

**ROCKY MOUNTAIN CONFERENCE, UNITED CHURCH OF CHRIST
BOARD MEETING AGENDA**

Thursday, October 19, 2023 – 4pm

Zoom: <https://us02web.zoom.us/j/5627250899>

Inspiring, Challenging, and Empowering Faith and Justice Communities Across the West

Present: Sarah Linn, moderator; Doug Wooten, ICM; Teresa Campbell, Ass't Treasurer; Mallory Everhart; Laura Gurney; Erin Gilmore, ACM; Adam McCoy; MaryEllen Beltracchi, Vice Moderator; Peter Sawtell; Laura Gurney; Allyson Stauffer; Ian Wrisley.

Absent: Kari Collins, Eleanor Downey, Daniel Haas

Welcome/Opening Reflection – Sarah Linn read excerpts from an interview with Wendell Berry: “Hunting for Reasons to Hope.”

Recognizing MDA Representative Peter Sawtell

Moved: Laura Gurney; 2nd Sarah Linn; **Approved**

Approval of Minutes (Aug. 17, 2023; Sept. 21/23, 2023, as available)

Moved: Adam McCoy; 2nd Laura Gurney; **Approved**.

Additions/Approval of Agenda

CWCOM report now immediately following Treasurer Report

“Roberts Rules adjacent”

Reports

Interim Conference Minister Report – Doug Wooten

Happy Pastor Appreciation Month. Working with one church to find a bridge minister ahead of interim. Discerning with two churches. Building relationships: Attended WA annual meeting and a training session for LGBTQ awareness. Flying to Cleveland during this meeting to attend PGM Karen Georgia Thompson’s installation service. Scheduled to visit the SEA meeting by Zoom on Saturday. Attending Manitou’s meeting & service on Sunday (they are installing Heather McDuffee as Settled Pastor) (*later corrected: On 10/22/23 Manitou UCC voted on Rev. McDuffie’s installation, which will take place at a later date*), joining Anti-Racism Team retreat at La Foret, starting Monday. Needs to work with COM on developing Lay Minister training. (Left RMC Board meeting at 4:33 to board a plane to Cleveland.)

Associate Conference Minister Report – Erin Gilmore

Dual challenge of keeping up and reimagining, heavy work in COM with evaluation and working on registrar position, imagining new board position for COM liaison, working on documentation and website with examples across National, 3 churches calling lay ministerial standing (formerly licensed”) and how to put into COM/SOS, 3 people for privilege of call to UCC, positive feedback for working with RMC and UCC, how to disperse search and call to a COM team—need a system to navigate, make a clear path that doesn’t depend on one person, attending anti-racism retreat next week. New leaders in Wheatland, Black Forest, Douglas, WY. Went to Valerie Kaur event wishes to keep this ongoing.

Q from Laura about clarity for Erin: Still see transition, perhaps in need of a team to help determine division of works, picturing 3-4, perhaps one per association with balance geographically and clergy/lay, will likely be informed by listening sessions during Advent.

Moderator/Vice Moderator – Sarah/MaryEllen –

Motion re: Assistant Secretary position:

The Board rescinds the May 31, 2023, decision concerning the position of Assistant Secretary and affirms that the Board may appoint an Assistant Secretary to serve as scribe for Board meetings for a one-year term, renewable for an additional year, with voice and without vote. Moved: Sarah Linn; 2nd: Peter Sawtell; **Approved.**

MaryEllen: Nominating Committee concerns, background to Erin's motions re: COM

Treasurer Report – Teresa Campbell, Assistant Treasurer:

Budget Discussion; opened liquid savings at higher rate; changing signatures on accounts. Kudos to Melissa and Brianna for finding documents and procedures. Initial info from Capin Crouse coming soon, will expect a lot of recommendations for safety, liability, transparency. "We can only fix what we know." 22/23 financials refined and available on google drive. Have removed items out of operating to designated, and discussed rec of FC (in their report) Discussion of Tributary Grants history and processes. Appreciation for all the work to have this clearer picture of the RMC finances

See **2023.10.15 NEW Draft 2.1 Proposed Budget & Designated Funds Activity.pdf**

Motion re: amend lines 101 and 103

Moved: MaryEllen; 2nd: Laura; **Approved**

Recommendation re: adjustments to staff expenses and electronic vote to recommend budget for consideration at special meeting on November 28. **Agreed.**

Conference-Wide COM – Erin Gilmore

Phil Campbell has been helpful with wording proposed amendments to RMC Bylaws. COM to be established, upon Conference approval, at the Nov. 28 Special Meeting.

