

**Ohio Conference Board of Directors  
December 9, 2016  
Minutes**

Present: Mindy Quellhorst, Bob Tussing, Pam Brown, Kevan Franklin, Nicole Havelka, Jeff Roeger, Jill Glass, Sam Buehrer, Cathy Green, Dan Busch, Tom Brownfield, Cynthia Tyson, Mike Castle, Jeff Roeger, Tom Brownfield, Rich Plant, Becky Erb Strang, Ken Daniel, Janine Wilson, Kathryn Anadein, Bobby Burt, Bob Kutschbach, Terry Williams, Nate Taylor, Jody Oates, John Gantt

**Opening**

- *Call to Order* *Mindy Quellhorst*
- *Devotions* *Bob Tussing*
- *Community Building* *Mindy Quellhorst*
- *Consensus Items (Agenda, Previous Minutes. October 21, 2016)* *Moved by Tom Brownfield & seconded by Ken Daniel. **Accepted by Consensus.***
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**Affirm Camp**

**Nate Taylor     Jody Oates**

Outdoor Ministries at Avon Lake has been a part of Nate Taylor's life for many years. He spoke of Affirm Camp to be a part of the solution of the Ohio UCC Outdoor Ministries. He has been a part of many different possible solutions. He introduced Jody Oates to bring Kaleidoscope into the decision process, along with other Ohio Conference members...as they looked over the reality of the camps and programming. Kaleidoscope has operated for 30 years looking at camps, based in Westerville, Ohio.

The Process: **Looking only at Pilgrim Hills.** Kaleidoscope looked at the sites, the programming, the facts and figures. Assessed feasibility....some highlights:

- Our model is declining in the Summer Camp Model
- Limited marketing and what "products" are being offered. Clarity needed.
- Property and Facilities. There is some deferred maintenance that must be done, but the overall appearance is good. Facilities laid out well. More capital investment needed: like waste treatment and the swimming pool.
- Funding: 1. Operating budget. Fees. Gift income. 2. Investing Capital
- Bottom Line...Pilgrim Hills can be sustainable. We are running 6500-8000 user days in the camps.

Recommendations:

- The question of organizational capacity... Tap alumni...Major maintenance funding...capital fund raising for large ticket items...political and spiritual will to update the model of ministry.

Discussion:

- (John Gantt) Kaleidoscope is the second consultant group to weigh in on the camp. What is needed is the personnel to make the model work. Just not sure who involved will take the lead to make the model work.

14-Feb-2017

- (Bobby Burt) A question about where the funding for the Kaleidoscope Consultants came from.
- (Nate Taylor) Six of seven congregations and three or four camp families paid the \$8700 for the Kaleidoscope consultation. We believe that there are many who would actually contribute to the camps if they were invited in on the process.
- (Bob Kutschbach) Idea was to sell unused portion of the camps to retire the debt. And we acknowledge that paid staff are probably needed to implement this report.
- (Cathy Green) Much of the possible property to sell is a part of the property that was acquired only 20 years ago.
- (Dan Busch) Would there still be a camping program if one or the other or both camps were sold? We also need to be mindful of the UCCR contribution to the camping program.
- (Nate Taylor) UCCR was a smart move and crucial in the recent years ministry of the camps.

### **Financial Report (End of October 2016)**

1. *Continue a 15% decline in OCWM*
2. **OCUCC Expenses:** Running about 10% under budget.
3. **Cash** Drew \$31,000 from reserves (*this came as a surprise*)
4. **Henrietta Church...***still not sold, though its property value may not equal its sale*
5. **Outdoor Ministries:** As of the end of September, a net loss of \$99,000.
6. **UCCR financial report...***There is an increase in groups but a decrease in school groups, which is tied to school pressure to keep kids in the classroom for tests. We also informed schools that we could not subsidize school groups any more as they cost us.*
7. **Cash Position/Investment Draws:** Our cash position of \$132,074.
8. **No serious offers on camp properties ...the camp adjacent properties.** Pilgrim Hills is having a survey done. One bid came in under the Board recommended minimum but other possibilities remain.
9. *\$50,000 in major maintenance for Pilgrim Hills alone.*
10. **Pilgrim Hills:** Recently received a donation for purchase of a canoe-hauling trailer, about \$5,000. The large deck needs repair or replacement and is currently a liability issue. Supporting posts are deteriorating. Materials alone will cost about \$22,000. Bids are being solicited from contractors, especially for the drilling of postholes and support posts, and it is expected to come in over \$50,000 for the project. A \$27,000 donation for a bus and other items. The deck is demolished as requested. The cost for the proposed two-deck system is either in the \$60,000 range of over \$100,000.
11. **Templed Hills** has a list of needs and wants and that will be forthcoming. A few old, unused cabins need to be removed with the help of local fire departments.
12. **Bob K and Sam will be a part of UCCR.**
13. **October EOA will increase their retention rate from 60% to 70%. SONKA will give a fixed amount of \$3000. These two actions will affect the Ohio UCC Conference with a total decrease of \$55,000 for 2017. Now there is a deficit of \$54,000 for 2017, thus staff will be affected with reductions. Ultimately these reductions affect the running of a camping program for the coming years. At least \$101,000 of the Ohio Conference UCC budget makes operations of camping programs possible.**

