



Unitarian Universalist Fellowship of Gainesville

UUFG Governing Board Meeting Agenda

May 22, 2023, 2023 – 6:30 pm to 8:30 pm

1. [6:30 pm] Gathering and Meeting Preparation 10 min
 - a. Welcome, Call to Order, Quorum
 - b. Chalice Lighting and Reading
 - c. Board Covenant: *Inspired by our Unitarian Universalist principles, together we guide our congregation and its mission and vision with transparency, gratitude, and respect.*
 - d. Personal Check-In
 - e. Confirm roles (external observer, timekeeper, gratitude notes) and any updates
 - f. Assign roles and confirm meeting agenda
2. [6:40 pm] Congregational Input 10 min
3. [6:50 pm] Consent Agenda
 - a. Staff Report (Att. 1)
 - b. Treasurer's Report for April (Att. 2)
 - c. Minutes of April 17, 2023 Board Meeting (Att. 3)
 - d. Minutes of May 7 Congregational Meeting with LDC Report (Att. 4)
 - e. Fellowship Council Report for May 9 Meeting (Att. 5)

Motion: *To approve the consent agenda*
4. Discussion, Action Items, Visioning
 - a. Hiring – Personnel Committee
 - i. Bookkeeper – Mary Anthony and Cam Pierce authorization
 - ii. Audiovisual Technician – Personnel Committee – July 1
 - iii. Music Director – Personnel Committee – August 1
 - b. Credit Card for Director of Religious Education
 - c. Masking policy – Rev. Christe Lunsford
5. Management and Facilities
 - a. Approved sealing parking lot – work completed Friday, May 19 – update
6. Leadership and Governance
 - a. Next steps in Interim Minister search – Tim Christy
 - b. Funding Interim Minister – Judith Kendall (Att. 6)
 - c. Foundation report – Jeanne Gossman (Att. 7)
 - d. Upcoming Auction – need to affirm Susan Christy as leader
7. [7:30 pm] EXECUTIVE SESSION
8. [8:20 pm] Wrap up
 - a. Emerging Concerns
 - b. Calendaring and Action Items
 - c. Gratitude notes
 - d. Board Process – external observer
 - e. Next meeting June 26, 2023
9. [8:30] Adjournment



Unitarian Universalist Fellowship of Gainesville

To: Governing Board

From: Staff

Date: May 19, 2023

RE: Congregational Staff Report to the Board

Membership

We currently have 150 members and 25 supporting friends on our rolls, unchanged from last month. Last year at this time we reported 150 members and 26 supporting friends.

Sunday Service Attendance

Sundays, April 2023 –

- The April 2 service was purposefully not broadcast because Rev. Christe was announcing their resignation.
- Average in person attendance for five Sundays: 89
- Average YouTube visits for four Sundays: 71
- Total average participation for five Sundays: 145

Date	YouTube	In-Person Attendance	Total
4/2/2023	Not broadcast	117	117
4/9/2023	83	81	164
4/16/2023	58	81	139
4/23/2023	78	88	166
4/30/2023	63	77	140

Sundays, April 2022 –

All our services were held each Sunday inside the Sanctuary as we consolidated seating and reset the wall between the Phillips Hall and the Fellowship Hall. Our April 24 service Installation service for Rev. Christe Lunsford generated attendance bumps for both in person and online numbers.

- Average in person attendance: 78
- Average YouTube visits: 110
- Total average participation: 188
- Our YouTube channel now has 188 subscribers.

Date	YouTube	In-Person Attendance	Total
4/3/2022	59	66	125
4/10/2022	75	67	142
4/17/2022	91	75	166
4/24/2022	215	105	320

As of May 19, 2023, we have 244 YouTube subscribers.

Attendance for April

04/01/2023	Friends of the Courtyard	P Maloney	5
04/02/2023	Messy Sunday	J Chase	8k+3y+3a
04/02/2023	Humanist Class	K Anderson	10
04/02/2023	Sunday Service - in person		105
04/02/2023	No Online		
04/02/2023	RE - sa	James Chase	6k + 3y +3a
04/02/2023	Electric Car Show	M Bahr	40
04/02/2023	Common Read	M Bahr	18
04/03/2023	Finance Committee	J Wright	9
04/04/2023	Meditation	P Turner	9
04/04/2023	Safety Committee	J Coron	6
04/04/2023	Leadership Development Committee	J Kendall	6
04/04/2023	Worship Team	L Stewart	8
04/05/2023	Finance Committee	J Wright	7
04/06/2023	Pickleball-4-All	K Flamand	8
04/07/2023	Chalice Choir	D Nirenberg	15
04/08/2023	Buildings & Grounds Work Morning	K Anderson	5
04/09/2023	Parenting & Religion	D Hagan	5
04/09/2023	Sunday Service - in person		71
04/09/2023	Sunday Service - online		83
04/09/2023	RE	J Chase	5k+5y
04/09/2023	CYREC	J Chase	didn't meet
04/09/2023	Town Hall Meeting on Budget/Ministry		100
04/11/2023	Meditation	Jeanne Gossman	7
04/11/2023	Fellowship Council	D DePuydt	7
04/11/2023	Humanist Circle Dinner	A Tweedy	11
04/12/2023	Young Adult Group	K Hagan	4
04/13/2023	UU Men's Lunch Group	T Bullock	10
04/13/2023	Pickleball-4-All	K Flamand	7
04/13/2023	Chalice Choir	D Nirenberg	15
04/14/2023	TGIF Celebration	R Dinklage	8
04/15/2023	UU Book Circle	M Soles	6
04/16/2023	HUUGGs Class	K Anderson	10
04/16/2023	Social Justice Conversation	M Bahr	5
04/16/2023	Sunday Service - in person		61
04/16/2023	Sunday Service - online		58
04/16/2023	RE	J Chase	9k+5y+6a
04/16/2023	Newcomer Orientation	J Kendall	0
04/16/2023	Social Justice Circle	M Bahr	10
04/17/2023	Governing Board	M Soles	8
04/19/2023	Touchstone Discussion Group	D Neill-Mareci	6
04/20/2023	Pickleball-4-All	K Flamand	12
04/20/2023	Chalice Choir	D Nirenberg	15

04/23/2023	Parenting & Religion Class	D Hagan	3
04/23/2023	Sunday Service - in person		66
04/23/2023	Sunday Service - online		78
04/23/2023	RE	J Chase	6k+2y+4a
04/23/2023	Town Hall Meeting	M Soles	40
04/25/2023	Meditation	P Turner	8
04/25/2023	Humanist Circle Dinner	A Tweedy	11
04/26/2023	Young Adult Group	K Hagan	cancelled
04/27/2023	Pickleball-4-All	K Flamand	rained out
04/27/2023	Chalice Choir	D Nirenberg	cancelled
04/30/2023	Sunday Service - in person		65
04/30/2023	Sunday Service - online		63
04/30/2023	RE		6k+2y+4a
04/30/2023	Beltane CUUPS Ritual	D Neill-Mareci	12

UUFG Office Notes

Rentals

Our April rentals included our regular renters, including Paynes Prairie Chapter of the Florida Native Plant Society, Gainesville Bridge Club, and Gainesville Handweavers Guild.

On Saturday, May 20, our Sanctuary is rented for Anastasiya Naplekova piano studio recitals, and the Annasemble Community Orchestra performs in our Sanctuary on Sunday afternoon, May 21.

We do not currently have other concerts on our calendar for the summer, and both the Plant Society and Handweavers Guild will hold their final meetings of the year in May. They both plan to resume meetings at UUFG in the fall.

Mailings & Communications

Cam continues to send the link to monthly Touchstone Journals via MailChimp with some hard copies mailed to a few members who requested that service. He distributed multiple communications via MailChimp and our listservs relating to Rev. Christie's resignation.

Cam sent out anniversary letters to all members who have joined the Fellowship in May as well as creating weekly Gazettes and Chalice Connections, etc.

He updated our members section of our website to include Gazettes, Governing Board Agendas and Attachments and pictures.

In addition to producing the monthly board agenda and attachments for distribution, Cam helped produce materials for our annual congregational meeting on May 7, including creating an online absentee ballot and PDF files for electronic distribution.

