

**Rocky Mountain Conference, UCC  
Board of Directors Meeting Minutes  
January 23, 2019  
Via Zoom**

**Board Members Present:**

Kay Grice, Moderator  
Gaye Bosley Mitchell, Treasurer  
Carol White, Intermountain Assn Rep  
Martha Jones, Western Assn Rep  
Tracey Dawson, Southeastern Assn Rep  
Ben Konecny, Platte Valley Assn Rep

Mark Dutell, Personnel Committee Chair  
Kari Collins, Finance Committee Chair  
Judy Baillie, So That Chair  
Sue Artt, Conference Minister

Others Present:  
Erin Gilmore, Associate Conference Minister

**Board Members Absent:**

Allyson Stauffer, Vice Moderator  
David Bahr, Metro Assn Rep  
Jesslynn McDougal and Grace Ramsey, Youth Reps

The meeting was called to order by Moderator Kay Grice at 9:00 a.m. Opening reflection by Ben.

**Minutes and E-Votes**

The minutes of the September 26, 2018 meeting were approved with the addition of Sue's absence from the meeting while on sabbatical.

The Board reviewed and affirmed following actions taken by the Board between meetings:

On October 17, 2018, the Board approved by e-vote using \$3,000 from Congregational Vitality funds to award "In the Mud" mission grants to Vista Grande Community Church (\$2,000) and Community Spirit UCC (\$1,000).

On October 18, 2018, the Board approved extending the contract with Chris Gilmore for 20 hours a month at his previous contracted rate to serve as the RMC's temporary Faith Nurture Program Associate for the months of October and November 2018.

On November 11, 2018, the Board approved the following Archway Housing Board Members for the 2019 calendar year:

Jody Huntington (UCC) Assoc. Professor Regis University  
Chris Molter Sr. V.P. – First Bank – West  
Jake Joseph (UCC) Assoc. Min. Plymouth UCC Ft. Collins  
Andrea Weule Principle – AC Investment Group  
Kirk Huggins Branch President - City Wide Banks  
Paul Herskowitz For-profit Tax Credit Developer  
David Nestor (UCC) Owner – Urban Lights - Denver  
Kit Eschner Broker Assoc. Porchlight Real Estate  
Robb Lapp (UCC) UCC Street Minister

The 2019 officers of the Archway Board are as follows:

Robb Lapp (UCC) President RMC Volunteer  
Mary Anderies Vice President Low Income Housing Consultant  
Jody Huntington (UCC) Secretary Assoc. Professor Regis University  
Chris Molter Treasurer Sr. V.P. – First Bank – West

On January 23, 2019 the Board approved by e-vote the following additional Archway Housing Board Members for 2019 calendar year:

Allyson Drayton - Transitional Services Clinician for the Jefferson Center  
Austin Hamre (UCC) attorney in public law practice

Kay noted that on November 20, 2018, upon request from several Board members, review of a recommendation from the National UCC regarding guidelines for Conference Minister Fitness Reviews was deferred until Sue's return from sabbatical.

### **Nominating Committee Report**

In Allyson's absence, no report was presented.

### **Financial Report**

The Board reviewed preliminary 2018 financial statements, which are not final. Gaye noted a small preliminary deficit and a near breakeven on the Western Regional Youth Event. She explained some changes she is proposing in 2019 financial statements to reflect categories presented in our narrative budget. Ongoing projects include better documentation of restricted funds and development of tools to assist in management of the budget. Gaye informed the Board that expense detail for camping programs is being transitioned to LaForet financials in the coming year.

### **Annual Celebration Update**

Annual Celebration will be June 6 – 8, 2019 in Grand Junction. The theme for this year is "Living in a Spirit of Joy and Light." John Dominic Crossan is the keynote speaker. Dr. Crossan will continue the weekend at First Congregational as the presenter for their Holmgren Lectureship. Sue explained that, with the staffing change and transition from Cory to Daryl Schreiber as Manager of Communication and Databases and the recent hire of Melissa McCarl as Office and Digital Administrator, staff are just beginning planning for Annual Celebration so the final prices have not been set yet. The Board will discuss at the next meeting.

### **Upcoming Events**

Sue updated the Board on several upcoming events:

1. A Money and Ministry workshop on March 30 at First Plymouth, presented by several financial instrumentalities of the National UCC. Focus will be on financial resources available to local churches and how to use them effectively.
2. A pre-retirement seminar on May 8 for UCC Pension Board Annuity Plan participants at First Plymouth.
3. A clergy retreat at LaForet next summer, designed to support and encourage connection between clergy in the conference. Judy suggested a similar retreat for lay persons.
4. Association leaders meeting being planned for summer/fall.

### **So That Teams Update**

Judy updated the Board on the status of the So That Teams, developed out of a strategic planning process in 2016-2017. The following teams are active:

1. Technology Team. Led by Cory, this team was formed to assess technology needs of the churches and begin to provide resources. The Board will need to define the tasks of this team and determine if new leadership is needed.
2. Best Practices Team. Also initially led by Cory, this team was tasked with assessing the need for access to best practices resources. An online repository was created and is currently populated with mostly branding and marketing materials. A group was assembled to carry on the work as

Cory was leaving. The Board will need to re-evaluate the original vision and determine what is needed.

3. **Boundary Training.** Now called Healthy Ministry Relationships, the former boundary training has taken on a new focus with Tracey's leadership and a re-design team of 10 members. Tracey updated the Board on the new approach and content of the training, which will be piloted at Congregations Alive with breakout sessions for current clergy, retired clergy and lay leaders. Work should be completed by summer. Tracy anticipates that there will be 3-4 members of the team who will help move the training into associations.

### **Conference Minister Review Process**

Discussion of a proposal from the National UCC to redefine the process for fitness reviews for Conference Ministers was deferred to the March meeting.

### **Executive Session**

At this time the Board met in Executive Session without staff (Sue and Erin) to discuss staff salaries for 2019. Mark presented recommendations from the Personnel Committee. The Board discussed the recommendations at length and approved raises for each staff for 2019.

### **2019 Focus Tied to Vision Framework**

Sue shared data on OCWM giving to the conference by local churches, including an analysis of the current giving patterns and trends of giving by the churches. Gaye provided additional analysis on per member and per worship attendee giving for each church. Sue discussed the continued need from the churches for support from the conference and the continued need by the conference for financial support from the churches.

A deep and lengthy discussion followed, concluding with a recommendation from the Board that a So That Team be formed to explore how we lift up covenantal relationships between the churches and the conference. The exact scope of the team remains to be defined.

### **Ignite Evaluation**

Erin presented key insights from the Ignite evaluation and discussed why this investment in church leadership capacity is critical for these times. Since it has been a year since the Ignite training, she said there will be a follow-up evaluation. An evaluation report will be distributed, and discussion will continue at the next Board meeting.

### **Next Meetings**

March 12, 9:30 – 3:00, at the Conference Office

April 29, 9:00-12:00, Zoom

June 6, 4:30 – 5:30 at Annual Celebration

Following a closing from Carol White, the meeting adjourned at 11:46.

Minutes taken by Kari Collins and Martha Jones.

Approved by the Board on March 12, 2019.