

ROCKY MOUNTAIN CONFERENCE
Annual Celebration 2019
Two Rivers Convention Center, Grand Junction, Colorado
June 6 – June 8, 2019

Draft Minutes—for Approval at Annual Celebration 2020

Thursday, June 6, 2019 – Colorado Room, Two Rivers Convention Center

- Opening Worship began at 5:30, followed by appetizers and table conversation
- RMC Moderator Kay Grice called the official meeting of the Rocky Mountain Conference to order at 5:30 p.m.
- Melissa McCarl affirmed that we had a quorum with 44 of our 74 churches represented.
- Kay presented the Consent Agenda which included
 - Kari Collins - 2020 Ministry Plan
 - Wendy Kidd - RMC Plan Giving and Endowment Policy
 - Mark Dutell -2020 Clergy Compensation Guidelines.
 - Judy Baillie -the By Law Amendments
 - Karen Caton- the Election of Boards and Committees
 - Logan Bennett - Invitation from Southeastern Association
- Evening continued with a Welcome Reception.

Friday, June 7, 2019 – Colorado Room, Two Rivers Convention Center

- 9:00-9:30 a.m. Worship (Western Association)
- 9:30-11:00 John Dominic Crossan keynote: Resurrecting Joy and Light, followed by Q&A
- 11:00 Mindfulness Break followed by small group engagement, speakouts, lunch
- 1:15 Regathered with Song
- 1:30 In the Mud stories led by Erin Gilmore and Daryl Schreiber
- 2-5 Open Space and Harvest led by Erin Gilmore
- 5:00 Speakouts followed by free time/choir rehearsal
- 6:30 Dinner/Banquet followed by dancing, live music provided by Line 2 (Denver band)

Saturday, June 8, 2019 – First Congregational Church, Grand Junction

- 9:00 a.m. Administry Business Meeting
- Kay Grice introduces Carol White as time keeper, Tracey Dawson as parliamentarian.
- Proposed 2020 Ministry Plan - Kari Collins
- Discussion:
 - Balanced budget in 2020
 - James Fowler: brings up contingencies, how do we capture emergency funds? Sue answered that it is in the balance sheet.
 - Clare Twomey: what percentages of churches don't contribute to OCWM and 5 for 5, Sue estimated 15% don't contribute to either. And Clare commented: as moderator and having been on the receiving end, Clare recognizes resources are

limited but wants to plug the need for all churches to contribute to the conference!

- Sue reported about our new So That team and changes to pattern of giving. Wendy Kidd will lead the Covenant Team. Going to build a new funding mechanism. We are in good financial shape as a conference but we are drawing that down.
- Tracey Dawson: reference to \$10,000 Friends of the Conference - that is "us." That is our thank you for the services of the staff, etc. Encouraging others to match her contribution of \$1000.
- Martha Jones: wrote a check last month for \$500
- Karen Kilpatrick: what is a respectable amount to give OCWM? Answer: 4%
- Board moves the approval of the 2020 budget as presented, motion passes, budget adopted.

- RMC Endowment Policy - Wendy Kidd
 - Wendy proposed changes to the Endowment Policy as presented in pre-meeting documents.
 - Board of Directors moves the approval of the RMC Endowment, motion passes.

- 2020 Clergy Compensation - Mark Dutell
 - A year ago Conference had lively discussion re: parental leave. Personnel Committee did some benchmark and studying of this, and Personnel Committee now has an addendum to address this.
 - National survey showed 60% of companies offer nothing at all but that is not what we are recommending. Survey shows median offer is 6 weeks.
 - 100% of UCC conferences who responded offer leave. Of that group, amount is 10 wks. Median in conference is 8 weeks. Median for unpaid leave was 5 wks.
 - We recommend paid leave and unpaid would be treated as any other unpaid leave.
 - Recommendation: Up to 12 weeks of paid parental leave. Applies to both parents without regard to gender; eligibility requires one year of employment; available to full or part time (min 20 hours) pastors but not temporary employees or interns. Concurrent with sick leave, scheduled in advance.
 - **Original Motion by Personnel Committee: To amend Clergy Compensation Guidelines part "C. PERSONAL Benefits" as follows:**

** Parental Leave -The Rocky Mountain Conference recommends that call agreements for Clergy include up to twelve (12) weeks of paid parental leave following the birth of the Clergy's child or the placement of a child with Clergy in connection with adoption. The purpose of paid parental leave is to enable the parent to care for and bond with a newborn or a newly adopted or child. Specific recommended language for administration of this benefit that can be referenced or included in the call agreement is provided below: Eligibility for Parental Leave - Eligible Clergy must meet the following criteria: ▪ Be a full- or part-time Pastor at more than 50% (temporary employees, interns, and pastors working half-time or less are not eligible for this benefit).*

Amount, Timing, Duration and Coordination of Paternity Leave

- *Eligible Clergy may receive a maximum of twelve (12) weeks of paid parental leave per birth or adoption of a child/children. A multiple birth or adoption (e.g., the birth of twins or adoption of siblings) does not increase the twelve week total amount of paid parental leave granted for that event. In addition, in no case will Clergy receive more than twelve (12) weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month time frame.*
 - *Approved paid parental leave should be scheduled in advance in consultation with the congregation leadership at any time during the six-month period immediately following the birth or adoption of a child but may not be extended beyond this six-month time frame.*
 - *Any paid sick time benefits associated with a pregnancy will run concurrently and not in addition to the parental leave. No double payment of sick and parental leave benefits is intended.*
 - *Additional unpaid leave may be considered on a case by case basis but is not normally recommended by the Rocky Mountain Conference.*
 - *The church will maintain all benefits for Clergy during the paid parental leave period just as if they were taking any other company paid leave such as paid vacation leave or paid sick leave.*
- Discussion:
 - Mark Long: When we adopted our daughter we found out 2 days before that we had to pick her up, so scheduling in advance policy is problematic.
 - Anne Cabbage: did you talk about the financial burden this puts on a small church? Mark: we did discuss this, and decided to put this forth.
 - Greg Greaves: any discussion re: foster care?
Mark: intentionally left that out as benchmark did so.
 - Deana: my concern is concurrent sick and parental leave if you have problematic pregnancy. Mark: committee felt those were 2 separate benefits.
 - Erin Gilmore: not expensive to pay into Long Term Disability Insurance and this helped her congregation during her pregnancy
 - Jenny Whitcher: move to amend sick leave policy as follows (presented following amendment on screen)

