



# Unitarian Universalist Fellowship of Gainesville

## UUFG Governing Board Meeting Agenda

August 13, 2025 – 7:00pm to 9:00 pm

### UUFG Covenant

In our relationships to one another, we covenant to:

- Respect and value every person in our congregation during times of agreement and disagreement,
- Minister to each other, celebrate our joys and give support in times of sorrow,
- Make decisions through a democratic process, participate, and respect the outcomes of the collective wisdom,
- Set a positive example for children through our words, actions and instructions, while cherishing them as unique individuals,
- Give our time, energy, voices and economic resources to the common good,
- In all things be guided by our Unitarian Universalist principles.

- 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 values and principles, together we guide our congregation and its mission and vision with transparency, gratitude, trust 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. Board Meeting Minutes June 2025 (Attachment 1)
  - b. Congregational Admin Report (Attachment 2)
  - c. Treasurer's Report June 2025 (Attachment 3)
  - d. Fellowship Council Report (Attachment 4)
  - e. RE Report (Attachment 5)
  - f. Solar Panel Rebate, Report from Alice Gridley (Attachment 6)
- 4. [7:05 pm] Action Items and Items for Consideration** **15 min**
  - a. Follow-up June/July action items
    - i. UUA General Assembly delegates share with Congregation
  - b. Open and transparent committee meetings, where appropriate
  - c. Commission Pastoral Caregivers; Care Team
  - d. Training and commissioning of Lay Chaplains
  - e. Politics in the pulpit
  - f. US Flag display
  - g. Governance Manual revisions, President's assignment to Trustees' and volunteers
  - h. Google nonprofit workspace, <https://www.google.com/nonprofits/offerings/workspace/>



## Unitarian Universalist Fellowship of Gainesville

### 5. [7:20 pm] Governance and finances

60 min

- a. Board Goals for 2025-26 from the Board Retreat
  - i. **Refine Core Identity:** Facilitate congregational review and revision of our Vision, Mission, and Covenant and creation of congregational goals.
  - ii. **Strategic Staffing:** Address ministerial and staffing needs, roles, and compensation to support congregational life.
  - iii. **Steward Shared Assets:** Improve governance through policy updates (including public/private spaces), ensure financial transparency, and manage our facility needs for long-term sustainability.
- b. UUFG Insurance ( Attachment 18)
- c. Offer from David Etherington (Attachment 17)
- d. A/V Tech Candidate employment (Attachment 7)
- e. Budget projections for 2025-26 and 2026-27 (Attachment 8)
- f. Congregational Meeting for new budget approval
- g. Communications Committee Charter, first reading (Attachment 16)
- h. Foundation nominates Doris Hargrave to become the Education Director replacing Rose Cole (attachment 15)
- i. Membership Committee Chair appointment (postponed), Patrice Roth
- j. Alice Primack Memorial Award (Attachment 14)
- k. Items for discussion and decision from the Administrators Report
  - i. Tree work — Quote from Sky (Attachment 9)
  - ii. Text messaging — Would the board like to implement text messages to the congregation?
  - iii. Anniversary letters — Would the board like to send anniversary letters to congregants this year? If so, I've included letters from the last two years for your consideration. (Attachments 10 and 11).
- l. Organization Chart review (Attachment 12)
- m. Winterfest Community Celebration (Attachment 13)

### 6. [8:10 pm] Wrap up

10 min

- a. Emerging Concerns
- b. Action Items and Calendaring
- c. Gratitude notes
- d. Board Process – external observer
- e. Next meeting September 10, 2025
- f.

### 7. [8:30] Adjournment



### Summary June 2025 Board Minutes

Board members present: Rev. JeKaren Bell, Leah Cobb Lee, Tom Mareci, Mary Anthony, Erin Parish, Norden Lucke, Kristin Stevens

Congregants present: David Willkomm, George Dondanville, Judith Kendall, Peggy Maloney, Katelin Rhan

- No Congregational input
- Liberty Mutual not renewing policies that cover building use (mainly because of volume of solar panels on roof) and “abuse and molestation”.
- Recommended to move all policies over to Philadelphia so policies are all in one place.
- Will have to seek separate policy for wind damage.
- Joy of Lord Ministries will pay for \$185 repair fee for backflow repair with June invoice.
- We now have Communications Committee
- Leah Cobb Lee moves to approve consent agenda with removal of Ministerial Continuity Working Group. Kristin Stevens seconds. Passes unanimously.
- Ministerial Continuity Working Group’s Report. Report has following proposals to proceed with no minister:
  - Staff member do self-evaluations and discuss them with the Board.
  - Care Team do basic pastoral care, if advanced care is needed it would be referred out.
  - Lay chaplaincy.
  - Create full time Congregational Life Facilitator position.
  - Make Congregational Administrator full time.
  - Develop outreach to outside community.
  - Congregation go through process of discerning our mission, vision and covenant.
- Discussion about reconstituting Policy Revision Working Group. Will hold off on that until next Board meeting.
- Discussion on General Assembly delegates sharing their experience with congregation and how new Board wants to handle that.
- There is a Virtual hymnal with new hymns, it is a subscription, not sure of cost right now.
- Discussion on having Congregational meeting on new budget. Need to work with Finance Committee first.
- Work to have Congregational meeting end of August.
- Leah Cobb Lee will tell Cam he can move forward on renewing license for Alachua County voting location.



- RE Fundraisers Approval
  - Discussion on Photography fundraiser for Carousel Therapy Horses. Need to find put more information from James Chase.
  - Youth Group Fundraisers to replenish their Youth Fund and support ongoing programming:
  - Bake Sale after upcoming “Have Your Cake and Eat It Too” service in July.
  - Car Wash (before/during service, early August.
  - Kristin Stevens moves to approve Bake Sale in July and Car Wash in early August with funds going into Youth Group Fund. Norden Lucke seconds. Passes unanimously
- George Dondanville resigns from position of Board Secretary from 2025-2026 Board. Does not think he is suited for role and will take on role of Trustee.
- Katelin Rhan resigns from role of Trustee for 2025-2026 Board and will take on role of Secretary.
  - Mary Anthony moves for Katelin Rhan to be Board Secretary for 2025-2026 fiscal year. Leah Cobb Lee seconds. Passes unanimously.
  - Mary Anthony moves that George Dondanville replace Tim Christy for Board Trustee for 2025-2026 fiscal year. Tom Mareci seconds. Passes unanimously.
- As of July 1, 2025, our governing board officers will change from Leah Cobb Lee, Erin Parish, Mary Anthony and Thomas Mareci to Thomas Mareci (President), Kristin Stevens (Vice President), Beverly Sanders (Treasurer) and Katelin Rhan (Secretary). Also, Rev. JeKaren Bell will be ending her employment as UUFG’s minister on June 30. Consequently, our signatories will change on our Checking Account, Money Market Account, and our Ministers Discretionary Fund account to reflect our leadership starting on July 1.
- Mary Anthony moves that the Checking, Money Market, CD and Safety Deposit Account signatories will change as of July 1, removing Leah Cobb Lee, Erin Parish, and Mary Anthony, and adding Kristin Stevens, Beverly Sanders and Katelin Rhan as signatories to the accounts. Kristin Stevens seconds. Passes unanimously.
- Mary Anthony likewise moves that our Minister’s Discretionary Fund Checking Account signatories will change on July 1, 2025, from Rev. JeKaren Bell, Leah Cobb Lee and Mary Anthony to Thomas Mareci and Beverly Sanders. Leah Cobb Lee seconds. Passes unanimously.
- A/V Tech Candidate Interview
  - Interviewers should consist of: Chief of Staff, Board member, supervising staff member, congregational member.



