

**Missouri Mid-South Conference
CAG Meeting Minutes
October 14, 2023**

- I. Meeting called to order at 9:45am by E. Tebbenkamp**
- II. Credentials Report** presented by Paula Lafferty, Board Secretary
 - **Voting Strength: 92; Churches: 48**
- III. Approval of Minutes for CAG 2022 Business Meeting by P. Lafferty**
 - **MOTION** to approve the October 29, 2022 Business Meeting Minutes with no corrections or amendments
 - **Moved by Joyce Bathke and 2nd by Ron Hill. MOTION**
 - **APPROVED**, with four abstentions
- IV. Report on the Conference Board of Directors by E. Tebbenkamp**
 - See written report as submitted
- V. Presentation of Slate of Nominations for the Board of Directors, 2024 by D. Russell**
 - See slate of nominees as posted
 - **MOTION** to approve comes from Board of Directors, does not require a second
 - **APPROVED**, with one abstention
- VI. Personnel Committee Report by J. Bathke**
 - See written report as posted
 - Presentation of Conference Minister Discernment Committee
- VII. Financial Report and Presentation of 2024 Budget by M. Jackson**
 - Finance documents are all posted
 - 2024 proposed budget
 - 2023 year-to-date report
 - Asset and Balance sheet
 - 2022 end of year report shared
 - 2023 year to date report
 - On track to meet our OCWM projections with no fall slump
 - Noted unexpected insurance income which will not stay in bank
 - A mistake in 2023 budget: included a 12% proposed annual draw for the year, which was not intentional. The draw was 6%. That income was lower due to the error.
 - Outdoor Ministries
 - Over budget on expenses and work required to be done, expecting there to be a capital campaign. This number is high as we have not

had a capital campaign to pay for these expenditures on contract services.

- Food costs are high.
- **Anticipated \$559,623.42 deficit**
- **Two influxes of cash incoming** (Carbon credits and sale of TAMBO)
 - Board has made a policy of how funds will be distributed (see posted proposal)
 - Currently shopping for a buyer for carbon credits, estimating about \$300,000 (less expenses). Sale is on track to be completed before the end of 2023
 - a. QUESTION by K. Zimmer: Is the 40% what will hypothetically go towards the 2023 deficit?
 - b. Some of it potentially will, depending on how much income there is—some of that income could cover projects done at Shannondale this year.
 - Sale of TAMBO
 - a. Breakdown of sales divided between justice/equity team, MoVal capital campaign, and repaying shortfalls from 2022 & 2023
 - b. Property is appraised at ~1.2 million dollars
 - i. QUESTION by R. Hill: what did Mary say about the Osage people yesterday
 - ii. Answer by M. Nelson: In context of not having a history at CAG of doing land acknowledgement, which is a big piece of decolonizing conversation. Yesterday's comment about being on Osage land was a confessional piece that we have not done this—because we are selling a large chunk of land AND we didn't have conversation about giving the land back because we are not in a position to afford that.
 - iii. FOLLOW UP by R. Hill: disturbing to all of us. Reminder to be mindful of this. Do we have any way of saying what can be done with land
 - iv. Answer: Yes. We include a series of statements in all counteroffer materials with a few requirements: buyers must agree to give right of first refusal if they sell w/in 25 years, land use be residential or recreational only, land divisions may not be less than 20 acre subplots, and if owner wants to harvest timber, they need to ask MMS first.
 - v. FOLLOW UP: any restriction on income portion of residences and providing low-income housing?
 - vi. Answer: We can't really do that.

- vii. QUESTION by K. Zimmer: Is land return something we can think about for selling sections of other land like from Shannondale?
 - viii. Answer: This research should be done down the line when we are out of contract with Shannondale. Addition by M. Jackson: this is a great conversation- Let's carry to workshops next CAG.
 - ix. COMMENT: B. Brinkhorst – note that very pleased with Board's actions on sale of TAMBO.
 - 1. M. Nelson thanked TAMBO taskforce.
 - x. QUESTION by J. Lindberg: point to consider: create educational opportunity within our conference
- Capital Campaign to support outdoor ministries
 - Didn't receive enough applicants for MoVal advisory board
 - We must have this campaign in 2024. See Glenn Svetnicka or M. Nelson
- Presentation of 2024 Budget
 - A balanced budget would require major staff cuts and ministry cuts while continuing 2023 budgets would create unsustainable budget
 - This budget is a middle ground that will draw on reserve funds. M. Jackson notes this is unsustainable. All the Conference will need to participate in bettering the conference's financial position.
 - Income items noted from budget. Report separated out camps individually. Once created, MoVal Capital Campaign will not be included in this budget. It will be additional support for MoVal.
 - QUESTION: D. Knipmeyer – Item noted in budget is not income directly from carbon credit. This is funds from previous CC investment.
 - Expenses looked at across all three funds. Of note is the coming expense for General Synod in 2025. We will need to raise nearly \$100,000.
 - Most gifts will likely come in early 2025. We estimate a need to bring in \$28,000 in 2024
 - New expense for 2024: \$10,000 for combatting white supremacy in the Conference. That full \$10,000 anticipates us selling all of Tambo
 - All staff receiving upward cost of living adjustment, travel costs are included.
 - Important to note: only funds for emergency maintenance at Outdoor Ministry in this budget
 - We have a **proposed anticipated 2024 deficit of \$180,746.58**
- Investment Assets
 - In UCF and Cornerstone Funds. **Total assets: \$2,507,330.93**

