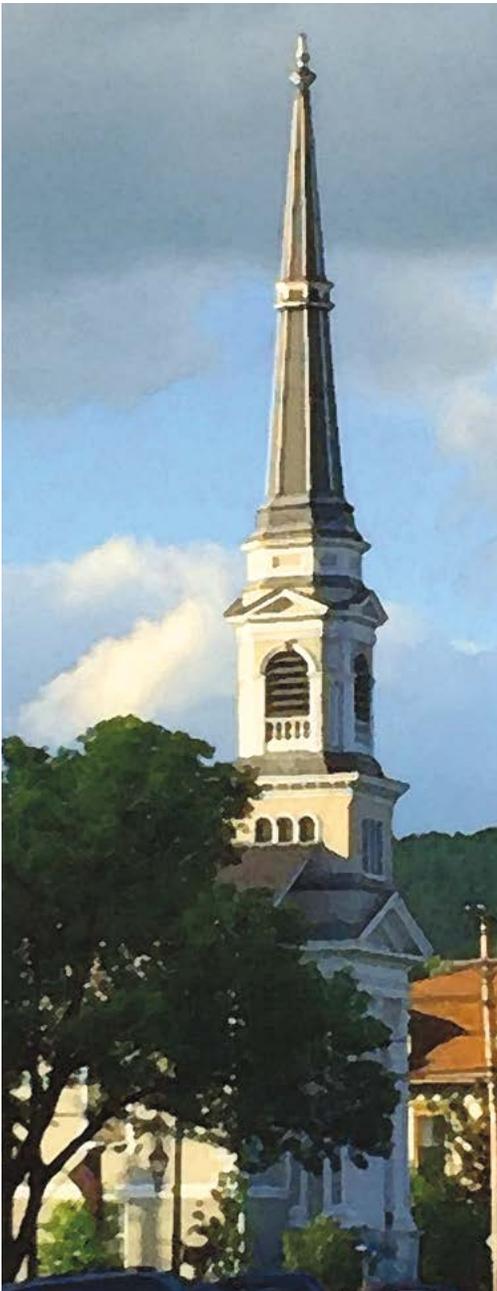


Building for the



Future

Building for the Future:
Living the UCM Mission
Today and Tomorrow



We Welcome All

Make our building fully accessible
and inclusive

Build a Loving Community

Add classrooms and meeting spaces
to connect, learn, and be inspired

Nurture Each Person's Spiritual Journey

Increase our ministries and
inspirational programs

Serve Human Need

Renovate the kitchen and
improve benefits for staff

Protect the Earth, Our Home

Achieve Net Zero energy use
and reduce our carbon footprint



Frequently Asked Questions about BFF

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GENERAL INFORMATION

What is Building for the Future?

Building for the Future is the name of our proposed project that is intended to help UCM live fully into its mission. It encompasses all proposed renovations, including kitchen improvements, increased accessibility, staffing additions, and a Net Zero plan to make our church 100% sustainable.

How much will this cost?

Please read the notes on the results of the Feasibility Study on the following pages.

Will it be possible to vote by proxy if I cannot be at a meeting?

The church bylaws require voting in person. Any other type of vote would require a change in the bylaws.

Why is Suu the turtle the mascot for Building for the Future?

We wanted a mascot that would represent the idea that slow and steady wins the race. Building for the Future is all about sustainable, long-term solutions, and that takes a lot of careful, slow planning. Suu the turtle is our way of saying, "Let's take our time and do this right!" The process that led to BFF started in 2015 when the Board appointed a 2020 Vision Task Force and continued with the work done by the Growth and Facilities Task Force in 2017-2018.

COMMITTEES

Help! I can't keep track of all of these various groups and acronyms.

Growth and Facilities Task Force (GFTF)

Appointed by the UCM Board in 2017 to investigate our long-range space needs and make recommendations for addressing these needs.

Building for the Future (BFF)

BFF encompasses the entire project to upgrade our building and our staff to more fully live into our mission.

BFF Steering Committee

Appointed by the UCM Board in 2019 to oversee BFF, appoint work groups and provide recommendations to the Board.

Education Work Group

A group appointed by the Steering Committee to ensure all members of the UCM congregation are informed about BFF before major decisions about the project.

