

**Rocky Mountain Conference UCC
Regular Board of Directors Meeting via Zoom
October 14, 2021**

Board Members Present: Sue Artt, Judy Baillie, Deborah Barnard, Lee Berg, David Bristow, Eleanor Downey, Mark Dutell, Mark Long, Andy Nielsen, Karen Trainor, Ken Ingram, Shelly Dunham

Board Members Absent: Wendy Kidd

Others Present: Erin Gilmore, Anthony Scott, Martha Jones

A regularly scheduled meeting of the Board of Directors of Rocky Mountain Conference UCC was called to order by Moderator Judy Baillie at 9:33 am on October 14, 2021. Andy provided a reflection. A quorum was established and the agenda was reviewed, amended and accepted. The minutes of the retreat on September 10-11, 2021 and the regular meeting on June 7, 2021 were accepted as written. Check in followed.

Conference Minister Report

Sue updated the Board on the status of the disposition of the property at 2500 South Sheridan, including Archway's decision to terminate the contract and the failure of negotiations with another potential buyer. The property is now on the market with a new real estate agent.

Sue also updated the Board on the status of several other items:

- The status of other confidential conference property negotiations and the steps being taken to address the transitions that will be required.
- The general status of the search and call process, ministry availability and church challenges.
- Staffing transition with the departure of Daryl Schrieber, the Director of Communications, evaluation of current staffing patterns, plans to keep day-to-day work going and the assessment of needs.

Erin reported on the conferencewide Committee on Ministry, the status of nominations, and initial work with co-chairs. A conference business meeting has been called for November 10. Judy reminded Board members to register. David recommended that association reps encourage attendance by churches in their association. Erin is doing due diligence to assure a quorum.

Following a break, Anthony shared the status of antiracism work in the conference and a vision of what the conference will look like if the work is successful. He shared an organizational framework for the work and current projects he is involved in. He discussed implementation of a survey, beginning with a preliminary sample sent to Board members. He said the results of the survey will inform the initiative going forward and for a strategy for composing the antiracism ministry team.

There was a deep discussion of the importance of being focused on strategic goals rather than responding to a multiplicity of issues. Sue and Judy emphasized that defining focus is the role of the Board. Sue said that the Board has made a commitment to antiracism work.

There followed a discussion of the role of the conference in empowering churches to take ownership of their own vitality.

Board Roles & Responsibilities

Mark Dutell shared information about the development of Board job descriptions, a more formal statement of the roles and responsibilities of Board members. He shared and discussed a Board responsibility document developed at the retreat. He encouraged Board members to individually make a financial commitment to the conference in the coming months.

MOTION - Upon motion and second, the Board unanimously endorsed the roles, responsibilities, competencies, and qualities presented as a guideline for Board members and those who are recruited for the Board.

The Board discussed having a place to store all Board-related documents on the Google drive. Sue will follow up to organize all standing Board documents in one place on the drive.

Tributary Fund

Mark Dutell updated the Board on changes in the process for disbursing grants through the Tributary Fund, developed a year ago. Lee Berg's role has changed to being a mentor for recipients, and Mark Dutell is taking on an administrative role to monitor the ongoing meeting of goals, reporting, and leading the granting process. The association representatives will serve on the committee, with Shelley, Lee, and conference staff as consultants when needed. Mark will convene the committee in January to review current recipients' progress on milestones and review and evaluate the current fund process and calendar for next year. A suggestion was made to have current recipients present at the Annual Celebration next year.

Following lunch, the Board participated in a getting to know you activity.

Archway Resolutions

Lee Berg explained resolutions from Archway that achieve name changes and formally connect Archway to the formerly named Mountain United Church Housing.

MOTION – Upon motion and second, the Board unanimously approved the following:

- Amended and Restated Articles of Incorporation of Archway Housing & Services, Inc., dated September 17, 2021
- Bylaws of Archway Housing & Services, Inc., amended and restated September 17, 2021
- Amended and Restated Articles of Incorporation of Archway Communities, Inc. (formerly known as Mountain United Church Housing, Inc., dated September 17, 2021
- Bylaws of Archway Communities, Inc. (formerly known as Mountain United Church Housing, Inc., amended and restated September 17, 2021

Finance Committee Report

Shelly shared a summary overview of the financials. The conference is in a good position with 243 days of cash on hand. At the end of August, we have a \$23,000 operating deficit, which is to be expected given the timing of OCWM contributions from the churches. Projects in the works include a stewardship campaign with the churches later this fall, exploration of diversifying the conference's revenue sources, and work on standardizing reports to the committee from the conference.

Sue reported that we are still in negotiation with Archway on settlement costs related to the contract on the Sheridan property. The Board discussed a strategy for dealing with the settlement and expressed support for Sue negotiating with Archway with the advice of the Executive Committee.

Personnel Committee Report

Karen Trainor reported on the work of the Personnel Committee. The Committee is developing a policy on social media use and a statement on health standards for the office, and will be evaluating changes in the clergy compensation guidelines. There was considerable discussion about the evaluation of the Conference Minister, how it should be conducted and the advisability of postponing the evaluation, given the exigencies created by the pandemic. Discussion will continue at the meeting in November.

Moderators Meetings

Mark Long reported on the Moderators meetings, which have been ongoing twice monthly for about 16 months. The meetings have become a forum for collaboration, support, and sharing of knowledge and programs. Mark cited some examples of the benefits of the group. Judy suggested there be a mechanism for updating the moderators contact lists.

Board Goals

Judy shared a schematic of potential RMC projects. Sue discussed the vision for both physical and programming expansion of La Foret and relationship with the conference. Judy explained each of the projects and the work that will need to be done in each area. Further discussion will continue at the next Board meeting, including opportunities for Board members to be involved in some of the projects.

Judy requested that Board members look at the list with the following lens: (1) to be sure we are not missing work that Board has already discussed and (2) to note if there are projects and priorities we have left out. and where you would like to be involved. Individual Board members expressed interest in specific projects and noted some items that may be missing. There was discussion but no resolution on whether the list should also include major staff projects.

Discussion to be continued at the next meeting.

Future meetings of the Board:

November 10, 9:00 – 3:00

February 3, 9:00 – 3:00

April 28, 9:00 – 3:00

June 9, 3:00-5:00 (tentative)

June 9-11 – tentative Annual Celebration, probably virtual

Following a closing devotion by Deborah, the meeting was adjourned at 3:15 pm.

Respectfully submitted,

Martha Jones, Scribe