



Unitarian Universalist Fellowship of Gainesville

UUFG Governing Board Meeting Agenda

August 28, 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 agenda and roles (timekeeper, gratitude notes, external observer)
2. [6:40 pm] Congregational Input 10 min
3. [6:50 pm] **Consent Agenda** 15 min
 - a. Treasurer's Report July 2023 and commentary (Att. 1)
 - b. Fellowship Council August 2023 (Att. 2)
 - c. Board Meeting Minutes July 2023 (Att. 3)
 - d. Congregational Admin Report (Att. 4)
 - e. Congregational Meeting 8/7/23 Minutes (Att. 5)
4. [7:05 pm] Discussion, Action Items, Visioning 20 min
 - a. New [Administrative] Minister update
 - b. OWL program update – Leah Cobb Lee
 - c. **Masking policy – Norden Lucke**
5. [7:25 pm] Management and Facilities 30 min
 - a. Solar Panel Project update – Tim Christy
 - b. **Childcare for Young Adult Group meetings – Leah Cobb Lee**
 - c. **A/V tech pay rate (Att. 6) – Mary Anthony**
 - d. Personnel updates – Leah Cobb Lee
 - i. Recent Childcare Provider hire
 - ii. Dir. of Lifespan Faith Development credentialing
 - iii. Bookkeeper & Music/Choir Director searches
6. [7:55 pm] Leadership and Governance 35 min
 - a. Minister Search discussion
 - b. Board Retreat discussion
 - c. Community-building event discussion
 - d. Fall/winter Projects discussion
7. [8:20 pm] Wrap up 10 min
 - a. Emerging Concerns
 - b. Calendaring and Action Items
 - c. Gratitude notes
 - d. Board Process – external observer
 - e. Next meeting September 25th, 2023
8. [8:30] Adjournment

Unitarian Universalist Fellowship - Gainesville FL									
Treasurer's Report as of July 2023 for General Fund									
Tuesday, August 22, 2023									
Account #	Account Name	Period Activity	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	17,123.39	23,333.00	17,123.39	23,333.00	(6,209.61)	280,000.00	262,876.61	
4.100.050	Sunday Collect/Unidentified G	1,253.27	1,333.00	1,253.27	1,333.00	(79.73)	16,000.00	14,746.73	
	Total Sustaining Gifts-Members & Friends	\$18,376.66	\$24,666.00	\$18,376.66	\$24,666.00	(\$6,289.34)	\$296,000.00	\$277,623.34	
Miscellaneous Income									
4.100.210	Rental Income	850.00	1,000.00	850.00	1,000.00	(150.00)	12,000.00	11,150.00	
4.100.300	Special Activities and Auction	0.00	833.00	0.00	833.00	(833.00)	10,000.00	10,000.00	
4.100.330	Interest	44.77	25.00	44.77*	25.00	19.77	300.00	255.23	
	Total Miscellaneous Income	\$894.77	\$1,858.00	\$894.77	\$1,858.00	(\$963.23)	\$22,300.00	\$21,405.23	
	Total Income to General Fund	\$19,271.43	\$26,524.00	\$19,271.43	\$26,524.00	(\$7,252.57)	\$318,300.00	\$299,028.57	
	Total Income	\$19,271.43	\$26,524.00	\$19,271.43	\$26,524.00	(\$7,252.57)	\$318,300.00	\$299,028.57	
Expense									
Expenses from General Fund									
Programs									
5.100.110	Membership	0.00	50.00	0.00	50.00	(50.00)	600.00	600.00	
5.100.120	UU Leadership	0.00	50.00	0.00	50.00	(50.00)	600.00	600.00	
5.100.130	Social Justice	0.00	125.00	0.00	125.00	(125.00)	1,500.00	1,500.00	
5.100.140	RELATE	0.00	13.00	0.00	13.00	(13.00)	150.00	150.00	
5.100.150	CUUPS	0.00	21.00	0.00	21.00	(21.00)	250.00	250.00	
5.100.240	RE Program Activities	0.00	167.00	0.00	167.00	(167.00)	2,000.00	2,000.00	
5.100.280	Hospitality Budgeted	0.00	17.00	0.00	17.00	(17.00)	200.00	200.00	
5.100.300	Special Activites 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	333.00	0.00	333.00	(333.00)	4,000.00	4,000.00	
5.100.320	Music Program	0.00	0.00	0.00	0.00	0.00	2,000.00	2,000.00	
5.100.410	Canvass Expenses	0.00	0.00	0.00	0.00	0.00	500.00	500.00	
5.100.430	Book Cart Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Total Programs	\$0.00	\$776.00	\$0.00	\$776.00	(\$776.00)	\$11,800.00	\$11,800.00	
Administration & Operational Support									
5.100.010	Board Discretionary Funds	0.00	125.00	0.00	125.00	(125.00)	1,500.00	1,500.00	
5.100.020	Pastoral Care Expense	0.00	17.00	0.00	17.00	(17.00)	200.00	200.00	
5.100.030	Contributions to Reserves	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5.100.520	Denominational Dues	1,294.00	1,294.00	1,294.00	1,294.00	0.00	15,525.00	14,231.00	
5.100.525	Insurance	0.00	2,500.00	0.00	2,500.00	(2,500.00)	19,000.00	19,000.00	
5.100.530	Office Expense	276.00	583.00	276.00	583.00	(307.00)	7,000.00	6,724.00	
5.100.535	Pianist/Accompanist - Contractor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5.100.540	Bookkeeper	0.00	208.00	0.00	208.00	(208.00)	2,500.00	2,500.00	
5.100.545	Telephone & Internet	462.97	782.00	462.97	782.00	(319.03)	7,100.00	6,637.03	
5.100.550	Utilities - Electricity & Water	1,510.66	1,667.00	1,510.66	1,667.00	(156.34)	20,000.00	18,489.34	
5.100.560	Waste Disposal	181.52	200.00	181.52	200.00	(18.48)	2,400.00	2,218.48	
5.100.570	Custodial Service	770.00	770.00	770.00	770.00	0.00	9,240.00	8,470.00	
5.100.572	Custodial Supplies	0.00	69.00	0.00	69.00	(69.00)	825.00	825.00	
5.100.575	Facilities Maintenance	0.00	625.00	0.00	625.00	(625.00)	7,500.00	7,500.00	
5.100.580	Backflow and Fire Suppression	30.00	333.00	30.00	333.00	(303.00)	4,000.00	3,970.00	
5.100.583	Security & Safety	0.00	25.00	0.00	25.00	(25.00)	300.00	300.00	
5.100.585	Pest Control	0.00	0.00	0.00	0.00	0.00	400.00	400.00	
5.100.595	VANCO and Bank Fees	195.01	146.00	195.01*	146.00	49.01	1,750.00	1,554.99	
	Total Administration & Operational Support	\$4,720.16	\$9,344.00	\$4,720.16	\$9,344.00	(\$4,623.84)	\$99,240.00	\$94,519.84	

