

**Rocky Mountain Conference UCC
Regular Board of Directors Meeting via Zoom
April 28, 2022 – DRAFT**

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 9:05 am on April 28, 2022. A quorum was established; the agenda was reviewed and accepted. The minutes of the regular and executive sessions on February 3, 2022 were accepted.

TASK FORCE/COMMITTEE REPORTS

Tributary Fund

Mark Dutell informed the Board that the Tributary Fund has completed its first year. The application has been retooled, based on learnings last year. Applications for the second cycle close this week and 2022 awards will be determined next week. The budget proposal for the 2022-23 fiscal year includes \$103,000 for the fund.

Moderator/Lay Leader

Mark Long reported on the work of the moderator group, which continues to meet biweekly. He described some of the topics the group has discussed and some of the challenges church lay leaders are facing. The moderators have identified several areas where they would like training or focused support, which Mark listed in his report. He discussed ongoing challenges church leaders express around burnout and the lack of continuity in volunteers.

Sue advised that we need conversations throughout the conference about different models of term limits: one-year term limits mean a constant turnover and may not be helping leaders develop the depth of experience to make the jobs satisfying.

Personnel

Karen presented Personnel Committee's recommendation following their review of the housing allowance table in the current clergy compensation guidelines. She described the due diligence the Committee undertook to determine the benchmark for establishing an increase in the table. Sue discussed the decision making process around development of clergy compensation guidelines and informed the Board that neither the conference bylaws nor current policies and procedures address this process. In recent history, the guidelines have been presented as a business item at the Annual Meeting. The application of an inflation factor for this year is being

presented to the Board for final approval and will not be taken to the Annual Meeting as a business item. The Board discussed this change in process.

MOTION: Upon motion and second, the Board unanimously approved the recommended increase of 6% in the Annual Salary and Housing Allowance Table for full time clergy in the Rocky Mountain Conference Clergy Compensation Guidelines, an increase in alignment with the 2022 Department of Labor Cost of Living Adjustment (COLA).

This change will be communicated throughout the conference immediately and will be in effect for the 7/1/22 - 6/30/23 fiscal year.

Nominating

Discussion deferred until later in the meeting.

Communications

David informed the Board of the status of implementation of Sales Force, the conference's new database to manage contacts. The primary purposes of the database are to provide information for communication and to support the work of the Conferencewide Committee on Ministry (CWCOWM). David listed positions who will have actual access to the database and emphasized that it is critical that association representatives stay in touch with churches to feed changes in information back to the conference.

Vision Revision

Judy recognized and thanked the revisioning team: Judy, Ken, Eleanor, Wendy -- the group tasked with rewriting the conference Vision Statement. She described the process for rewriting the statement and the group then shared their work. Based on feedback from the Board, the team will continue to fine-tune the document and bring it back at a future meeting.

BUDGET/FINANCES

Following a short break, Shelly shared the balance sheet as of March 31, 2022. She also reviewed in detail the budget report for 7/2021 – 3/2022, explained and discussed variances, and answered questions.

Budget 2023

Shelley shared the proposed budget for 2023, which the Finance Committee has reviewed and recommends for approval. She went through the budget by line item, but further discussion was deferred to later in the meeting because of loss of internet connection with Board members in Pueblo.

CONFERENCE MINISTER REPORT

Archway Settlement

Sue shared the final settlement agreement with Archway Investment Corporation, Inc. which concludes all commitments on the 2500 S. Sheridan property. The total amount of the settlement is \$75,000, which will partially cover expenses incurred by the conference during the transition.

The Board had authorized Sue to negotiate the resolution, which she did in consultation with the Executive Committee.

ASSOCIATE CONFERENCE MINISTER REPORTS

Erin updated the Board on the progress of the CWCOM. Each team (formation/authorization and support) has met 3 times and continues to develop processes for carrying this work forward. Erin described some of the benefits already being experienced from a more coordinated response to ministry authorization and support. This includes a more systematic approach to staying in touch with clergy, more consistency in articulating and monitoring training expectations, and a closer alignment between offerings of healthy ministry relationships training by the conference and the needs of clergy, MIDs and lay leaders. Erin plans to have a funding mechanism for the HMR training to present to the Board in the near future.

Erin also updated the Board on her sabbatical, May 22 – August 22, and plans for coverage.

Anthony shared a report of the work that has been accomplished, from the initial establishment by the Board of the Racial Justice Discernment Team in 2020, to his hiring a year ago, to the work during his first year. This has included an initial survey and needs assessment, personal visits to 25% of the congregations in the conference, development and launching of an anti-racism curriculum, book studies, conversations, worship services and an Advent devotional. He described the process for developing a slate of nominees for the Antiracism Ministry Team, discussed the representative composition and quality of the proposed team, and shared the charter which will guide the team's work. He suggested that the Board needs to have extensive discussion about how to support the work of conference clergy who are persons of color and Sue suggested that this be an item on the next Board agenda to allow further time to discuss.

BUDGET 2022-2023

Following a lunch break, the Board continued discussion of the proposed budget for the 2022-2023 fiscal year.