Finance

Cam reconciled our May banking account statement and helped prepare the monthly financial report in the Gazette. He is working with Mary Anthony as she continues learning the “nuts and bolts” of the Treasurer’s position. He has also attended finance committee meetings and with Jim Wright, Finance Committee chair on financial matters as requested.

Safety Committee

Cam regularly attends Safety Committee meetings. He met with David Willkomm to discuss scheduling safety monitors as David is taking that responsibility from Harry Mangle.

Facilities

Armour Surfacing and Asphalt, LLC completed work on our parking lot on May 19.

Office Help

Liz Stewart continues to volunteer time in the office to assist with a variety of tasks, taking phone calls during our Tuesday staff meetings and reviewing our website for errata and outdated information.

Possible tasks suitable for volunteer assistance include:

Anniversary and other letters – printing, mailing, etc.

Facebook – updating events and monitoring social media activity

Website – regular review and update assistance

Rental assistance – meeting with vendors on weekends, checking on the Fellowship

Custodial – checking restrooms, etc., for Sunday services and other events

Updating our website with the latest events

Religious Education

This month in RE, the kids have continued on with their Spirit Play Curriculum. As Summer begins, they will be stepping back from the weekly RE classes, and instead there will be the usual Childcare staff available during the first hour to facilitate free play and interpersonal development.

James is planning to continue and expand on the “Messy Sunday” During the summer - The first Sunday of the month will be a day of play and learning for our congregation's kids, and will be open to larger community involvement as well. That Sunday, the children will not come into service as they usually do, to allow for their play and messmaking to go uninterrupted.

The youth had their bridging ceremony this month, and they are meeting regularly to continue work on their room updates and Con planning. They are preparing for General Assembly. They youth have decided that they will continue to meet, and James is working on bringing on more volunteers as congregants cycle out through the Summer.

Unitarian Universalist Fellowship - Gainesville FL									
Treasurer's Report as of April 2023 for General Fund									
Thursday, May 18, 2023									
Account #	Account Name	Period Activity April 2023	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining	
Income									
Income to General Fund									
Sustaining Gifts-Members & Friends									
4.100.030	Current Years Pledges	13,869.22	22,980.00	254,717.33*	229,800.00	24,917.33	275,759.00	21,041.67	
4.100.050	Sunday Collect/Unidentified G	1,887.50	1,250.00	15,622.43*	12,500.00	3,122.43	15,000.00	(622.43)	
	Total Sustaining Gifts-Members & Friends	\$15,756.72	\$24,230.00	\$270,339.76*	\$242,300.00	\$28,039.76	\$290,759.00	\$20,419.24	
Miscellaneous Income									
4.100.210	Rental Income	675.00	2,667.00	19,520.00	26,670.00	(7,150.00)	32,000.00	12,480.00	
4.100.300	Special Activities and Auction	0.00	0.00	2,299.70	10,000.00	(7,700.30)	15,000.00	12,700.30	
4.100.315	Concert Income	0.00	2,400.00	2,327.00	2,400.00	(73.00)	2,400.00	73.00	
4.100.330	Interest	43.26	3.00	280.23*	30.00	250.23	40.00	(240.23)	
4.100.430	Book Cart Income	0.00	0.00	0.00	666.00	(666.00)	1,000.00	1,000.00	
	Total Miscellaneous Income	\$718.26	\$5,070.00	\$24,426.93	\$39,766.00	(\$15,339.07)	\$50,440.00	\$26,013.07	
	Total Income to General Fund	\$16,474.98	\$29,300.00	\$294,766.69	\$282,066.00	\$12,700.69	\$341,199.00	\$46,432.31	
	Total Income	\$16,474.98	\$29,300.00	\$294,766.69	\$282,066.00	\$12,700.69	\$341,199.00	\$46,432.31	
Expense									
Expenses from General Fund									
Programs									
5.100.110	Membership	0.00	67.00	366.51	670.00	(303.49)	800.00	433.49	
5.100.120	UU Leadership	210.76	50.00	210.76	500.00	(289.24)	600.00	389.24	
5.100.130	Social Justice	0.00	108.00	999.89	1,080.00	(80.11)	1,300.00	300.11	
5.100.140	RELATE	0.00	25.00	0.00	250.00	(250.00)	300.00	300.00	
5.100.150	CUUPS	0.00	0.00	0.00	250.00	(250.00)	250.00	250.00	
5.100.240	RE Program Activities	175.13	167.00	1,469.77	1,670.00	(200.23)	2,000.00	530.23	
5.100.280	Hospitality Budgeted	0.00	50.00	46.77	500.00	(453.23)	600.00	553.23	
5.100.300	Special Activities and Auction Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5.100.310	Worship - Sunday Services	0.00	320.00	2,256.96	3,200.00	(943.04)	3,834.00	1,577.04	
5.100.315	Concert Expense	0.00	0.00	761.88*	0.00	761.88	0.00	(761.88)	
5.100.320	Music Program	721.00	200.00	2,061.01*	1,600.00	461.01	2,000.00	(61.01)	
5.100.410	Canvass Expenses	17.20	0.00	47.39*	0.00	47.39	500.00	452.61	
5.100.430	Book Cart Expense	0.00	0.00	0.00	1,000.00	(1,000.00)	1,000.00	1,000.00	
	Total Programs	\$1,124.09	\$987.00	\$8,220.94	\$10,720.00	(\$2,499.06)	\$13,184.00	\$4,963.06	
Administration & Operational Support									
5.100.010	Board Discretionary Funds	0.00	25.00	118.73	250.00	(131.27)	300.00	181.27	
5.100.020	Pastoral Care Expense	0.00	17.00	164.01	170.00	(5.99)	200.00	35.99	
5.100.030	Contributions to Reserves	417.00	417.00	4,170.00	4,170.00	0.00	5,000.00	830.00	
5.100.520	Denominational Dues	1,437.50	1,438.00	14,375.00	14,380.00	(5.00)	17,250.00	2,875.00	
5.100.525	Insurance	1,295.14	1,500.00	13,991.19	16,000.00	(2,008.81)	19,000.00	5,008.81	
5.100.530	Office Expense	585.55	583.00	5,988.43*	5,830.00	158.43	7,000.00	1,011.57	
5.100.535	Pianist/Accompanist - Contractor	850.00	1,090.00	8,500.00	10,020.00	(1,520.00)	12,200.00	3,700.00	
5.100.540	Bookkeeper	0.00	208.00	1,325.00	2,080.00	(755.00)	2,500.00	1,175.00	
5.100.545	Telephone & Internet	388.20	482.00	5,549.23	6,136.00	(586.77)	7,100.00	1,550.77	
5.100.550	Utilities - Electricity & Water	1,640.60	1,500.00	17,318.74*	15,000.00	2,318.74	18,000.00	681.26	
5.100.560	Waste Disposal	185.22	200.00	1,914.41	2,000.00	(85.59)	2,400.00	485.59	
5.100.570	Custodial Service	770.00	770.00	7,700.00	7,700.00	0.00	9,240.00	1,540.00	
5.100.572	Custodial Supplies	0.00	69.00	406.27	690.00	(283.73)	825.00	418.73	
5.100.575	Facilities Maintenance	0.00	917.00	5,694.56	9,170.00	(3,475.44)	11,000.00	5,305.44	
5.100.580	Backflow and Fire Suppression	0.00	30.00	12,489.56*	8,516.00	3,973.56	9,066.00	(3,423.56)	
5.100.583	Security & Safety	122.00	25.00	959.82*	250.00	709.82	300.00	(659.82)	
5.100.585	Pest Control	0.00	0.00	400.00	400.00	0.00	400.00	0.00	