- Job Descriptions Third Readings:
  - Administration Professional Job Description
  - Audio-Visual Technician Job Description
  - Childcare Provider Job Description
  - Music Provider Job Description
  - Religious Education Professional Job Description
  - Leah Cobb Lee moves to approve all Job Descriptions. Norden Lucke seconds.  
Passes unanimously.
  - Approving new hours and salary rate for personnel starting in July for next fiscal year.
  - Can do it at next board meeting. Mary Anthony doesn't have salaries handy.
- Congregational Life Facilitator Job Description first reading
  - Provides resources to fill in when we have no minister.
  - Discussion about how things might shift if you get a minister. Great for what you need now without a minister. Should to talk to Southern Region and other congregations with same position to get details on how position is handled.
- LUUMEN Charter third reading
  - Organizational Chart review
  - Discussion on affinity groups. Affinity groups don't need to write Charter. Some under Fellowship Council and Board take responsibility of their job if no one is on committee. Can they be in both boxes?
- Membership Committee Chair Appointment – Patrice Roth
  - Discussion on appointing Patrice Roth as Membership Committee Chair.
  - Will get bio from Patrice and formal recommendation for her, put on next month's agenda.
- **Health insurance – 3rd reading**
  - **Third reading, modification to Personnel Manual, III. Employee**
  - **Benefits:**
  - **Group Insurance Not Offered**
  - **Health Insurance**
  - The Employer offers enrollment in the UUA Health Plan to eligible Employees. Employees who are expected to work at least 750 hours per year may enroll in the group health insurance plan sponsored by the congregation. For employees working at least 30 hours per week (0.75 FTE), the Employer pays up to 80 percent of their health insurance premiums, pro-rated as a percentage of time worked compared to a full-time (40 hours per week).

FTE	Hours worked per week	Hours worked per year	Percent of Premiums (80% x FTE)
1.00	40	2080	80%
.75	30	1560	60%



- Employees will be required to make their required contributions by payroll deduction or timely payment as appropriate. Consistent with federal law, if an Employee has health insurance through another qualified group plan (i.e. spouse's employer plan), the congregation will reimburse the incremental cost of the employee's coverage up to the value of the health benefit the Employee qualifies for in the above chart. The reimbursed amount is calculated as the difference between the cost of individual coverage and the cost of employee +spouse coverage in the other plan.
- **Other Health-Related Benefits**
- The Employer shall offer life insurance, dental insurance, and long-term disability insurance to Employees who work 750 hours or more a year, through enrollment in the UUA-sponsored plans. Premiums for coverage shall be paid by the Employee.
- Worker's Compensation
  - Kristin Stevens moves to approve changes to Personnel Manual to cover Health Insurance and other health related benefits. Leah Cobb Lee seconds. Passes unanimously.
  - Oct 11 reserved for Samara's ordination

### Wrap Up

- Thanked Leah Cobb Lee for serving as Board President for past 2 years, thanked Rev JeKaren for being our Minister for the past year.
- Gratitude Notes- Debra Neil-Mareci for Parliamentarian at Annual Meeting.
- Board Process – external observer, George Dondanville, worked great as a team.
- Next meeting July 22, 2025, sched TBD
- Retreat July 26<sup>th</sup>

Respectfully submitted by  
Erin Parish  
Board Secretary



To: Governing Board

From: Cam Pierce

Date: August 6, 2025

RE: Monthly Congregational Admin Report to the Board

## Membership Numbers

We have 161 members. Since the June 20 Governing Board meeting, Susan and Tim Christy have changed their status from “member” to “supporting friend,” and Wanda Turner died.

We currently have 31 supporting friends listed in our database.

## Sunday Service Attendance

Sundays, June & July 2025

- Average in person attendance for nine Sundays: 82
- Average YouTube visits for nine Sundays: 49
- Total average participation for nine Sundays with both YouTube and in person numbers: 131
- Current YouTube subscribers: 421
- In-Person

Date	YouTube	Attendance	Total
06/01/2025	88	78	166
06/08/2025	40	78	118
06/15/2025	37	67	104
06/22/2025	40	93	133
06/29/2025	69	85	154
07/06/2025	60	81	141
07/13/2025	25	73	98
07/20/2025	60	83	143
07/27/2025	22	97	119



Sunday, June 2024

- Average adult in person attendance for five Sundays: 52
- Average YouTube visits for three Sundays: 75 (on June 23 we streamed the General Assembly service. On June 30, we were unable to stream the service)
- Total average participation for three Sundays with both YouTube and in person numbers: 126
- Current YouTube subscribers: 325

Date	YouTube	In-Person	Total
		Attendance	
6/2/2024	57	69	126
6/9/2024	80	41	121
6/16/2024	88	42	130
6/23/2024	N/A*	38	
6/30/2024	N/A*	69	

\* Check counters accidentally disposed of collection envelopes with attendance data.

Sundays, July 2024

- Average adult in person attendance for four Sundays: 65
- Average YouTube visits for four Sundays: 70
- Total average participation for three Sundays with both YouTube and in person numbers: 135
- Current YouTube subscribers: 337

Date	YouTube	In-Person	Total
		Attendance	
7/7/2024	70	95	165
7/14/2024	107	62	169
7/21/2024	55	51	106
7/28/2024	49	53	102





## UUFG Office Notes

### Insurance

In I have been in communication with Connie Farmer, our insurance agent at HUB International, to obtain quotes for insurance coverage to replace Liberty Mutual. As I reported last month, Liberty Mutual abuse These policies expire on August 15, 2025. Our Workers Comp policy through Liberty Mutual is set to expire until December 5, 2025, but Connie recommends that we consider moving that over to our new insurance company as well.

I worked with James Chase to complete our various applications, preparing documents for Tom Mareci to sign as President. I also took pictures of our property that I included with our applications that we submitted to Connie, and answered various questions that have emerged in the application process.

Connie has provided quotes for commercial insurance (\$14,114.95) and participant accident insurance (\$300). Connie says we will soon have quotes for the remainder of insurance needs: General Liability, Abuse and Molestation, and Workers' Compensation.

### Rentals

Renters in February included Gainesville Bridge Club, Gainesville Secular Science, Paynes Prairie Chapter of the Florida Native Plant Society, and Joy of the Lord Outreach Ministries. A short chair yoga class now meets every Thursday.

### Joy of the Lord Ministries

Tom and I met with Pastor Diane Jackson and Deacon Bosie Jackson to finalize a new contract with Joy of the Lord. The new contract specifically states that JoL will not cover our symbols. JoL has also provided us with insurance documentation for their church that lists us as an additional insured.

### Safety Sign

The Safety Team is working on signs that they would like to post on various locations around the Fellowship. The Team has agreed on draft language. David Willkomm and Jonathan Coron are also seeking feedback from GDP, which the Team may incorporate. They will subsequently submit the sign language to the Fellowship Council for its consideration, and plans to incorporate that feedback in a submission to the Governing Board at its September meeting.



### Background Checks

James Chase has requested 12 new background checks for volunteers who will be working with our children and youth this coming year. I will facilitate these through Mind Your Business.

### Mailing & Communication Anniversary Letters

The 2025-2026 board will need to consider if they wish to continue sending out anniversary letters starting in July if so, that new letter will need to be written. I am attaching previous iterations for your reference.

### SMS/Texting Communications

Per various conversations about Communications with James and email correspondence with Sheila Bishop and Robin Moyle, I would ask the Fellowship to consider adding text messages to our Communications arsenal. According to various online sources, people are statistically much more likely to read a text than an email, and some of our newer members and parents have indicated a preference for texting.

I have expanded our MailChimp account to enable texting, so that I can learn the process. This added functionality costs \$20/month.

If the Board would like to pursue texting as Communication option, I can work with the Communications Committee to “roll out” the texting option to the congregation. We would need to define how we would use texts to the Congregation how they would work, how many they might expect in a week, and how we would manage texts through the office. Members who would like to receive text would have to “opt in.” I would likely create a google form for people to opt in.

### Internet and Wi-Fi

AT&T has completed installation of high-speed fiber optic cabling on NW 34<sup>th</sup> Street. I have been in contact with AT&T Customer service and plan to meet with a him and a wi-fi engineer via an online platform in the next week or so to discuss plan options and will report back to the Board. I believe that improved speed and functionality would benefit the Fellowship in other ways, for example allowing Zoom meetings in classrooms and better functioning of our Blink security cameras.

We are currently paying \$414.62/month to Cox Communications for three phone lines and two internet connections. The office has a 100 Mbps connection speed, and the Sanctuary connection in the Sound Room has a 300 Mbps speed.