					Unitarian Universalist Fellowship - Gainesville, FL			
					Budget Variance Report			
					July 2023			
Account #	Account Name							
Income								
Income to General Fund								
Sustaining Gifts-Members & Friends								
4.100.030	Current Years Pledges				Through July, pledge income is under budget by \$6210.			
4.100.050	Sunday Collect/Unidentified G				Through July, Sunday collection is under budget by \$80.			
Miscellaneous Income					Figures for these line items represent gross income.			
4.100.210	Rental Income				Our main rental income is ~\$500/month from the Gainesville Bridge Club.			
4.100.300	Special Activities-Auction				Income from special activities is budgeted at \$10,000 for the year.			
4.100.330	Interest							
Expense								
Expenses from General Fund								
Programs								
5.100.110	Membership							
5.100.120	UU Leadership							
5.100.130	Social Justice							
5.100.140	RELATE							
5.100.150	CUUPS							
5.100.240	RE Program Activities							
5.100.280	Hospitality Budgeted							
5.100.300	Special Activities and Auction Expenses							
5.100.310	Sunday Services							
5.100.315	Concert Expenses							
5.100.320	Music Program							
5.100.410	Canvass Expenses							
5.100.420	Fundraising Expenses							
5.100.430	Book Cart Expense							
Administration & Operational Support								
5.100.010	Board Discretionary Funds							
5.100.020	Pastoral Care Expense							
5.100.030	Contributions to Reserves				Monthly payment			
5.100.520	Denominational Dues				Monthly payment. Our current dues are based on our 2021-2022 FY figures, which is why they are lower than normal.			
5.100.525	Insurance				Monthly payment - Our payment in June carried our insurance through July. New premiums go into effect in August			
5.100.530	Office Expense							
5.100.535	Pianist/Accompanist - Contractor				Monthly payments to our pianists			
5.100.540	Bookkeeper				Contract with Mignon Craig, bookkeeper			
5.100.545	Telephone & Internet				Includes contract with Cox Communications, webhost and other related services			
5.100.550	Utilities - Electricity				GRU/electric & water expenses			
5.100.560	Waste Disposal				Contract with Waste Pro			
5.100.570	Custodial Service				Contract with One Guy Cleaning & Repair, Inc., Juan Rivera proprieter			
5.100.572	Custodial Supplies							
5.100.575	Facilities Maintenance							
5.100.580	Backflow and Fire Suppression							
5.100.583	Security & Safety				We are now paying for background checks using the Security line item.			
5.100.585	Pest Control				Melrose Pest Control's annual termite treatment			
5.100.595	VANCO and Bank Fees				Vanco manages our online donations			

[illegible]

Unitarian Universalist Fellowship - Gainesville FL
Consolidated Fund Activity Report for July 2023

