ministries

Conference Reports – Report of the Secretary

June 2015 to June 2016 TOTALS

Membership: 12,622
Churches: 76

The following information covers the time between Annual Meeting 2015 and Annual Meeting 2016:

ECCLESIASTICAL COUNCIL:

MDA – Elizabeth Robinson 08/30/15
MDA – Kari Collins 06/05/16
MDA – Karen Howe - set for: 06/26/16
PVA – Jake Joseph 10/04/14

ECCLESIASTICAL ENDORSEMENT

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 – Karen Howe 10/20/12
MDA – Elizabeth Robinson 09/21/13
MDA – Hannah Ingram 06/21/14
MDA – Bruce H. III 06/21/14
MDA – Lorraine (Jah) Latchman 06/21/14
MDA – Nikki Frontz 10/18/14
MDA – Lizka Randall 11/22/14
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
PVA – Laura Nelson 02/26/09
PVA – Laura Gurney 09/20/13
PVA – Robbie Carlson 10/20/14
SEA – Jeff Dodson 01/05/11
SEA – Samantha Garrett 04/10/14
SEA – RoMa Johnson 01/15/15
SEA – Logan Bennett 11/12/15
WEA – Heidi Lindemann 07/23/12

IN DISCERNMENT (WITHDRAWN)

(At Their Request):

IMA – Megan Leonardi 10/24/15
MDA – Jeremy Shaver 02/21/15
MDA – Karen Cotta 04/18/15

ORDINATIONS:

IMA – Christopher Mehlhoff 08/01/15
IMA – Marijka Rossi 01/23/16
MDA – Paul Griego 10/18/15
SEA – Marta Fioriti 05/15/16

ORDAINED MINISTERIAL PARTNER STANDING

GRANTED:

MDA – Loren Richmond Jr. 05/2016

COMMISSIONING:

APPROVED FOR ORDINATION (pending call):

MDA – Cynthia Johnson 07/26/09
MDA – Thelma Flowers 10/20/13
MDA – Elizabeth Robinson 08/30/15
PVA – Jake Joseph 10/04/14

APPROVED FOR ORDINATION (Call rec'd)

MDA – Kari Collins 06/05/16

INSTALLATIONS:

MDA – Claudia Schmitt 09/2015
MDA – Loren Richmond 05/22/16
PVA – Todd Weber 10/15/15
SEA – Clare F. Twomey 01/31/16

NEW PASTORS/PASTORS IN NEW POSITIONS:

PRIVILEGE OF CALL:

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

LEAVE OF ABSENCE:

MDA – Rob Hundley 07/21/12
 PVA – Julie Mavity Maddalena 06/2014
 (renewed)
 SEA – David Knight 10/15/15
 SEA – Scott Lovaas 01/2014
 SEA – Diane Martin 11/2015
 SEA – Elizabeth Vincent 06/02/12

LEAVE OF ABSENCE NOT EXTENDED:**RESTORED FROM LEAVE:****DUAL STANDING:****LICENSED (new and renewed):**

MDA – Steve Johnsen Retired 2014
 Licensed Retired Pastor in Perpetuity 05/2016
 MDA – Bruce III 06/21/14
 MDA – Anne Kleinkopf 01/17/15
 MDA – Pedro Silva 08/2015
 MDA – Lizaveta Randall 11/21/15
 PVA – Tere Krueger 12/19/13
 PVA – Robbie Carlson 10/23/14
 PVA – Jake Joseph 12/10/15
 SEA – Sara Weatherman 10/15/15
 WEA – Dan Wilkie
 WEA – Lael Van Riper

INTERIMS:

