

2022-23 Board Retreat Agenda

- **8:30** - arrive, set up, socialize
- **9-9:10** - Opening words: shared reading of the [Governing Board Covenant](#)
- **9:10-9:30** - Icebreaker - What is a growing edge for you as a UCM member this year?
- **9:30-9:35** - Review Agenda and ask “What would make it easy for you to participate today?”
- Review our current context
 - **9:35-9:45** - Rev Joan’s temperature on the congregation
 - **9:45-10** - Context (summary of previous Board initiated reports and projects)
 - **10-10:45** - Map out our context with a timeline exercise
- **10:45-11** - Break - connect with each other
- **11-12** - Use the 2022-23 timeline area to name specific areas of need, possibility, projects
- **12-1** - Lunch from Enna - time to relax and socialize
- **1-2** - Group the outcome of the previous exercise by affinity. Name, narrow, refine.
- **2-2:45** - Set intention for our personal engagement for the year. What will you hope to engage in this year that is fulfilling to you?
- **2:45-3** - Settle our monthly meeting time for the year.
- Closing Words - Rev. Joan

UCM GOVERNING BOARD COVENANT

Adopted by Board October 3, 2017, amended and reaffirmed August 15, 2020

KEEP THE MISSION OF OUR CHURCH AT THE HEART OF OUR WORK:

*We welcome all
as we build a loving community
to nurture each person's spiritual journey
serve human need
and protect the earth, our home.*

PREPARATION FOR MEETING

- Prioritize attending all board meetings and commit to attending them
- Come to meetings prepared
- Arrive early, start and end meetings on time
- If I cannot attend, let the Chair know prior to the meeting

DELIBERATIONS

- Express my opinion only once until everyone has had an opportunity to speak and be heard
- Speak to be understood, rather than to convince
- Remember that we are all people of integrity who want the best for our church
- Encourage diversity of opinions and views
- Approach all discussions with openness and compassion
- Always seek to find consensus, but if decision is needed, majority vote can be used
- Clearly state and agree when information must be confidential and honor that confidentiality

UCM GOVERNING BOARD COVENANT CONTINUED

Adopted by Board October 3, 2017, amended and reaffirmed August 15, 2020

SHARING THE WORK

- Share equally in the work of the Board
- Follow through on commitments made

MAINTAINING OUR COVENANT COMMUNITY

As we commit to this covenant, we acknowledge that at times we will fail to keep it. In those times we will

- Acknowledge our failings, when we feel we have broken covenant
- Acknowledge when someone has broken covenant as soon as we are able to do so, and address it as a group

PUBLIC VOICE

- Speak with one voice when sharing decisions made by the Board with others in the congregation, sharing decisions made but not the details of the deliberations
- Listen empathetically to concerns of members of the congregation, and advise them of the appropriate place to bring their concern.

HAVE FUN

- Celebrate and acknowledge the work of the board.

The Board functions as the Congregation's visionary leaders.

Board Priorities (also sometimes called goals)

- Annually at the beginning of the church year
- Ensure we are mission focused
- To set a broad and aspirational visionary direction for the for the church year
- Management Team (ET and Staff) then builds out their own priorities and objectives based on the broad goals the board has set for the year