Motions:

-Make CWCOM standing committee, simply "COM," with Conference acting as Association, with RMC Board representation.

-To approve proposed changes to Bylaws, as indicated (red text), to be voted on at the Nov. 28 Special Meeting.

Moved: MaryEllen; 2nd: Laura Gurney; **Approved.**

Sections in blue text (referring to COM terms of service) will be refined/approved by BoD electronically after consultation with CWCOM and before incorporating into proposed ByLaws. Final approved proposal will be posted in BoD October meeting folder.

Intermountain Association – Daniel Haas not present; no report.

Platte Valley Association – no representative/report; difficulty finding rep.

Southeastern Association – Mallory Everhart: connecting with pastors, communicating COM issues, annual meeting this week.

Western Association – Karen Caton: Fall meeting at Montrose last weekend. Several churches with coming transitions, willingness to "do some stuff". Karen is now WA moderator and will promote collegiality. At WA meeting, discussed CWCOM vote, Advent

listening sessions. Sarah: Thanks to Karen Caton and Ian Wrisley for their contributions at the meeting, esp. clarifying, adding info during RMC BoD presentation.

Denver Metro Association – Peter Sawtell: Virtual meeting on Oct 8 with COM as focus, and MDA supporting COM as standing committee.

Lay Leader Liaison – Laura Gurney: First two meetings, good conversations, shared survey results, plan moving forward with new topics each quarter. Next session on building and grounds (then pastor support, mission/vision, personnel and HR law). Impromptu talk about church safety and peace-making but need more than one perspective presented. Looking for resources on church safety and space outside the moderator group to present this. Also have had people reaching out to Laura for issues as they occur. There is a pulpit supply list on the RMC website that includes MIDs, chaplains, etc.

Anti-Racism – Ian Wrisley: Technical difficulties. Anti-Racism team retreat coming up next week. Will have more to report in November.

New Ministries Mentorship – *Eleanor Downey traveling/no report.*

Creation Justice League – Allyson Stauffer with Peter Sawtell: CJL is comprised of 4 groups, networking with existing groups outside of RMC seeking a just transition from fossil fuels. Pertinent to our congregations in WY/Northern CO coal towns: How can we be the church for our communities and creation?

Old Business

'Group of 4' update/motions from Personnel – Adam

Motion to enter Executive Session, invite Teresa Campbell (voice/no vote).

Moved: MaryEllen; 2nd Laura; **approved.**

Discussed recent meetings with Personnel and 'Group of 4' with Erin and with Doug, invited responses to each Personnel motion. Voted on both motions, followed by a moment of silence.

Motion: Return to Open Session to report motions and the vote. Moved: Karen Caton; 2nd Laura Gurney; **approved.**

Content of Personnel Motions:

The RMC Personnel Committee moves that we implement section O of the current agreement with Rev. Dr. Doug Wooten, relieving him of his responsibilities, effective on a date not to exceed October 28, and paying his salary through the 90-day notice period.

The RMC Personnel Committee moves that we elevate Rev. Erin Gilmore to the role of Acting Conference Minister with immediate effect when Rev. Dr. Doug Wooten is relieved of duty and provide annual salary commensurate with that role (\$110,000 cash salary with a portion designated as housing allowance, according to IRS guidelines).

Both motions were discussed in Executive Session and approved unanimously.

New Business

Annual Celebration location/considerations – Laura Gurney: Suggests we alternate AC location between Grand Junction and La Foret (2024 in LF; 2025 in GJ, and so on). **Agreed.** Peter suggested we need more tech planning/support for hybrid meetings going forward.

Closing Reflection – Sarah

Motion to Adjourn: Adam; 2nd: Karen; **Approved** (approximately 7:10pm).

Respectfully submitted,
MaryEllen Beltracchi, Vice Moderator