

Ohio Conference Board of Directors

February 17, 2017

Minutes

Present: Mindy Quellhorst, Bob Tussing, Kevan Franklin, Nicole Havelka, Jeff Roeger, Jill Glass, Sam Buehrer, Cathy Green, Dan Busch, Tom Brownfield, Cynthia Tyson, Rich Plant, Ken Daniel, Katheryn Anadein, Bobby Burt, John Gantt, Jim Meyer, Morgan Wickizer, Jay McMillen.

Opening

- *Call to Order* *Mindy Quellhorst*
- *Devotions*
- *Community Building* *Mindy Quellhorst*
- *Consensus Items (Agenda, Previous Minutes. December 9, 2016)* *Moved by Cynthia Tyson & seconded by Jay McMillen. Accepted by Consensus.*

Finances

Sam Buehrer

OCWM Income: As of the end of December, the OCWM income was \$578,677 compared to an income of \$687,376 in 2015. The decline in OCWM reported by the associations ranged from a low of 5% to a high of 23%. *(Major Concern)*

OCUCC Expenses: Through December, the expenses were \$669,257 compared to budgeted expenses of \$706,262. Despite being significantly under budget, due to the significant shortfall in OCWM the expenses ran 14% over income. This is not sustainable. The salary expense line was over budget by 20.4%. This has everything to do with the costs associated with the transition of the interim Conference Ministers. *(Major Concern)*

Outdoor Ministries As of the end of December, we are showing a net loss of \$113,951 compared to a loss of \$98,734 last year. We will reduce this loss by at least \$25,000 in 2017 by our contract with UCCR for Temple Hills. The increase in camper fees will reduce this loss by another \$11,000. We will continue to look at other ways to address this loss as well. *(Major Concerns)*

Cash Position/Investment Draws We remain in a fair cash position of \$140,825. This balance was supported by an investment draw of \$61,000 over the year. Last year we withdrew \$39,208. *(Major Concern)*

Henrietta UCC The realtor has continued to show this property. We received a one-time gift annuity of \$5,673 earmarked for Henrietta UCC. This money will be used to help defray expenses while we manage the property.

UCCR: they are working to bring Temple Hills back into operation in late spring. It will be managed this summer in a similar way that it was last summer at a reduced staffing level. Pilgrim Hills ended the program year close to expectations. UCCR is continuing to review Nature's Classroom to see if there is any way to make this a profitable venture. Largely due to state required testing and budgetary constraints there are few schools contracting for this program each year.

Treasurer's Report.....*Tom Brownfield moves to accept, Kathy Green Seconds. Accepted by Board*

08-Aug-2017

Conference Minister Report

John Gantt

Motion: TO AUTHORIZE the interim Conference Minister in collaboration with the Treasurer and Board member Cynthia Tyson to prepare a proposal to submit to the Executive Committee for approval regarding contracting for specific services of Nicole Havelka after the conclusion of her current contract with the Ohio Conference and the Faith Formation Ministry of the UCC.

(It was noted that her contract expires at the end of April, 2017 prior to the next meeting of the Board of Directors, and that conversation regarding continuation of her work with UCC Faith Formation Ministry is underway at the national setting.)

Motion by Ken Daniel. Seconded by Tom Brownfield.

Motion Passed Unanimously.

Another item: Covering the cost of delegates to the General Synod. Could local churches help to cover their members who are delegates? There are 65 delegates to General Synod. Perhaps Conference and Associations both send letters to churches. Katherine Anadein will explore this a bit more.

Nicole Havelka Report

Tensions between volunteers and paid staff within Outdoor Ministries are an ongoing concern, though it has probably been this way for a long time. This takes enormous time away from actual ministries as problems are addressed. This discussion is dealt with more completely in Nicole's written report. This Board is appreciative of the work of Nicole Havelka.

Task Force Reports

Kathy Green. Kathy and others toured camps, surveyed along with Tom Brownfield and Sam Buehrer. It was concluded that Pilgrim Hills be sold.

- For those who are served...it is not just children. Older adults are also a large portion of our clientele. Tempel Hills (TH) is more user friendly with its rooms. This issue of older adults using the camp came up numerous times from clientele who wished to utilize camp.
- Accessibility...travel time. Close to highway (TH).
- Both camps need investment for the future. This investment cannot not be done with two camps. Initial investment for both is about equal.
- Pilgrim Hills will be easier to market and sell and generate more dollars for future camping ministries with TH.
- Financial Update by Sam Buehrer. A detailed paper with costs for upgrades, basic fixes and problems to be fixed for both camps was given to us. The costs for both camps are roughly the same. Skipper at TH needs major upgrading. Memorial and the Barn take the most campers. TH water system probably needs to be connected to city water as ordered by the EPA (\$200,000). The EPA was not aware of the numbers of campers at TH. So, either a new well or connect to city water (\$150,00-\$175,00) The problem comes in if we would ever have an issue with the new

well, then we would be forced to connect to city water. (This was told to us by the contractor who would possibly drill a new well.) There are mildew issues at TH also.

- Strategic Planning for the future if one camp is sold. This may take staffing and consultants to make this conclusion. Kathy thinks that TH is the camp to keep but that this futuring needs to take place. Phase one includes Skipper and Memorial at TH.
- Nature's Classroom looks to be in jeopardy due to state funding of such things.
- Our intent is that we look to a long-term business model for camps and for the Conference.