AT&T is working up quotes, but it sounds like for a similar amount of money, we could get 5Gbps speed in the Sanctuary and 300 Mbps speed in the office.

#### Miscellaneous Communications

I continue sending postcards to first-time visitors using the postcard designed by James Chase and Debra Neill-Mareci.

I worked with Tom Mareci to help assemble the TV stand currently in the Phillips Hall, and I printed Board Retreat materials for Judith Kendall.

#### Website, Social Media, Online Presence

I updated service and other info on our website and Facebook page, and I added Sheila Bishop, Mary Anthony and Robin Moyle as users on our website, so they now have full editing capabilities for [www.uufg.org](http://www.uufg.org).

#### Finance

I participated in the Finance Committee's July Zoom meeting and prepared the Treasurer's report to the Board. Because the Governing Board has moved to the second Wednesday of each month, the Board in August will receive Treasurer's reports for June but not July. This pattern will continue in future months; for example, in September, the Board will receive the Treasurer's report for July.

I sent out end-of-fiscal-year statements to the congregation, and I emailed a message to the congregation on behalf of Beverly Sanders and Jim Wright and the Finance Committee reflecting on the past fiscal year.

Jim Wright has spoken with Steve Kattell, a CPA, to schedule a review of our bookkeeping and accounting practices. While this review won't be a full audit, it should provide us with very useful information and perspective. We are scheduled to meet on August 27.

I completed the Vanco Security Compliance forms so that we may continue to use our Vanco online payment platform.

#### Facilities

##### ***Tree Work***

Marilyn Roberts asked for quotes from Sky-Frog regarding work on trees up near the road off of the northwest corner of our parking loop.



While the arborist was here, I asked also for quotes on trimming back the trees hanging over our parking loop and trimming back the large branch extending over Classroom 1. I would recommend trimming back trees over the parking loop because larger trucks really have to push through the limbs. This situation became very apparent a month ago when we received a delivery of tables via a tractor-trailer.

**Personal Time**

Thus far I have used ten days of my 2024-2025 leave time. I wound up using “comp time” for my leave from Tuesday, July 29 through Friday, August 1.



# Unitarian Universalist Fellowship of Gainesville

Unitarian Universalist Fellowship - Gainesville FL									
Treasurer's Report as of June 2025 for General Fund									
Thursday, July 10, 2025									
Account #	Account Name	Period Activity June 2025	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining	
<b>Income</b>									
<b>Income to General Fund</b>									
<b>Sustaining Gifts-Members &amp; Friends</b>									
4.100.030	Current Years Pledges	27,864.60	24,392.00	297,774.39*	292,748.00	5,026.39	292,748.00	(5,026.39)	
4.100.050	Sunday Collect/Unidentified G	952.00	944.00	14,113.59*	11,394.00	2,719.59	11,394.00	(2,719.59)	
Total Sustaining Gifts-Members & Friends		\$28,816.60	\$25,336.00	\$311,887.98*	\$304,142.00	\$7,745.98	\$304,142.00	(\$7,745.98)	
<b>Miscellaneous Income</b>									
4.100.210	Rental Income	1,292.75	913.00	19,654.91*	11,000.00	8,654.91	11,000.00	(8,654.91)	
4.100.300	Special Activities and Auction	315.00	1,337.00	16,035.51*	16,000.00	35.51	16,000.00	(35.51)	
4.100.330	Interest	33.71	288.00	3,239.50	3,500.00	(260.50)	3,500.00	260.50	
4.100.430	Book Cart Income	0.00	25.00	1,000.00*	300.00	700.00	300.00	(700.00)	
Total Miscellaneous Income		\$1,641.46	\$2,563.00	\$39,929.92*	\$30,800.00	\$9,129.92	\$30,800.00	(\$9,129.92)	
Total Income to General Fund		\$30,458.06	\$27,899.00	\$351,817.90	\$334,942.00	\$16,875.90	\$334,942.00	(\$16,875.90)	
Total Income		\$30,458.06	\$27,899.00	\$351,817.90	\$334,942.00	\$16,875.90	\$334,942.00	(\$16,875.90)	
<b>Expense</b>									
<b>Expenses from General Fund</b>									
<b>Programs</b>									
5.100.110	Membership	121.05	63.00	514.57	800.00	(285.43)	800.00	285.43	
5.100.120	UU Leadership	0.00	50.00	400.00	600.00	(200.00)	600.00	200.00	
5.100.130	Social Justice	370.98	125.00	1,500.00	1,500.00	0.00	1,500.00	0.00	
5.100.140	RELATE	0.00	12.00	0.00	100.00	(100.00)	100.00	100.00	
5.100.150	CUUPS	0.00	19.00	131.49	250.00	(118.51)	250.00	118.51	
5.100.240	RE Program Activities	0.00	187.00	2,200.00	2,200.00	0.00	2,200.00	0.00	
5.100.270	Background Checks	188.25	50.00	1,463.00*	600.00	863.00	600.00	(863.00)	
5.100.280	Hospitality Budgeted	0.00	13.00	200.00	200.00	0.00	200.00	0.00	
5.100.300	Special Activities and Auction Expenses	0.00	87.00	925.20	1,000.00	(74.80)	1,000.00	74.80	
5.100.310	Worship - Sunday Services	308.43	613.00	2,250.12	7,400.00	(5,149.88)	7,400.00	5,149.88	
5.100.320	Music Program	276.82	200.00	1,607.27	2,000.00	(392.73)	2,000.00	392.73	
5.100.410	Canvass Expenses	0.00	0.00	508.84*	500.00	8.84	500.00	(8.84)	
5.100.430	Book Cart Expense	0.00	12.00	0.00	100.00	(100.00)	100.00	100.00	
Total Programs		\$1,265.53	\$1,431.00	\$11,700.49	\$17,250.00	(\$5,549.51)	\$17,250.00	\$5,549.51	
<b>Administration &amp; Operational Support</b>									
5.100.010	Board Discretionary Funds	0.00	87.00	740.00	1,000.00	(260.00)	1,000.00	260.00	
5.100.020	Pastoral Care Expense	0.00	13.00	73.00	200.00	(127.00)	200.00	127.00	
5.100.030	Contributions to Reserves	413.00	413.00	5,000.00	5,000.00	0.00	5,000.00	0.00	
5.100.520	Denominational Dues	1,345.00	1,425.00	17,078.00	17,078.00	0.00	17,078.00	0.00	
5.100.525	Insurance	1,813.72	1,587.00	23,142.14*	19,000.00	4,142.14	19,000.00	(4,142.14)	
5.100.530	Office Expense	377.67	587.00	6,606.26	7,000.00	(393.74)	7,000.00	393.74	
5.100.540	Bookkeeper	659.99	250.00	1,484.99	3,000.00	(1,515.01)	3,000.00	1,515.01	
5.100.545	Telephone & Internet	459.62	625.00	6,398.45	7,500.00	(1,101.55)	7,500.00	1,101.55	
5.100.550	Utilities - Electricity & Water	386.62	1,250.00	13,296.46	15,000.00	(1,703.54)	15,000.00	1,703.54	
5.100.560	Waste Disposal	225.73	213.00	2,532.04	2,600.00	(67.96)	2,600.00	67.96	
5.100.570	Custodial Service	900.00	900.00	10,800.00	10,800.00	0.00	10,800.00	0.00	
5.100.572	Custodial Supplies	41.28	66.00	664.93	825.00	(160.07)	825.00	160.07	
5.100.575	Facilities Maintenance	1,476.38	788.00	8,615.98	9,500.00	(884.02)	9,500.00	884.02	
5.100.580	Backflow and Fire Suppression	324.47	337.00	5,235.09*	4,000.00	1,235.09	4,000.00	(1,235.09)	
5.100.583	Security & Safety	121.18	62.00	294.16	700.00	(405.84)	700.00	405.84	



