

Rocky Mountain Conference UCC
Regular Board of Directors Meeting - via Zoom
November 17, 2022 - Draft

Board Members Present: Shelly Adams, Sue Artt, David Bristow, Mark Dutell, James Foucher Jr, Daniel Haas, Ken Ingram, Wendy Kidd, Mark Long, Gail McDougale, Karen Trainor, Selena Wright

Absent:

Others Present: Kayan Cross, Erin Gilmore, Amanda Newsome, Anthony Scott, Karen Winkel

A regularly scheduled meeting of the Board of Directors (BOD) of Rocky Mountain Conference UCC was called to order by Moderator Ken Ingram at 9:03 AM on November 17, 2022. A quorum was established. Moderator Ken Ingram offered an opening reflection, held short introductions so all Board members could get to know one another. The agenda was reviewed and accepted. The minutes of the regular session on September 22, 2022, were approved.

James Foucher Jr (as New Ministry Mentorship) and Karen Howe (as Scribe) were introduced as the newest members on the BOD.

TASK FORCE/COMMITTEE REPORTS

Nominating Report

Mark Dutell reported that a vacancy on the CWCOM committee exists.

MOTION: Upon motion and second (Dutell / Bristow), the Board unanimously approved Rev. Chelsea Page (associate pastor at Holladay UCC) to the CWCOM.

Mark indicated that there are several openings, two on the endowment committee and one on the nominating committee and the Intermountain Association Representative.

Mark asked for Daniel's help. Daniel agreed.

Personnel Report

Karen Trainor presented a document on the 2023 Housing Allowances regarding the IRS tax rules for housing allowance exemption. During the discussion Anthony noted the huge expense of living in the Denver area.

MOTION: Upon motion and second (Trainor / Dutell) the Board unanimously approved the Housing Allowances.

Karen presented her thoughts about the current evaluation process of the CM, that it is not a good review process. The committee has undertaken the task to make it better. She wants to make sure the people who do the review should include BOD and Staff.

Karen presented a motion to provide reimbursement up to \$1,000 for each calendar year beginning in 2023 for services of a spiritual, mental health, or professional growth coach or counselor for the CM and ACMs. Daniel recommended the reimbursement be raised to \$1,200 per year.

MOTION: Upon motion and second (Hass / Fourther), the Board unanimously approved the reimbursement policy of up to \$1,200 for services of a spiritual, mental health, or professional growth coach or counselor for the CM and ACMs.

Finance Report

Shelly Adams has updated financials, and will send them out next week. The Finance Committee is working on policy on accepting real estate and on investments. The goal is to have policies written as groundwork for smooth transitions. They are working on travel reimbursement policy, working on sustainable stewardship for the Conference. The Committee will have a review of the books. Shelly's term is over in June.

Tributary Fund

Selena Wright and team did mid-year reviews for funding; they did some dreaming of fostering and support for new ministries. The team will gather again soon.

La Foret Board

Sue Artt introduced the proposed new members of the La Foret Board.

MOTION: Upon motion and second (Artt / Adams) the Board unanimously approved the La Foret Board (see roster on Board drive)

BREAK

Annual Celebration

Sue spoke about setting a meeting to discuss methodologies for difficult conversations before the end of the year; asked for members. Selena, Wendy, Gail, and Daniel volunteered.

Discussion was held on the benefits of Annual Celebration being hybrid, as opposed to only in person. It seems to be the way things are, as it helps include people who cannot be present for various reasons.

Silt Request to Withdraw from UCC

Erin presented a document on the withdrawal of the Congregational Church of the Valley from the UCC. She gave some background on the church. Sue asked if they still had things that needed to be de-identified with the UCC. Erin will follow up.

MOTION: Upon motion and second (Long / Dutell) the Board unanimously approved the release of the Silt church.

ACM Report

Anthony spoke eloquently about the daily fact of racism; the aggressions and microaggressions that he has faced during his time as ACM in the RMC. He stated that anti-racism needs to be a part of the BOD training; he has prepared such. Board members have received it. He presented a brief video of song and slides of lynchings.

LUNCH

Sue introduced Brad Carroll, the Executive Director of La Foret. He presented the Lapp Lodge Concept, a proposed new lodge to be constructed southeast of the Dining Hall. Brad explained the basic design of the lodge and the finances needed. The concept required a loan of \$1.5 million but after some discussion the loan limit was raised to \$2 million, given all the uncertainties of construction these days.

MOTION: Upon motion and second (Adams / Bristow) the Board unanimously approved the loan value of \$2 million.

CM Report

- **Real Estate:** Sue reported that due to uncertainty of interest rates and election outcomes the Conference building has not seen much movement. Hopefully the situation will improve after the start of the new year.
- **Staff:**
 - Brianna Gillmore who recently joined as the Financial Associate is doing a great job.
 - Karen Howe starts as scribe with this meeting.
 - Sue officiated the memorial service for Janice Travis on October 25 at the La Foret Chapel.
- **Staffing:** Sue asked how do we help churches on the cliff? Many that were struggling for a while are now in worse shape because of Covid. Sue said

there are 13 churches that are identified as in perilous shape; 6 of those have contacted Sue.

- **Annual Celebration 2023:** will be held at the DoubleTree Grand Junction on June 15-17, 2023. The Annual Celebration for 2024 is planned for La Foret.

ACM Report

Erin spoke of being in a place “we’ve never been in before,” with declining churches and lack of clergy. Presented a document of churches selling buildings or still in long term search for clergy. Asked for a team to discuss how to support the Ogden church’s decision to sell; what to do with the money. Shelly, Mark D., Daniel, and Mark L. agreed to help.

Erin spoke of attending the Antoinette Brown Society meeting and how powerful that was in the support of women.

BOD Training

David introduced a motion that would require lay members of the BOD participate in the same training the clergy members of the BOD are required to take for both HMR and anti-racism training. While there was significant support for the concept, the need to develop appropriate mechanisms caused the motion to be tabled. David and Wendy volunteered to work on implementation approaches.

Next Meeting - Feb. 16, 2023

The meeting was adjourned at 2:05 pm.

The Board members and Sue Artt entered Executive Session and staff members left.

Respectfully submitted,
Karen Howe