Wednesday, August 16, 2023

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.100.100	General Fund Balance	57,009.24	19,271.43	20,856.74	0.00	55,423.93
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	0.00	0.00	0.00	27,908.58
3.201.120	CUUPS Support Fund Balance	431.00	0.00	0.00	0.00	431.00
3.202.100	Music Support Fund	1,087.00	0.00	0.00	0.00	1,087.00
3.203.110	Memory Garden Fund	760.11	0.00	0.00	0.00	760.11
3.203.120	Courtyard Fund Balance	4,215.16	0.00	0.00	0.00	4,215.16
3.203.140	Interim Ministry Fund Balance	5,663.00	11,743.00	0.00	0.00	17,406.00
3.203.150	Labyrinth Fund Balance	0.00	2,000.00	0.00	0.00	2,000.00
3.204.110	Book Cart Fund	312.00	112.00	0.00	0.00	424.00
3.206.100	<i>Foundation Grants</i>					
3.206.113	Youth Room Update (Grant) Fund Balance	1,463.36	0.00	0.00	0.00	1,463.36
3.206.114	General Assembly Youth Travel (Grant) Balance	4,188.80	0.00	278.17	0.00	3,910.63
3.206.140	UU Leadership Fund - Balance	4,519.40	0.00	900.00	0.00	3,619.40
3.206.141	OWL Fund (Grant) Balance	598.07	0.00	0.00	0.00	598.07
3.206.211	Labyrinth Repair (grant) Balance	2,500.00	0.00	2,000.00	0.00	500.00
3.210.100	<i>CYREC</i>					
3.210.110	RE Fund Balance	2,776.70	0.00	0.00	0.00	2,776.70
3.210.120	Youth Support Fund Balance	1,070.91	0.00	0.00	0.00	1,070.91
3.210.160	Playground/Coffee Fund Balance	95.00	0.00	0.00	0.00	95.00
3.216.100	<i>Social Justice Fund</i>					
3.216.110	Social Justice Unallocated Funds	2,882.72	0.00	0.00	0.00	2,882.72
3.216.150	Pineridge Fund	1,216.98	0.00	0.00	0.00	1,216.98
3.216.160	Share The Plate Balance	457.60	839.00	457.60	0.00	839.00
3.400.100	<i>Future Funding & Capital Reserve Accounts Balance</i>					
3.404.110	Res. Fd for Large Scale Maintenance-Balance	53,994.57	0.00	0.00	0.00	53,994.57
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	UUFG Foundation Balance	428,765.57	0.00	0.00	14,580.11	443,345.68
3.500.250	Ministers Discretionary Fund Bank Account Balance	627.99	0.00	0.00	0.00	627.99
Total		\$1,771,113.76	\$33,965.43	\$24,492.51	\$14,580.11	\$1,795,166.79

Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
July 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	Mary Anthony	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) . Will be used to cover ministry expenses in coming years.
3.202.100	Music Support Fund	Beverly Sanders, Choir President	Donations/Events	Music program expenses not covered by the budgeted line item
3.203.110	Memory Garden Fund	Pete Turner & Tamara Evonne	Donations	For the maintenance of the memory garden. Main expenses are 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.
3.203.140	Interim Ministry Fund	Mary Anthony	Donations	Funds held to help pay salary and expenses of an interim minister.
3.203.150	Labrynth Fund	Debra Neill-Mareci	Donations	Funds to maintain and improve our labyrinth. Money transferred in July from Foundation grant line item per Denis Whittaker & family.
3.204.110	Book Cart Fund	Paul Hargrave	Sales	Book purchase income will be reallocated from this fund into the General Fund at the end of the year.
	Foundation Grants			
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
3.206.140	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. We are offering OWL courses beginning fall 2023 with one class running through spring 2024.
3.206.211	Labyrinth Repair (grant) Balance	Debra Neill-Mareci	Foundation	For labyrinth repairs and maintenance. Balance to return to Foundation.
	CYREC			
3.210.120	RE Fund Balance	James Chase		To benefit children & youth.

Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
July 2023

Account #	Account Name	Name	Source	Purpose
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		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 suppression system repair, air conditioners, roof replacement, exterior painting, etc.). In May, \$5000 went to parking lot resurfacing/sealing.
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.	Leah Cobb Lee & Mary Anthony	Donations	This is the balance in the Minister's Discretionary Fund Bank Acct, updated monthly.

Unitarian Universalist Fellowship - Gainesville FL
Balance Sheet as of July 31, 2023

Wednesday, August 16, 2023

Account #	Account Name	Beginning Balance	YTD Balance
Assets			
Cash			
1.000.130	Ameris Bank-Checking	92,081.23	101,509.38
1.000.140	Ameris Bank-Money Market	81,074.95	81,119.72
	Total Cash	\$173,156.18	\$182,629.10
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	428,765.57	443,345.68
1.100.250	Ministers Discretionary Fund Account	627.99	627.99
	Total Other Assets	\$429,393.56	\$443,973.67
	Total Assets	\$1,771,119.74	\$1,795,172.77
Liabilities			
Current Liabilities			
2.000.120	Payroll Taxes Payable	5.98	5.98
	Total Current Liabilities	\$5.98	\$5.98
	Total Liabilities	\$5.98	\$5.98
Fund Balance			
3.100.100	General Fund Balance	57,009.24	55,423.93
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	27,908.58
3.201.120	CUUPS Support Fund Balance	431.00	431.00
3.202.100	Music Support Fund	1,087.00	1,087.00
3.203.110	Memory Garden Fund	760.11	760.11
3.203.120	Courtyard Fund Balance	4,215.16	4,215.16
3.203.140	Interim Ministry Fund Balance	5,663.00	17,406.00
3.203.150	Labyrinth Fund Balance	0.00	2,000.00
3.204.110	Book Cart Fund	312.00	424.00
3.206.100	<i>Foundation Grants</i>		
3.206.113	Youth Room Update (Grant) Fund Balance	1,463.36	1,463.36
3.206.114	General Assembly Youth Travel (Grant) Balance	4,188.80	3,910.63
3.206.140	UU Leadership Fund - Balance	4,519.40	3,619.40
3.206.141	OWL Fund (Grant) Balance	598.07	598.07
3.206.211	Labyrinth Repair (grant) Balance	2,500.00	500.00
	Total Foundation Grants	\$13,269.63	\$10,091.46
3.210.100	<i>CYREC</i>		
3.210.110	RE Fund Balance	2,776.70	2,776.70
3.210.120	Youth Support Fund Balance	1,070.91	1,070.91
3.210.160	Playground/Coffee Fund Balance	95.00	95.00
	Total CYREC	\$3,942.61	\$3,942.61
3.216.100	<i>Social Justice Fund</i>		
3.216.110	Social Justice Unallocated Funds	2,882.72	2,882.72
3.216.150	Pineridge Fund	1,216.98	1,216.98
3.216.160	Share The Plate Balance	457.60	839.00
	Total Social Justice Fund	\$4,557.30	\$4,938.70
3.400.100	<i>Future Funding & Capital Reserve Accounts Balance</i>		
3.404.110	Res. Fd for Large Scale Maintenance- Balance	53,994.57	53,994.57
	Total Future Funding & Capital Reserve Accounts Balance	\$53,994.57	\$53,994.57
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	428,765.57	443,345.68
3.500.250	Ministers Discretionary Fund Bank Account Balance	627.99	627.99
	Total Fund Balance	\$1,771,113.76	\$1,795,166.79
	Total Liabilities and Fund Balance	\$1,771,119.74	\$1,795,172.77