# Unitarian Universalist Fellowship of Gainesville

Unitarian Universalist Fellowship - Gainesville FL								
Treasurer's Report as of June 2025 for General Fund								
Thursday, July 10, 2025								
Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget
		June 2025						Remaining
5.100.585	Pest Control	0.00	0.00	400.00	400.00	0.00	400.00	0.00
5.100.590	Other Expenses inc Bank Fees	0.00		141.07				
5.100.595	VANCO, Online Platform and Bank Fees	201.43	163.00	2,079.05*	2,000.00	79.05	2,000.00	(79.05)
	Total Administration & Operational Support	\$8,746.09	\$8,766.00	\$104,581.62	\$105,603.00	(\$1,162.45)	\$105,603.00	\$1,162.45
Compensation & Related Expenses								
5.100.610	Ministers Salary	4,041.67	4,038.00	47,560.95	48,500.00	(939.05)	48,500.00	939.05
5.100.620	Ministers Housing Allowance	2,500.00	2,500.00	27,500.00	30,000.00	(2,500.00)	30,000.00	2,500.00
5.100.630	Ministers, In Lieu of Self Employment Tax	500.42	505.00	5,504.62	6,005.00	(500.38)	6,005.00	500.38
5.100.640	Ministers Pension Fund	708.33	712.00	8,499.96	8,500.00	(0.04)	8,500.00	0.04
5.100.650	Ministers Health Insurance	291.66	1,250.00	3,467.06	15,000.00	(11,532.94)	15,000.00	11,532.94
5.100.660	Ministerial Transition Expense	0.00	1,125.00	0.00	13,500.00	(13,500.00)	13,500.00	13,500.00
5.100.670	Ministers Professional Expenses	4,479.45	663.00	8,000.00	8,000.00	0.00	8,000.00	0.00
5.100.680	Contributions to Ministers Sabbatical Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.100.710	Congregational Administrator Salary	3,246.20	3,703.00	44,505.90*	44,480.00	25.90	44,480.00	(25.90)
5.100.712	Congregational Administrator-Professional Expenses	1,014.98	163.00	1,156.23	2,000.00	(843.77)	2,000.00	843.77
5.100.720	Choir Director Salary	1,850.00	1,850.00	21,989.54	22,200.00	(210.46)	22,200.00	210.46
5.100.722	Music Director's Professional Expenses	0.00	187.00	943.40	2,200.00	(1,256.60)	2,200.00	1,256.60
5.100.725	Pianist/Accompanist - Payroll	350.00	250.00	2,250.00	3,000.00	(750.00)	3,000.00	750.00
5.100.728	Audiovisual Technician	209.00	413.00	2,204.00	5,000.00	(2,796.00)	5,000.00	2,796.00
5.100.731	Director of RE Salary	3,361.80	2,250.00	33,653.59*	27,000.00	6,653.59	27,000.00	(6,653.59)
5.100.732	Director of Religious Education-Professional Exp.	1,518.14	225.00	2,864.13*	2,700.00	164.13	2,700.00	(164.13)
5.100.740	Child Care	701.25	663.00	8,334.25*	8,000.00	334.25	8,000.00	(334.25)
5.100.820	Staff Pensions	970.67	592.00	7,523.04*	7,148.00	375.04	7,148.00	(375.04)
5.100.910	Payroll Tax Expenses	716.68	681.00	8,704.97*	8,161.00	543.97	8,161.00	(543.97)
	Total Compensation & Related Expenses	\$26,460.25	\$21,770.00	\$234,661.64	\$261,394.00	(\$26,732.36)	\$261,394.00	\$26,732.36
	Total Expenses from General Fund	\$36,471.87	\$31,967.00	\$350,943.75	\$384,247.00	(\$33,444.32)	\$384,247.00	\$33,444.32
	Total Expense	\$36,471.87	\$31,967.00	\$350,943.75	\$384,247.00	(\$33,444.32)	\$384,247.00	\$33,444.32
	Difference	(\$6,013.81)	(\$4,068.00)	\$874.15	(\$49,305.00)		(\$49,305.00)	
* = Income/Expense exceeds amount budgeted to date								





Unitarian Universalist Fellowship - Gainesville, FL  
Budget Variance Report  
June 2025

Account #	Account Name	
<b>Income</b>		
<b>Income to General Fund</b>		
<b>Sustaining Gifts-Members &amp; Friends</b>		
4.100.030	Current Years Pledges	Pledge income for June is over budget by \$3,473; we complete our fiscal year with a pledge income \$5026 greater than budgeted.
4.100.050	Sunday Collect/Unidentified Giving	Our Sunday Collection income is also over budget for the FY by \$2720
<b>Miscellaneous Income</b>		
4.100.210	Rental Income	We exceeded budget for Miscellaneous Income for the year by \$9,130.
4.100.300	Special Activities-Auction	Main monthly rental income from the Gainesville Bridge Club and Joy of the Lord Outreach Ministries.
4.100.330	Interest	Income from sale of Paul Hargrave's second bike
4.100.430	Book Cart Income	In May we deposited interest income from our CD's
<b>Expense</b>		
<b>Expenses from General Fund</b>		
<b>Programs</b>		
5.100.110	Membership	We ordered more nametags in June
5.100.120	UU Leadership	
5.100.130	Social Justice	Main expense was a donation to a charity supporting children in the middle east
5.100.140	RELATE	
5.100.150	CUUPS	
5.100.240	RE Program Activities	Misc supplies & food, etc.
5.100.270	Background Checks	Note we are considerably over budget for the year -- with extra activities with children and youth and a new board-approved approach to campus security, we are running more background checks that anticipated
5.100.280	Hospitality Budgeted	Note this line item is exhausted. We are using the Hospitality Fund line item for future hospitality purchases thanks to a \$200 donation honoring Lynn Jamieson, which she requested be use for hospitality expenses.
5.100.300	Special Activities and Auction Expenses	
5.100.310	Worship - Sunday Services	
5.100.320	Music Program	June's expenses relate to the concert and some music purchases
5.100.410	Canvass Expenses	
5.100.430	Book Cart Expense	
<b>Administration &amp; Operational Support</b>		
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
5.100.525	Insurance	Premium payments to Liberty Mutual this year are a bit over what we budgeted.
5.100.530	Office Expense	Includes contracts with Konica Minolta and Office 365. October also had misc resupplies.
5.100.540	Bookkeeper	Contract with Mignon Craig, bookkeeper
5.100.545	Telephone & Internet	Includes contract with Cox Communications, webhosts and other related services. In May we renewed Zoom licenses.
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 proprietor
5.100.572	Custodial Supplies	



# Unitarian Universalist Fellowship of Gainesville

## Unitarian Universalist Fellowship - Gainesville, FL

### Budget Variance Report

June 2025

Account #	Account Name	
5.100.575	Facilities Maintenance	In June we installed a new toilet in the women's bathroom's handicapped stall and also installed a new drinking fountain to replace the one that was vandalized.
5.100.580	Backflow and Fire Suppression	Monitoring service fees. In June we also had a quarterly inspection.
5.100.583	Security & Safety	
5.100.585	Pest Control	Melrose Pest Control's annual termite treatment was performed in September
5.100.595	VANCO, Online Platform and Bank Fees	Vanco manages most of our online donations. The other online platforms we use include Venmo, PayPal and Stripe.
<i>Compensation &amp; Related Expenses</i>		
5.100.610	Ministers Salary	
5.100.620	Ministers Housing Allowance	
5.100.630	Ministers, In Lieu of Self Employment Tax	
5.100.640	Ministers Pension Fund	
5.100.650	Ministers Health Insurance	
5.100.670	Ministers Professional Expenses	
5.100.710	Congregational Administrator Salary	
5.100.712	Congregational Administrator-Professional Expenses	
5.100.720	Choir Director Salary	
5.100.722	Music Director's Professional Expenses	
5.100.725	Pianist/Accompanist	
5.100.728	Audiovisual Technician	
5.100.731	Director of RE Salary	James' pay reflects their current 30 hr/week payroll data; however, the line item is over the revised budget.
5.100.732	Director of Religious Education-Professional Exp.	A little over budget reflecting James' pay raise (prof expense is calculated as 10% of salary).
5.100.740	Child Care	A bit over budget as we have more activities on campus to support with childcare
5.100.820	Staff Pensions	
5.100.910	Payroll Tax Expenses	