Unitarian Universalist Fellowship - Gainesville FL											
Treasurer's Report as of April 2023 for General Fund											
Thursday, May 18, 2023											
Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD	Over/Under		Annual Budget	Annual Budget		
		April 2023				YTD+(-)			Remaining		
5.100.595	VANCO and Bank Fees	174.84	140.00	1,392.26	1,400.00	(7.74)		1,680.00	287.74		
	Total Administration & Operational Support	\$7,866.05	\$9,411.00	\$102,457.21	\$104,162.00	(\$1,704.79)		\$123,461.00	\$21,003.79		
Compensation & Related Expenses											
5.100.610	Ministers Salary	1,759.00	1,759.00	16,600.67	17,590.00	(989.33)		21,113.00	4,512.33		
5.100.620	Ministers Housing Allowance	4,000.00	4,000.00	38,000.00	40,000.00	(2,000.00)		48,000.00	10,000.00		
5.100.630	Ministers, In Lieu of Self Employment Tax	423.76	441.00	4,025.72	4,410.00	(384.28)		5,289.00	1,263.28		
5.100.640	Ministers Pension Fund	553.93	461.00	5,539.30*	4,610.00	929.30		5,530.00	(9.30)		
5.100.650	Ministers Health Insurance	371.89	768.00	3,719.62	7,680.00	(3,960.38)		9,212.00	5,492.38		
5.100.670	Ministers Professional Expenses	1,833.00	576.00	5,394.35	5,760.00	(365.65)		6,913.00	1,518.65		
5.100.680	Contributions to Ministers Sabbatical Fund	598.00	598.00	5,980.00	5,980.00	0.00		7,176.00	1,196.00		
5.100.710	Congregational Administrator Salary	3,354.69	3,160.00	30,551.40	31,600.00	(1,048.60)		37,916.00	7,364.60		
5.100.712	Congregational Administrator-Professional Expenses	0.00	316.00	155.95	3,160.00	(3,004.05)		3,792.00	3,636.05		
5.100.720	Choir Director Salary	1,673.01	2,400.00	12,298.04	19,200.00	(6,901.96)		24,000.00	11,701.96		
5.100.722	Music Director's Professional Expenses	0.00	240.00	2,057.90*	1,920.00	137.90		2,400.00	342.10		
5.100.725	Pianist/Accompanist - Payroll	0.00	0.00	0.00	0.00	0.00		0.00	0.00		
5.100.728	Audiovisual Technician	240.00	455.00	3,097.50	4,550.00	(1,452.50)		5,460.00	2,362.50		
5.100.731	Director of RE Salary	1,137.50	1,200.00	8,732.50	9,600.00	(867.50)		12,000.00	3,267.50		
5.100.732	Director of Religious Education-Professional Exp.	200.00	120.00	707.00	960.00	(253.00)		1,200.00	493.00		
5.100.740	Child Care	424.33	368.00	3,474.84	3,680.00	(205.16)		4,416.00	941.16		
5.100.820	Staff Pensions	316.00	316.00	3,160.00	3,160.00	0.00		3,792.00	632.00		
5.100.910	Payroll Tax Expenses	522.46	529.00	4,448.88	5,290.00	(841.12)		6,344.00	1,895.12		
	Total Compensation & Related Expenses	\$17,407.57	\$17,707.00	\$147,943.67	\$169,150.00	(\$21,206.33)		\$204,553.00	\$56,609.33		
	Total Expenses from General Fund	\$26,397.71	\$28,105.00	\$258,621.82	\$284,032.00	(\$25,410.18)		\$341,198.00	\$82,576.18		
	Total Expense	\$26,397.71	\$28,105.00	\$258,621.82	\$284,032.00	(\$25,410.18)		\$341,198.00	\$82,576.18		
Difference								\$1.00			
* = Income/Expense exceeds amount budgeted to date											

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Unitarian Universalist Fellowship - Gainesville FL						
Consolidated Fund Activity Report for April 2023						
Thursday, May 18, 2023						
Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.100.100	General Fund Balance	88,896.38	16,474.98	26,397.71	0.00	78,973.65
3.100.301	Ministers Discretionary Pass Through Fund Balance	250.00	0.00	250.00	0.00	0.00
3.100.321	Minister's Sabbatical Fund Balance	26,114.58	0.00	0.00	598.00	26,712.58
3.201.120	CUUPS Support Fund Balance	91.00	0.00	0.00	0.00	91.00
3.202.100	Music Support Fund	860.00	0.00	0.00	0.00	860.00
3.203.110	Memory Garden Fund	1,202.11	0.00	330.00	0.00	872.11
3.203.120	Courtyard Fund Balance	4,279.05	0.00	0.00	0.00	4,279.05
3.204.110	Book Cart Fund	34.00	248.00	0.00	0.00	282.00
3.206.100	Foundation Grants					
3.206.110	Nametag Replacement (Grant) Fund Balance	1,861.50	0.00	0.00	0.00	1,861.50
3.206.112	Choir Risers (Grant) Fund Balance	168.99	0.00	0.00	0.00	168.99
3.206.113	Youth Room Update (Grant) Fund Balance	3,000.00	0.00	0.00	0.00	3,000.00
3.206.114	General Assembly Youth Travel (Grant) Balance	0.00	5,000.00	0.00	0.00	5,000.00
3.206.130	Front Sign Repair Fund (Grant) Balance	533.06	0.00	0.00	0.00	533.06
3.206.133	Fire Circle Renovation Fund Balance	755.00	0.00	0.00	0.00	755.00
3.206.140	UU Leadership Fund - Balance	5,000.00	0.00	0.00	0.00	5,000.00
3.206.141	OWL Fund (Grant) Balance	747.92	0.00	0.00	0.00	747.92
3.206.211	Labyrinth Repair (grant) Balance	2,500.00	0.00	0.00	0.00	2,500.00
3.206.215	Ministerial Installation Fund (grant) Balance	358.33	0.00	0.00	0.00	358.33
3.210.100	CYREC					
3.210.110	RE Fund Balance	2,749.13	0.00	0.00	0.00	2,749.13
3.210.120	Youth Support Fund Balance	1,783.50	0.00	130.90	0.00	1,652.60
3.210.160	Playground/Coffee Fund Balance	95.00	0.00	0.00	0.00	95.00
3.216.100	Social Justice Fund					
3.216.110	Social Justice Unallocated Funds	2,257.72	0.00	0.00	0.00	2,257.72
3.216.150	Pineridge Fund	1,216.98	0.00	0.00	0.00	1,216.98
3.216.160	Share The Plate Balance	170.00	1,009.00	0.00	0.00	1,179.00
3.400.100	Future Funding & Capital Reserve Accounts Balance					
3.404.110	Res. Fd for Large Scale Maintenance-Balance	57,747.57	0.00	0.00	417.00	58,164.57
3.500.100	Land & Building Fund	1,105,900.00	0.00	0.00	0.00	1,105,900.00
3.500.150	Furnishings & Equipment Fund	62,670.00	0.00	0.00	0.00	62,670.00
3.500.200	UUG Foundation Balance	440,664.71	0.00	0.00	(11,899.14)	428,765.57
3.500.250	Ministers Discretionary Fund Bank Account Balance	627.99	250.00	0.00	0.00	877.99
Total		\$1,812,534.52	\$17,981.98	\$22,108.61	(\$10,884.14)	\$1,797,523.75

Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
April 2023

Account #	Account Name	Name	Source	Purpose
3.100.100	General Fund Balance			Beginning Bal is last month's ending balance. Receipts are the total income for the month. Disbursements are the total expenses for the month. End Balance equals the beginning balance, plus income, minus expenses.
3.100.301	Ministers Discretionary Fund Balance	Rev Christe	Donations	This is a pass-thru account. We transfer this money to a separate checking account that the minister manages.
3.100.321	Ministers Sabbatical Fund Balance	Board	General Fund	Reserved for a substitute Minister when our Minister goes on Sabbatical (Yrs 4-7)
3.202.100	Music Support Fund	Derek Nirenberg/Rev Christe		Music program expenses
3.203.110	Memory Garden Fund	Pete Turner & Tamara Evonne	Donations	For the maintenance of the memory garden. Recent purchases have been for name plates for deceased members and shrub spraying
3.203.120	Courtyard Fund Balance	Peggy Maloney	Donations	Funds remaining from drive to purchase benches and landscaping the courtyard. Funds are used for improvements and long-term maintenance of the courtyard.
3.204.110	Book Cart Fund	Paul Hargrave	Sales	Book purchase income will be reallocated from this fund into the General Fund.
	<i>Foundation Grants</i>			
3.206.110	Nametag Replacement Fund	Cam Pierce	Foundation	Fall 2022 grant to purchase new nametags for congregants
3.206.112	Choir Risers Fund	Derek Nirenberg	Foundation	Fall 2022 grant to purchase more choir risers. Purchase completed
3.206.113	Youth Room Update Fund	James Chase	Foundation	Fall 2022 grant to purchase new furniture, etc., for Youth Room
3.206.114	General Assembly Youth Travel	James Chase	Foundation	Spring 2023 grant to help youth travel to GA
3.206.130	Front Sign Repair Fund	Marilyn Roberts	Foundation	Refurbish Front Street Sign (balance remaining)
3.206.133	Fire Circle Renovation Fund	Marilyn Roberts	Foundation	Fire Circle improvements - work in progress
3.206.140	UU Leadership Fund	LDC	Foundation	The Foundation has provided a \$5000 grant
3.206.141	OWL Fund (Grant) Balance	James Chase	Foundation	OWL training and programs. Curriculum was not purchased due to covid. Hopefully we will be able to run OWL this year.
3.206.211	Labyrinth Repair (grant) Balance	Debra Neill-Mareci	Foundation	For Labyrinth repairs and maintenance
3.206.215	Ministerial Installation (grant) Balance	Debra Neill-Mareci	Foundation	To cover costs for Minister's Installation (balance remaining)
	<i>CYREC</i>			

Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
April 2023

Account #	Account Name	Name	Source	Purpose
3.210.120	RE Fund Balance	James Chase/Rev. Christe Lunsford		To benefit children & youth.
3.210.120	Youth Support Fund Balance	Janese Nix & Mary Bahr	Fundraisers (pancake breakfasts, CON fees, car washes, etc.)	To support Youth Group activities and events
3.201.160	Playground/Coffee Fund Balance	James Chase/Rev. Christe Lunsford		To support playground equipment and supplies
	<i>Social Justice Fund</i>			
3.216.110	Social Justice Unallocated Funds	Mary Bahr	Directed donations	To cover costs not budgeted for external events, membership fees to other organizations, etc.
3.216.150	Pineridge Fund	Mary Bahr	Directed donations	To pay for Pineridge expenses exclusively.
2.216.160	Share The Plate Balance	Mary Bahr	Directed Donations	These monies are paid out to approved charities.
	Future Funding & Capital Reserve Accts.			
3.404.110	Res. Fd for Large Scale Maintenance- Balance	Facilities/Board	Board	This account is for large maintenance items (e.g., major fire suppresson system repair, air conditioners, roof replacement, exterior painting, etc.)
3.500.100	Land & Building Fund			This is an old assessment of the value of the land and buildings.
3.500.150	Furnishings & Equipment Fund			This is an old value of furnishings and equipment.
3.500.200	UUFG Foundation Balance	Foundation	Foundation	This number is provided by our Foundation's treasurer, updated as new figures are made available
3.500.201	Foundation Donation Fund Balance			Pass through account to process donations to the Foundation
3.500.250	Ministers Discretionary Fund Bank Acct Bal.	Rev. Christe	Donations	This is the balance in the Minister's Discretionary Fund Bank Acct, updated monthly.

Unitarian Universalist Fellowship - Gainesville FL			
Balance Sheet as of April 30, 2023			
Thursday, May 18, 2023			
Account #	Account Name	Beginning Balance	YTD Balance
Assets			
Cash			
1.000.130	Ameris Bank-Checking	84,623.42	118,329.24
1.000.140	Ameris Bank-Money Market	60,706.70	80,986.93
	Total Cash	\$145,330.12	\$199,316.17
Fixed Assets			
1.000.310	Building & Land	1,105,900.00	1,105,900.00
1.000.320	Equipment	62,670.00	62,670.00
	Total Fixed Assets	\$1,168,570.00	\$1,168,570.00
Other Assets			
1.000.410	UUFG Foundation	410,635.17	428,765.57
1.100.250	Ministers Discretionary Fund Account	5,044.99	877.99
	Total Other Assets	\$415,680.16	\$429,643.56
	Total Assets	\$1,729,580.28	\$1,797,529.73
Liabilities			
Current Liabilities			
2.000.110	Accounts Payable/Vendors	612.35	0.00
2.000.120	Payroll Taxes Payable	0.00	5.98
	Total Current Liabilities	\$612.35	\$5.98
	Total Liabilities	\$612.35	\$5.98
Fund Balance			
3.100.100	General Fund Balance	42,625.53	78,973.65
3.100.301	Ministers Discretionary Pass Through Fund Balance	410.00	0.00
3.100.321	Minister's Sabbatical Fund Balance	20,732.58	26,712.58
3.201.120	CUUPS Support Fund Balance	0.00	91.00
3.202.100	Music Support Fund	860.00	860.00
3.203.110	Memory Garden Fund	1,740.11	872.11
3.203.120	Courtyard Fund Balance	4,219.05	4,279.05
3.204.110	Book Cart Fund	24.00	282.00
3.206.100	Foundation Grants		
3.206.110	Nametag Replacement (Grant) Fund Balance	0.00	1,861.50
3.206.112	Choir Risers (Grant) Fund Balance	0.00	168.99
3.206.113	Youth Room Update (Grant) Fund Balance	0.00	3,000.00
3.206.114	General Assembly Youth Travel (Grant) Balance	0.00	5,000.00
3.206.130	Front Sign Repair Fund (Grant) Balance	533.06	533.06
3.206.131	Office Furniture Replacement Fund (Grant) Balance	28.01	0.00
3.206.133	Fire Circle Renovation Fund Balance	755.00	755.00
3.206.140	UU Leadership Fund - Balance	0.00	5,000.00
3.206.141	OWL Fund (Grant) Balance	1,728.92	747.92
3.206.173	Cabinets for Social Hall (grant) Balance	3,743.12	0.00
3.206.186	Security (grant) Balance	2,262.17	0.00
3.206.187	CPR and First Aid Training (grant) Balance	525.00	0.00
3.206.211	Labyrinth Repair (grant) Balance	2,500.00	2,500.00
3.206.215	Ministerial Installation Fund (grant) Balance	358.33	358.33
	Total Foundation Grants	\$12,433.61	\$19,924.80
3.210.100	CYREC		
3.210.110	RE Fund Balance	2,599.13	2,749.13
3.210.120	Youth Support Fund Balance	1,763.09	1,652.60
3.210.160	Playground/Coffee Fund Balance	95.00	95.00
	Total CYREC	\$4,457.22	\$4,496.73
3.216.100	Social Justice Fund		
3.216.110	Social Justice Unallocated Funds	1,823.12	2,257.72
3.216.150	Pineridge Fund	1,101.98	1,216.98
3.216.160	Share The Plate Balance	96.00	1,179.00
	Total Social Justice Fund	\$3,021.10	\$4,653.70
3.400.100	Future Funding & Capital Reserve Accounts Balance		
3.404.110	Res. Fd for Large Scale Maintenance- Balance	53,994.57	58,164.57
	Total Future Funding & Capital Reserve Accounts Balance	\$53,994.57	\$58,164.57
3.500.100	Land & Building Fund	1,105,900.00	1,105,900.00
3.500.150	Furnishings & Equipment Fund	62,670.00	62,670.00
3.500.200	UUFG Foundation Balance	410,835.17	428,765.57
3.500.250	Ministers Discretionary Fund Bank Account Balance	5,044.99	877.99
	Total Fund Balance	\$1,728,967.93	\$1,797,523.75
	Total Liabilities and Fund Balance	\$1,729,580.28	\$1,797,529.73

UUFG Governing Board Meeting Minutes

17 April 2023

Board members present: Mary Anthony, Tim Christy, Diane Depuydt, Bev Giordano, Leah Cobb Lee, Norden Lucke, Martha Soles, and Rev Christe Lunsford

Board members absent: none.

Congregants present: Debra Neill-Mareci, Kristin Stevens, Jonathan Coron, Judith Kendall, David Willkomm, Susan Christy, Jim Wright

1. Gathering and Meeting Preparation

- a. Welcome, Call to Order, Quorum; called the meeting to order at 6:32 pm. We have a quorum.
- b. Chalice Lighting and Reading by Martha.
- c. Board Covenant: All members read, *"Inspired by our Unitarian Universalist principles, together we guide our congregation and its mission and vision with transparency, gratitude, and respect."*
- d. Personal check-in
- e. Confirm and assign roles: Diane is timekeeper; Martha is writing gratitude cards; Jonathan Coron is external observer.
- f. Confirm agenda/any updates - none

2. Congregational Input: Judith Kendall, reporting for the Leadership Development Committee (LDC), stated that four board positions on the slate of candidates have been filled. One board position is pending as well as one position on LDC. Kendall also expressed concern about the scheduled executive session at this board meeting, reminding the Board that executive sessions are for discussion of personnel issues or legal matters. Kristin Stevens cited GOV-10 in the Governance section of Policy and Procedures Manual of the UUFG Governance manual, referring to governance transparency. There are specific rules pertaining to executive sessions. Rev Christe stated that the Town Hall on April 23 may be a venue to discuss issues from executive session. Susan Christy supported the transparency/sunshine governance issues raised by Kendall and Stevens. Debra Neill-Mareci perceived hesitancy by the Board and mentioned UUFG's history of transparency issues. President Soles stated that the proposed budget and an update on our ministerial search packet were the topics planned for the executive session. Rev Christe stated that the executive session would be the Board's first time to hear the slate of candidates. **Motion:** Tim Christy moved to have the meeting remain open rather than having an executive session. The motion passed with one abstention (Diane Depuydt). Susan Christy announced a formal offer to chair the 2024 UUFG auction, scheduled for Jan 27, 2024.