IMA – Sharyl Peterson, Community UCC, Bountiful
 IMA – Marcia Meier, Federation Church, Kanab
 IMA – Robert von Treba, Holladay UCC
 MDA – Beth Robey Hyde, Mountain View, Aurora
 MDA – Jack Wiczorek, Northglenn UCC
 MDA – Joanne Buchanan-Brown, Longmont UCC
 PVA – Michael Evans, Christ Cong., Fort Morgan
 PVA – Jane Anne Ferguson, Plymouth Cong., Ft. Collins
 PVA – Jack Wiczorek, St. Paul’s UCC, Laramie
 PVA – Joe Bair, United Church of Christ, Wheatland
 SEA – Henry Hanna (RT Presbyterian)
 SEA – Susan Hartley (RT Presbyterian)
 SEA – Kevin Olsen, First Congregational, Pueblo
 SEA – Jim Reid, Community Cong’l., Manitou Springs
 SEA – Sara Weatherman, Church in the Wildwood,
 Green Mountain Falls
 WEA – Anne Djokic, Colbran Congregational Church

TRANSFERS IN:

IMA – Sharyl Peterson, WEA, Rocky Mountain Conf.
 IMA – Robert von Treba, Illinois Conference
 MDA – William Kaseman, Central Pacific Conference
 MDA – Jeremy McLeod, Central Atlantic Conference
 MDA – Gail S. McDougle, Florida Conference
 MDA – Christina Braudaway-Bauman, Massachusetts
 PVA – Miryam Hammond, Michigan Conference
 PVA – Ken Ingram, Michigan Conference
 PVA – Todd Weber, Florida Conference
 SEA – Kevin Olsen, MDA – Rocky Mountain Conference
 SEA – Judith Roska, Minnesota
 WEA – Jane Kramer, Illinois South Conference

TRANSFERS IN – IN PROGRESS:

WEA – Deana Armstrong called to First Congregational
 Craig UCC
 WEA – Randy Besta called to Hillcrest Congregational
 UCC in Montrose

TRANSFERS OUT:

MDA – Heather Haginduff, Ohio Conference
 MDA – Kevin Olsen, SEA, Rocky Mountain Conference
 MDA – Karen Bruno, Ohio Conference
 PVA – Jamie Kepros, Pacific Northwest Conference
 PVA – Luke Grobe, Illinois Conference
 PVA – Sara Weatherman, SEA, RMC (temporary)
 SEA – Jeff Scott, New Hampshire
 SEA – David Shaw, Central Atlantic

RESIGNED:

MDA – Jason Hays Summer 2015
 MDA – Tisa Roberts 08/14/15
 MDA – Steven Mitchell 11/22/15
 SEA – Diane Martin 11/15/15
 WEA – Lael Van Riper

UCC STANDING TERMINATED:

Stephen Sinclair 05/04/15

ORDAINED MINISTERIAL PARTNER (DOC)

IMA – Marcia Meier 04/25/15

SEEKING A CALL:**NEWLY CALLED TO CHURCHES:**

MDA – Claudia Schmitt 09/2015
 Wheat Ridge Congregational UCC
 MDA – Christina Braudaway-Bauman 02/01/16
 First Congregational UCC, Boulder

NEWLY CALLED TO WIDER CHURCH MINISTRIES:

MDA – Jason Hays Summer 2015
Naropa University, Boulder
MDA – Anita Hauenstein, Sacred Soul Space

RETIRED:

IMA – Dean Cerney 12/31/13
MDA – Kenneth Williams 11/2015
MDA – Cal Kemper 12/31/15
MDA – Martie McMane 01/31/16
SEA – David Hunting 09/22/15
WEA – Carol Wagner

ANNIVERSARY:

IMA – Nancy Piggott (10th) 2006
IMA – Robert von Treba (20th) 1996
IMA – Jenny Boteler (30th) 1986
IMA – Paul Beck (80th) 1931
MDA – Jean Bareis (5th) 2011
MDA – Jacqueline Hibbard (5th) 2011
MDA – MarKeva Hill (5th) 2011
MDA – Nancy Niero (5th) 2011
MDA – Nancy Rosas (5th) 2011
MDA – Cobin Tobey-Davis (5th) 2011
MDA – Sue Artt (10th) 2006
MDA – Robin Miller (10th) 2006
MDA – Ann Bolson (15th) 2001
MDA – Todd Smiedendorf (15th) 2001
MDA – Stephen Hoffman (20th) 1996
MDA – JoAnne Bogart (25th) 1991
MDA – Paul Ramsey (25th) 1991
MDA – Robert Hundley (30th) 1986
MDA – Phil Campbell (35th) 1981
MDA – Richard Davis (50th) 1966
MDA – Marilou Taggart (50th) 1966
MDA – Fletch Wideman (50th) 1966
MDA – Kayrene Pearson (55th) 1961
PVA – Jonathan Winans (25th) 1991
PVA – Nora Smith (35th) 1981
PVA – Eugene Prochaska (40th) 1976
PVA – Charles Wright (40th) 1976
PVA – Richard Einerson (55th) 1961
PVA – Allen Kallenbach (55th) 1961
PVA – Donald Laue (55th) 1961
PVA – Arthur Orth (55th) 1961
SEA – Margaret Redmond (10th) 2006
SEA – Rebecca Kemper Poos (20th) 1996
SEA – Patricia Walker (20th) 1996
SEA – David Knight (25th) 1991
SEA – Jim Chapman (40th) 1976
SEA – Frank Jopp Jr. (55th) 1961
WEA – Virginia Taylor (30th) 1986
WEA – Charles Holmgren (55th) 1961

IN MEMORIAM:

MDA – Frank W. McCall 09/12/15

CHURCH CLOSURE:

MDA – Seventh Avenue UCC, Denver 05/15/16

INQUIRING CHURCH CLOSED

MDA - Chadash, Aurora 08/14/15

CONGREGATION IN COVENANT DEVELOPMENT:

NEW CHURCH START:

Community Spirit UCC, Montrose

Conference Reports – Archway Housing

1. Archway Housing Program

On April 29th, 2017 Archway broke ground on 40 West Residences, located at 5830 West Colfax. This innovative affordable housing project is near the “Gateway” to Lakewood, on the busiest transit corridor in Colorado. For over four years, Archway diligently pursued its development of 40 West Residences. In April Archway successfully obtained the necessary funding to ensure the development and construction of 40 West Residences.

The building design has been completed and Archway anticipates construction will be completed June 2017. At a cost of 15 million, 40 West Residences will be a four story, 46,663 square foot building comprised of 54 one bedrooms and 6 two bedrooms. Twenty-five of those units are set aside for homeless veterans and one two-bedroom unit will be set aside for the property manager. The remaining 34 units will be reserved for single persons or couples who meet the income requirements.

In September 2012 Archway Housing & Services purchased Greenleaf Apartments, located in Original Aurora, out of foreclosure. The property was in substantial need of repair. Families lacked heat, working appliances and functioning plumbing. With funding from the Colorado Division of Housing, the HUD Neighborhood Stabilization, HUD Energy Efficiency Programs, the Colorado Health Foundation, and the City of Aurora, Archway made over \$800,000 in improvements.

In 2016 Archway will continue its efforts to further improve the property, replacing both the concrete decking and exterior stairs. Construction is expected to be completed in Summer 2016. Archway has submitted an application for additional funds from Adams County Community Development. Adams County has indicated support for awarding those funds and made a favorable recommendation to the Board of Commissioners. Funds have already been awarded from the Colorado Division of Housing and Aurora Community Development. Archway is actively working to give the 55 families residing at Greenleaf a place they can proudly call home.

2. Family Services Program

The Family Services Program continues to provide essential supportive services to adults and children, in addition to an after-school and summer enrichment program for youth 6 to 16. In late 2015, the Family Services Program was expanded to include Greenleaf Apartments in Original Aurora and Sheridan Ridge Townhomes in Arvada.

Somer Lundborg, Family Services Manager, with staff, design curriculums that adopt the 40 Developmental Assets® model, the basis for our youth development program. Our programs take the education of resident children beyond the classroom, providing arts

and crafts, creative story-telling, and homework help & tutoring, among other things. As these children are the workforce of the next generation, fostering an environment with education at the forefront helps create a stronger future these youths.