# Unitarian Universalist Fellowship of Gainesville

Unitarian Universalist Fellowship - Gainesville FL						
Consolidated Fund Activity Report for June 2025						
Thursday, July 10, 2025						
Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.100.100	General Fund Balance	85,384.30	30,458.06	36,471.87	0.00	79,370.49
3.100.301	Ministers Discretionary Pass Through Fund Balance	0.00	635.84	2,542.70	0.00	(1,906.86)
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	0.00	0.00	0.00	27,908.58
3.100.700	Minister's Housing Fund Balance	496.44	0.00	0.00	0.00	496.44
3.201.110	Hospitality Fund Balance	159.54	0.00	0.00	0.00	159.54
3.201.120	CUUPS Support Fund Balance	738.10	40.00	0.00	0.00	778.10
3.202.100	Music Support Fund	2,186.10	0.00	0.00	0.00	2,186.10
3.203.110	Memory Garden Fund	356.11	0.00	0.00	0.00	356.11
3.203.120	Courtyard Fund Balance	2,410.16	0.00	75.00	0.00	2,335.16
3.203.140	Interim Ministry Fund Balance	55,023.55	0.00	0.00	0.00	55,023.55
3.203.145	Board Special Holding Fund Balance	24,652.00	0.00	0.00	0.00	24,652.00
3.203.150	Labyrinth Fund Balance	2,000.00	0.00	0.00	0.00	2,000.00
3.204.110	Book Cart Fund	401.90	41.00	0.00	0.00	442.90
3.205.100	Jean LeMire Bequest Balance	37,301.53	0.00	0.00	0.00	37,301.53
3.206.100	Foundation Grants					
3.206.118	Hearing Assistance Devices (Grant) Fund Balance	159.85	0.00	159.85	0.00	0.00
3.206.122	Social Hall Tables (Grant) Fund Balance	1,431.56	0.00	1,431.56	0.00	0.00
3.206.123	Playground Improvement (Grant) Fund Balance	1,748.38	0.00	555.13	0.00	1,193.25
3.206.140	UU Leadership Fund - Balance	4,175.81	0.00	1,620.00	0.00	2,555.81
3.206.190	Memory Garden (grant) Balance	75.00	0.00	75.00	0.00	0.00
3.210.100	CYREC					
3.210.110	RE Fund Balance	1,701.31	145.00	323.45	0.00	1,522.86
3.210.120	Youth Support Fund Balance	992.75	0.00	0.00	0.00	992.75
3.210.125	OWL Fund Balance	1,515.58	559.00	33.72	0.00	2,040.86
3.210.160	Playground/Coffee Fund Balance	145.00	0.00	145.00	0.00	0.00
3.216.100	Social Justice Fund					
3.216.110	Social Justice Unallocated Funds	4,784.63	30.00	255.70	0.00	4,558.93
3.216.160	Share The Plate Balance	953.35	471.75	953.35	0.00	471.75
3.400.100	Future Funding & Capital Reserve Accounts Balance					
3.404.110	Res. Fd for Large Scale Maintenance-Balance	52,540.57	0.00	0.00	413.00	52,953.57
3.500.100	Land & Building Fund	1,043,432.00	0.00	0.00	0.00	1,043,432.00
3.500.150	Furnishings & Equipment Fund	62,670.00	0.00	0.00	0.00	62,670.00
3.500.200	UUG Foundation Balance	517,931.61	0.00	0.00	0.00	517,931.61
3.500.250	Ministers Discretionary Fund Bank Account Balance	2,516.16	0.00	0.00	(609.30)	1,906.86
	<b>Total</b>	<b>\$1,935,791.87</b>	<b>\$32,380.65</b>	<b>\$44,642.33</b>	<b>(\$196.30)</b>	<b>\$1,923,333.89</b>



# Unitarian Universalist Fellowship of Gainesville

## Unitarian Universalist Fellowship - Gainesville Consolidated Fund Narrative Report June 2025

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/Leah Cobb Lee/Rev. JeKaren Bell	Donations	This is a pass-thru account. We transfer this money to a separate checking account that the minister manages. We are also using this line item to process Rev. JeKaren's use of her credit card for Minister's Discretionary Fund transactions. <b>NOTE THE \$1,906.86 BALANCE WILL ZERO OUT THE MDF BANK ACCOUNT.</b>
3.100.321	Ministers Sabbatical Fund Balance	Board	General Fund	Originally money reserved for a substitute Minister when our Minister goes on Sabbatical (Yrs 4-7) . Will be used to cover interim ministry expenses in coming years.
3.100.700	Minister's Housing Fund Balance	Mary Anthony	General Fund	Board approved creating a fund for Rev. JeKaren's hotel expenses, transferring \$520/month from the general fund in August, September, October & November.
3.201.110	Hospitality Fund Balance	Lynn Jamieson/Susan Christy	Donations	In February, we received a \$200 donation honoring Lynn Jamieson, which she asked be credited to hospitality
3.201.120	CUUPS Support Fund Balance	Debra Neill-Mareci	Donations	For Sacred Oak CUUPS group for ritual expenses and fire circle upkeep
3.202.100	Music Support Fund	President	Donations/Events	For 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, including twice yearly shrub spraying.
3.203.140	Interim Ministry Fund	Mary Anthony	Donations	Donated funds held to help pay salary and expenses of an interim minister.
3.203.145	Board Special Holding Fund Balance	Mary Anthony	General Fund transfer	Board authorized fund to use in case we need additional funding for FY 2024-2025 expenses.
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. In August, we transferred \$1000 from the fund, reflecting collections over the past several fiscal years.
3.205.100	Jean LeMire Bequest Fund	Mary Anthony	Estate	This fund holds half of a \$74,603.06 bequest from Jean LeMire's estate. Per UUFG policy and the board's decision, the other half of this bequest was paid to the UUFG Foundation.
	<b>Foundation Grants</b>			
3.206.118	Hearing Assistance Devices Fund	Sue Boone	Foundation	Fall 2024 grant. Project complete.
3.206.122	Social Hall Tables Fund	Marilyn Roberts	Foundation	Spring 2025 grant. Project complete.
3.206.140	UU Leadership Fund	LDC	Foundation	In June we payed for three people's General Assembly registrations.
3.206.123	Playground Improvement Fund	Debra Neill-Mareci & Tom Mareci	Foundation	Spring 2025 grant.



# Unitarian Universalist Fellowship of Gainesville

## Unitarian Universalist Fellowship - Gainesville Consolidated Fund Narrative Report June 2025

Account #	Account Name	Name	Source	Purpose
3.206.090	Memory Garden (grant) Fund	Joy Avery	Foundation	Spring 2024 grant. Project complete.
<i>CYREC</i>				
3.210.120	RE Fund Balance	James Chase	raising activities	To benefit children & youth.
3.210.120	Youth Support Fund Balance	James Chase	Fundraisers (pancake breakfasts, CON fees, car washes, etc.)	To support Youth Group activities and events.
3.210.125	OWL Fund Balance	James Chase	Payments & fundraisers	Funds received to pay for OWL training and classes. This month's receipts are registrations for an OWL class.
3.201.160	Playground/Coffee Fund Balance	James Chase	Fundraisers	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. In October and November, we recorded receipts from "It Can't Happen Here" productions. The November disbursement is the share of receipts owed to Actors Warehouse.
2.216.160	Share The Plate Balance	Mary Bahr/ Judi Oltmans	Directed Donations	Donations collected typically as Sunday offering on the third Sunday of the month and as directed donations through online payment porrtals.
<i>Future Funding &amp; Capital Reserve Accts.</i>				
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.) In FY 2024-25, we are paying \$417/month into the fund.
3.500.100	Land & Building Fund			Assessment using Alachua County Property Appraisers figures per 2023.
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. JeKaren Bell, Leah Cobb Lee & Mary Anthony	Donations	This is the balance in the Minister's Discretionary Fund Bank Acct, updated monthly. NOTE THIS \$1,906.86 AMOUNT IS DUE IN THE PASS THROUGH EXPENSE LINE ITEM.



