

Synod Council Meeting

February 1, 2019

Present: Bishop Gonia, VP Earline Bohling, Jody Brammer-Hoelter, Dennis Reynolds, Diana Biggs, Todd Herreid, Rev. Terry Schjang, Ray Ferry, Susan Mitchell, Debra Dew, Rev. Dave Palma-Ruwe, Rev. Julie Brooks, Terry Cole, Rev. Matthew Weber, Jeff Fairfax, Terry Cole, Rev. Sara Wirth, Rev. Reba Kiger-Kolash, Amelia Decker, Jay Voth

Absent: Maggie Neiberger

Guests: Deacon Erin Power, Rev. Leslie Welton, Ruth Hoffman, Rev. Matt Barnhouse, Rev. Sarah Moening, Rev. Kent Mueller, Janice Ladd-Horkey, Tina Kvitek, Rev. Barbara Berry Bailey, Ihoby Rakotomalala and Rev. Paula Stecker from ACT4 RMS

The meeting opened at 9:30 a.m. with devotions led by Pr. Leslie Welton and Pr. Matthew Weber.

SC.02.19.01 Motion was made by Todd to approve the agenda, seconded and passed.

Excellence in Leadership

Pr. Sara Moening

Pr. Sarah provided an overview of the program being developed by a team. The mission statement is “Growing authentic and effective leaders – free from fear, free for love – for the sake of the world.”

Components: Deepening emotional capacity
Growing effective leaders
Fostering authentic relationship

Foundational Bible passages: Eph. 3:20; 2 Cor. 5:16-21

Structure: 2 year program: Year 1 – Self awareness; Year 2 – Community Awareness

5 locations: Border, North New Mexico, Denver South, Wyoming/No. Colo., Utah conferences

Commitment: 8 Saturdays, all day; 6 2-hour teleconferences; over the course of two years

The current cost is \$400 per year for the first 2 people from a congregation, \$100 for each additional person from a congregation.

Discussion followed regarding the allocation of staff resources to support this program.

Cohort groups for the second year: Congregational leaders; specialized ministry leaders; congregational transitions guides; conflict management; youth and young adults; anti-racism advocates; Synodically authorized lay leaders; part-time ministers

Pr. Sarah then presented information about Emotional Intelligence. 4 components: Self-awareness, self-regulation, community awareness, community management

SC 2.19.02 Motion was made by Jay Voth and seconded to approve the following items on the Consent Agenda: Rev. Bonita Bock is approved for the retired roster. **The motion passed.**

ELCA Foundation Gift Planning

Tina Kvitek

Tina Kvitek, RMS Gift Planner, spoke about her position and goals, and how she assists congregations in forming Ministry Funding Plans. She provided a summary of 2018 gifts and congregations undertaking a Ministry Funding Plan. Bishop Gonia noted that we do not have a gift policy for the RMS.

Process for RMS Gift Policy: write a policy, then identify endowment opportunities. A committee is being formed – if you have interest in this area, please let Bishop Gonia know.

Budget / Finance Overview

Dennis Reynolds and Rev. Kent Mueller

A Finance Committee has been established: Gary Philpy – Chair; Julie Reusser, Larry Fike, Kris Adams, Dennis Reynolds and Kent Mueller. They support and collaborate with the Synod Treasurer. Financial Policy and Procedure Guidelines are being developed.

Pr. Kent provided an overview of the various funds held by the RMS.

- Mission Development Fund: \$610,000 (donated as unrestricted fund, but Council has restricted them for the purposes of development and redevelopment) held in 3 accounts: ELCA Endowment Fund Pooled Trust A \$50,000; RBC Wealth Management \$360,000; and Mission Investment Fund CD \$200,000

Funds have come from donations following church closures or building sales. There is no automatic funding source.

- Seminary Scholarship Fund: Administered by Candidacy Committee; currently balance \$250,000 in 4 accounts

MIF Seminary Scholarship Fund CD \$102,000 (restricted for scholarships); MIF Checking Account \$62,000 (restricted for scholarships); Funds in General Checking \$16,000; Misc. stocks and assets with dividends designated for scholarships \$50,000. There are currently 52 people in the candidacy process. Typically, scholarships are between \$500 and \$2,500. Income is from synod event offerings and special gifts. Bishop Jim would like to develop a way for congregations with their own seminary funds to make those funds available for students who are not from that congregation. Tina noted there is a churchwide Fund for Leaders as well.

