

**Rocky Mountain Conference, UCC  
Board of Directors Meeting Minutes  
September 26, 2018  
Conference Office**

**Board Members Present:**

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| Kay Grice, Moderator<br>Allyson Stauffer, Vice Moderator<br>Gaye Bosley Mitchell, Treasurer<br>Carol White, Intermountain Assn Rep<br>Martha Jones, Western Assn Rep<br>David Bahr, Metro Assn Rep<br>Ben Konecny, Platte Valley Assn Rep | Mark Duttell, Personnel Committee Chair<br>Kari Collins, Finance Committee Chair<br><br>Staff Present:<br>Erin Gilmore, Associate Conference Minister<br>Ron Patterson, Sabbatical Replacement<br>Conference Minister |
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**Board Members Absent:**

Judy Baillie, So That Chair  
 Tracey Dawson, Southeastern Assn Rep  
 Jesslynn McDougal and Grace Ramsey, Youth Reps

The meeting was called to order by Moderator Kay Grice at 10:00: Opening Reflection on Grace by Kay. Check-in followed.

**Minutes:** With minor changes the minutes of the prior meeting were approved (Carol/Mark).

**Treasurer:** Gaye Bosley Mitchell introduced herself and described her background as a consulting CPA prior to entering seminary. Prior to coming to Colorado, she served as Treasurer of the Florida Conference. She described some of the work she and Janice Travis will be doing to revise reports to the Board.

- Gaye described ongoing efforts to research and define which funds on the **Balance Sheet** are restricted and which are Board designated, and clearly document the restrictions and designations. David noted that two funds on the Balance Sheet should have a zero balance: Hunger Action and Just Peace, which should be noted in minutes from last year.
- The Board reviewed the **Profit & Loss Budget Statement**. There have been additional transfers since the report was prepared for the Board and we currently show a budget deficit of \$10,000. However, November and December historically have higher income and we are ahead of where we were last year. We are \$9,000 ahead in OCWM compared to last year at this time and also ahead in net income for camps.
- The Board approved a motion (Mark/Allyson) to accept the Treasurer’s report as presented.

**Personnel Committee Report**

Mark Duttell reported:

- The Board approved a motion (Mark/Carol) to set the housing allowance for 2019 for ministers on staff as follows: Sue – 33 % of the total of salary and housing and Erin - \$24,000.
- The Board discussed with Ron the priorities on the use of his time during the interim while Sue is on sabbatical. The Board unanimously approved a motion (Mark/Gaye) to increase Ron’s travel allocation beyond the \$500 in his Call Agreement. The increase will enable him to visit additional congregations as needed.
- The Board discussed and unanimously approved a motion (Carol/Allyson) to give the staff year-end Christmas gifts. Mark and Erin to follow up.
- Mark discussed the status of progress on replacing Cory. The position has been defined as Manager of Communication and Database Systems. The Board also discussed the fundraising position. Previous plans for that contract have not worked out.
- Mark explained that the Personnel Committee has three priorities this year: 1) reviewing recommendations from Annual Celebration on changes to the clergy compensation guidelines, 2) revising personnel policies with an update likely to be brought to the Board in the spring, and 3) facilitation of a formal appraisal of the Conference Minister.

**“So That” Committee:** Judy Baillie had a last-minute emergency and was unable to attend. She will be scheduled for an update at the next meeting.

### **Cultivating Generous Congregations Workshop**

Kari, Erin, and Ron reported on this workshop they attended in Cleveland earlier in September. The Board was given a summary of notes from the workshop and the attendees shared information they received on changes in giving patterns throughout the denomination, calling for changes in the way we do fundraising at the all levels.

Erin reported the final day of the Conference was for Conference Ministers only, with a presentation by Chris Gabriel from the OPTIC Team at UCC (Office of Philanthropy, Tech, Identity and Communication). The Team is working on new initiative -- UCC Everywhere – to help local congregations increase web presence.

### **Church Vitality**

Erin updated the Board on her work with new church starts. She continues to work with OMO House, a primarily online ministry, to which the Board has committed support of \$4,000 for 2018, \$6,000 for 2019 and \$10,000 in 2020, contingent on evidence of success. Erin and the advisory committee are working with clergy, Jah Rain, to establish benchmarks for evaluating the success of the initiative.

Erin described three other applications for national new church start grants from groups or churches in the Rocky Mountain Conference. David Bahr reported on a fourth group that has also applied for a national grant.

Erin updated the Board on the In the Mud Grants and the churches receiving awards in the current grant cycle. The Board unanimously approved a motion (David/Allyson) to allocate an additional \$1,800 for the current cycle of the grants.

Erin updated the Board on her vitality work with four churches in the conference.

### **Good of the Order – Record Keeping and Opportunities/Requests from National UCC**

Ron Patterson updated the Board on several items.

We have received an advisement from Heather Kimmel, UCC Counsel, on changes in Colorado law regarding record retention. The conference office is continuing with an initiative to bring standardization to retention of clergy records and we intend to take all actions necessary to comply with the law. Kay, as moderator, will discuss this with Sue upon her return from sabbatical.

The Board authorized Ron and Erin to continue conversations with National about several opportunities for workshops or training in the RMC on stewardship and giving: a Money Matters event and Cultivating Generous Congregations training. The Board requested that staff explore live-streaming or other web based connection to enable broad participation throughout the conference.

The UCC nominating committee has issued a call for candidates to be nominated for the UCC Board of Directors and Synod Moderators. More information is available on [ucc.org](http://ucc.org).

The B1App project, a web connectivity pilot project in the Western Region, to which the Board committed a grant of \$2,000, is moving forward.

Board members were updated on several upcoming events throughout the conference.

Next Meeting: January 23<sup>rd</sup> via Zoom, 9am – 12pm. It was requested that the agenda link documents to agenda items.

Meeting adjourned at 2:15pm.

Minutes taken by Rev. Kari Collins, with assistance from Martha Jones.