Unitarian Universalist Fellowship - Gainesville FL			
Balance Sheet as of June 30, 2025			
Thursday, July 10, 2025			
Account #	Account Name	Beginning Balance	YTD Balance
<b>Assets</b>			
<b>Cash</b>			
1.000.130	Ameris Bank-Checking	186,909.39	115,686.91
1.000.140	Ameris Bank-Money Market	81,604.88	82,056.51
1.000.155	Solar Fund - Checking	147.75	0.00
	<b>Total Cash</b>	<b>\$268,662.02</b>	<b>\$197,743.42</b>
<b>Fixed Assets</b>			
1.000.310	Building & Land	1,105,900.00	1,043,432.00
1.000.320	Equipment	62,670.00	62,670.00
	<b>Total Fixed Assets</b>	<b>\$1,168,570.00</b>	<b>\$1,106,102.00</b>
<b>Other Assets</b>			
1.000.160	CDs - Certificates of Deposit	0.00	100,000.00
1.000.410	UUFG Foundation	476,678.83	517,931.61
1.100.250	Ministers Discretionary Fund Account	597.99	1,906.86
	<b>Total Other Assets</b>	<b>\$477,276.82</b>	<b>\$619,838.47</b>
	<b>Total Assets</b>	<b>\$1,914,508.84</b>	<b>\$1,923,683.89</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
2.000.110	Accounts Payable/Vendors	0.00	350.00
2.000.120	Payroll Taxes Payable	5.98	0.00
	<b>Total Current Liabilities</b>	<b>\$5.98</b>	<b>\$350.00</b>
	<b>Total Liabilities</b>	<b>\$5.98</b>	<b>\$350.00</b>
<b>Fund Balance</b>			
3.100.100	General Fund Balance	105,228.34	79,370.49
3.100.301	Ministers Discretionary Pass Through Fund Balance	5,668.00	(1,906.86)
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	27,908.58
3.100.700	Minister's Housing Fund Balance	0.00	496.44
3.201.110	Hospitality Fund Balance	0.00	159.54
3.201.120	CUUPS Support Fund Balance	631.00	778.10
3.202.100	Music Support Fund	1,703.00	2,186.10
3.203.110	Memory Garden Fund	814.11	356.11
3.203.120	Courtyard Fund Balance	2,500.16	2,335.16
3.203.130	Solar Panel Fund Balance	(147.75)	0.00
3.203.140	Interim Ministry Fund Balance	49,421.00	55,023.55
3.203.145	Board Special Holding Fund Balance	0.00	24,652.00
3.203.150	Labyrinth Fund Balance	2,000.00	2,000.00
3.204.110	Book Cart Fund	1,079.90	442.90
3.205.100	Jean LeMire Bequest Balance	0.00	37,301.33
3.206.100	Foundation Grants		
3.206.113	Youth Room Update (Grant) Fund Balance	259.38	0.00
3.206.115	Banned Books (Grant) Fund Balance	73.95	0.00
3.206.116	Security Camera Grant Balance	256.83	0.00
3.206.123	Playground Improvement (Grant) Fund Balance	0.00	1,193.25
3.206.140	UU Leadership Fund - Balance	4,536.33	2,555.81
3.206.189	Hospitality Supply (grant) Balance	742.00	0.00
3.206.190	Memory Garden (grant) Balance	2,075.00	0.00
	<b>Total Foundation Grants</b>	<b>\$7,943.49</b>	<b>\$3,749.06</b>
3.210.100	CTREC		
3.210.110	RE Fund Balance	1,971.18	1,522.86
3.210.120	Youth Support Fund Balance	1,070.91	992.75
3.210.125	OWL Fund Balance	3,056.42	2,040.86
3.210.160	Playground/Coffee Fund Balance	95.00	0.00
	<b>Total CTREC</b>	<b>\$6,193.51</b>	<b>\$4,556.47</b>
3.216.100	Social Justice Fund		
3.216.110	Social Justice Unallocated Funds	3,290.26	4,558.93
3.216.160	Share The Plate Balance	280.12	471.75
	<b>Total Social Justice Fund</b>	<b>\$3,570.38</b>	<b>\$5,030.68</b>
3.400.100	Future Funding & Capital Reserve Accounts Balance		
3.404.110	Res. Fd for Large Scale Maintenance- Balance	53,994.57	52,953.57
	<b>Total Future Funding &amp; Capital Reserve Accounts Balance</b>	<b>\$53,994.57</b>	<b>\$52,953.57</b>
3.500.100	Land & Building Fund	1,105,900.00	1,043,432.00
3.500.150	Furnishings & Equipment Fund	62,670.00	62,670.00
3.500.155	Solar Fund Bank Account Balance	147.75	0.00
3.500.200	UUFG Foundation Balance	476,678.83	517,931.61
3.500.250	Ministers Discretionary Fund Bank Account Balance	597.99	1,906.86
	<b>Total Fund Balance</b>	<b>\$1,914,502.86</b>	<b>\$1,923,333.89</b>
	<b>Total Liabilities and Fund Balance</b>	<b>\$1,914,508.84</b>	<b>\$1,923,683.89</b>



## Fellowship Council Meeting Minutes

July 28, 2025: 7:00-8:30PM

- 1) Attending: Tom Mareci (Board President), Susan Stannard (Hospitality), Elizabeth Stewart (Care Team), David Willkomm (Safety team), Kristen Stevens (Vice Pres, Board), Tom Mareci (Pres, Board), Judi Oltmans (SocJustice), Judith Kendall (LDC), Robin Moyle (communication), Noelle Silke (Green Team), Aaron Elliot- Gaines (youth advisor-Proposed) chair for LUUMEN, Erin Parish (worship), Debra Neill-Mareci (Strategic Planning, Ushers)
- 2) Welcome, Chalice Lighting, Personal Checkin, Confirm Agenda and Roles, Kristin S: Chalice Lighting
- 3) Brief CheckIns
- 4) Process observer: Tom Mareci: Process observer, Debra N-M: Minutes, Susan Stannard: Time keeper
- 5) Issues
  - a. Discussion of Board/Leadership Training on July 26, Saturday; questions on what Board is focusing on
  - b. Issues of concentration:
    - i. Strategic Staffing with Improving governance thru policy updates (public and private),
    - ii. Ensure financial transparency,
    - iii. Manage facility needs for long term sustainability
    - iv. Steward shared assets with congregation working towards future ministry
    - v. Lay foundation for Volunteer Retention and Recruitment
      1. Document: A Vision for Volunteering document, to be sent out
      2. Vision for Volunteering: Vision rooted in congregational life, find it in covenant of "Right Relationship: "Our vision for volunteering is rooted in our commitment to lifelong spiritual growth and compassionate service. We empower every member to contribute their unique gifts, guided by our Covenant of Right Relationship, fostering a diverse and inclusive community where every act of service strengthens our bonds, supports our shared journey, and extends our reach for peace, liberty, and justice in the world. We strive to create meaningful opportunities for all to contribute their time, energy, and voices, ensuring a supported, connected, and impactful community that celebrates life's sacredness and fosters spiritual fulfillment."
      3. Challenges: Survey Sheets: responses: hard time with time commitments on survey sheet, awareness of what each group does is more clear, volunteer time needs to be clear and commitments noted
      4. Suggestion: tech person who can help and support Microsoft Teams: should be used in the future for committees (accessibility easier, information more accessible to committees, etc.