Report on the Fellowship Council – Monthly Meeting (August 8, 2023 – 7:00 to 8:00pm)
Unitarian Universalist Fellowship of Gainesville, Florida

Meeting opened at 7:00pm with facilitator: Michael Hazlett, Governing Board Vice President.

Members Present: Liz Stewart (Worship Team); Debra Neill-Mareci (Greeters-Ushers); Mary Bahr (Social Justice Council); Marilyn Roberts (Facilities); Susan Christy (Recruiter For Welcome Team, Greeters Welcome Table, Visitors Table/Coffee Hour Hosts)

Meeting Opened with a Chalice lighting and reading. This was followed by a check-in by those present. Michael Hazlett reviewed with participants the language of the Charter for the Fellowship Council. While some committees are affiliated with the Fellowship Council, other committees and groups from worship council, membership, social justice council and “bringing together” groups are also welcome to monthly meetings.

Mike Hazlett requested monthly reports from Fellowship Council committees be sent to him so all reports can be collated and forwarded the UUFG Office Administrator and UUFG Governing Board for their information. Reports should be in word format and be around one to two paragraphs in length. Each committee reporting should share successes and needs in the report for that month.

Fellowship Council participants discussed increasing the level of participation in the Council. Invite to next meeting: It was the general consensus that selected committees and groups be invited to the next Fellowship Council meeting in September. Specifically, the Young Adults group (perhaps represented by Renee Richter) and the Membership Committee (represented by Mary Keith) should be invited initially. Other groups can be asked to participate at the beginning of Fellowship Council meetings to share such items as new programs, successful programs, needs for volunteers or resources for shared efforts at UUFG.

Discussion also turned to the need to promote social (bringing together) activities. Meals in member's homes or game nights. The question was raised if the Game Night should be on the listserv – perhaps contact Jeff Stevens.

It was suggested that the Fellowship Council send general query via News-and-Needs. This query would ask if any groups wish to be on the Fellowship Council listserv. Further they may also be asked if they wish to attend Fellowship Council so they may participate in topics and events being discussed.

A concern or possible suggestion for the Worship Associate and Worship Technician was raised. It was suggested that visitors and new members may be better informed of weekly UUFG activities if a ROTATING SLIDE of upcoming week's activities were projected beginning 15 mins before service starts (10:45). It was also suggested that the Worship graphics add the hymn numbers added to the slide and the slide text font be larger, as in a narrow font in a larger size than currently used. It was also suggested that a hardcopy handout of the upcoming week's activities be available in the foyer.

The Hazlett's 50th wedding celebration was announced. August 20th after Sunday Service they will provide cake and snakes in celebration of 50 years together. The Hazlett's have bought a set of small Corelle plates for Hospitality gatherings. Corelle wear is much lighter for the kitchen volunteers. Please do not send cards. If you desire you may make donations to the

Pride Center of Gainesville, (gainesvillepride.org), 3131 NW 13TH Street, Suite 9, Gainesville, Florida 32609. <tel:3523778915>.

The next meeting of the Fellowship Council is scheduled for September 10th at 7:00 pm (via Zoom). An agenda and notifications will be forward in the first week of September.

The Fellowship Council meeting closed at 8:00pm with the extinguishing of the chalice and final reading.

Submitted by Michael Hazlett, Governing Council Vice President.

Membership Report for August 2023 (Judith Kendall for Mary Keith)

On Aug 13, 2023, at 4:01 PM, Judith Kendall <judithkendall@cox.net> wrote:

Hi, Mary, here is the email you requested summarizing our meeting yesterday. I WILL continue being responsible for the "Path to Membership," including

- Working the Visitor Information table in the Social Hall,
- Signing people up for and conducting monthly Newcomer Orientation sessions,
- Following up with people who attend those sessions to see if they are interested in membership
- Providing "new member" packets (covenant forms to be signed, interest inventory, bio form, and pledge card) and meeting with potential members to review and complete the forms.
- Receiving the completed forms and returning to Cam.
- Writing bios of new members and submitting to Cam for Gazette prior to New Member Sunday
- Sending information about new member interest to the appropriate committee chairs or other groups as indicated in the interest inventories.
- Coordinating photo taking for the directory.
- Recruiting mentors to introduce new members at New Member service and to help new members integrate into the congregation. I will either collaborate with you or inform you of the mentor selection.

