

**Rocky Mountain Conference UCC  
Regular Board of Directors Meeting via Zoom  
February 3, 2022**

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

**Absent:** Ken Ingram

**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 9:03 am on February 3, 2022, following a reflection by Shelly. A quorum was established and the agenda was reviewed and accepted. The minutes of the regular and executive sessions on November 10, 2021 and the special meeting on November 19, 2021 were accepted as written. Check in followed.

**CONFERENCE MINISTER REPORT**

Sue reported on the status of the sale of the property at 2500 S. Sheridan. The proceeds from the closing have been deposited in the conference savings account. Sue updated the Board on steps being taken to address remediation of vandalism that occurred in the building, prior to possession by the new owner. Sue also updated the Board on negotiations with Archway on settlement costs related to their exclusive purchase agreement.

Sue reported that the UCC Council of Health & Human Services Ministries (CHHSM) is planning its annual meeting in Denver in March 2023. As the date approaches, the conference and the Board will be involved in assisting.

The Board discussed options for disbursement of the donations to the conference designated for Boulder fire relief.

MOTION: Upon motion and second, the Board unanimously approved dispersing fire disaster relief donations received by the conference as of Feb 3, 2022 to First Congregational Church in Boulder, earmarked for the Family Learning Center ministry.

Sue reported on several staff issues:

- evaluations of staff were completed before the end of the year;
- Erin begins a three month sabbatical on May 22 and Sue and Anthony will cover her work and will ask for help when needed;
- Janice will be out on medical leave beginning in early May; coverage discussed;
- staff salary increases went into effect January 1; discussed error in Pension Board annuity billing and payments for Anthony and plans for recovery of payments.

Erin and Anthony updated the Board on churches in the search and call process. Sue discussed the need for more training for ministry from within our churches and the possibility of partnering with one or more seminaries to develop training programs. She informed the Board of a new initiative of several churches in Denver to explore how they can partner better to share resources and programs. Sue informed the Board that her term as treasurer of the conference ministers group will be ending soon. She continues on the Eden Seminary Board.

Sue noted that the item on agenda on recovering conference costs from carrying the Sheridan property will not be discussed at this meeting.

### **KEY INITIATIVES FROM ASSOCIATE CONFERENCE MINISTERS**

Anthony updated the Board on the anti-racism project. He shared a video he created as the first of RMC anti-racism shorts to inform about the project and discussed upcoming anti-racism projects: a video worship service for churches, a conferencewide conversation about white discomfort and a four-week anti-racism book study. He reviewed responses to the anti-racism survey from last year and discussed how he is addressing the needs identified through the survey. Judy encouraged Board members to support this work by participating in upcoming conversations and the book study and encouraged association representatives to include these initiatives as they communicate with their associations.

Erin updated the Board on the formation of the conferencewide Committee on Ministry (CWCOCM). She discussed building the infrastructure needed to support this work, which has included getting the Sales Force database in place, developing processes which heretofore have been different in each association, gathering clergy files and developing a system to maintain those going forward. Each of the subcommittees – formation and authorization, supportive oversight, and accountability – has met and has begun developing and defining processes, and setting a strong foundation to carry this work. The leaders of these subcommittees are also meeting to coordinate direction of the CWCOCM.

A brief break followed.

### **MODERATOR’S REPORT**

In accordance the bylaws of Archway Housing & Services, Inc., appointments by this organization to its Board of Directors must be ratified by the Rocky Mountain Conference Board of Directors.

MOTION: Upon motion and second, the Board unanimously approved ratification of the appointment of the following individuals to the Board of Directors of Archway Housing & Services, Inc. for 2022:

New Board members:

Liz Martinez

Zenzi Reeves

Continuing Board members:

Rev. Robinson Lapp

Dr. Lee Berg

David Nestor

Rebecca Theurer

Brandon Friedman  
Allyson Noelle Drayton

Andrea Weule

The Visioning Team, consisting of Judy, Ken, Eleanor and Wendy, reported on their activities as they develop a model for assisting the Board in updating the conference's mission and vision statement.

Judy encouraged Board members to use the Board job descriptions to make recommendations of individuals to serve in conference and association leadership positions.

### **COMMUNICATION UPDATES**

David and Erin updated the Board on the ongoing implementation of Sales Force, the conference's new data hub. They discussed their work developing a communication strategy for the conference.