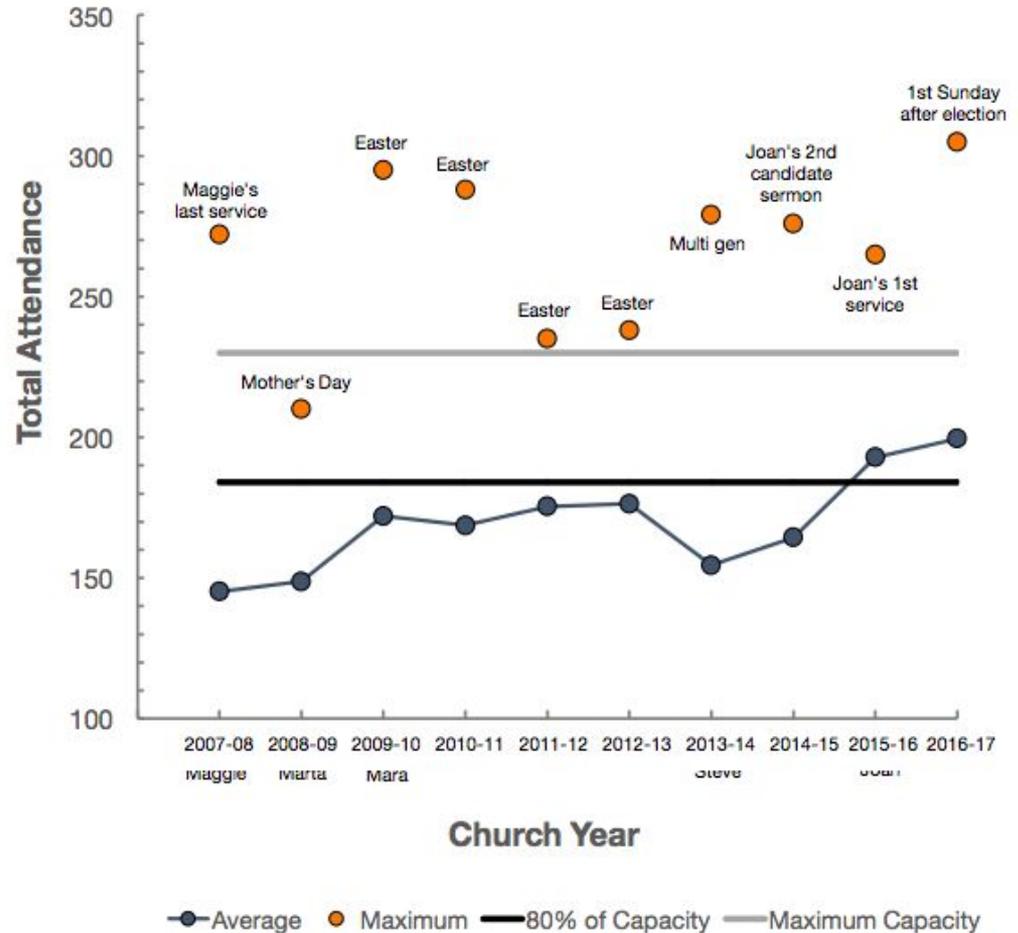
2017 Growth Trajectory

UCM is growing

The sanctuary is regularly filled beyond a capacity that gives a sense of welcome

The physical spaces are stressed due to growth

The UCM Board was preparing for continued modest growth



2017 Growth Trajectory

Congregations often grow during times of political turmoil, such as the present time. On the Sunday after the 2016 election, UCM had its highest ever attendance, 305 people.

Congregations that are experiencing growth often have the following characteristics; UCM has both:

- A young, powerful minister. A minister with a young family is a plus. In UCM's case, the fact that Rev. Joan is very dedicated to social justice issues is likely a strong draw, given the current national political situation.
- A strong RE program.

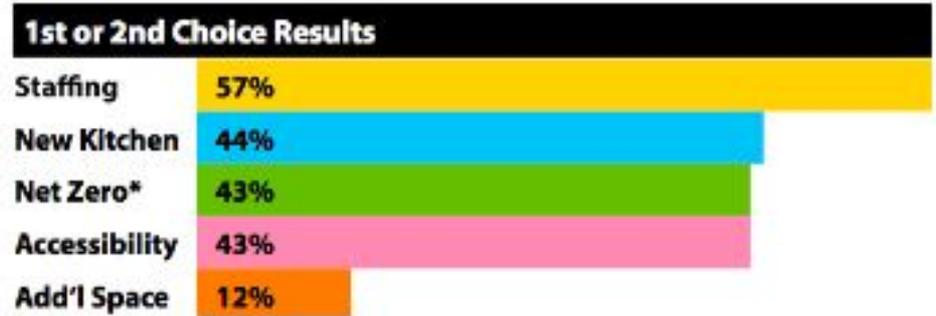
There are four characteristics that transitional size churches share in common:

1. Transitional churches tend to be high-stress congregations for clergy as the pastor is expected to maintain a primarily relational role while also addressing programmatic expectations
2. Transitional churches tend to use up and burn out lay leaders as there is a shortage of leaders for the growing ministerial and programmatic needs of the church and leaders are overused and given multiple jobs
3. Transitional churches tend to need new programs, staff, and facilities all at the same time and
4. Transitional churches often experience tension and conflict as those who prefer the style of smaller churches resent the changes and those who want quality programs grow frustrated with this resistance.

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.

[Survey Result](#) to set priorities



2019 Consultant Report

Stewardship Recommendations - build a team, build stewardship culture, improve website, capital campaign readiness

Speaks to strength of Minister, ministries, lay leaders, LSE, music, service programs

Leadership recruitment is a struggle

Growth in membership is straining systems, as an increase in congregants preceded the support for expanded congregational capacity.

Stewardship needs improvement (sustainability, capacity, etc.)

Our building accessibility is poor and our facilities are inadequate

Opportunities: support the congregation to prioritize, increase leadership development (among lay leaders)

Remainder of the report is focused on Stewardship and Capital Campaign recommendations

2021 Vision & Priorities (Vision Task Force)

[Modified Working Vision](#) (shifts, but doesn't rewrite the 2020 Vision)

Mostly this document accounts for the changes to the cultural understanding of issues of concern, our relationship/position to them, and their interconnectedness. The language attempts to position the congregation as in solidarity with, rather than in service of.

[Addendum to the modified vision:](#)

We named three key aspects of the current environment that are of utmost importance to our community and are intricately and intimately inter-related: (1) an increasingly divided and turbulent nation facing the challenge of white supremacy and systemic racism; (2) the escalating climate crisis, and (3) the COVID-19 pandemic.

Recommended responses are given.

2021-22 Air Quality Project & Tech Upgrade

The AQP (Air Quality Project) is responsible for managing the replacement of the UCM heating system and adding an HRV system to meet safe and healthy codes for air exchange in the Sanctuary and Vestry. Project volunteers are highly sensitive to the sacred nature of the spaces that will be altered to achieve this goal, and will co-design solutions with the lightest impact possible.

The Tech Upgrade is responsible for improving our church's audio/visual technology so that we can continue to offer dynamic online services in combination with the in-person, live services that we know and love.