I will NOT

Coordinate the New Member Service with the minister

Represent the Membership Committee on stage during the new member service inductions

Follow up with new members and mentors after the New Member service (I will be busy with the next cohort)

Follow up with committees/groups to see if they have reached out to new members.

YOU have agreed to order seven principles bookmarks and "We are UU" red brochures to replenish our stock. You can call Cam and ask him to do this on the office credit card and charge to our account. In addition, we need to clean out the Membership storage shelves and see what brochures are there. I could do that before or after service sometime.

Also, I talked with James today as I was leaving after orientation, and they are reaching out to families through the home schooling network and several Facebook groups. James says that young people don't read print any more, and social media is the most effective way to reach them. I told James to get with you to come up with an outreach plan. I think James will be activating the parent group again, OWL will be offered, so it sounds like things are moving. Several kids were there today. Perhaps Membership could sponsor a parent gathering with refreshments and talk about our congregation?

Mike, I am copying you, as you have become an integral part of the Membership Process with your support for the after-service work. Thank you!

Forward!

Judith Kendall (Leadership Development)

Social Justice Report - August & September 2023 (Mary Bahr)

August - September Calendar:

August 7th: online congregational meeting on August 7, 2023 at 6:30 PM, to ask the congregation to vote on the solar panel project and the UUFG masking policy.

This will be a binding vote on the solar issue. Tim Christy will present on our solar project. Members, please attend this important online meeting!

August 12 - Bread of the Mighty Food Bank volunteering 10:00-12:00.

August 20th: Share the Plate Sunday for Grace Marketplace

We will not have a 10am discussion that day because the speaker in the Service is from GRACE Marketplace.

August 26: Susan B Anthony luncheon at the Best Western, 35\$ per person to attend. Social Justice is a sponsor which entitles us to a table at the event.

Final planning meeting for our September 10th environmental fair. We will also discuss the plan to build a solar array at UUFG after the congregational vote.

August 27th: The Fourth of 5 discussions of the Climate Book. This section addresses what we have done so far to address the climate crisis. We are discussing one section of the book per month, on the fourth Sunday of the month at 3:00 PM. The August discussion will cover what we have done so far to address the Climate Crisis. We read sections and discuss them and welcome anyone to join whether you have read the current section or not. This is on Zoom only in August but we are planning to hold a hybrid (in person and on Zoom) meeting for our last section which addresses what we can do to fight the Climate Crisis Now!

September 9 - Bread of the Mighty Food Bank volunteering 10:00-12:00.

September 10th: Environmental Fair with tabling, a sustainable foods lunch and more information on discounts from the IRA climate change bill to subsidize energy efficient home improvements.

September 24th service on Florida voting laws and how to make sure you and your friends votes count in the Primary. Social Justice will be tabling after service this Fall to provide voter information and help people check their registration and absentee ballot status.

Winter Plans Preview:

Projects for our Winter antiracist activities:

- Classes on 1619 Project (ask Richard McMasters if he would teach this)
- Find someone or an online program to teach Critical Race Theory
- Have an after-service Banned books activity as they have done at Oak Hammock with sample books on tables in the Fellowship Hall and a librarian speaker. (Alice G)
- Continue to support afterschool programs at Pine Ridge and volunteer to be an ally for Porters Community to develop after-school programs for children in Porters and gain local access to their Community Center which is presently locked with keys held only by City employees.

Update: the wider congregation is outraged about book banning and Paul Hargrave is developing a banned book library and is looking for donations.

Facilities Report for June, July and August 2023 (Marilyn Roberts)

June 6, 2023

A good job was done in our parking lot. It was cleaned, sealed and the lines repainted. Three good sized patches were done too. It was decided to replace the social hall canopy with something less expensive, more durable and easier to put up and take down when storms threaten.

Tom and Debra Mareci helped plan, purchase and install a shade sail that will attach to the building and shade the patio area with no frame to assemble. It will be supported by 2 hooks in the soffit and two tall poles in the grass beyond the patio. Installation will happen this week or soon after.

Last sparkle Saturday the dead lemon tree and many low hanging branches were removed. A new battery operated blower has been added to our tool collection. The battery charging station is now in the kitchen on the small shelf beside the back exterior door, next to the toaster. Near the end of this month we have scheduled replacement of the fogged window in the sanctuary. Sheas Glass gave us a surprisingly acceptable price.

The six bar top black tables that were stored in the big shed have been moved to the sound room. But you'll have to look hard to find them. The six that we use on Sundays remain in the social hall.

Submitted by
Marilyn Roberts

No Reports submitted from Worship, Children or Young Adult Groups, Choir or Communications.



UUFG Governing Board Meeting Agenda

July 24, 2023

Board members present: Leah Cobb Lee, Mike Hazlett, Mary Anthony, Erin Parish, Norden Lucke, Tom Mareci, Tim Christy

Board Members absent: none

Congregants present: Harry Mangle, Judith Kendall, David Willkomm, Jim Wright, Kirsten Flamand

1. Gathering and Meeting Preparation

- a. Welcome, Call to order at 6:31pm, We have a quorum.
- b. Chalice lighting and reading by Leah Cobb Lee
- 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 roles: Mary Anthony is timekeeper, Erin Parish will do gratitudes, no external observer.
 - f. Assign roles and confirm meeting agenda

2. Congregational Input:

1. Judith Kendall said Leadership Development Cmte(LDC) is there for major support of Board and is available for assistance and training.
2. David Willkomm would like Board's help in forming ad hoc cmte for streaming 2024 GA live. He would like to see a large participation by congregation and is willing to serve on that cmte.
3. Jim Wright stated 9-10 people have shown interest in helping with pastoral care. There will be a mtg in Aug. Would like Board liaison there.