Proposed Amendments to the Parental Leave Benefit of the 2020 Clergy Compensation Guidelines

1. Expand Eligibility to include part-time and full-time clergy and staff.
Part-time ministry is now and is becoming the new “full-time” ministry as part of the major and ongoing decline in congregational resources and size. In addition, a study by the UCC found that part-time clergy positions are predominantly filled by female clergy. Not including part-time employees is inequitable, and particularly for the context of the Church today and its near future.

2. Remove “Any paid sick time benefits associated with a pregnancy will run concurrently and not in addition to the parental leave. No double payment of sick and parental leave benefits is intended.”

As pregnancy is a healthy part of the female reproductive system and not an illness. Sick time should be used by an employee when they are experiencing health concerns. Parental leave should be used as described in the recommended clergy guidelines “to enable the parent to care for and bond with a newborn or a newly adopted or child.” These are two separate benefits, with two different purposes and should not be confused as concurrent, and also, in some situations both benefits may be needed and therefore used sequentially.

3. First Para, 2nd sentence typo: The purpose of paid parental leave is to enable the parent to care for and bond with a newborn or a newly adopted child.

- Kari Collins seconded the motion
- Jenny says thanks for doing all the research etc. Concerned about mix of “bonding with baby” and “being ill” the way it is worded now. Amendment takes that away.
- Greg Greaves: post delivery is still considered a serious health condition by the law, so suggests relook at it in the future.
- Kay Grice asks for a vote on the amendment to the amendment. Motion passes.

- Jenny Witcher brings forth a second amendment:
- Amend the languaging around full/part time clergy. Proposes to eliminate that description.
- Kari Collins seconds
- Discussion:
- Jenny: part time ministers are mostly women so it becomes an equity issue. Strike it all because in our context part time is the new normal.
- Carol White proposes compromise for part time clergy getting a percentage of pay
- Thandiwe says this change will give each congregation freedom to interpret this guideline
- Clare Twomey: current language sets a guideline but also leave some fluidity
- James Fowler: would be helpful to hear from opposers
- Judy Baillie: speaking as moderator of a small lay led church, she understands contextual and fairness piece of this, but realities of our church are different. This is asking for benefits that many of our parishioners don’t have. Without the churches and those contingencies, ministers don’t have jobs.
- Jenny Witcher: even if means getting creative, insist on caring for our clergy and not sinking to lowest common denominator

- Kay Grice calls for a vote on the second amendment to the amendment (taking out part time/full time clergy). Motion passes.
- Kay calls on a vote on the final amended amendment, motion passes.
- By Law Amendments - Judy Baillie
 - We need to update bylaws to reflect and support our changing needs (updating terminology as well as more substantive changes)
 - Martha Jones:
 - eliminate position of finance chair,
 - personnel chair change to a recruited position rather than elected by committee, and changed term for position to 2 year term with one renewal,
 - clarification that additional board positions may be added,
 - conference minister evaluation should be on 2 year term instead of 1 year,
 - clarify timeline for nominating committee to everyone that positions were open,
 - updates to terminology,
 - change in executive council to national office
 - Discussion:
 - Rebecca Kemper Poos: combining two positions (Finance Cmte Chair with Treasurer) is distressing -- does it put too much power and responsibility in one place? Kari assures Rebecca that the 2 positions really were redundant.
 - Sue explains our checks and balances and the strength of our procedures.
 - Terry: need mechanism put in place for encouragement to Conference Minister
 - Board of directors moves the approval of the By Law Amendments as presented, motion passes.
- Election of Boards and Committees - Karen Caton
 - People being re-elected:
 - Kay Grice as Moderator,
 - Allyson Stauffer as Vice Moderator,
 - Mark Dutell as Personnel Chair
 - Gaye Bosley-Mitchell as Treasurer
 - Association Reps: Andi Nielson (Intermountain,) Deborah Barnard (Metro Denver)
 - Board Initiative Coordinators; Judy Baillie (So That Teams,) Mark Long (Funding,) Lee Berg (New Ministry Development)
 - Finance Committee: Ken Hoagland (Metro Denver,) Paul Heintzelman (Platte Valley)
 - Personnel Committee: Joan Levy (Western,) Amanda Minter (Intermountain,) Shelly Spalding (Western)
 - Nominating Committee: Karen Caton (Western)
 - RMC Endowment Trustees: Jeff Bogart (Metro,) Tim Amen (Platte Valley)

- Kay offers thanks to departing Board members Carol White, David Bahr, Kari Collins
- The Board moves the election of the slate of Board members and committee members as presented, motion passes.
- Logan Bennett: presents invitation from southeastern Association to next year's Annual Celebration at La Foret, June 4-6, 2020
- New board will meet at 12:15 in Fellowship Hall
- 11:15 Worship: Sending Community (Western Association) featuring John Dominic Crossan
- Closing ceremony and installation of new board
- Annual Meeting Closes at 12:15 pm, June 8