### **ANNUAL CELEBRATION**

Sue discussed development of theme of annual celebration and a proposed outline of the event, which will be online again his year and, based on feedback from last year, will be a three-day event. The Board discussed content of the meeting. Sue noted that there will content injection throughout the 3<sup>rd</sup> and 4<sup>th</sup> quarters of 2022, so that the Annual Celebration in June can be more focused on the business needs of the conference.

MOTION: Upon motion and second, the Board unanimously approved the 2022 Annual Celebration theme Church Anew 2, with all events to be scheduled June 9 - June 11.

The Board discussed distribution of offerings collected as part of the Annual Celebration registration:

MOTION: Upon motion and second, the Board unanimously approved the following: that offerings be solicited with online delegate and visitor registration, and that all offerings be distributed equally (or in %) to these purposes: Boulder Fires, RMC Anti-Racism Ministry, RMC Creation Justice Ministry, and, an additional category, as needed, approved by the Executive Team, to be distributed equally (or in %) to these purposes or as designated.

The Board discussed the costs for the Annual Celebration in 2022, considering that there will be no expenses for a keynoter.

MOTION: Upon motion and second, the Board unanimously approved a registration fee of \$100 per church for the 2022 Annual Celebration. This fee will cover all costs for the church's delegates and any other church members wishing to attend Annual Celebration events and followup events in 2022.

Sue noted that Associations are welcome to gather around the dates of the Annual Celebration as they announce to their associations, and on Zoom links managed by associations or their churches.

The Board discussed preparation for the business meeting. Sue reviewed content of reports of each committee, due dates, responsibilities. She also reviewed the proposed annual celebration schedule.

## **COMMITTEE REPORTS**

### **Finance Committee**

Shelly reviewed the balance sheet and the profit & loss budget report through November 2021. She noted the influx of \$653,000 in cash from sale of the parking lot. The budget shows net negative of \$34,000 but all income has not come in. She responded to questions from the Board regarding how expenses related to the anti-racism work are being booked. She discussed the ongoing challenges of developing funding strategies and the need to develop an investment strategy for dealing with cash influxes, particularly in light of the continued decline in income from OCWM. She discussed a plan to communicate the new gifts policy to the conference and noted that the Finance Committee is currently working on a policy on receiving property, particularly of churches that are closing.

### **Tributary Fund**

Mark Dutell led the Board in a discussion of the Tributary Fund. He described the process for applications last year, the evaluation of requests and the awards made, and subsequent reporting of progress and outcomes. He shared learnings from the process: that programs often need support for second and possibly third years to establish foundational aspects of a new ministry, that our application and evaluation process needs further refinement, including the criteria for programs that would be considered. The evaluation team will bring a proposal regarding funding amounts and process to the Executive Committee by the April meeting.

### **Nominating Committee**

In Ken's absence, Judy shared a preliminary nominating report with the Board. She reviewed open positions on the Board. Anthony is reviewing names of people recommended for Anti-Racism team.

### **Moderator Groups**

Mark updated the Board on the activities of the Moderators group, which has been meeting twice a month for two years. He discussed the importance of this group, the expressed need for development of a training program, and the need to expand to include other lay leadership. Erin discussed the possibility of using training done by the Damascus Project, a training program developed by the Wisconsin Conference.

### **Personnel Report**

The Board reviewed and discussed at length two policies proposed by the Personnel Committee, applicable to staff and operations of the conference office.

MOTION: Upon motion and second the Board unanimously approved the Infectious Disease Control Policy as presented by the Personnel Committee.

MOTION: Upon motion and second, the Board unanimously approved the Social Media Policy as presented by the Personnel Committee.

**Other Reports**

Sue informed the Board that John Dorhauer, General Minister and President of the United Church of Christ, will visit the Rocky Mountain Conference in late May. She discussed John’s schedule of Zoom meetings with clergy and moderators and lay meetings and dinner with the Executive Committee (as well as attending a Rockies baseball game).

**Next Meetings and Adjournment**

The Board recapped the meeting, reviewed items for the agenda for the April meeting, and noted upcoming meeting dates:

- April 28, 9:00 – 3:00 (Zoom)
- June 9, 3:00-5:00 (tentative)
- June 9-11 –Annual Celebration

Following a closing devotion by David the meeting was adjourned at 2:56 pm, at which time the Board reconvened in Executive Session.

Respectfully submitted,

Martha Jones, Scribe