UCM Board Minutes
June 1, 2025

Present: Jeremy Beaudry, President, Ansel Ploog, Vice President, Brenda Bean, Financial Officer, Jen Matthews, Secretary, Steve Gold, Steven Grunewald, Emily Seiffert, Joan Javier-Duval, minister, Diane Marie, ET, Leppurd MacMartin

Chalice Lighting and Reading

- Jeremy read from Tyson Yunkaport's book Sand b b. ,
- Talk: How Indigenous Thinking Can Save the World

Approve Minutes from May Meeting

- Steve Gold made a motion, Ansel Ploog seconded, all in favor of approving minutes

Minister's Report

- Rev. Joan gave an update including information about a fire drill at UCM and that dates haven't worked out due to weather.
- There has been a slight increase in the final FY26 budget as there have been a few additional pledges.
- Pastoral Care - UCM provided assistance for a community member, this situation also revealed how there are gaps in the overall systems (not just UCM) to assist people with complex needs.
- During the summer Rev. Joan will try to create opportunities for connections.

Policy Monitoring

- GP-4
    - Discussion included - the Board's goal to initiate and lead a strategic planning process, create a decision making process for the Climate Resilience Study Group, the Board role of supporting UCM's financial health, discussion about clarifying board policies including transparency and accountability.
    - Rev. Joan wondered about a time to debrief information about the art auction, and agreed it could be discussed at the Board Retreat.
    - An idea was presented about using the Gilman Painting and making prints including smaller items such as postcards as a fundraiser as part of a UCM Anniversary Celebration.
    - Jen agreed to and has reached out to Marianne Mullen about connecting with Emily Seiffert for art auction information.

- BE-4
    - Discussion about policy revision, with agreement to focus on Governing policies including application and monitoring, the goal is to focus on each policy during each board meeting or as a group effort including review and discussion prior to meeting, no matter which method used it is important to make time to review policies at each meeting based on a set schedule. Ansel Ploog will share that schedule with the next Vice President.
    - Brenda Bean agreed to share her Board binder with Leppurd.

- Ends
    - Diane Marie asks of the Board - Did we accomplish our goals? The ET prepared and presented a report - Church Mission and Ends - Report of Accomplishments
    - Discussion around output v. outcomes.
    - A board member asks if we want to add outcomes into our strategic planning? Which lead to a discussion about how we measure outcomes. The ends need to be connected to a strategic plan, the plan needs to have ends.
    - Discussion focused on “protect the earth our home” as an end and is it something we want to focus on?
    - We agreed we should share the Church Mission and Ends Report of Accomplishments 2024-2025. Steve Grunewald agreed to share it with Elaine for the summer newsletter.
    - Suggestion to note story for all ages in the Ends report.

Annual Meeting Debrief

- Steve Gold will finalize and post revised bylaws.
- Brenda Bean will finalize and share the minutes from the 2024-2025 annual meeting. The minutes will be saved and shared at the 2025-2026 annual meeting.
- Was the meeting recorded? Do we need to post the recording?
- Brenda Bean agreed to complete the summary.
- Discussion about what went well: the meeting was very efficient, pre-meeting prep was very helpful
- Discussion about what needs improvement: Board members didn’t like feeling rushed, there was some anxiety around time constraints
- Further discussion and suggestions: Someone stated they didn’t think Robert’s rules were accessible especially in reference to “calling the question”, suggestion is to explain the procedural rules during the meeting and perhaps provide written information about the “rules”. Another suggestion was made about how to

change the energy during a meeting with more “healthy” role modeling and being mindful of dynamics during the meeting. A question was posed about how the Committee on Ministry could help with the energy during a meeting. A comment was made about having the meeting not be too prescriptive.

Minister Annual Evaluation

- A question was raised about having other interested parties be involved in the annual review - ie: UCM staff, the congregation, community members, etc
- Rev. Joan will let us know if she’d like feedback from anyone more than current board members.
- Ansel Ploog will work on the questions. Ansel Ploog and Jen Matthews will meet with Rev. Joan to review her evaluation.

Minister’s Letter of Agreement

- Discussion about the need to investigate language or receive legal advice referring to specific language “may dismiss for long term or permanent disability”. A suggestion was made to consult with Dawn Evans
- Emily Seiffert made a motion and Ansel Ploog seconded to Approval of Ministry Agreement after resolution of section referring to ability to dismiss minister due to long term or permanent disability with goal of final approval via email prior to July 1st. All in favor of the plan.

Basement Sump Pump

- Steve Gold led the discussion.
    - The Climate Resiliency Study Group has requested board input about installing a new basement sump pump.
    - UCM is vulnerable to flooding.
    - We have an option of installing a sump pump and generator above flood levels.
    - FRUUT approved a sump pump project.
    - This could be covered by flood recovery money.
    - Rev. Joan made the recommendation that Phil Morse and Alan come to the ET with operation concerns.

Update On Property Committee and Treasurer Role

- There hasn’t been any action on actively rebuilding the property committee
- Treasurer - Fran Dodd will stay on to the end of September. UCM could offer nominal compensation for a treasurer.

Discussion of VP Officer Position

- VP Officer Position hasn't been determined. Hopefully, this can be determined at the board retreat in July.

Board Summer Retreat

- This will be a full day retreat, planned for six hours.
- Either July 28th or 29th, we will need Katie Spring's input in order to finalize the date.

Farewell to Brenda Bean and Steve Grunewald

- Wisdom shared: Think about a structural arrangement to orient new members to their role on the board

Strategic Planning Work Over the Summer

- Think about engagement, especially for volunteers and UCM visioning.