

UCM Board Minutes

April 6, 2025

Attendance

Jeremy Beaudry (President), Ansel Ploog (Vice President), Brenda Bean (Financial Officer), Jen Matthews (Secretary), Steve Gold (Member-at-Large), Steve Grunewald (Member-at-Large), Rev. Joan Javier-Duval

Welcome and Check-Ins

Chalice Lighting and Reading

- Steve Gold read from “Lincoln Highway” -
- A passage of note: Kindness starts where necessity stops

Approve Minutes

- Steve Gold motioned to approve the minutes. Brenda Bean seconded the motion. All present in favor of approving minutes from March 2, 2025 Board Meeting as written.

UCM Delegates

- Steve Finner made a request of the UCM Board to appoint Peter Thoms as UCM's delegate to the annual May meeting of the Vermont Quebec Unitarian Universalist Convention.
- Jeremy Beaudry moved to appoint Peter as delegate. All present in favor of this appointment.
- Discussion turned to UCM delegates for GA in June 2025 for attendance in Baltimore or virtually.
 - Six potential candidates: Steve August (a new member), Emily Seiffert, Jen Matthews, Steve Grunewald, Susan Koch, and/or Judith Hinds.
 - Later follow up revealed Susan Koch is no longer available.

Minister's Report

- A few highlights
 - The pianist/accompanist position opening is moving along. UCM has received 4 applications.
 - The ET had conversations this month with the representatives of the Community Lunch program.
 - The ET met with coordinators of this past winter's emergency overnight shelter. There were some concerns mentioned around potential strains

including money, volunteers, etc. There were some positives as well including a lot of community support.

- Joan will be away from 4/20 - 4/28 attending the UU Church of the Philippines General Assembly in the Philippines.
- Positive feedback from Board members about the UCM Racial Justice Group's rapid response training led by Migrant Justice

Policy Monitoring

- EL-1 Treatment of Church Members and Visitors - ET provided a report.
 - A comment was made hoping UCM would continue with the idea of a ramp to chancel and back classrooms.
 - A request was made to add fire drills into the safety section of the report.
 - A question was raised about announcing which areas in the sanctuary are considered off camera during the live stream.
 - Another question was raised about valuables in church and whether we should be announcing that UCM cannot guarantee security of items left throughout the building.
- EL-2 Treatment of Church Staff and Volunteers - ET provided a report
 - A comment was made with respect to the language of EL-2 current language is "with respect to paid and volunteer Church staff" and suggesting perhaps the language should be "with respect to paid church staff and volunteers".
 - After some discussion, Steve Gold moved to change language of EL-2 to include "with respect to paid church staff and volunteers", Brenda Bean seconded the motion, all present in favor of change.
 - A question was raised about the sanctuary status of the Church and immigration enforcement.
 - A question was raised about the possibility of martial law being declared with our country's current administration.
 - Joan raised concerns about digital security and mentioned the UUA DeleteMe application to delete personal information off the web.
- BE-2 Accountability of the Executive Team
 - Unpaid staff = volunteer
 - Ansel Ploog will rewrite policy to clarify policy referring to groups and individuals charged by the Board with specific tasks.

By-Laws Revision

- Elaine Ball also submitted by-law revisions to the Board for consideration. After much discussion we determined that the submission occurred too late to be included with this set of revisions as there isn't much time to discuss and

contemplate changes prior to getting the revisions to the congregation. Jen will meet separately with Elaine to discuss changes and the Board's decision

- By-Law revision discussion will occur the first weekend in May along with the Budget forum
- Steve Gold made the suggestion to get information out as soon as possible to give the congregation time to review and think about the changes.
- A reminder: the by-laws are a living document.
- Brenda Bean made a motion to present the current changes to the congregation for its consideration and approval at the annual meeting. Ansel seconded. All present in favor.

UCM Visioning Session with Erica Baron

- Evening April 18th
- Jeremy Beaudry requested assistance from as many Board Members as possible on the day of the event.
- Erica Baron will take the notes from the evening and consolidate themes and report back to Jeremy.
- Brenda Bean, Steve Gold, Steve Grunewald, Ansel Ploog are all available to assist with facilitation, setup and clean up.
- Caitlin will coordinate child care. Joan will act as the child care point person on the night of the event.
- We have \$483 in the Board's budget for food and supplies.
- Carl Etnier, UCM member and President of the Hunger Mountain Coop Council would like to have some members of HMC's fledgling vision committee observe this session. Question was raised about how Erica would feel. Another point was made that since Carl is a member at UCM he should attend AND participate in the visioning session.
- Everyone was encouraged to bring other UCM members to participate.

Begin discussion for Annual Meeting Preparations

- Treasurer will put together Financial Reports.
- Donna Russo-Savage will provide ET reports to Jen.
- Secretary will compile all reports - financials, Board report, etc
- Steve Gold has volunteered to be the moderator again this year.
- Jeremy Beaudry will complete the draft agenda
- The warning will need to go out to the congregation on the Monday before the annual meeting on May 18 - Monday May 12.
- Brenda suggested having the warning posted at church on May 11th.
- 59 members will make a quorum during the annual meeting.

New Board Member Recruitment

- Brenda Bean and Steve Grunewald will not be returning. Jen has not received any emails of interest from members with an interest to serve on the Board.
- The Board compiled a list of seven potential candidates.
- The Board agreed to discuss possible service on the Board with these potential candidates and report back via email.

Review Revised FY26 budget

- Rev. Joan requested additional time. The Board will meet Sunday, April 13 to review and approve the proposed budget.

Annual Minister Evaluation

- Rev. Joan's last 360* evaluation was in 2019.
- Ansel and Jen reviewed evaluation with Joan last year and have agreed to do the same again this year.
- Ansel and Jen will work with Rev. Joan on the questions for the evaluation.