All emails sent to ucm.bff@gmail.com are reviewed by this group and forwarded to the appropriate group.

Construction Process Oversight Work Group (CPO)

A group appointed by the Steering Committee to review conceptual plans and make recommendations to the Steering Committee.

Finance Work Group

A group appointed by the Steering Committee to review financing and funding options for the BFF project and present their recommendations to the Steering Committee.



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STAYING INFORMED

How can I find out more details of what has been discussed and what decisions are being made?

The best place to start is the Education Work Group's site: bit.ly/UCM-BFF. From there, you can find an overview of the project, with links to additional resources, and meeting agendas and minutes for the Steering Committee and other work groups. All BFF related meetings are open to anyone.

In addition, all questions and comments can be emailed to ucm.bff@gmail.com. The Education Work Group will forward your question or comment to the appropriate group.

You can also talk to members of the Education Work Group at the BFF table each Sunday after service in the Vestry.

How do I stay in the loop with updates?

The UCM Announcements which are delivered to your email has a quick update on the BFF project – look for “Turtle Tales.”

How can I make comments or suggestions?

The easiest way to provide feedback is to email your comments or questions to ucm.bff@gmail.com. That way we can direct your feedback to the appropriate group! You are also always welcome to provide direct input to any members of the Steering Committee or any of the work groups. All meetings are open, and dates and agendas can be found on the website at bit.ly/UCM-BFF.

I filled out the BFF Survey in November. Where can I find the results and what is the next step?

Thank you for filling out the survey! We received 215 completed surveys – 62% of our members submitted a survey and 26% of the surveys were from “friends.” The responses are very much appreciated by the BFF Steering Committee. The results can be found on the BFF website [here](#).

What was the result of the Feasibility Study?

On Oct 27, 2019, the Congregation voted in favor of hiring a financial feasibility consultant to determine the financial capacity of our congregation. On January 3rd, 2020 an Executive Summary was presented to the UCM board, finding strong support for the BFF project with a projected total capacity for a capital campaign to be \$800,000.

To read or download the report or the Executive Summary click the links below:

[Executive Summary](#)

[Feasibility Study Report](#)



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FEASIBILITY STUDY

Where can I read the Feasibility Study Report?

To read or download the report or the Executive Summary click the links below:

[Executive Summary](#)

[Feasibility Study Report](#)

How and when will the finances be secured for the BFF campaign?

First, the personnel reserve fund (\$300,000) has been separated from the BFF project in favor of renewed efforts to raise the money to support our staff directly every year through our annual stewardship campaign. This year's Stewardship Campaign will begin in March 2020.

Second, there will be a purely capital (building) campaign to raise approximately \$800,000 – the amount our feasibility consultant calculated is realistic for UCM – for the BFF project. The capital campaign will most likely begin sometime in 2020 after this year's annual stewardship campaign.

In addition, there may be grants available “out there” for some parts of the project. Other parts may be delayed until a future date when we can generate more funding. The Finance Work Group will explore outside options.

Why are the staff benefits being separated from the capital improvements?

The Board accepted this particular recommendation from the consultant because it allows for continuous funding of staff positions and benefits through the normal channel of the operating budget, and because the congregation so clearly placed staffing enhancements above building enhancements in the BFF preference poll. We can get started on staffing enhancements right away via the FY 2021 stewardship campaign this March (2020).

What happens if we do not raise enough money for the capital campaign?

We will complete the parts of the project that we can afford, in phases, pending congregational approval.

Who will decide on the order of priorities for the capital improvements?

There will be three open forums in February, 2020 (and possibly others to follow) to generate congregational input. The BFF Steering Committee and work groups will consider the input and make a recommendation to the Board for what to do and in what order. Ultimately – probably in the spring – the congregation will vote on the final \$800,000 “package.”

How will the congregation make final decisions on the building renovations?

Any final decisions will be voted on during a congregational meeting on a date to be determined. Please note that the church bylaws require voting in person. Any other type of vote would require a change in the bylaws.

Do large donors have more influence on choosing the capital improvements?

No.

How can I make my voice heard?

Attend one of the three Educational Forums in February or reach out to any member of the Board or BFF Steering Committee. If you have ideas, we want to hear them! You can also email ucm.bff@gmail.com.