Motion: I move that the Conference Minister and/or board officers be directed to list Pilgrim Hills for sale as soon as possible, in the manner expected to obtain the highest sale price and with the understanding that Pilgrim Hills will be available for camping through at least September 1, 2017. Any acceptable purchase offer will be brought for approval to the Board of Directors of the Ohio Conference of the United Church of Christ.

An initial plan for maintenance and refurbishing at Temples Hills is to be developed and implemented as soon as possible, giving priority to those items most necessary to make Temples Hills ready to be our sole facility by September, 2017. This plan is to be approved by the Executive Committee, which may then authorize the use of up to \$200,000 from available reserve funds for the work to be done. A more comprehensive plan for repairs and refurbishment is to be prepared for review and approval by the Board at its next meeting, on May 19.

That the Conference Moderator, with approval of the Executive Committee, be asked to organize a committee to develop a strategy and business plan for outdoor ministries. This plan will identify necessary staffing and other expenses, estimate projected revenue and include a three-year pro forma budget. It is understood that this work will need to integrate with that being done by the Faith Formation Task Force but that it is too urgent to wait until the Faith Formation Task Force completes its work. Interim reports are requested at the June and September board meetings, and a report will be made at the Ohio Conference Annual Meeting on September 16, 2017.

Moved by Kathy Green. Seconded by Tom Brownfield

Motion Carries.

Faith Formation Task Force

Cynthia Tyson

- **The Year of Jubilee** Begins the Fall of 2017, and it was suggested that Camps for 2018 would be halted. Time for grieving the loss of Pilgrim Hills during 2018. (The heart would have time to catch up to the grief that the head has agreed to.) There would be celebrations on the property of the camps so that folks who had a heartfelt commitment to the camp, might have an opportunity to grieve and re-group. Videoconferencing. Also a time to insure safe camping practices for our camping programs. We want to see Faith Formation and cultivate further volunteers and live into our future. Can we draw out some of those gifted people within our Conference? The greatest concern is...where are the resource people to staff these camps? This was not a motion; there was no action, but an extensive discussion took place concerning such a 2018 Jubilee. We will re-visit this discussion at a later date

Visioning Committee

- The next meeting is May 9.
- The Four Functions are Relational, Covenantal, Administrative, Authorizations.
- Kathryn suggested that as we inform churches about the Visioning, that Associations also have a say in the receiving of the Visioning Report. Each Association should receive a Report Summary from Moderator Mindy Quellhorst and Conference Minister John Gantt. Once each Association approves the report...it would then go to all Ohio Churches with the names of BOD and each Association Minister and Moderator. This would allow all Ohio Churches to see that this is a partnership is both Conference and all Associations.

Clergy Compensation Guidelines

Cathy Green

The committee has completed its work on the clergy compensation guidelines of the Ohio Conference but the board hasn't had a chance to review them. They may be made available upon request with the comment that they are not yet approved.

The most significant changes for 2017 are: 1) Addition of a new table for experience; 2) Addition of modifiers for education other than a Master's of Divinity; 3) Addition of language pertaining to part time ministers.

The Cash Salary is unchanged from 2015 because Consumer Price Index in the Midwest Region declined from March 2014 through March 2016 by .4%. Cash Salary and Total Compensation were compared to a number of external sources and found to be fair and reasonable. It is recommended that the Conference continue to use the Midwest Region CPI to adjust Cash Salary on an annual basis and that at least every five years the Guidelines receive a more comprehensive review.

General Synod

It is noted that in CSE, the new Association Minister is also a previously elected lay delegate. Should she be a delegate? It was mentioned that no Association Minister is a delegate. So, the CSE Association Minister, Patricia Battle will not be going as a delegate but as an Association Minister.

Why do we care about General Synod?

- A gathering of the larger UCC
- Working on Justice and Peace,
- It gives us a wider prospective
- It's the face of the UCC

German Partnership

Two German students will be at camp this summer to assist with counseling.

Bob Tussing and Sharon Pace will lead a 10 student partnership from **CSE** which travels to **Unna, Germany** and around Germany in the 500th year of Luther. Last Summer, 10 German Students and two German pastors came to CSE and were hosted by the group.

08-Aug-2017

Associations

- **Northwest Ohio.** The partnership with El Salvador continues and expands. Some staff reductions.
- **SONKA** Some staff reductions. Lots of Search and Call transitions. Partnership with a Nairobi Teachers College, Rubate, and have done significant work along side them. We have gone there and they have come here to SONKA. Spring Meeting in April.
- **Eastern/Western Reserve** Councils are being combined in a complex and complete way. It takes work but it all is progressing. A Spring Retreat is coming up and a Fall Retreat is also on the books. Several people are taking over various aspects of Rich Plant's work, as he prepares for retirement.
- **CSE** New Staffing Model. Hired seven part time people to handle eight jobs. Jill Glass has been instrumental in this process. A check for extra. Jill is **Administrative Minister**, relates to the wider church, like this BOD. **Association Pastor** is Patricia Battle. Five specialists also.

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

Next Meeting : *May 19, 2017* at Dublin Community UCC OR Temple Hills

Motion to adjourn.

Respectfully Submitted,

Robert Tussing, Secretary, Ohio Conference UCC Board of Directors