5. Aaron Elliot-Gaines working with LUUMEN: programs wanted but not enough volunteers, exploring how to get more people committed
- vi. Discussions on what is your committee doing well?
  1. Aaron Elliot-Gaines (and also James Chase): RE: Messy playdates (but needs 3-4 volunteers each) going well; more RE volunteers means more background checks, current volunteers can help other people in the congregation join into the volunteer needs.
  2. Judith Kendall: approach people before they become members for volunteer opportunities
  3. Judi Oltmans: Social Justice tech savvy; tech support needed in other committees
- vii. How to put a group together and work on a volunteer plan
  1. Task Force? Assess volunteer profiles? More recognition for leaders running committees? Contact UU Southern District: Natalie Briscoe for other successful church and their volunteer programs
  2. Kristin: Need for Volunteer/Committee Fair in the fall? When and who will do it?
- viii. Kristin S: Next Steps and Key Dates
- ix. Upcoming needs:
  1. Volunteer Fair
  2. Dec 24: Christmas Eve service; Music (K Flamand) will help but not plan it
  3. Elder Odessey: Debra NM, Kirsten F, Deborah McEdward, Sunday mornings?
  4. Last thoughts: we are a congregation of 152 people and need more volunteers, Communications and others can help but it will need to come from everyone
- x. Process observer: Tom M: meeting with a clear focus, Time keeper: Susan S: Stayed on time!
- xi. Meeting adjourned at 8:40 PM
- c. Possible future activities
  - i. Committees' Fair (see minutes from September)
  - ii. Talent Show ('Amateur Hour'): January 2025?
  - iii. Elder Odyssey: Yearly?
  - iv. Intergenerational events: Craft Fair
  - v. Flying Pig Parade, UU Kayak Paddle Drill Team (December 28, 2024 at 2 pm)
- 6) [8:20 pm] Wrap up; 10 min
  - a. Emerging Concerns
  - b. Fellowship Council process – external observer
  - c. Next meeting, August 25, 2025

**UUFG RE Report**

*Report Date: August 6, 2025*

**RE Enrollment Update**

As of August 6, 2025, we have 51 children and youth enrolled through our online Religious Education Registration Form. This is a significant increase from the registered number we ended last year with, which was 34. Current registration information is attached to this email, and will be updated as we continue into the year. Registration is being collected digitally this year, with a signature collection form for physical documentation. This is in effort to support and safely supervise our growing numbers, and to allow for all important information to be easily accessed by our childcare staff and authorized volunteers. The families who have registered already are a combination of core families who are engaged in volunteering in several areas, as well as many new families who are excited to get involved. This growth reflects a clear growing interest in our programming. Several new families have already participated in the new-comer orientation and have expressed interest in membership. Aaron-Elliot Gaines and I are working on creating a Parent/Guardian Orientation, and I was able to be present at the new-comer orientation this month to answer questions.

This growth is a fantastic thing to see, but I have concerns about sustainability. If we have volunteers to run RE Programming, that will work well in some ways - but our current childcare staff are not equipped to handle children in these numbers. I would like to request additional funding to hire a third staff person. In addition, I would like to change Katie Hagan's role to that of Senior Childcare Staff, or preferably, DRE. This would alleviate much of my current work load, and allow me to focus my energy on structural, volunteer, and administrative work that is needed to sustain our growth.

Another point to consider is Childcare - we have been considering the safe number of children we can have in childcare without volunteers - and our registered numbers have exceeded that number. After talking to childcare staff, we've come to the agreement that in the Play-yard, 15-25 children is the maximum they should ever be called on to supervise (age and ability dependent) with only two staff people and one safety monitor - in the event of unpleasant weather, they go into the Nursery, where they can supervise 10-20, (age and ability dependent).



First - We absolutely need to hire more childcare staff, if we want to be able to offer childcare when kids are not in RE classrooms - and I need more hours for myself and them to provide them with the training it takes to run a larger program. We are not going to have every child here every Sunday, but even with full RE Classrooms, there will be periods of time where we may have quite a lot of children. Our Nursery is not safely prepared to hold this many children, so we will need at least two other adults on any given Sunday to spread out into classrooms. I might be able to provide a few volunteers, but right now we are not prepared.

As an immediate solution, I am considering reducing childcare offerings to children aged younger than 8 and ask that children 8 and older remain with their families. This would be a dramatic shift in culture, and I think it runs the risk of turning away quite a lot of our families leading to a possible collapse in attendance and engagement. Having time to run and play with friends while parents have a break to focus on faith and community formation is important to developing an attachment to this community. On the other hand, it may promote family integration to our community. It would mean more children in service, which is only a problem if service is boring or if the disruption they cause is distressing to members who are used to a more reverent atmosphere.

We could also start by hiring pre-trained staff from agencies like Twinkle-Toes Nanny Agency, or other sitting services. This may exceed our currently hourly rate for childcare, but it may also be the fastest feasible way to support this growth.

In addition to Childcare staff, if we want to sustain this growth, I can think of a few things that would help manage this particular concern.

- You could shift my role back into DRE, and I can let go of adult responsibilities entirely -This would streamline my focus and responsibilities, but would require a lot more volunteer engagement to take over the work I am doing. The downside of this, is that without someone experienced taking up the slack with adults, I would foresee a failure for adults to have spaces to integrate. The children's programming would be well maintained, but the adults would not have the space to build their own attachment to the community, which would not inspire volunteerism or long term integration.





- Another option would be to give Katie Hagan or someone else the role of DRE or Senior Childcare Staff. I think adding on a DRE would be amazing, and that would free me up to work more closely in faith formation for our new members and parents, as well as leadership and volunteer development. That would open up the possibility of re-evaluating my position and work expectations, putting my skills to the best use for the whole congregation. This would also spread out the knowledge and responsibilities, thus stabilizing the RE program.
- Thirdly, you could hire another staff person who is able to work on structural leadership/volunteer development, so I can focus on putting well prepared and equipped volunteers to work. This would need to be done quickly, as Fall is starting this Sunday. We have a little wiggle room that I am using to prepare volunteers as quickly as I can.

These are a few options I've considered, and I'm sure there are a thousand more - but it's Ultimately up to the board to decide what to do. I will work with the childcare staff and if we hit a point where we are not feeling safely able to supervise the children in our care, we will shift into turning away kids older than 8 as regular practice, unless told to do otherwise.

### **Chalice Kids (0-7)**

Our younger children have not needed much in the way of structure so far. It's more developmentally appropriate to allow for value-rich story telling and play. I've trained our Childcare staff on how to lead "Snack and Story Time" - an abbreviated and open-ended Curriculum inspired by Spirit Play, where kids of all ages are able to sit and enjoy a snack while listening to a story. After that, we ask questions and lead a discussion about the story, tying in JETPIG Values - Simple but effective methods of faith-formation and connecting these positive ideas to their UU Identities.

We do not have enough volunteers to sustain Messy Playdates on a monthly basis, so we will be having one "Outdoor Sunday" going forward. I will still run 4 Messy Playdates a year, as it is

a program that has been a staple of our growth. Messy Playdates continue to be a unique offering in our area, and if we can find more volunteers who are willing to be present on these days, I would very much enjoy seeing this program take off again!

**Middlers (8-11)**

Our Middlers have not been meeting during the Summer, and when looking at our volunteer availability, we do not currently have enough volunteers to support their class. There is a session of 4-6 OWL starting for their age group on August 10th, so that will serve as Religious Education through October - Any children in their age group who are not engaged in OWL can remain with Childcare. I will be using this time to try to recruit and prepare enough volunteers to work with our Middlers. I'd love to run a game I've developed, called "Finding JETPIG" - This game/curriculum was developed over the summer, and is a Dungeons and Dragons style game where the kids are able to explore co-operative play in a fantastical world. They explore conflict, navigate difficult ethical situations, and try to put their values to work in the "Real" world. This game is ready to play, and once 4-6 OWL is over I will start running it with volunteers.

**Youth Group (12+)**

Throughout July, the Youth Group met weekly on Wednesday evenings via Zoom from 7-8 p.m. In addition to our regular sessions, youth gathered in person on Saturday, July 12 for an afternoon of puppet-making and planning in preparation for the youth-led service.

That hard work culminated in a fantastic Youth Service on Sunday, July 27, which was very well attended and joyfully received by the congregation. The youth are interested in doing regular services, and expressed having a lot of fun with this activity.

Several of our youth are currently participating in 7-9 OWL, which will be finishing up in December. We had paused our Sunday afternoon Youth Group meetings because most of them were busy with OWL, but with the increased number of new youth, I'm working with our Youth Advisors to see if we could start holding Youth Group on RE Sundays in addition to OWL.

**Parents' Night Out**

We hosted a successful Parents' Night Out on Friday, August 1, offering fellowship and respite for caregivers while providing enriching childcare on campus. Based on the positive feedback, we plan to offer quarterly Parents' Night Out events, with the next one scheduled for Fall (date TBA).



## **LUUMEN Leadership & Planning**

We held our first LUUMEN Planning meeting on Sunday, August 3. Aaron Elliott-Gaines has agreed to serve as Chair of the LUUMEN Circle. Each member of this circle will serve as a

representative for a specific area of our Lifespan Faith Development umbrella, offering insight, support, and accountability.

