

**Grinnell United Church of Christ – Congregational  
Governing Board Meeting  
Sunday, November 23, 2025  
11:40 am – 12:45 pm**

Members present: Nancy Brown, Molly Campe, Dorothy Noer, Jean Pendleton, Liz Rodrigues, Kelsey Sandeno, Kelly Sandquist  
Absent: Pastor Jessica Margrave Schirm

The meeting was called to order by Moderator Kelsey Sandeno. The agenda and Minutes of the October 27, 2025 Governing Board meeting were approved by consensus. A correction to the approved September 28, 2025 Minutes (delete sentence about OCWM contribution under 2026 budget discussion) was approved by consensus.

### **Reports**

Pastor's Report. The report was sent to Board members in advance of the meeting.

Finance. Kelly reported that we have a positive budget balance. To maintain cash flow, pension contributions were paid by credit card in November, will be paid off in full in December, and the expense will be shown in the December numbers.

Stewardship. Kelsey reported that about 30% of expected pledges have been received. These pledges reflect an average increase of 5%. Jean was asked to speak about stewardship on November 30, if available.

### **Continuing Business**

Endowment Fund Committee. To address challenges regarding the current Endowment Fund Committee structure, there was consensus that a Bylaws amendment will be prepared that changes the number of members on the Endowment Fund Committee from 5 to 3 and stipulates that the chair of the committee will be an *ex officio* (non-voting) member of the Governing Board.

Recruitment Update. Liz reported that Barb Ashby (Outreach) and Rick Ramsey (Endowment) are willing to serve second terms. JoAnn Britton serves as treasurer for the Pre-School Board and expressed a need to work alongside any new representative. Liz was encouraged to inform the congregation about the positions that need to be filled.

Congregational Meeting To-Do List. Kelsey identified the following items that need to be finalized before the Annual Meeting of the congregation on Sunday, January 25:

- list of nominees for open positions
- wording of all the proposed amendments to the Bylaws
- percentage draw from endowment fund for the 2026 budget.

### **New Business**

Safe Church Policy. The church has received notice that to receive Sexual Misconduct supplemental insurance it must be compliant with insurance company requirements by 01/01/2026 or our \$1 million/\$3 million coverage will be reduced to \$25 thousand/\$50 thousand. This policy does not cover sexual harassment. Jean reviewed the current draft Safe Church Policy, marked up changes to meet the requirements, and sent information to Board members in advance of the meeting. She recommended dropping one point from our draft policy and questioned having a Safe Church Team rather than adding these responsibilities to the job

descriptions of the Pastor and DOE. There was general agreement with these suggestions. Jean noted that forms will be needed to document compliance with the policies, but these have not been requested by the insurance company at this time. The following schedule will be followed so the Board can have a final vote on the policy several weeks before the deadline:

- December 1 – Draft of document, incorporating suggestions received, sent to Board members
- December 3 – Response from Board members with any further comments/suggested changes
- December 10 – Final draft of document sent to Board members
- December 12 – Email vote on document

**NOTE:** There will be no scheduled Board meeting in December

**NEXT MEETING** – Sunday, January 11, 2026 at 11:45 am.

Respectfully submitted,

Nancy E. Brown, Clerk

**Addendum 12/11/2025**

The following motion was approved by an email vote:

**MOTION:** Adopt the Safe Church Policy and Procedures, Grinnell United Church of Christ-Congregational (Grinnell UCC), Grinnell, Iowa dated 12/09/2025 (Jean/Kelsey).  
Motion carried.

12/07/2025 and 12/11/2025