- Campus Ministry Fund to support property emergencies at campus ministry properties \$39,000
- Mission Investment Fund – Misc. Acct \$44,000 in three accounts:

Seeds of Hope \$25,000 (for Companion Synods); CU Lilly Grant \$12,000; Lay School Funds \$7,400

- General Checking: in/out accounts; Leadership Development Funds \$20,000; Shine God's Future \$7,000; General Checking \$300,00 +/-

- MIF Building Loan: \$690,000, 25 year loan ends in 2039; monthly payment \$3,890

Most of our operating budget comes from Mission Support from congregations. Each of 65 synods pools resources for Mission Support for the churchwide organization. Churchwide has 3 main areas:

Global Mission, Domestic Mission and Mission Advancement. In 2017, ELCA members gave \$1.8 million to the 3 expressions of the Church.

Prior to 2016, RMS shared 50% of mission support with ELCA; In 2016 it was shared 54 %RMS/ 46% churchwide; in 2018, 53% RMS/47% churchwide.

2016 mission support was \$2,169,908; 2017 \$2,323,7000 (7.1% increase); 2018 \$2,391,500 (2.8% increase); 2019 projection \$2,475,00 (3.5% increase).

The 2019 Revised proposed budget has a shortfall of \$26,859. There is also a proposed \$22,375 for staff salary increases and ½% increase to mission support to churchwide. To cover this, funds would be transferred from non-general accounts.

Final income/expenditures for FY 2018 is not yet known, as the year ended 1/31. We will likely end the year in the black.

Pr. Leslie explained that the increase in campus ministry support is due to 3 additional ministry sites starting up: Auraria campus, Mesa State Univ. in Grand Junction and Univ. of Denver. The Auraria ministry is focused on first-generation students and students of color. (There are 10 campus ministry sites in the RMS).

Pr. Matt Barnhouse provided information about Mission Outreach support from 2013 – 2019. The Mission Outreach Board is establishing an Aurora Church Together Strategy for the Homeless, that is “street chaplaincy” in a ‘with, not for’ model. Pr. Tyg Taylor, formerly of Monument, will be serving this ministry.

SC 02.19.03 Motion was made by Ray Ferry and seconded by Jay Voth that we accept the budget as proposed, with the transfers. Discussion followed.

SC 02.19.04 Motion was made by Jody Brammer-Hoelter and seconded by Ray Ferry to amend the pending motion as follows: “any income received from congregational mission support above the projected income would go to increase staff salaries to a total of 2.7% and then to increase our mission support to churchwide to 48%.” Staff was asked to leave the room during discussion and voting on the amendment. **The amendment passed. The motion, as amended, passed.**

ACT4RMS

Rev. Barbara Berry Bailey

Pr. Barbara was joined by Ihoby and Paula. Ihoby shared a TED talk by Debbie Irving and led a discussion about how we relate to the journey of discovery regarding our own racial identities.

Motion was made and seconded to move to Executive Session. Motion passed.

Motion was made and seconded to leave Executive Session.

Staff Reports

Ruth Hoffman: Changes to Statement of Working Relationships LAM – NM and RMS

SC 02.19.05 Motion was made by Julie Brooks and seconded by Reba Kiger-Kolasch to accept the changes to the Statement of Working Relationship between Lutheran Advocacy New Mexico and the RMS. The motion passed.

Pr. Leslie: Youth Council Task Force formed in May 2018. Pr. Leslie seeks approval of the current membership of the Youth Council.

SC 02.19.06 Motion was made by Matthew Weber and seconded by Todd Herreid to approve the following as members of the Youth Council: Sophia Behrens, Maggie Nieberger, Adam Schmuck, Adelle Adams, Rene Payne, Judah Bolz-Weber, Riley Sawinski, Rebekah Pfeif

The motion carried.

SC 02.19.07 Motion was made by Amelia Decker and seconded by Jay Voth to make the members of the Youth Council voting members for the Synod Assembly. The motion passed.

Secretary's Report: see written report

Jody Brammer-Hoelter

Vice President's Report

Earline Bohling

Earline provided a written report and additional information about the meeting she and Bishop Jim had with the Border Servant Corps Fellows and Board.

Bishop's Report

Bishop Gonia

Bishop Jim provided a written report. A team has been formed to look at the systemic issues that result in rostered ministers being burdened by debt upon completing seminary. Amelia asked whether the next grant cycle will address lay professional church workers as well as rostered ministered.

Synod Council Meeting

February 2, 2019

Present: Bishop Gonia, VP Earline Bohling, Jody Brammer-Hoelter, Dennis Reynolds, Diana Biggs, Todd Herreid, Rev. Terry Schjang, Ray Ferry, Susan Mitchell, Debra Dew, Rev. Dave Palma-Ruwe, Rev. Julie Brooks, Terry Cole, Rev. Matthew Weber, Jeff Fairfax, Terry Cole, Rev. Sara Wirth, Rev. Reba Kiger-Kolash, Amelia Decker, Jay Voth

Absent: Maggie Neiberger

Guests: Deacon Erin Power, Rev. Leslie Welton, Ruth Hoffman, Rev. Matt Barnhouse, Rev. Sarah Moening, Rev. Kent Mueller, Janice Ladd-Horkey, Tina Kvitek

The meeting opened at 9:30 a.m. with worship led by Pr. Leslie Welton and Pr. Matthew Weber.