## Camp Possibilities

1. Is it Faith Formation (ministry)...or is it the physical site (PH/TH)? It IS faith formation...which can be done without the camps. We shared the example of the Heidelberg Camp which is running in the positive. We shared the example of "camp" at community centers...not just hills and trees Physical Sites (PH/TH). If we were to continue...self sustaining or underwritten there must be a deadline as to when this accomplished. Perhaps sell one and sell outlying property parcels to sustain the camps for a year or two as the larger solution is worked on.
2. Talked of the current structure and not Associations and Local Churches being a part of the whole. Talks of Faith Formation (Ministry) or Physical Site (PH/TH). Working together to achieve the larger goal.
3. Decide between Faith Formation (ministry) and two separate Physical Sites (PH/TH) to work with. Separate non-profit from the Ohio Conference? What would this do to ministry?
4. We have got to move forward now. Can Faith Formation (Ministry) operate in non-physical (PH/TH) camping sites? Is geography the only reason to keep these camps? Faith Formation is key. If we are to keep a camp(s)...then we cannot sustain 2 sites which are so close to each other and besides, we must bring the one up to code.
5. If camps were sold...could, would that money be set aside for Faith Formation (Ministry) at other non-Physical (PH/TH) sites? The problem is how to tell a major donor that it cannot be guaranteed that the camps, both physical site (PH/TH) and faith formation-(ministry) will exist in 10 or 20 years. Selling some land might buy some time.

It is a heart versus head issue....i.e. our hearts are tied to one of the other physical sites...yet we are all aware that our heads see clearly that financially there are major issues.

## Lunch

### **Nominations for General Synod**

**Motion to Approve Members of classes 2017 & 2019 Moved: Cynthia Tyson, seconded by Tom Brownfield.**

### **Motion Approved**

**UCCR New Management Contract** This was approved at last meeting but with the new UCCR structure, **Moved** by Becky Erb Strang, that Bob Kutschbach be on the UCCR Board. Sam Buehrer and Bob Kutschbach on the Owners Council.

### **Motion Approved**

### **Clergy Compensation Guidelines**

### **Next Steps on Camps**

There are issues at Templd Hills and Pilgrim Hills. Wastewater treatment plant issues must be dealt with at a cost of about \$300,000 - \$350,000 at Pilgrim Hills. Pool issues at Pilgrim Hills...\$700,000. For example, if that same money were invested at Templd Hills, it would go a lot farther. Also UCCR has said that Templd Hills is more accessible to folks (i.e. Highway accessibility.) Pilgrim has a larger market

for farming and the like, if it is broken into pieces and would be more likely to sell. Staff input is crucial in all this.

An extensive conversation concerning the camps ensued. In all of the possibilities, there is very real issue of grieving for the loss of a physical camping site.

**Motion:** That we form a group to talk about selling one of the camps. The conclusion of that small group will be presented at the February meeting with action to be taken. Made by Becky Erb Strang. Seconded by Tom Brownfield. Committee is Sam Buehrer, Kathy Green, Tom Brownfield.

#### **Motion Carries**

**Motion:** Form a Faith Formation Task Force for future camping programs. Moved by Sam Buehrer, Seconded by Becky Erb Strang.

**Motion Carries** Committee: Bobby Burt, Nicole Havelka, Kevan Franklin, Jay McMillen

#### **Treasurer's 2017 Budget Considerations**

1. Loan payoff would reduce the deficit by \$18,046. Sale of property would achieve this.
2. Increase camp registration rate to \$425 a week as a base rate. Generating \$20,000.
3. Reduce ODM site staff to 1 Program Director & 2 support staff. Saving \$2,920
4. Fund Benevolent Institutions by using only Reserve income and not OCWM. Saving \$6,200.
5. Remove funding for Conference Minister Discretionary Fund Emergency assistance for clergy. Saving \$1,000.

If all of the above are initiated, it will significantly reduce the budget deficit for 2017.

**Motion:** The BOD initiates Actions 2-5 for cost containment for 2017. Moved by Sam Buehrer and seconded by Tom Brownfield.

#### **Motion Carries**

**Annual Gathering for Ohio, 2017....**will be Sept 15, 16 at Westerville UCC.

**Next Meeting :** February 17, 2017 and another date around Easter or May 2017 to be determined.

#### ***Motion to adjourn.***

Respectfully Submitted,

*Robert Tussing*, Secretary, Ohio Conference UCC Board of Directors

#### **Addendum – Vote Taken by Email, December 20, 2016**

Be it resolved by the Board of Directors of the Ohio Conference, United Church of Christ, that inasmuch as the Rev Nicole Havelka is compensated for her services as a minister of the Gospel, the Board of Directors hereby designates the sum of \$15,000 as a housing allowance for the calendar year 2017.

**Motion presented by the Executive Committee (no second required) and approved by the Board of Directors, December 20, 2016 (Motion passes 15 of 16 voting members)**