

**Board of Directors
Special Meeting via Zoom
January 25, 2023 - Final Approved**

A special meeting of the Board of Directors (BOD) of the Rocky Mountain Conference UCC was called to order by Moderator Ken Ingram at 5:36 pm on Wednesday, January 25, 2023. A quorum was established.

Board Members Present: Shelly Adams, Sue Artt, David Bristow, Eleanor Downey, Mark Dutell, James Fother Jr, Daniel Haas, Ken Ingram, Wendy Kidd, Mark Long, Adam McCoy, Gail McDougle.

Absent: none

Guests Present: ACM Erin Gilmore, Chris Gilmore, Karen Howe - scribe

Mark Dutell offered an opening prayer.

Update on Bridge Conference Minister: A Bridge Conference Minister will serve from the time Sue retires on 2/28/23 until the Interim Conference Minister can begin. Contract with Rev. Dr. Diane Weible has been signed. Mark Dutell, Shelly Adams, and Ken Ingram interviewed her. She will begin March 1, 2023, ending either May 1 or June 1. She will work 20 to 40 hours a week at \$100 an hour as a contract employee.

Shelly shared the Essential Functions:

- Collaborate with Board of Directors and Executive Committee of the Rocky Mountain Conference (RMC) to facilitate the work of the Board of Directors and attend meetings of Board of Directors, and other Conference sessions as needed.
- Supervise the work of the staff including the Associate Conference Minister, Office administrator, bookkeeper, Contract employees and volunteer staff.
- Collaborate with the Board of Directors and the RMC Anti-Racism team to develop the path forward for the conference anti-racism ministry.
- Oversee the FY23-24 budgeting process.
- Manage notice requirements and planning for Board meetings, annual celebration, and other special meetings.
- Oversee general communication and messaging.
- Collaborate, as needed, with ministry partners in the national setting.

Mark suggested that Rev. Dr. Weible be invited to the February meeting; Board agreed.

Update on Interim Search Committee: The Interim Search Committee has been formed: David Bristow (chair) (L), James Foucher (C), Mark Long (L), Daniel Haas (C), Wendy Kidd (C), Eleanor Downey (L). Working with Lee Alberstson from John Dorhauer's office, there are two candidates that will be interviewed.

People may send cards for Sue upon her retirement to the Conference office:

Rev. Sue Artt Retirement
1140 W 5th Avenue
Denver, CO 80204

Meeting with the Board and Anti-Racism Ministry: The Anti-Racism Ministry Team wishes to meet for an extended session with the Board. Question raised whether to add this to the February 16 Board meeting, or call a special board meeting? After discussion, it was decided to call a special meeting. Melissa will be asked to take a poll for dates.

Adam McCoy joined the meeting at 6:15 pm. He introduced himself and Board members introduced themselves.

Request from Gail and James to discuss letter and meeting of the MDA of Sunday, January 22, 2023.

Gail: Phil Campbell's letter was asking that we, as a conference, look at how we can do better on being the church.

James: There was hope for understanding and forgiveness, seeking common ground, respect for Ken's responses to the many letters.

Daniel: Heard the call to better be the church; uncertain about what the BOD was being asked to apologize for.

Adam: It would serve no purpose for open discussion; personnel issues cannot be discussed.

Mark Long: expressed being offended by the last part of the letter; saw it as an indictment of the Board.

Shelly Adams: expressed hurt and insult that the work of the Board and Executive Committee would be second-guessed without the information necessary to form such an opinion

Preparations for the February 9, 2023 meeting:

Standing Rules for the Feb 9 need to be voted on.

Gail stated that she needed to report from the MDA meeting first.

Motion: From the Metropolitan Denver Association (M/S/F)

Gail put forth the following motion on behalf of the MDA:

At the January 22, 2023 Called Special Meeting of the Metropolitan Denver Association of the Rocky Mountain Conference of the United Church of Christ, the Association unanimously adopted the following motion:

The Metropolitan Denver Association calls upon the Rocky Mountain Conference Board to ratify or overturn the action taken to terminate the Rev. Dr. Anthony Scott.

If the Board ratifies the termination, the Metro Denver Association calls upon the Board to provide back pay and severance.

We ask that the RMC Board address these requests from the Metro Denver Association at its January 25, 2023 meeting.

Moved / seconded

After discussion, the question was called.

Roll call vote taken: 1 yes; 3 abstain; 8 no.

Motion failed.

Motion: Regarding RMC Board Oversight (M/S/P)

Under the Board's responsibilities in Article 6 of the Rocky Mountain Conference Bylaws, the Board affirms it has exercised its authority by continuing the long-standing practice of authorizing the Conference Minister under Article 8 to make decisions regarding personnel and employment matters relating to the Conference staff without the requirement for Board, Association, or Conference-wide review or approval. This includes clergy staff and is affirmed in the clergy call agreements.

Moved / seconded

After discussion, the question was called.

Roll call vote taken: 10 yes; 1 no.

Motion passed..

Motion: Standing Rules for February 9, 2023 Special Conference Meeting (M/S/P)

Proposed Standing Rules for the Feb 9 meeting were presented;

Moved / seconded

Board members suggested changes to time allotted and framing of meeting intent.

After discussion, the question was called.

Roll call vote taken: 11 yes (unanimous)

Motion passed.

The Standing Rules for 2/9/23 RMC Special Conference meeting follow:

Standing Rules Feb 9, 2023 RMC Special Open Meeting

1. "Robert's Rules of Order, Newly Revised" shall be followed and the Parliamentarian's decisions about procedure shall be final.
2. At this Special Conference Meeting no resolutions will be entertained.
3. Resolutions may be submitted for consideration at the Conference Annual Meeting by any voting delegate, congregation, association, commission, or committee of the Conference for action by the RMC Board of Directors. Resolutions must be received by the Moderator in accordance with the Standing Rules for the Annual Business Meeting.
4. Speaking protocol at the Special Meeting will be the following:
 - Speakers must raise their virtual hand in the Zoom "reactions" tab and wait to be called on. The Moderator will, throughout discussion, call on requests to speak by those attending the Zoom meeting through the phone number without access to the virtual hand feature.
 - Each speaker will have two (2) minutes once recognized and may not speak again until all persons who wish to speak have spoken.
 - Speakers shall state their names when they are recognized to speak. All speakers are expected to speak respectfully and directly to the issues before the assembly.
5. The Moderator, with the assistance of the Parliamentarian, is charged with the duty of providing orderly disposition to the business of the Rocky Mountain Conference.

Registrants are bound by these Standing Rules and may be removed from the meeting by the Parliamentarian for failure to act accordingly. There will be a designated Timekeeper selected and the meeting will end promptly at the conclusion of two (2) hours. If the business of the meeting is not concluded, another Zoom meeting date will be set and published as soon as possible.

Move to Executive Session

At 7:54 p.m. Erin Gilmore, Chris Gilmore, and Karen Howe left; Executive Session began.

Adjournment after Executive Session

Respectfully submitted,
Karen Howe

RMC Board of Directors, Jan 25, 2023 – Approved Unanimously Feb 2, 2023