UCM Board Meeting
September 8, 2024
12-2 pm - UCM

Present - Rev. Joan Javier-Duval, Jeremy Beaudry (President), Ansel Ploog (Vice President), Brenda Bean (Financial Officer), Jen Matthews (Secretary), At-Large Board Members: Steve Gold, Emily Seiffert

12:00 - Welcome and Check-In's

12:05 - Chalice Lighting and Reading - Rev. Joan, reading from Margaret Mead

12:10 - Minister's Report
- Joan discussed some highlights of the report
- discussion/questions included Flood Insurance, coverage would be $1,000,000, with .5 million for the building and .5 million for the grounds
- questions about coverage (building/property and when coverage went into effect - August),
- ET developing a protocol for Flood Preparedness - hopes to coincide with the Flood Alert System in Montpelier
- Fran Dodd, Shannon(bookkeeper) working on reconciling the books

12:20 - Follow-up on Joan's 2023-2024 Evaluation
- Joan expressed appreciation for what the Board did accomplish last year
- Joan also expressed a desire to shift role from majority administration to more spiritual growth - estimates she currently spends 55-70% of her time on administrative duties and would ideally like to shift that to 40-45%
- reflection to the Board to not get too hung up on policy governance, encouraged to practice Appreciative Inquiry and build from there
- The Board needs to review schedule for Joan's evaluation, including a full 360 Degree review every 3-4 years that involves the congregation, as well role of Committee on Ministry with evaluations/reviews, consider UUA templates, most recent 360 Degree review 2019

12:35 - Refine Board Priority Goals and Tasks for 2024-2025
- Discussion initiated and most in agreement with conversation regarding list from retreat having too many priorities for one year and need to refine.
- Board agreed that many of the priorities fell under the umbrella of Long-Term Visioning and Planning including community needs, staffing/lay leadership, financial sustainability

- Agreement on the importance of developing a policy on taking positions/making statements
- Need to clarify UCM's relationship/role in the community including climate disaster not just for UCM/congregation, community as a whole
- Fundraising/Stewardship established as a priority - suggestion made to lay out the whole year including all fundraisers, should be Board led v. Task Force Brenda/Ansel/Emily agreed to lead stewardship

Priorities boiled down to:

- Long range visioning (including outreach/community needs, lay leadership/congregation capacity, financial health/sustainability)
- Define UCM's relation/role in our local community
- Climate Resiliency
- Fundraising/Stewardship

1:05 Board Resolution to Accept UUA Update to Retirement Contributions

- Ansel made motion to Accept the Update to UUA Retirement Contributions, written below
- Brenda seconded motion
- All in favor (Jeremy, Emily, Ansel, Brenda, Steve Gold, Jen)

2025 Restatement

Unitarian Universalist Organizations Retirement Plan

September 8, 2024

Whereas the Unitarian Church of Montpelier is committed to assisting all of its employees 18 years and older prepare for their retirement years, and;

Whereas the Unitarian Universalist Organizations Retirement Plan (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore;

Be It Resolved that the Unitarian Church of Montpelier hereby adopts the 2025 Restatement of the Unitarian Universalist Organizations Retirement Plan with an implementation date of January 1, 2025 and commits to complying with all the provisions of the Plan and the elections made by the Unitarian Church of Montpelier in the 2025 Employer Participation Agreement that we submit to the UUA Retirement Plan Committee and they acknowledge receipt and approve via counter signature of same.

1:15 Updates on Elevator Project and Kitchen Renovation

- Elevator project: Phase 2 is finished, next phase on hold as contractor on medical leave x 4 weeks
- Kitchen Update and Discussion: Brenda offered and was accepted to be a liaison from the Board, Board voted on whether to move forward with limited kitchen option v. commercial kitchen renovations, all in favor of moving forward with limited kitchen option, suggestion made to hire a project manager to oversee kitchen renovations, Board in agreement to use a project manager - Kate Sevenson (Helm) and Mike Russell (elevator project) were names as potential bidders when Kitchen Task Force moves forward

1:25 Board Membership on Committees

- Personnel Committee - Jen
- Fundraising/Stewardship - Ansel, Brenda, Emily in consultation
- Committee of Chairs - Steve Gold
- Kitchen Renovation - Brenda
- Others? Committee on Ministry?

1:35 Board Communication and Collaboration Norms

Discussion referring to availability, which options for communication works best for all Board members as well as how quickly to expect responses.

1:45 Communication with Congregation

- Frequency/Format - letter to congregation
- Accessibility of Board to Congregation - ribbons for Board's name tags, bulletin board in vestry (Jen volunteered to manage)
- Table during coffee hours once per month

1:55 Other Business

- Move monitoring of EL-4 to October, all in agreement
- Steve will send a draft of bylaw changes/suggestions
- Reading for next month Emily