As an example of the youth activities that achieve the goals of the 40 Development Assets, the Family Services program in the past month, the staff provides the following:

Arapahoe Green

Arapahoe youth are members of The Venturing Crew. The teens went on an overnight camping trip at Bear Creek and were able to go fishing, hiking, engage in art, and cook their meals. The venturing crew had the responsibility of coming up with a grocery list for breakfast lunch and dinner. They all had to agree on the menu and find the ingredients for each item. The Venturing Crew also had to learn how to set up tents, for many of them it was their first time. The trip was a success; the Venturing Crew looks forward to other outings.

Two teens, Nasra and Shuayb, had the opportunity to go to a week long camp that was sponsored by Art Reach. They learned how easy and fun it is to express themselves through art. The two youth went through two different sessions. They created a handmade quilt and learned about Calligraphy. They got a chance to present both pieces and had the audience ask questions about their projects.

Willow Green and Sheridan Ridge

Youth at Willow Green put their knowledge of Daily Nutrition to the test when Volunteer Ms. Aly Handler stopped by the center to teach the Spring 2016 Cooking Class. The Youth were extremely excited to inform Ms. Aly of their favorite meals and snacks.

By the end of the day it was a unanimous decision by the Youth that the first Cooking experience will be Healthy Chinese food. And to Ms. Aly's surprise... out of all the foods disliked by the Youth, tomatoes ended up being the most disliked on the list!

Greenleaf Apartments

Adult residents volunteer as mentors and lead youth in group activities. Staff and the volunteers counsel youth on their actions and behaviors, encouraging positive interactions. The youth also traveled to Aurora Visual Arts Center where youth worked on creative pieces.

Foothills Green

On Earth Day, Foothills Green youth participated in a community clean up. Children walked around the Foothills neighborhood and collected over four hundred pieces of trash in just one hour! Youth were able to make a large and noticeable difference in their

neighborhood in a short amount of time. The children were excited to help out their community and even made it a competition to see who could collect the most trash! The kids at Foothills Green were praised by residents in the community and were very proud of their hard work. Foothills Green youth will continue to participate in monthly community clean ups where they will take pride in keeping their neighborhood safe and clean.

These captures only some of the activities that our youth participate in. Arapahoe and Foothills youth also went horseback riding for the first time. Archway partnered with the Denver Zoo to bring reptiles to Willow Green for an educational session and Willow Green kids spent the night at the Denver Zoo for Bunk with the Beasts program. Children were taken to the Stock show to see bull riding and calf tying and what not. Youth have a weekly youth dance classes that teaches different dance styles, but mostly hip-hop. And Archway took the Youth Leaders on a college tours day where we visited CU and UNC campuses. Older children are encouraged to partner with younger children to them learn to read.

These activities provide positive adult role models and teach youth they are important to adults. These activities also encourage supportive relationships with their peers and with members in the community. The activities such as Earth Day Clean Up at each site teaches children that they are part of a larger community and about cooperation to reach a goal. Participation in the Martin Luther King Parade teach our children about equality and social justice. And with the residents' children taking part in the enrichment programs, they are accounted for after school and are safe.

Archway's Family Services' programming, including our resident food bank, raise the quality of life of our residents. Our participation in the food bank ensures we are providing fresh foods for residents twice weekly. Resident income is freed up for other essentials and the burden of knowing where their next meal is coming from is reduced. Archway's food bank greatly helps residents stretch their weekly food budget, thereby allowing a resident's resources to be allocated where the resident most needs them, such as clothing, utilities, and reduced housing costs. Youth also receive an after school meal and milk three times a week as part of the youth programming.

Archway also participates in the Saver's program which allows staff to obtain supplies for the Community Centers at each site. Archway also partners with Denver Urban Gardens who provides Archway with free seeds and transplants for the resident gardens. AHS will continue to provide resources such as the food from Food Bank of the Rockies and holiday events that include food baskets. The Manager of Family Services will also connect residents to offsite referral for rental and utility payment assistance.

Archway continues its efforts to improve the lives of its families. Without RMCUCC support Archway would not be able to continue these valuable programs in their present capacity.