- QUESTION by R. Hill: about staffing in office – Do we have any full-time staff in the office? Answer: Kathie (32 hrs/wk) Rainey, Julie Arnold, and Jay Wiesner (20 hrs/wk) are all part-time. Damien and Mary are both full-time.
- COMMENT by A. Asselmeier: You can set up to be a monthly contributor for any of the income funds to be withdrawn automatically.
- QUESTION: K. Zimmer: can we explore staffing salary changes at Shannondale and MoVal, and benefit changes? Is there combining or how are things working?
 - Answer by Mary: Operational question more than governance question. That reflects shared staff at some sites and benefits are allocated depending on hours of week a person works, etc. What is currently in here is budget Board can support.
- K. Zimmer: Is fundraising hire reflected in salary line?
 - Answer: yes. But part of the expectation is that person raises a certain amount to cover their salary.
- K. Zimmer: Conference office at Eden- is it a one-year lease and have we looked at other churches in the area?
 - We sign a multi-year contract with Eden. It is 3 or 5 years. We are locked in for a while and have not had those conversations yet.
- COMMENT: J. Remelius – fundraiser for MoVal on March 1 at Saint Peters. Encouraging other associations and clusters to do fundraisers and creatively find other ways to support Conference and camp.
- **MOTION** to allow the Board to withdraw up to \$100,000 from the Conference reserve fund in the event of an emergency in 2024. It comes from the Board of Directors and does not require a second.
 - B. Brinkhorst clarified the amount: up to \$100,000
 - APPROVED with no abstentions
- **MOTION** to adopt the 2024 proposed Conference budget, comes from the Board of Directors and does not require a second
 - COMMENT - L. Cope: If you vote for this budget, you need to go home and enthusiastically support OCWM and increase your OCWM giving.
 - **APPROVED** with no abstentions

VIII. Core Ministry Team Reports

- **Creating Community & Visioning the Future** teams have struggled to meet, regrouping in the fall
- **Pursuing Justice and Equity** Report by T. Baynham & K. Avise-Rouse
 - Report is posted
- **Empowering Congregations** Report by L. Martin and M. Jackson
 - Report is posted

11:56 am: ADJOURN FOR BREAK until 12:15

IX. Outdoor Ministries Report by Glenn Svetnicka

- In the last year, repairs have been made, difficult decisions have been made to take certain buildings offline, and unexpected challenges have been met by support of insurance personnel and the Board of Directors.
- Created appropriate and healthy boundaries between Shannondale church and Shannondale camp. Restored excitement about 'Timber Time' with bluegrass and community meal on Tuesdays each week.
- Focusing on sustainability and environmental care as a part of ministry.
- Shannondale and MoVal are beautiful and robust ministries with abundant natural resources. It's time for every church listening to rejoin efforts to support our outdoor ministries.

X. Conference Ministers Report by M. Nelson

- Written report will be posted in full on website.
- Updated on Core ministries teams and how two have established well and two have had trouble getting footing. MoVal advisory board didn't have enough applicants: teams are revisiting how to recruit more applicants.
- Personnel and Finance committees are up and running well.
- Staff Changes: Glenn and Tiffany Svetnicka joined at Shannondale a year ago, making excellent progress. In Apr. 2023, scope of work expanded to include MoVal. Jay Wiesner joined as part-time youth ministries coordinator, connecting with churches and making the work his own. Kathleen Rainey has been named Operations Manager for MMS reflecting the scope and breadth of her work effective Sept. 1, 2024.
- Fundraising Efforts: monthly OCWM giving has been ahead. Individual and campaign giving will need to continually be a larger focus. M. Nelson's Strengthen the Conference Bike Ride across the Conference (about 450 miles total). Event required some 50 volunteers
- Synod in 2025 will require a lot of volunteers.

XI. Appreciation for 2022-2023 Board of Directors by Elaine Tebbenkamp

- Three members completed their service on the Board and we lift prayers for the additional Board member (Randy Hundley) who died in April.

XII. Call to Adjournment - 12:58 pm by E. Tebbenkamp