3. Consent Agenda:

- a. Staff Report (Att 1 and Att 2)
- b. Treasurer's Report for June 2023 (Att 3)
- c. Minutes of June 26, 2023 Board Meeting (Att 4)

MOTION: Leah moved to accept consent agenda. Mary seconded, and the motion was passed unanimously.

4. Discussion, Action Items, Visioning

- a. GINI Pledge (Att 5) - Leah, Lauren Samuels felt it went with UU principles and would like UUFG to sign pledge and get certificate.

MOTION - The Board authorizes Leah to sign pledge as President of Fellowship. Tim seconds. Passed unanimously.

- b. UU Honor Congregation (Att 6) - Leah, Paid full share to UUA, renewed for next year by UUA.
- c. UU General Assembly - Leah, GA delegates talk to congregation, we did that at 7/23/23 service. Leah, David Willkomm had good idea to stream next year's GA at Fellowship for people to watch.

5. Leadership and Governance

- a. Board Retreat Discussion - Leah, we will meet with LDC in person or hybrid ½ to full day for strategies, goals and to make plans for this year. Tim can join virtually. Will be sometime soon. Leah will plan with Judith on date.

b. Review new Board liaison roles - Tom, trustee, finance cmte, capital campaigns, fundraising (auction, etc.), pledge team. Tim, trustee, membership (1 person right now), LDC, right relations team (none right now).

Norden, trustee, facilities, personnel cmte (2 persons right now), rental advisory group, security.

Leah, president, governance, strategic planning, LDC, UUFG foundation.

Mary, treasurer, audit team, finance cmte, bookkeeper, UUFG foundation.

Mike, vice president, cmte on ministry, governance, finance.

Erin, secretary, communications, membership, public/ community relations.

c. Governance Manual - Leah, everyone needs governance manual either online or paper. Can get from office.

d. Contract Minister search update - Tim, talked to people at GA, there is a shortage of ministers. 16 congregations did not get ministers. Mary, new ministers not interested in parish ministry. Mike we should look at beginning interim minister search again. Mary, should begin in October.

e. Choir director candidate update - Kirsten Flamand, personnel cmte and Liz Stewart interviewed Shana Smith. (Shana Banana). Shana was with Unity in St Pete, Zen Master, started studying Zen with Meredith. Son is going to Eastside this fall. Per Bev Sanders Shana is doing anthem with choir at 7/30 service. Also playing guitar and singing for offertory and dropping of stones. Shana would also be able to do services. Thoughts are start her out as Choir Director and eventually move to Music Director. Shana would be able to start end of August. Mary expressed concern if Music Director, would she have background to pick hymns for service since not UU. Kirsten stated choir can help with that and Touchstones lists appropriate hymn. Kirsten has watched video of Shana speaking at Unity and feels that it meshed with UU values. Mike asked whether the Board should take Shana to lunch or dinner in order to get to know each other.

Leah will look into that.

f. Staff Meetings - Leah, anybody on Board qualified to do staff meetings? Mike, Leah and I could do collectively.

6. Executive Session

Mary moves for board to begin contract discussion with Rev. Traci Barrett.

Discussion

Mike calls the question.

Board votes unanimously to begin contract negotiations with Rev. Traci Barrett.

End of Executive session

7. Wrap Up

- a. Emerging concerns – Tim, not August 3 deadline for solar to get government rebate. Go to us.gov for procedure to file. IRS writes check for 30% rebate, there is a year to 18 month lag time in receiving check. Tim, go to Foundation for loan for that amount of time and pay back.
- b. Calendaring and action items – congressional meeting via zoom to discuss masking policy and vote on solar, August 6 at 6:30 pm via zoom. Per Tom, will need parliamentarian. Leah, Cam will count paper ballots and Leah will count online zoom vote.

ACTION ITEM: Leah get with Judith about date for Board retreat.

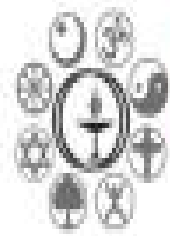
Meet with Rev Traci to begin contract negotiations.

August 7 congregational meeting via zoom

- c. Gratitude notes – Martha Davis helped out fellow UU Katy. Erin will write.
- d. Board process- external observer, none
- e. Next meeting – August 28, 2023

8. Adjourned early

Respectfully submitted by Erin Parish
UUFG Board Secretary



Unitarian Universalist Fellowship of Gainesville

UUFG Congregational Meeting on Solar Initiative and Discuss Masking Policy 7 August 2023, 6:30 PM

Welcome, call to order – Leah Cobb Lee, President, called the meeting

Chalice Lighting and Opening Words – Leah Cobb Lee read the chalice lighting words.

Establishment of a Quorum - Leah Cobb Lee stated that the total membership is 151 and the total voting members is 149 . Bylaws require 20% for a quorum to transact business. A quorum is thus 30 members. Erin Parish stated, we have a quorum, as 12 absentee ballots were received and 28 were in attendance. Absentee ballots count toward establishing a quorum.

Reading of the Congregational Covenant

Masking Policy Discussion- Current policy , required during Sunday service because of singing. Not required at in person meetings unless requested by someone in attendance.

Aaron Broadwell - Time to change, can see request to wear mask makes some visitors not come back, personally get headache because of wearing.

