Annual Business Meeting of the Rocky Mountain Conference, UCC
Provo, Utah
June 12th, 2026

Moderator: Paul Heintzleman, Holladay?, SLC, UT (IMA)
Parliamentarian: Lola Fehr, Greeley Congregational, Greeley, CO (PVA)
Scribe: Sarah B. Linn, Creede Community Church, UCC, Colorado (SEA)
Online Vote Counter: Allison Radomski
Time Keeper: Laura Gurney, Greeley Congregational, Greeley, CO (PVA)

3:23 Moderator Paul Heintleman welcomed everyone, called the business meeting to order and declared a quorum. Paul opened the meeting in prayer.

3:25 Parliamentarian Lola Fehr outlined the steps for motions/amendments/votes, per *Robert's Rules of Order*.

3:33 Paul outlined the Consent Agenda. **MOTION** to approve the Consent Agenda (Paul on behalf of the Board/no second required). **Consent agenda approved**.

3:36 Paul made a **MOTION** on behalf of the Board to approve the annual meeting minutes from 2025. No corrections; minutes approved.

3:37 RMC Treasurer Hunter Baker (Union Congregational, Crested Butte, CO). Apologies for not providing a full balance sheet with the background materials ahead of the meeting. He will be happy to have a copy of this presentation posted to the website for future reference.

Hunter outlined the "sobering reality" of our Transition Plan (steady decline of churches and membership across the conference; serious concern for sustainability). Outlined core mission, values, treasure of the conference (the members, leaders, and member churches).

Over the last year, the finance team and board have been looking at the giving side of the ledger (*per capita*, OCWM, Friends of the Conference, UCC offerings). Gratitude is the beginning and ending of all our giving.

Core Culture of Generosity – 14 churches provide 75% of our giving by value. 25% of our churches are in transition; 75% of our churches provide 99% of our giving by value. Volunteer engagement is generally aligned with financial support.

Balance sheet: almost no liabilities or fixed assets; unrestricted net assets currently: $1,142,579; donor restricted assets, ~$524K; board restricted assets, ~$408K. We have some time to experiment and function in deficit, but not unlimited time.

Significant decline in expenses, thanks to the board's efforts. However, further cuts are increasingly difficult to identify. Projected deficit for this year is ~$85K (where the budget anticipated a deficit of ~$90K).

4:00 Video presentation on OCWM giving

4:04 Closing the deficit in 2 years would require increasing the per capita and increasing overall giving 10% this year and 10% over again (compounded) for the year after that.

Staffing summary – proposing a reorganization – ½ time Operations, ½ Youth Coordinator, ¼ ACM for COM, ½ time Admin support, ½ time COM specialist (with cost of living increases, the total is projected to be $425,172 for FY 26-27) An increase but not that much different from where we were.

Transition - $20K allocated for conference minister search & call. $20K remains available for experimentation re: staffing or programs.

4:17 Paul calls for questions for Hunter.
Question re: why RMC *per capita* is only $17.50 when other denominations assess $30-50/per member. (Discussion that *per capita* accounts for about a quarter of conference revenue and discretionary giving through OCWM accounts for more or less the rest of what the conference receives.)
Discussion re: newer churches' reliance on funding from the conference and other churches to meet their budgets without savings/endowments for their

ministries while being asked to give more money to the conference. Not all of our churches will be able to meet the 16% increase being proposed. We'll balance by increasing giving from those who can and continuing to watch our expenses.
Are income/expenses for youth camping/La Foret reflected in the budget? No.
Will the Director of Operations position remain at ½ time through the year? There may be some flexibility on that (using transition/experimental funds), but the position is being described as ½ time for this year.

How will ecumenical partnerships be supported (the proposed budget indicates cuts to those line times), which is outlined in the RMC bylaws? There are two ecumenical partners we have supported at about $7,500, each but we have experienced less engagement from those entities.

OCWM 85% goes to the RMC, 15% to UCC national. 4 Additional offerings pass through to national.

Each of the things we're talking about concerning connections between national, the conference, and local churches – underscores the need for a director of operations to ensure all the essential functions of the conference are being carried out. We've seen the impact with COM being supported by a ¼ time ACM and expect we will see similar benefit with a ½ time operations director.

Discussion re: elimination of ecumenical partnerships in WY while partnerships in other states have continued to be supported. Associations might be a way of supporting ecumenical partnerships (and do so proportionately).

Question re: Racial Justice team funds – where is it reflected in the budget and what funds are available (and why are they lower than they were at one time). We currently have a reserve of ~$98K between two funds to support racial justice work in the RMC.

4:51 Hunter presented the proposed budget for 26-27 fiscal year.

4:52 Paul, **Motion** from the RMC Board to approve 26-27 budget as presented (no second required). **The Budget was approved**.

4:54 Jenezee Bond (pension board) and Michelle Carver (national ministries) gave a presentation on FreeWill, estate planning, and the benefits to individuals, congregations and the conference. In the process of including the RMC (and each church and special initiatives) on the FreeWill website and vice versa. Each ministry, in turn, can place a button on their website to take folks directly to FreeWill for their will/estate planning. They will provide a 1-hour training to lay & clergy leaders to learn about how FreeWill materials can be used. The Pension Board is observing August "Make a Will Month" by heavily promoting FreeWill among UCC entities.

5:24 Phyllis Boyd, Kingsbury Community Church, UCC, Vernal, UT (IMA) gave an update on Racial Justice ministries. Supporting churches by researching the land they occupy, returning rocks that were taken from hillsides to construct churches of settlers, "Reimagining the Church" conference support, all ideas and initiatives are invited.

5:30 Kari Collins, Juniper Formation and 6th Ave, UCC, Denver (MDA) presented the slate of Nominees for open positions for conference board, committees, and CM search committee. Trying to be very relational, met one-on-one with people to learn about their gifts and interests. There are no vacant positions for the 26-27 slate. Thanks to the members of the Nominating Committee and those who helped recruit folks to serve. No nominations from the floor. **MOTION** to approve the slate as presented (Kari/no second required). **Motion approved**.

5:40 Moderator Paul thanked those who have served on the board and committees. Speak outs will take place tomorrow morning, as will commissioning/blessing incoming leaders.

5:42 Meeting adjourned.

Minutes anxiously submitted by Sarah B. Linn, Meeting Scribe