3. Consent Agenda –

- a. Staff Report (Att. 1)
- b. Treasurer's Report for February 2023 (Att. 2)
- c. Treasurer's Report for March 2023 (Att. 3)
- d. Minutes of February 27, 2023, meeting (Att. 4)

- e. Fellowship Council Report for March 13 Meeting (Att. 5)
- f. Fellowship Council Report for April 11 Meeting (Att. 6)

Motion: Martha moved to approve the consent agenda. Tim seconded, and the motion was passed unanimously.

4. Discussion/Action Items/Visioning

- a. Annual Meeting- is May 7. The Annual Meeting is earlier than usual this year. Rev Christe reminded the Board of the requirement to notify members 14 days in advance of the annual meeting. Usually, this notification includes a packet of anything that will be voted on. If a paper packet is to be mailed, it must be in the office by April 19. Reports can go online, as they do not have to be mailed. Not everyone has access to the Internet. Absentee ballots would not be valid if anything changes during the annual meeting. If the slate is not full by the beginning of the meeting, people can nominate from the floor and vote for that position separately. Board could appoint someone if there was no candidate for a position. **Action Plan:** Send a letter to all members stating that all information will be available on line and leave blanks on slate if there are no candidates. Ask people to contact the UUFG office to request printed materials.
- b. Packets complete in Cam's office by April 19, 2023
 - i. Letter that includes link to reports on the membership page, budget, leadership slate, Article 2 questions (Martha and Leah will write)
 - ii. Reports online on the membership page
- c. Information for Annual Meeting about Article 2 questions – Rev Christe stated that the UUA has not provided information. Straw poll questions will be disseminated to get information for our delegates. The question to be asked is whether members are willing to let Article 2 discussion go into a second year. Can put the information online for people to read.
- d. Time for Annual Meeting – takes 15 minutes to sign people in for credentials. Will begin at 12:15 pm and serve refreshments after the meeting. No tables set up for refreshments until after the annual meeting.

5. Management and Facilities:

- a. Solar Power update – fundraising campaign is postponed until Fall 2023 because too many other things are going on right now. A fund is being set up for donations that arrive in the interim.

6. Leadership and Governance

- a. Foundation – policy change (Att. 7) – proposed changes qualify wording so there is no question where the money from gifts. This is Reading One. Procedure 3.1 undesignated gifts, including tributes and bequests of money, securities, properties. Bequests (include wills, endowments) shall be divided equally between UUFG and the Foundation. Procedure 3.2 Tributes are gifts, undesignated, and considered gifts to the Foundation.
- b. Future Town Hall – April 23 – talk about the budget process; present the proposed budget to the congregation.
- c. Leadership Development Committee – bylaws change proposal (Att. 8)- Judith Kendall stated that the goal is to reinstitute continuity on the Board.

Suggested changes: the Vice President is also president-elect. Make all terms two-year terms. Ensure the LDC has an odd number of members to avoid tie votes; 5 is the perfect number; elect 2 to 3 new people to the LDC each year for continuity. Diane Depuydt suggested a bylaws change proposal to allow more flexibility in scheduling the Annual Meeting. The Annual Meeting date is also in the articles of incorporation, which can be amended at the Annual Meeting. **Motion:** Leah moved to recommend the bylaws changes submitted by the LDC; motion seconded by Norden Lucke; passed unanimously. **Motion:** Diane moved to lengthen the timeline for when the Annual Meeting must be held to June 29 (timeline for meeting "on or before April 1 to June 29"). Tim Christy seconded. Motion passed (5-1 abstention – Mary, one dissenting vote-Leah).

7. Ministerial search and Budget – The Board has the package ready to submit to the UUA portal. All sections have been updated; just need to get into the portal. Jim Wright stated that the budget that was sent to the Board does not include any funds that Judith Kendall has raised. The budget predicts a \$56,105 deficit, which is a function of the entire budget. Each item in the budget affects the deficit. The ministerial piece is the biggest part of the budget question. The congregation straw poll at the recent Town Hall meeting demonstrated strong support for professional ministry. Preference for part-time vs full time minister was less clear. The Finance Committee considered a half-time position but acknowledge that it might be hard to match candidates. The Finance Committee put faith in the fellowship to step up to meet financial needs for full-time interim minister. Rev Christe clarified that UUFG can seek a full-time interim minister first, and then drop back to a search for a contract minister if necessary. We have no formal agreement with Valdosta, so they have no voice in this decision. Mary Anthony noted that our general fund is at an all-time high; we have the money for the first year of the ministry. **Motion:** Leah moved to accept the budget and present it to the congregation; Diane seconded; unanimous vote. Rev Christe will be absent on April 23 but will prepare a video for the Town Hall. Leah will present the budget with Jim Wright available to provide backup information. Handouts will be provided to supplement budget information presented on slides.
8. Executive Session began 8:07 PM to hear the slate of candidates. Executive session ended at 8:14 PM.
9. Wrap Up
 - a. Calendaring & Action Items – Martha and Leah will prepare the letter about the Annual Meeting for Cam to disseminate. Rev Christe will formulate a question about Article 2 and send this to Board members. Prepare presentation for Town Hall on budget. Get into the UUA website to post our ministerial search packet. Put the 2024 auction on the next board meeting agenda.
 - b. Gratitudes–Jim Wright; Judith for working up the slate of officers; Mike Hazlett for completing pledge drive.
 - c. Board Process – no report
 - d. Personal Check-out -

10. Adjournment – the meeting adjourned at 8:33 PM. The next regular meeting of the Board will be on May 22, 2023.

Respectfully submitted,
Beverly Giordano,
UUFG Board Secretary

DRAFT

Annual Congregational Meeting

7 May 2023, 12:15 PM

1. Call to Order, Welcome – Martha Soles, President, called the meeting to order at 12:35. She explained the voting procedure for those who did not submit an absentee ballot.
2. Chalice Lighting and Opening Words – Rev Christe Lunsford read the opening words and the chalice lighting words.
3. Establishment of a Quorum and Parliamentary - Debra Neill-Mareci, parliamentarian, stated that the total membership is 150 and the total voting members is 150 . Bylaws require 20% for a quorum to transact business. A quorum is thus 30 members. We have a quorum, as 19 absentee ballots were received and 34 were in attendance. Absentee ballots count toward establishing a quorum for the budget and officers but not toward bylaw changes.
4. Reading of the Congregational Covenant
5. Minister's Comments – Rev Christe
6. Approval of Minutes – Martha Soles made a motion to accept the minutes of the 2022-2023 Annual Meeting, which was held on May 22, 2022. Jeff Stevens seconded. The motion was passed unanimously.
7. Motion to Approve FY 2023-2024 Budget – Mary Anthony, Treasurer, moved to approve the 2023-2024 Operating Budget. Thomas Palmer seconded. Discussion: Anna Deyle asked why the subtotal for minister is higher than the current year's budget for this line item (Answer: moving expenses, seminar that all interim ministers must attend). Mary Keith questioned the logic behind reducing the membership item budget (Answer: Membership had not used all budgeted money the previous year, had to make cuts somewhere). Jeanne Gossman asked what the plan is to make up revenues (Answer: minister's sabbatical fund, general fund is over budget with \$60K surplus at present). The budget was passed with a vote of 46 yes, 4 no votes, and one abstention (including absentee ballots).
8. Changes to Bylaws – Judith Kendall, chair of the Leadership Development Committee,
 - Article VI Governance, Section 6.1 Composition of the Governing Board (one change)– The Governing Board consists of seven members, including four Fellowship officers (President, Vice-President/President-Elect, Secretary, and Treasurer) and three Trustees. At the time of their election, members of the Governing Board shall have been Members of the Fellowship for at least one year. The minister is an ex-officio, non-voting member of the Governing Board. *Rationale: We recommend reinstituting the vice-president/President-elect format. The continuity of the Board has suffered since this was abandoned, with vice presidents rotating off the Board and presidential recruits coming in with no Board experience.*
 - Article VI Governance, Section 6.2 Elections (two changes)– Voting members elect members of open Governing Board positions each year at the Annual Meeting (see Article VI, Section 6.6 5a). Officers ~~serve one-year terms~~ and Trustees serve two-year terms. Individuals may serve up to four years in any one position and may serve up to six consecutive years on the Board. *Rationale for Section Number Change: We believe there*

is a typo, and that the reference to Section 6.6a should be 6.5a. Below is the By-Laws section referenced:

Section 6.5 Congregational Meetings; 6.5 (a) Annual Meeting. The Fellowship shall hold its Annual Meeting each year between April 1 and May 31. The Governing Board shall establish the date for the annual meeting and communicate it to the Fellowship at least 14 days in advance through Fellowship news venues, the all-member email list, and/or through a written letter to all members. During the Annual Meeting, Voting Members shall elect qualified members to fill open elected leadership positions and shall approve the operating budget for the next fiscal year.

Rationale for Term Change: We recommend making all Board terms two years, again for continuity. We fail to see the logic in having trustee terms of two years and one-year terms for the officers, who carry the weight of governance and have a steeper learning curve. (Members currently being recruited for Board positions are being apprised of the fact that they may be committing to two years.)

- *Rationale for Term Change: We recommend making all Board terms two years, again for continuity. We fail to see the logic in having trustee terms two years and one-year terms for the officers, who carry the weight of governance and have a steeper learning curve. (Members currently being recruited for Board positions are being apprised of the fact that they may be committing to two years.)*
- Article VI Governance Section 6.4 Leadership Development Committee. The Leadership Development Committee consists of ~~four to seven~~ five individuals who at the time of their election, have been Voting Members of the Fellowship at least six months. The voting members elect two or three individuals to the Leadership Development Committee each year to serve two-year terms. *Rationale for change in number: We recommend that LDC consist of five individuals. The Committee needs to be an odd number in case a vote is necessary, and we do not envision a rational either for the optional number of members or for the expansion to seven.*

Bylaws vote: Judith Kendall moved that the Bylaws changes be approved. Alice Gridley seconded. The motion passed with 51 yes votes and one abstention.

The Leadership Development Committee is responsible for preparing and conducting the elections at the Annual Meeting of the Fellowship as well as other duties in the charter. For all open elected Governing Board and Leadership Development Committee positions, the Leadership Development Committee shall present a slate of candidates who have previously agreed to serve if elected. *Rationale for change in phrasing: We recommend this change in phrasing for clarity. This does not entail any policy change.*

9. Presentation of Slate of Officers and Trustees – Judith Kendall, LDC Chair, moved that the Congregation elect the following slate of Officers and Trustees to the Governing Board:

President	Leah Cobb Lee
Vice President/President-Elect	Mike Hazlett
Secretary	Erin Parish

Treasurer
Trustee

Mary Anthony
Tom Mareci (replacing Leah Cobb Lee)

If the congregation approves Bylaw changes, then the President, Vice President/President-Elect, Secretary and Treasurer positions are for two years. If Bylaw changes are not approved, the President, Vice President, Secretary, and Treasurer positions are for one year. Board Trustees Tim Christy and Norden Lucke are mid-term and will continue until June 30, 2024. Tom Mareci is being nominated to a two-year term so that trustee terms will be staggered and not all trustee positions will turn over at the same time.

Vote: Judith Kendall moved that the Congregation elect this slate of officers and trustees. Liz Stewart seconded. There were no nominations from the floor. The vote was unanimous (including absentee ballots).

10. Presentation of Slate of LDC Members – Judith Kendall, LDC Chair
Susan Christy (to replace Harry Mangle, who was elected to a one-year term)
Liz Stewart (to replace Mary Bahr, whose two-year term is ending)
Judith Kendall (completing a one-year term, being nominated to a two-year term)
Aaron Broadwell and Warren Hodge are mid-term and will continue until June 30, 2024.
Vote: Judith Kendall moved that the congregation approve this slate of LDC members.
Kristin Stevens seconded. There were no nominations from the floor. The motion passed unanimously, including absentee ballots.
11. General Assembly Delegate Guidance for Article 2 Revisions. Rev Christe moved to vote on the proposed question of whether to continue the discussion on Article 2 Revisions. Harry Mangle seconded. UUFG's four GA delegates will vote by percentages to reflect the will of the congregation. Several members stated their preference for the discussion on Article 2 to begin again (i.e., not continue current discussion). Vote: the motion passed with 43 yes votes, 18 no votes, and 6 abstentions (including absentee ballots).
12. Installation of Elected Officers – Rev Christe Lunsford
13. Recognition of outgoing leaders, volunteers – Martha Soles, President. The following people were recognized: Martha Soles, Diane DePuydt, and Beverly Giordano
14. Presentation of Meritorious Service Award – Martha Soles, President. The Meritorious Service Award is awarded to a person who goes above and beyond their duties. This award was given to Alice Primack.
15. Closing Words
16. Adjournment: The meeting was closed at 1:45 pm

Respectfully submitted,

Beverly Giordano and Norden Lucke
5/7/2023

Attachment: Written report from the LDC

Attachment

UUFG Leadership Development Committee

2023 Report to the Congregation

LDC is the only congregational committee—that is the only committee elected by the congregation and reporting directly to the congregation.

The LDC began 2023 from a three-year period of relative inactivity because of the COVID shutdown and other issues. We started the year with many leadership vacancies and no pipeline of trained potential leaders.

During the 2022-23 year, we--

1. Recruited leaders for the following positions:
 - Board treasurer, Mary Anthony, who was Board-appointed to fill the position, as per UUFG By-Laws, until the May 7 election;
 - Jim Wright, Finance Committee Chair,
 - Mike Hazlett, Pledge Canvass Chair.
 - With Rev. Christe's help, the Finance Committee is fully staffed with Paul Avery, Lauren Samuels, Kristin Stevens, and Sandra Topp.
2. Planned and produced a Sunday service on Leadership as a Spiritual Practice.
3. Planned and carried out an all-day introductory leadership training followed by lunch and opportunities for leaders in different areas of congregational life to talk to members about their work.
4. Drafted a Leadership Reference Guide that will be updated and provided to next year's leaders and also posted on the website.
5. Utilized Paul Bird Leadership Development funds through the UUFG Foundation to support two members' in-person and one member's remote attendance at GA.
6. Proposed By-Laws changes to support continuity in elected leadership positions and to reflect the importance of these positions.
7. Recruited three additional Board members and two LDC members for 2023-24.

In 2023-24 we will focus on additional training for new and emerging leaders as well as more extensive training for current leaders, both locally and through our denomination.

The LDC thanks the congregational leaders who stepped up when called upon by their congregation, and I thank the committee members with whom I have been privileged to work this year: Mary Bahr, Aaron Broadwell, Warren Hodge, and Harry Mangle.

Respectfully submitted,

Judith Kendall

Leadership Development Committee Chair

Zoom Link: [REDACTED]

Fellowship Council Meeting May 9, 2023

SUMMARY

Attending: Liz Stewart, Mary Bahr, Susan Christie, Bev Saunders, Diane Depuydt, Rev. Christe,

Diane announced that Mike Hamlet, vice president elect, has been invited to attend the June meeting as an opportunity for him to meet everyone and decide on how you want to move forward for FY 23-24

Mary Keith will also be joining this group representing Membership. Christe commented that since Membership has been an inactive committee Mary will need support from the Council. Mary Bahr announced a Big Social Justice event Sept 10, Eco Fair and kickoff for our solar campaign. Also, to remind congregants they need to reapply for absentee ballots.