SC 02.19.08 Motion was made by Diana Biggs and seconded by Terry Schjang to approve the minutes as amended. The motion passed.

SC 02.19.09 Motion was made by Dennis Reynolds and seconded by Terry Cole to approve renewal of on leave from call status for Rev. Nathan Blum. Bishop Jim would like to have a conversation with Pr. Nathan about his continuing openness to a call. Our approval must be ratified by the Conference of Bishops. **The motion passed.**

Synod Assembly 2019

Erin Power

All advance material is available on the website. Council members are to register themselves. Janice will make hotel reservations for lay leaders on Council; rostered leaders should make their own hotel reservations. Congregations will be reimbursed for the additional night required for Council meeting prior to Assembly.

Ray Ferry volunteered to be the Council 'wrangler' at Assembly. Council meets Thurs. afternoon May 2, with dinner together that evening. If necessary, we will meet Friday morning as well. We will invite the Deans to join us for lunch on Friday.

Jeff Fairfax may be able to use the 15-passenger van, if we are able to coordinate a meeting spot.

Educate, Equip & Enact

Bishop Gonia

Ministry Excellence Fund update

There are 432 members on the rosters; 225 on the retirement roster, 207 on the active roster. Of the active, 189 are pastors and 18 are deacons. On retirement, 210 are pastors and 15 are deacons.

Ministry Excellence Fund is available to active ministers and candidates. 81 received grants. (35-40%)

Stewardship for All Seasons

\$190,000 spent to support this program. The grant paid \$3,220 for congregations (instead of \$9,000)

2 cohorts have completed Stewardship for All Seasons: 14 congregations in the first, 18 in the second.

The 3rd cohort will be beginning shortly with 27, possibly 29 congregations participating

25 rostered members have received scholarship to take the CLU course on executive skills.

20 spots are available for free coaching; 19 have signed up.

Messiah Mountain

Bishop Gonia

Messiah Congregation has voted to give the property to RMS. 2 teams have been working on a plan for taking stewardship of this property and developing a ministry there. The ministry will be focused on adult faith formation, particularly retreats, but will be available for individuals as well. The team hopes to expand awareness of the property to the larger faith community. The final structure for management, and the extent of renovation is still being determined by the teams. The teams still need to have a conversation with Messiah about their financial involvement in getting the property 'marketable'. An Advisory Board will be created to take over management, and with ultimate responsibility resting with Council.

Dennis reported that we have a title report, and a title commitment is available for \$1,100. A phase one environmental study (record scan and risk assessment) has been completed, and does not show anything of concern. Based on county records the property's assessed value is \$650,000. A realtor said the value, if sold, is much greater. A 'home inspection' is scheduled to determine what issues need to be addressed immediately.

Jeff reports that the bunkhouse is usable, but not beautiful. It was last renovated in 2004. The Lodge needs more updates.

SC 02.19.10 Motion was made by Jay Voth and seconded by Susan Mitchell to receive the property from Messiah English Lutheran Church, known as Messiah Community Church, subject to inspection findings acceptable to both parties. The motion passed.

Strategic Plan 2.0/ Feasibility Study

Bishop Gonia

If he could change the names of the MRAs, they would be "Identity", "Collaboration", "Leadership" and "Innovation." A fifth MRA has been added: "Growing in Generosity"

Bishop Jim provided the current iteration of the Strategic Plan, showing where we will focus our energy.

He presented information about a 'feasibility study' for a capital campaign, being conducted by GSB, Evan Moilan's firm. The study includes creating a presentation about potential areas of support, individual interviews and surveys, intending to determine whether there is capacity in the RMS to have a successful capital campaign.

SC 02.19.11 Motion was made by Terry Cole and seconded by Ray Ferry to accept the working draft of the Strategic Plan, as presented.

Discussion followed about re-examining staffing at the Office of the Bishop. Council members perceive that the staff is stretched very thin. If our goals include adding programs or responsibilities, our staff may be at the breaking point. We may need to add staff before adding programs.

Debra suggested that we could use MMRC as a site for leadership training. Amelia suggested that our advocacy efforts include community organizing to leverage people power. Ruth is concerned that using the term "capital" campaign may set up unanticipated expectations.

The motion passed.

Susan Mitchell offered to lead devotions at our May meeting, and is asking for someone to co-lead with her.

The meeting adjourned at 11:50 a.m.

Respectfully submitted,

Jody Brammer-Hoelter