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BUILDING

What is the Comprehensive Plan? How does it relate to “three plans” I’ve heard about?

The Comprehensive Plan represents all proposed changes to the UCM building and staffing enhancements to live more fully into our mission. The current Comprehensive Plan drawings can be found in the Vestry at the church, and on the BFF website: bit.ly/UCM-BFF.

In April 2018, the Congregation voted to hire Black River Design to develop some conceptual plans based on UCM’s Long-Range Physical Space Needs which had been developed by the Growth and Facilities Task Force (GFTF). During May and June 2018, the GFTF presented these plans to various groups within UCM, made them available during coffee hour and shared them with staff. The GFTF then shared the input they received with Black River Design. Black River Design then presented three plans in late summer 2018. The Steering Committee, in consultation with the Board and the Executive Team, then combined the three plans into the BFF Comprehensive Plan to most fully achieve our mission.

During the summer of 2019 the BFF Steering Committee appointed a Construction Process Oversight Work Group (CPO) to review these conceptual plans and to continue to gather input from congregants and staff and review any potential regulatory issues. We are very fortunate to have a number of architects and builders participating in this group. They are committed to making sure what is proposed to the congregation meets our current and future needs while keeping financial constraints in mind. They presented revised conceptual plans to the Board on 9/10/19.

All of the CPO agendas and minutes are posted at <https://sites.google.com/view/ucm-bff-steering-committee/home?authuser=0>

Are the proposed north side additions in keeping with the historical preservation requirements?

The Construction Process Oversight (CPO) work group has begun preliminary discussions through the Montpelier informal design review process with the zoning administrator. The CPO believes it is very important to get input from the city early in the design process in order to avoid any potential issues at a later date. Preliminary discussions to date have been favorable, and more meetings with the city are scheduled.

Is it wise to put electrical equipment, such as the elevator motor, in the basement, due to the risk of future flooding?

Again, the CPO has begun discussion with Montpelier and is actively reviewing the current flood regulations. These regulations were not in effect when the office wing was added in 1983-84. As more information is gathered updates will be posted.

Will there be any changes in the Sanctuary?

Yes, as part of our mission to welcome all, the BFF project is proposing a retrofit to transition from the second-floor classrooms to the Sanctuary. A modified lift would also allow access from the second floor to the Chancel and organ. A new LULA (small elevator) would be installed near the School Street entrance which would provide access to second floor as well as the basement.



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Is there a plan for increased parking that's so badly needed?

For more than 150 years UCM has been an “urban” church. For almost that long we have experienced parking difficulties. First it was finding a nearby spot to tie your horse and wagon, and now it's finding a place to park your car. Members of last year's Growth & Facilities Task Force felt that creating additional parking was beyond the scope of their charge. It looks like we, like all of Montpelier's businesses, will continue to live with limited parking.

Has there been any thought about expanding the capacity of the Sanctuary – opening the Bell Tower Room?

In 2012 a Task Force reviewed various options on whether to open the Bell Tower Room to provide additional Sanctuary seating and determined that the need was greater to maintain that space as a meeting/classroom.

I'm struggling with “too much change too fast” – is that just me?

You're not alone, and you're not imagining it! UCM has grown about 5% per year (counting both attendance and membership) for several years. We are now at around 250 members, which puts us at a “program” size congregation instead of a “pastoral” size congregation. This transition between sizes is recognized as an uncomfortable time for congregations and the organization. UCM's leaders recognize that and are available to hear your concerns and share their thinking.

The goal of BFF is to “welcome all.” As this growth has happened, we have not been able to provide space and staffing support for our new people and programs. The goal is to maintain the welcoming spirit that brought each of you into the fold and enable us to continue sharing our services and our community with new members and friends.

FINANCIAL

Can we use any of our Long-Term Investment Funds (LTIF) to help pay for the addition?

The Finance Work Group has recently begun to meet. Their primary task is to review various financing options and present their recommendations to the BFF Steering Committee. At the moment, there are a number of scenarios that might be possible – these include raising all funds from members and friends, using some of our Long-Term Invested Funds, finding grants, or a combination of all three options. The Finance Work Group will present a final recommendation once we better understand our fundraising capacity.