Discussion about having a special service about building community and volunteer service. Date tbd in Fall. Have tables in sanctuary as part of service

Discussion about how we print things for screen display. People need to do this correctly and requires training. Suggest contact Diana Ott about standard practices (see email post mtg)

AGENDA

Tuesday, May 9, 2023
5:30-7:00pm

AGENDA

- 5:30 Chalice Lighting
- 5:35 Check-ins from members
- 5:55 Q & A on submitted committee reports
- 6:00 Ongoing and New Business
- 6:55 Review Action items (if applicable)
- 7:00 Chalice Extinguishing

COMMITTEE REPORTS

Worship Team Report

Unitarian Universalist Fellowship of Gainesville, FL The past year has been a rollercoaster ride of events and happenings for our Worship Team! Slowly emerging from the lockdown of Covid 19, we continue to feel our way to a future full of changes and adjustments. In order to protect one other, the congregation continues to mask during services as the science tells us that Covid is more likely to spread through singing in groups. It has become a matter of accepted course at least for now. Folks unmask at Coffee Hour, which has joyfully returned after a long hiatus.

Under Rev. Christe's able guidance and technical expertise, we managed to produce a successful service, live-streamed to the world, for each and every one of the Sundays on the liturgical calendar, and even supported a few special events in between. Included in the regular services were Backpack Blessing, Water Communion, Christmas Eve and Christmas Morning Services, Flower Communion, Easter, Palm Sunday, Music Sunday, Holi: Day of Colors, and Safety Service.

Supported by staff, including Garrett Hecker commanding technology, Derek Nirenburg as Music Director and Director of Education, James Chase with Moment for All Ages, we worked together congenially and with great respect and admiration for one another. Add to this Tane' McKrey's talents as pianist/accompanist and occasional subbing by Jane Kozhevnikova, and we make a well-rounded team.

SOCIAL JUSTICE COMMITTEE REPORT

May Social Justice Calendar

Common Read – The Climate Book by Greta Thunberg. If you want the scientific language of the Intergovernmental Panel on Climate Change (IPCC) translated for non-scientists this is the book for you. This anthology with an all-star cast of writers on climate is the UUFG Social Justice common read for the Summer. We will discuss the book's different sections monthly by Zoom on the fourth Sunday of the month at 3:00 PM. The first discussion will be Part 1 How Climate Works, pgs. 1-41 on Sunday, May 28 at 3 pm. Look for the reminder and Zoom link on News and Needs and in the Gazette. The book is available from local booksellers in hardback for 30\$, on order from Amazon for 24\$ (used copies available for less), as an e-book for 15.99, and on Audible for 30\$. One of the recommended ways to fight climate change is to educate yourself and share with friends and family. You don't have to go it alone.

May 6th from 2 to 4 PM at UUFG: Peace Poetry, and Peace Scholarships award ceremonies. A yearly project of Veterans for Peace sponsored by UUFG Social Justice Council. Children reading Peace Poems, Music, and great food afterward at the reception. The public is invited, especially UUFG members along with the child finalists, their families and teachers, and school board members. UUFG members are invited to bring finger foods for the reception.

May 21: Social Justice Circle Meeting live in the Common Room and zoomed at 1 PM after service. Anyone interested in our social justice program is welcome to attend.

May 21: Share the Plate with UUA Climate and Environment programs. Create Climate Justice (<https://www.uua.org/environment>) includes Green Sanctuary and several other programs for the Climate. Alice Gridley and Mary Bahr will lead a discussion about what the UUA does and also what we are doing in relation to Climate/ Environment/ Immigration. We will meet at 10:00 AM in classroom three.

May 22nd. Popcorn and a movie, Don't Look Up, starting at 6 PM. We hope to stream it on Zoom and offer an in-person viewing with a discussion afterward. Mark your calendar and look for more details and a Zoom link coming soon.

September Social Justice Fair: We will be back September 10th or on a backup date of September 17th with a Social Justice Fair Highlighting our own committees and local organizations Social Justice works with. We are planning a sustainable foods lunch, more on federal tax credits to make your home more energy efficient, and much more.

WELCOME TEAM REPORT

Good News: Four committees have committed to a regular schedule, with two others (hopefully) following suit soon:

- Social Justice: First Sunday every three months, the months divisible by 3
- Questors Touchstone Group: Third Sunday every other month, odd numbered months
- FOTC: Last Sunday every other month, odd numbered months
- Book Lovers Club: Last Sunday every other month, even numbered months
- Foundation Directors: Will decide in June or July

Safety Committee: Still pondering

More Good News: Kitchen Stewards Marilyn Roberts and Hazel Hazlett are making Sunday mornings so much easier, and the space so much more rentable.

In Progress: We need more committees/groups of friends to commit to a regular rotation.

Concern: Our Temporary Coffee Hour Scheduler (Susan Christy) has not found a replacement for herself.

Respectfully submitted, Susan Christy

Facilities Report

May 8, 2023

This month we are getting bids for repairing, resealing and restriping our parking lot and driveway. It has been several years since it was done and the surface is showing wear.

A wind storm took down our popular white canopy outside the social hall. Several parts of the steel framework have been severely damaged. The covering did not get damaged. We are looking into replacement parts without success so far. Replacement is being considered, as is waiting until hurricane season is over. In the mean time we are looking for a tall volunteer to help paint the brown woodwork above the social hall portico.

I'm sad to report the lemon tree did not survive the winter. It will be removed soon.

Storage of all sorts continues to be a challenge. To that end the shed and sound room are undergoing reorganization.

Submitted by Marilyn Roberts

Fund the Interim Report to the UUFG Governing Board

The Governing Board approved our request to approach individuals for one-time donations to bridge the budget deficit and assure funding for an interim minister. We have each committed \$10,000 as a one-time donation and have invited selected individuals to match our gifts. Eight individuals have responded with commitments of various amount, and several people are considering our request. Two people approached us with offers of donations.

We will be ending this approach the end of May because of other commitments. Now we have two additional requests for your consideration.

1. Authorize us to publicize the names of contributors and invite members of the congregation to add their names to the list. This would be a low-key approach—one News and Needs item and one item in the Gazette. We are NOT proposing re-doing the pledge drive. Although we do not expect a lot of money from this approach, it does give everyone the opportunity to participate and allays any concerns about a secret campaign or people feeling left out.
2. Ask the UUFG Foundation to allocate one cycle of grant funds to the Interim Minister Fund. We are aware that the Foundation policies specify that Foundation funds not be used for operating expenses, and we are not asking for Foundation capital. In the years since the Foundation was founded, the congregation has not once transferred Foundation funds into the operating budget. But these are not ordinary times. Policies are guidelines, not laws. The Foundation policy can be changed or overridden by the Governing Board. This request does fall within the stated purpose of the Foundation:

The purpose of this Foundation is for supporting the Fellowship and promoting liberal religion. Emphasis is on support of the Fellowship and of Unitarian Universalism through appropriate long-term human and physical capital investments.

We think it would be tragic to let the congregation flounder while the Foundation has funds available for disbursement.

Thank you for your consideration and support.

In Fellowship,

Paul Avery and Judith Kendall

FOUNDATION



Unitarian Universalist Fellowship of Gainesville

4225 NW 34th St. Gainesville, FL 32605

Directors: Tamara Evonne, Jeanne Gossman, Cindy Prabst, Sandra Topp, Pete Turner

May 19, 2023

To: UUFG Governing Board

Next month, the UUA General Assembly will be voting on resolutions governing our organization. Before the delegates is a Business Resolution entitled "Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations."

The UU Common Endowment Fund began educating congregational Foundation members about the resolution utilizing webinars, which 3 UUFG Directors attended recently. The Business Resolution takes a very different approach from what the UUA Board has been working on.

What the resolution calls for:

- Immediate divestment from all fossil fuel investments
- Divestment from all sectors of fossil fuels projects, including banking institutions and utilities
- Remove all capital from pooled investments that are unable to comply with this policy
- Calls for the UUA to determine the cost and process of transitioning the entirety of the Common Endowment Fund out of nontransparent, commingled funds, which will be reported in full to the General Assembly in 2024
- The resolution calls for about \$13 million of UUA's endowment to be used for reparations work.

What would result if implemented:

- The restrictions are difficult to implement due to a lack of specificity.
- A more concentrated/less diversified portfolio would create increased risk and higher fees.
- A zero-tolerance threshold will eliminate virtually all large banks from the investable universe.
- The use of about \$13 million of UUA's endowment for reparations work would likely result in the loss of at least seven full-time UUA staff positions.