David Willkomm -Likes current policy if somebody wants masks will wear masks, new round of covid, should remain as is.

Jim Wright-Misses connection of seeing peoples faces at worship services, would like policy relaxed. Perceives split in congregation. Have signs stating if you are sick of have been exposed to covid wear mask.

Anna Deyle - Keep masking policy for service. Have language to keep eye on covid rates if reaches certain level to put masks back on. Likes meeting policy.

Alice Primack -Prefer wear masks, daughter in law works in er, a lot of cases coming in.

Mary Keith -Looks at CDC for guidance, if take precautions are at little risk, covid is now endemic, have to learn to deal with it, masks for large part do not make a lot of difference unless you are contagious, if masks make you feel better do it, nothing new on CDC website, can accommodate people who want to be careful can provide more space, just as much danger in fellowship hall after service.

Cindy Prabst- how will we know when time to change

Tim Christy - NIH n95 masks protect you from covid, changes who takes ownership of protection, change tenor of responsibility

Barbara Palmer - Thinks onus should be on person who wants to wear mask.

Liz Stewart - Has board considered air quality monitoring or HEPA filters? In touch with someone who can build filters for about \$100 each.

Alice Gridley -Live in retirement community have to be cautious, have 16 cases where I live now. For a while do as much zoom and still wear mask. Malaria and leprosy in FL good idea to stay up to date on health precautions.

Marilyn Roberts - Prefer not to be required to wear mask, should be able to wear one if needed. Very easy to be 6 ft away from people and wear mask. I'll do what's decided.

Doris Hargrave - Disconnect between sitting masked in service and then going into social hall, now endemic, should be individual decision.

Debra Neill-Mareci - Covid is transmissible, cases are going up. It is a personal choice. I have major health problems and keep mask on, very rarely eat after service.

Solar Panel Discussion & Vote

Alice Gridley thanks many people who helped with project. Honors memory of Barney Capehart for planting seed. Introduces Tim Christy board liaison for solar project.

Tim Christy - Federal government has 30% rebate. File backward tax return for panels and seems at some point IR cuts check. Could take 12mo to reimburse. Bd working on legal document for special fund if rebate does not happen you get money back. We're over half way there.

David Willkomm- On an annual basis panels need to be cleaned, maintenance cost needs to be worked in. Would be good to have charging stations to offset cost. Maybe hybrid 3-5 yrs ground based.

Tom Mareci- What would total cost be without rebate? Plan on entire cost because of political environment. How will we finance?

Alice Gridley - Ballpark 90,000-110,000, have 60,000 committed.

Alice Gridley -One vendor cleaning is part of pkg.

Alice Gridley - 80,000 will be covered roughly we could look at grants. 30% very likely to happen.

Tim Christy - Could change next Nov, puts onus on us to act. As long as Dems will not be overturned. Need to decide want to do it, then can start formal fundraising.

Cindy Prabst- In favor doing what we can to deal with climate change, what is social justice part, more people using solar, people not using solar paying more for electricity, concerned on social justice part for those folks who can least afford.

Mary Anthony - Bank acct for project is separate acct, form for returning funds place to designate if want to use for tax benefits.

Mike Hazlett-3rd house with solar, NE house generates more electricity get rebate, somebody who will purchase that house will pay less for electricity. If church enters into contract that is when 30% rebate time begins.

Mary Keith -Behind project, this summer proof of climate change. Need to do something positive as church that believes in interdependent web of existence. Selling point to younger people.

Mary Bahr -Solar array 8 yrs, we paid for array for city. Electricity don't use goes to neighbors, GRU makes profit on electricity we do provide.

Alice Primack - Something we should do, the right thing to do be an example for other churches, goes along with our values.

Tim Christy - Save a lot of Co2 over life cycle. We can make a positive impact on environment. We should do this cause its right thing to do. Will GRU reimburse us for making extra power? Up in air now if GRU will reimburse. Least important part will not lose money. 30% rebate from Federal government for installment from white house.gov.

Motion

Tim Christy- To affirm the Social Justice Committee's plan to have a solar photovoltaic system installed on Sanctuary roof and to start fund raising.

Tom and Barbara Palmer second

Voting. 47 yes and 5 no. No abstentions Motion passes.

Closing Words by Leah

Adjournment: The meeting was closed at 7:30 pm

Respectfully submitted,

Erin Parish , Board Secretary 8/8/2023



Unitarian Universalist Fellowship of Gainesville

To: Governing Board

From: Staff

Date: August 23, 2023

RE: Congregational Admin Report to the Board

Membership

We currently have 151 members and 25 supporting friends on our rolls, both unchanged from last month. Last year at this time we reported 150 members and 25 supporting friends.

Sunday Service Attendance

Sundays, July 2023 –

- Average in person attendance for five Sundays: 61
- Average YouTube visits for four Sundays: 84
- Total average participation for five Sundays: 128
- Current YouTube subscribers: 259

Date	YouTube	In-Person Attendance	Total
7/2/2023	92	57	149
7/9/2023	66	54	120
7/16/2023	N/A	58	58
7/23/2023	108	59	167
7/30/2023	70	76	146

Sundays, July 2022 –

- Average in person attendance: 46
- Average YouTube visits: 72
- Total average participation: 118
- Our YouTube channel now has 201 subscribers.