Some of the specifics of this discussion included extensive discussion of the following line items in the budget, including the due diligence done to reach each of the proposed changes:

- An increase in the member per capita from 12% to 15%
- A change in the percentage of OCWM sent to the National UCC from 18% to 15%
- A decrease in the percentage of the per capita given to La Foret from 20% to 15% (the net decrease is negligible in actual dollar amount, assuming an increase in the per capita)
- An additional staff position for with fundraising portfolio
- Funds already identified for church vitality work to include specifically progressive rural church renewal

MOTION: Upon motion and second, the Board approved the 2022/2023 budget as presented with the following modification: a transfer of \$10,200 from the Strengthen the Church line item of the balance sheet and dedicate it to rural church renewal. The motion carried for (12), opposed (2).

MOTION: Upon motion and second, the Board unanimously approved investing \$1 million from the proceeds of the real estate sales into a short term, 6-month investment with the Cornerstone Fund while the finance committee and board of directors develop, approve, and implement an RMC investment policy.

Shelly informed the board that the Finance Committee will bring two policies to the Board at a future meeting: a policy on accepting real estate gifts and an investment policy.

CONFERENCE MINISTER REPORT (continued)

Sue discussed several items with the Board:

- A new renter being sought for the lower half of the 1140 W 5th property as Family Promise has given a 90-day notice to vacate by 6/30/2022
- Strategy to deal with any offers received on the property at 1140 W. 5th
- Update on Janice's leave and coverage during Erin's sabbatical
- A brief overview of Search & Call
- Use of recent use of a reconciliation process in lieu of a fitness review and the possibility that this may be an alternative for future conflict resolutions in situations that are less egregious
- Details of John Dorhauer's visit in May.

General Synod 2023

Sue discussed the increase in the number of delegates the Rocky Mountain Conference is allowed for General Synod 2023 and how delegates have been selected historically. The Board discussed selection models that would potentially allow the conference to more closely align with UCC demographic requirements. Sue noted that the next RMC bylaws revisions should probably address selection of General Synod delegates.

MOTION: Upon motion and second, the Board unanimously approved the following model for selection of the 9 delegates for the 2023 General Synod:

- one from each of the 5 associations
- 2 youth and young adult
- 1 at large for the Board Moderator
- 1 to round out UCC bylaw diversity requirements

Other CM Items

- There will be more to come on work Sue and Shelly (as Eden intern) have been doing around progressive rural ministry support.
- Denver area churches are exploring ways they can collaborate on ministry.
- Additional funds have come in for the Boulder fire relief initiative. The Board will discuss how to disburse these funds at the June meeting.
- Documents for the Annual Business meeting will be posted on the RMC website no later than Friday, May 6, to satisfy the required 30-day notice.
- A "Jubilee" is being planned for August 15-17 at La Foret. Workshops and offerings were described. While the event has not been priced yet, the Board discussed and was in

general agreement with the concept, dependent on what happens over the next few months with the pandemic.

Annual Celebration 2023

Sue discussed considerations for the location, timing, and costs of the Annual Celebration in 2023 and 2024. La Foret is being held for the meeting in 2024.

MOTION: Upon motion and second, the Board unanimously approved holding the 2023 Annual Celebration in Grand Junction on June 15-17, 2023.

Funding Associate Position

Sue discussed in more detail the need for a position to assist the conference in both internal stewardship efforts and increasing the external sources of funding to support our mission. While the position was included in the proposed budget, it is her expectation that additional funding efforts will offset the financial cost of the addition of this position.

Annual Celebration and Business Meeting

Sue reviewed the Annual Celebration schedule and the agenda for the business meeting, which the Board approved by consensus.

The consent agenda for the business meeting includes standing rules, approval of the 2021 annual meeting minutes, granting voice and vote to new church starts and voice without vote to all guests, naming Tracy Dawson as the parliamentarian and Mark Dutell as the timekeeper. Sue noted that the consent agenda was inadvertently not included on the February Board agenda. In the absence of Board approval, the Executive Committee reviewed and adopted the consent agenda on April 12. There were no changes from standing rules of recent prior years.

MOTION: Upon motion and second, the Board unanimously approved the 2021 Annual Meeting minutes and including those with the Annual Meeting materials.

MOTION: Upon motion and second, the Board unanimously approved the standing rules for the 2022 Annual Meeting.

Nominations

Sue shared and reviewed the proposed nominating slate to be considered at the Annual Meeting. There are several positions still to be confirmed and dates of terms to be clarified.

Moderators Report

Judy will save most of report her Moderators Report for the next meeting. The Board discussed and organized a Board-sponsored activity for the Annual Celebration. Judy expressed appreciation to the members of the Board for their work.

June Agenda

- Vision Committee
- Disbursement of remainder of Boulder fire contributions

Other Items for Future Agenda or Discussion

- HMR Funding
- Term limits conversations for both conference and churches
- Support of conference clergy who are persons of color
- Future bylaws revisions: General Synod delegate selection process

Next Meetings and Adjournment

Board meeting schedule:

June 9, 3:00-5:00

June 9-11 –Annual Celebration, electronic

Following a closing devotion by Lee the meeting was adjourned at 2:55 pm.

Respectfully submitted,

Martha Jones, Scribe