- The UUA's legal advisors have identified a concern that distributing funds to entities that may not be directly related to the UUA or its mission may be contrary to its fiduciary duty and to its IRS obligations as a tax-exempt 501(c)3 organization.

What is already in progress:

- In 2014, the "Business Resolution on Fossil Fuel Divestment" allowed UUCEF to "retain investments in CU200 companies in which it is engaged in shareholder activism."
- As of 7-1-22, UUCEF limited position sizes in CU200 oil and gas stocks to \$100k, resulting in the sale of just over \$ 1 million in equity holdings.
- The Investment Committee has an 8-Point Climate Justice Action Plan. The UUA Board of Trustees is taking the lead on the Association's reparation work.

On May 8, 2023, the UUA Board of Trustees voted unanimously to support the Investment Committee's continued work on climate action and divestment, and to **oppose** the Business Resolution "Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations. The webinar was conducted by the UUA Chief Financial Officer/Treasurer and the Co-Financial Advisor to the UUA. Both **oppose** the resolution.

The Unitarian Universalist Foundation of Gainesville Foundation Directors met on May 17, 2023, and voted to **oppose** the Business Resolution as currently written. The Foundation Directors believe passage of the resolution will put UUFG Foundation Funds at risk.

The UUFG Directors bring this pressing issue to the attention of the Governing Board because the delegates serve at the pleasure of the Board President (and by extension the Board).

We urge the Governing Board to educate themselves fully on the issue in order to present a consensus opinion to the delegates. We are available to discuss this further.

In Fellowship,

Jeanne Gossman: Chair, UUFG Foundation



UUCEF, LLC

2023 GA Business Resolution Investor Call

May 8–9, 2023

Presenters

David Stewart, UUA Co-Financial Advisor

Andrew McGeorge, UUA Treasurer and CFO

May 8 Zoom Meeting:

<https://uua.zoom.us/j/98021117515>

Or

Join by phone using any of these

numbers: 1-646 558 8656

1-312 626 6799

1-720 928 9299

Meeting ID: 980 2111 7515

May 9 Zoom Meeting:

<https://uua.zoom.us/j/92964830709>

Or

Join by phone using any of these

numbers: 1-646 558 8656

1-312 626 6799

1-720 928 9299

Meeting ID: 929 6483 0709



Agenda

- Brief Overview of 2023 Business Resolution, [Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations.](#)
- Discussion of Implementation Concerns & Implications on UUCEF
- UUA Investment Committee Commitments aligned with the Business Resolution
- Overview of UUA Board of Trustee's Approach to Reparations.
- Questions and Answers from Investors



Business Resolution - Overview

- The Resolution focuses on approximately 40 UUCEF holdings as of 6-30-22.
- Many of which the [2014 Business Resolution on Fossil Fuel Divestment](#) allowed UUCEF to “retain investments in CU200 companies in which it is engaged in shareholder activism.”
- As of 7-1-22, UUCEF limited position sizes in CU200 oil and gas stocks to \$100k, resulting in the sale of just over \$1 million in equity holdings.



Business Resolution – Prohibited Direct Investments

- The Resolution calls upon the UUCEF to immediately divest from all fossil fuel companies including but not limited to all companies that were specifically named.
- Incorporating the companies named in the whereas statements, the resolution calls for divestment from:
 - Fossil Fuel companies
 - Oil & Gas Services and Pipeline Companies
 - Banks that finance fossil fuel projects
 - Utilities, especially those that burn or transport fossil fuels.



Business Resolution – Pooled Funds

- The Resolution calls upon the UUCEF to remove all capital from all pooled funds that are unable to comply with this divestment policy.
- The Resolution also requires the UUA to commission a study, done by a third party, to determine the cost and process of transitioning the entirety of the Common Endowment Fund out of nontransparent, commingled funds, which will be reported in full to General Assembly in 2024.



Business Resolution – Overall Implementation Concerns

- The restrictions named in the Business Resolution are difficult to implement due to lack of specificity.
 - UUCEF will have a hard time finding investment managers in certain sectors able to comply with the restrictions, yet
 - UUCEF, as an asset owner, is too small to redirect affected parts of its portfolio to Separately Managed Accounts, or the SMAs we could use would carry relatively high fees.
- **Overall, we would likely face a more concentrated/less diversified portfolio that offered increased risk and higher fees.**



Business Resolution – Prohibited Investments

- Implementation of this resolution would be complicated due to a lack of specificity of what is excluded.
- The 2014 Fossil Fuel Divestment Business Resolution was straightforward to implement: CU200 names were to be excluded.
- Here, especially around banks and utilities, the implementation standards are tricky.
- **A zero-tolerance threshold will eliminate virtually all large banks from our investable universe.**



Business Resolution – Pooled Funds

- Our investment managers of pooled funds would struggle with the unclear directions.
- We would have a particularly hard time finding “value” managers.
 - In US markets, the 5 of the 7 largest value stocks could conceivably be excluded due to the resolution
 - The Russell 2000 Small and Mid Cap Index’s sector weights include 28.6% to financial services, 6.2% to energy and 5.3% to utilities.
- **Asking managers to build a value-focused portfolio while prohibiting 40% of the investible universe is likely to be an insurmountable hurdle.**



Business Resolution - SMAs

- Transitioning out of pooled funds to Separately Managed Accounts (SMAs) will be challenging because of our size.
- SMAs are an investment structure where we directly own the underlying stocks or bonds in the portfolio and can apply our custom negative screens to the holdings.
 - Typical minimum size for an SMA structure is \$50 million (CEF is \$250MM in total)
 - Certain foreign markets would be “off-limits” because of complexity and compliance issues SMAs would create.
- **Realistically, this would further limit the investable universe for UUCEF.**



Investment Committee - 8-Point Climate Justice Action Plan

1. Fully divest from and avoid any future purchase of securities in CU200 corporations in our separately managed accounts.
 - This was almost fully implemented as of 4-1-23
2. Consider fully divesting from and avoiding any future purchase of securities of corporations involved in fossil fuel infrastructure and services, including pipelines, in our separately managed accounts.
 - Need to review further and develop objective criteria for monitoring compliance on this going forward.



Investment Committee – 8-Point Climate Justice Action Plan

3. Play a leadership role in shareholder advocacy with major banking institutions over climate change, human and indigenous rights issues linked to fossil fuels.
 - Working to build the vote on shareholder proposals at 2023 Annual General Meetings of the six largest US banks
4. Participate in shareholder advocacy and engagement with companies in other sectors that are key to decarbonizing the economy, including utilities and insurance.
 - Working closely with UUA Climate Justice organizer on outreach and communications work about our advocacy



Investment Committee - 8-Point Climate Justice Action Plan

5. Adopt proxy voting policies that pressure companies across all sectors to increase climate ambition and accelerate climate actions, including voting against directors on the basis of climate concerns.
 - 2023 recommendations on directors from Majority Action can be found [here](#).
6. Work with our investment consultant to conduct an annual assessment of holdings in commingled (pooled) funds.
 - We will engage with fund managers over eliminating exposure to fossil fuel extraction and infrastructure.



Investment Committee - 8-Point Climate Justice Action Plan

7. Engage with private equity managers and prospective managers to secure their commitments to immediately cease any new investments in fossil fuels and disclose all energy assets and Scope 1, 2, and 3 emissions.
8. Actively seek opportunities to advance clean renewable energy through our community investing and private equity portfolios.



Reparations

- The resolution calls for about \$13 million of UUA's endowment to be used for reparations work.
- This amount comes from all the listed holdings in the resolution as of 6-30-22, but about 75% of this total is an RBC Emerging Markets pooled fund.
- The UUA Board of Trustees is taking the lead on the Association's reparation work.
- The Business Resolution takes a very different approach from what the Board has been working on.



Reparations – Implications on UUA

- At present, the UUA receives about \$2.4 million annually from the its investment in the CEF to fund the general, unrestricted work of the Association.
- Moving these funds to reparations would mean less spendable endowment income for the UUA, likely resulting in at least seven full-time staff positions being cut.
- The UUA's legal advisors have identified a concern that distributing these funds to entities which may not be directly related to the UUA or its mission may be contrary to its fiduciary duty and to its IRS obligations as a tax-exempt 501(c)3 organization.



QUESTIONS ?