Date	YouTube	In-Person Attendance	Total
7/3/2022	70	47	117
7/10/2022	86	62	148
7/17/2022	74	36	110
7/24/2022	64	38	102
7/31/2022	64	47	111

Attendance for July

07/02/2023	HUUGG / Humanist Class	K Anderson	11
07/02/2023	Sunday Service - in person		45
07/02/2023	Sunday Service - online		92
07/02/2023	RE	J Chase	9k, 3a
07/04/2023	Meditation	P Turner	9
07/05/2023	Pickleball	K Flamand	cancelled
07/05/2023	Worship Team	L Stewart	12
07/08/2023	Buildings & Grounds Work Morning	M Roberts	6
07/09/2023	Sunday Service - in person		45
07/09/2023	Sunday Service - online		66
07/09/2023	RE	J Chase	6k 3a
07/11/2023	Meditation	P Turner	8
07/11/2023	Humanist Circle	A Tweedy	6
07/12/2023	Pickleball	K Flamand	7
07/12/2023	Young Adult Group	K Hagan	
07/13/2023	UUFG Men's Lunch Group	T Bullock	8
07/15/2023	UU Book Circle	M Soles	6
07/16/2023	HUUGG / Humanist Class	K Anderson	4
07/16/2023	Social Justice Discussion	A Primack	0
07/16/2023	Sunday Service - in person		58
07/16/2023	Sunday Service - online		service deleted
07/16/2023	RE	J Chase	4k, 3a
07/16/2023	Social Justice Circle	M Bahr	
07/18/2023	Morning Meditation	P Turner	7
07/19/2023	Pickleball	K Flamand	cancelled
07/19/2023	Touchtones Discussion Group	D Neill-Mareci	6
07/23/2023	Sunday Service - in person		54
07/23/2023	Sunday Service - online		108
07/23/2023	RE	J Chase	2k, 3a
07/23/2023	Common Read Discussion	M Bahr	5
07/24/2023	Governing Board	E Parish	7
07/25/2023	Morning Meditation	D DePuydt	
07/25/2023	Humanist Circle	A Tweedy	6
07/26/2023	Pickleball	K Flamand	12
07/26/2023	Young Adult Group	K Hagan	,
07/30/2023	Sunday Service - in person		70
07/30/2023	Sunday Service - online		70
07/30/2023	RE	J Chase	3k, 3a

UUFG Office Notes

Travel

I was on vacation from July 13 through July 26. We have a good group of volunteers who are looking after the Fellowship and checking messages in my absences.

Rentals

Our summers are generally slow. Our main renter was, as usual, the Gainesville Bridge Club, though we did rent out the Phillips Social Hall for a birthday party. The Paynes Prairie Chapter of the Florida Native Plant Society has booked monthly rentals starting in September and running through May.

Mailings & Communications

I continue to send the link to monthly Touchstone Journals via MailChimp with some hard copies mailed to a few members who requested that service. Also as usual, I sent out anniversary letters to all members who have joined the Fellowship in July as well as creating weekly Gazettes and Chalice Connections, using a new letter from the new board.

As Garrett Hecker has moved away, I have now begun managing our Touchstone Facebook posts (daily pictures with descriptions).

Finance

I reconciled our July banking account statement and helped prepare the monthly financial report published in August in the Gazette. I also worked with Mary to put the new fiscal year budget into Church Windows and sent out the end-of-year giving statements to the congregation. As I was out of town, I did not attend the July Finance Committee meeting, but I did attend the committee's August meeting.

Website and Technology

I have updated our website to include a "Positions Available" page. Currently, only "childcare provider" is listed. Other positions available include Music Director, Audiovisual Technician, and Bookkeeper. However, Kirsten Flamand has requested holding off on the Music Director posting until other dialogues are completed. Similarly, we are holding off on the AV posting until salary information is confirmed. Kirsten indicated that we may have a lead for bookkeeper. We have a new computer for the Sound Room but it needs to be installed.

Safety Committee

I attended the August 9 Safety Team meeting, chaired by Jonathan Coron. Discussion centered on the recent arson attack on the UU Church in Plano, TX. Noting that the attack was provoked by a YouTube video posted by a visitor, we discussed how such a situation might have been better managed and if our Sunday facilitators should receive some extra training to deal with such situations. We note, for instance, that UUFG is private property – that people do not to video record without permission (although of course we broadcast and post our services on YouTube, so in that regard the Fellowship's positions on various issues is pretty transparent).

We also discussed pursuing a possible Foundation grant in the fall to install some video cameras. Joe Rowe has researched some options.

Care Team

Jim Wright, noting the absence of a minister, has assembled an ad hoc team of UUFG members who are willing to help meet some basic pastoral needs. I am on the listserv and a Telegram group account the Joe Rowe set up that the group is using to discuss individual needs more confidentially than might be done via email.

Office Help

Many thanks to the volunteers who checked messages, gathered mail and walked through the Fellowship during my travels to New Mexico and Iceland. These volunteers include Tom Bullock, James Chase, Debra Neill-Mareci, Gene Cowell, Diane DePuyt, Kirsten Flamand and Mike Hazlett.

August 22, 2023

To: UUFG Board

From: UUFG Finance Committee

The Finance Committee met Monday night, August 21st. Among other things, we discussed the type of compensation package that would be offered to a new A/V Technician. We recommend to the Board that the position be compensated somewhere between \$19/hr - \$25/hr, dependent on the qualification and experience of the candidate. We further recommend that the new A/V technician be paid based on actual hours worked.

In Fellowship,

Jim Wright, Chair