The Finance Work Group's agendas and minutes are posted at: <https://sites.google.com/view/ucm-bff-steering-committee/home?authuser=0>. As always, any questions or comments can be sent to ucm.bff@gmail.com.

How and when will the finances be secured for the BFF campaign?

First, the personnel reserve fund (\$300,000) has been separated from the BFF project in favor of renewed efforts to raise the money to support our staff directly every year through our annual stewardship campaign.

Second, there will be a purely capital (building) campaign to raise approximately \$800,000 – the amount our feasibility consultant calculated is realistic for UCM – for the BFF project.

In addition, there may be grants available “out there” for some parts of the project. Other parts may be delayed until a future date when we can generate more funding. The Finance Work Group will explore outside options.



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What happens if we do not raise enough money for the capital campaign?

We will complete the parts of the project that we can afford, in phases, pending congregational approval.

I can't afford to contribute to the Capital Campaign. Should I still participate in the BFF process?

Yes. Just as with any other contribution to UCM, there is no minimum. Everyone will contribute to the best of their ability, which in some cases may be little or nothing in funds. Dollar amounts will not be publicized. Regardless of ability to contribute financially, every UCM member and friend should care about Building for the Future because our mission as a liberal religious community for the 21st century will continue (we hope!) long after we've handed the reins to our children and grandchildren.

If I do make a pledge for the Capital Campaign, will I be expected to pay it all at one time?

Current thinking is that the campaign will take place sometime in 2020 after this year's annual pledge campaign. We anticipate that BFF commitments will likely cover a three-year period. However, the final details for the capital campaign remain to be determined.

If not enough money can be raised right away, can BFF be phased in?

Yes, we hope to design the renovations so that they could be built in phases. The Finance Work Group will make recommendations on ways to finance the initial \$800,000 project. Potential subsequent phases will be discussed and voted on in future years.

STAFFING

Will we see less of Joan on Sundays once we have an assistant minister?

Just as we have visiting ministers throughout the year, the new assistant minister, once fully on board, may conduct occasional services when Joan is away. However, much of their role would likely involve supporting adult Lifespan Spiritual Education, direct community support, and other pastoral duties to allow Joan to have more time to focus on ministerial and prophetic duties.

Also, changing the Office Administrator Position from part-time to full-time will relieve Joan of some of her current administrative duties, which could allow Joan to spend even more time on those critical aspects of her role.

Was the congregation consulted on future staffing needs for UCM?

As the Executive Team began to put together a five-year Staffing Vision last church year, we reached out to the Committee of Chairs and invited all of those church leaders to fill out a survey related to staffing needs. That input was all taken into consideration as we began our visioning.

Way back in the 2015-2016 church year, when the 2020 Vision Task Force was doing their work, the broader congregation was invited to share their vision statements, many of which included ideas about staffing. Those ideas were also taken into consideration as the ET began the more recent staff visioning process. Current staff were also invited to share their feedback and ideas throughout the process.



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Will the additional staffing through BFF support the social and environmental justice parts of our mission?

Additional staff time for justice work/prophetic ministry is part of the BFF vision. The hope is that with a more robust administrative position (with both expanded responsibilities and hours) and potentially an

additional minister (intern or assistant minister) that Joan would be freed up to dedicate more of her time to supporting UCM's justice groups and also engaging in broader community efforts and campaigns. The exact amount of time would be difficult to calculate at this point. Alternatively, we might consider having a ministerial intern or assistant minister dedicate a substantial amount of their time to this ministry area.

NET ZERO

What does UCM need to do to become Net Zero?

We propose to become Vermont's first 100% renewably powered and heated church.

Ending our dependence on fossil fuels and moving to renewable energy sources is one of the great moral imperatives of our time. The city of Montpelier has pledged to be carbon neutral by 2050. We can provide an inspiring example of what responsible stewardship means in the 21st century. How can we accomplish this goal?

Please click on the following links to get detailed information on UCM's Net Zero proposal:

Net Zero Proposal Flyer:

<https://drive.google.com/file/d/1PyjSBkSIAEQqqkoodxhehFvGLROeRwD0/view>

Net Zero Details and FAQs:

<https://drive.google.com/file/d/1exAfdOwl3f-JzTFZRJw37en88aB7yTly/view>