LUUMEN will continue to grow into a representative and collaborative leadership model for all areas under the Religious Education umbrella. Meeting notes from this first gathering are attached.

I am planning to oversee and assist with supporting the following areas this year, unless directed to do otherwise by the board. I am asking a member of LUUMEN to act as a representative for these areas, acting as a member of leadership in the area.

- Chalice Kids (Sierra MacKritis)
- Middlers (??)
- Youth Group (Catherine Turner)
- Young Adults (Michael Bass)
- Adult RE (CommUnity Conversations, UU By Doing) (??)
- Faith Based Groups (CUUPS, HUUG) (Katelin Rhan, Kay Anderson) Whimsy Groups (Karaoke, Fiber Arts, Movie Night) (Laura Lough)
- Safety Team (??)

## **Leadership Focus for 2025–2026**

My primary focus areas for the upcoming year include:

- Volunteer recruitment, preparation, and retention
- Leadership and Volunteer development, both within LUUMEN and across the congregation when requested.
- Strengthening structure, support systems, and clarity for volunteers



- Supporting the Middlers Directly, as we currently don't have enough volunteers to support their age group. I will be working with those who have expressed willingness to get them trained and prepared.

## **Volunteer Recruitment and Training**

We have begun using a new volunteer recruitment form, and I am actively reviewing responses. While the process is ongoing, I have initiated background checks for all adults who have expressed willingness to work with children and youth.

In addition, I am developing a Safety Training specifically for those working with youth and children. As part of this rollout, I have arranged for our three childcare staff members to rotate through training sessions during Sunday mornings - one at a time stepping out to complete a session in my office while coverage is maintained. I will be scheduling time for LUUMEN Members to participate in the same training, and then ask them to work with the volunteers they oversee in getting these trainings done.

## **Upcoming Safer Congregations Training**

Starting Tuesday, August 26, I will be hosting a Safer Congregations training series from the UUA LeaderLab in partnership with the UUFG Safety Team. These trainings will take place Tuesdays at 10 a.m. from August 26–30 and are open to all committee members and other interested congregants.

Each session will include a time for group conversation following the viewing, with the goal of reflecting on how these principles can shape and support our own congregation's practices. I personally believe this is valuable for all UUFG leadership, and I encourage participation.

Details and registration information have been shared via email.

## **Whimsy Groups**

As our congregation grows, it becomes increasingly important to ensure that every member has a place to belong.

Small groups are essential not just for connection, but also for retention, spiritual growth, and shared leadership. When we have enough well-supported small groups, every person



has the opportunity to feel seen, valued, and engaged. Whimsy Groups will be a large part of my support focus this year, in order to help support and sustain this growth. Right now we have a lot of interest in Karaoke, Fiber Arts, and Movie nights. There have also been requests for more circle discussion groups, and support groups. I will not be leading these groups, but will offer support and structure for them to thrive. By taking these groups on, we will have a way to help them remain tethered to the larger system - allowing for a clear path of accountability, and a path towards right relations.

### **Adult RE**

Adult OWL ran during the Summer, and was a blast! We had 12 registered participants, but averaged at about 8 in attendance. We had a blast! On our program survey, we got largely positive feedback, and have heard requests to run the program again. We only have 3 trained participants at this time, so would need to consider training more in this level to sustain more frequent offerings.

I am planning to continue CommUUnity Conversations starting in September, if I am able to find someone to lead it. I will also be working to organize "UU by Doing" (See Attached)

### **Winterfest**

I am partnering with Erin Parrish to plan Winterfest this year - see attachment for more information. I'd like to ask the board to consider hosting a table.

I also need to know how booth rental would work, if we have a makers-market or craft fair? Would members be asked to pay a flat booth rental fee? Or pay a percentage of their sales? I would suggest a flat rate, as that will be significantly easier than trying to track the sales of every individual.

### **Professional Development**

I've requested an interview date for the Spring of 2026, and am hopefully on track to finish my RE Credentialing. I have been continuing to meet monthly with my mentor, and am



taking ongoing training. I'm currently working on a on Volunteer Sustainability class, found here:| <https://www.uua.org/leaderlab/volunteer-sustainability>

I'm also in the third month of my Community Ministry Certificate, which is going very well! I am on track to finish on time, and am not having any difficulty with the program.

I've been discussing my "Bubble Bath" Structural proposal with Congregational Life Staff Natalie Briscoe, and we are talking about turning it into a Training Resource - I've been using it in my Leadership Role on the TRUUST Board, and it's been incredibly helpful in understanding systems. I'd love to review it with the board if that would be appropriate, as it may be helpful in visualizing and understanding our congregation

Winterfest Community Celebration – December 6th, 2025

We are excited to share a collaborative opportunity for community engagement and celebration this winter! On **Friday, December 6th**, James Chase and Erin Parrish are partnering to host a **Winterfest** event at UUFG.

**Winterfest Overview:**

**Date:** Friday, December 6th



**Time:** TBD (likely early afternoon into early evening, but we have reserved the whole day to allow for setup)

**Location:** UUFG Sanctuary, Phillips Hall, Courtyard, and Play Yard

This event is envisioned as both a **craft fair** and a **community celebration of winter traditions**. Here's the current plan:

1.

**Craft Fair (Sanctuary and Phillips Hall, possibly overflow outdoor area)**

We will host a festive indoor craft fair where community members can rent booths to sell homemade arts, crafts, and gifts.

- Booths will first be offered to UUFG members and then opened to the wider community.
- This is a great opportunity for our members to share their creative work and for everyone to shop locally and joyfully.
- James will be discussing with the board how renting should work - Flat rate, percentage, etc.

2.

**Multi-cultural Holiday/Winter Celebrations Showcase (Courtyard)**

To highlight the many ways people celebrate the season, we are inviting **committees and groups under the Fellowship Council to adopt a table**.

Each table will represent a different **faith tradition or winter holiday**, featuring a simple craft activity tied to that theme.

**What's involved if your committee adopts a table:**

Choose a faith tradition or seasonal celebration to represent.

- Coordinate a simple craft project related to that tradition (support is available for ideas and materials!)
- Staff the table throughout the event (individuals or rotating shifts are fine).
- Let us know what craft supplies you'll need - LUUMEN has a large supply available and can assist with preparation.
- Have someone available to either submit reports, discuss with Erin or James, or attend planning meetings.



This portion of Winterfest will only proceed if **at least six groups** commit to hosting tables. Otherwise, we will focus on the craft fair component alone.

- We'd thought of offering a "Passport" activity, where each table can have a stamp that represents their faith - when all are collected, the participant could get a free cup of hot chocolate, or something similar - maybe a specific Glowforge made ornament for the event. If we have enough interested and committed committees, groups, etc - James and LUUMEN would be happy to organize that.

### 3.

#### Play Yard Activities

The play yard will be open during the event with childcare staff available. While parents and caregivers explore the fair and displays, children who have more energy will have the option to enjoy outdoor playtime or age-appropriate crafts and activities - a fun, supervised space just for them!

#### What We're Asking:

Please bring this idea back to your committee and discuss whether your group would like to host a table in the **Community Holiday Showcase**. We're looking for joyful, creative ways to share traditions, educate our community, and offer fun and meaning for all ages.

Let us know your interest or any questions by the next Fellowship Council meeting - we'd like to begin planning in earnest by September.

Thank you for all the ways you support our Fellowship. We look forward to celebrating the warmth and wonder of winter with you!

#### UU By Doing - 2025

Sheila Bishop and I have talked about doing something to help promote volunteerism in UUFG as part of RE - I'd like to propose a new Adult Religious Education (RE) program for this fall called **UU by Doing** - a hands-on, participatory experience designed to deepen connection, increase volunteer engagement, and demystify the many ways our Fellowship works behind the scenes.





This program is in response to a recognized need for broader volunteer involvement and easier on-ramps for new folks. We often hear that being the “new person” in a group can feel intimidating. *UU by Doing* is designed to address that by creating small group experiences - never sending someone in alone - and offering low-commitment, high-reward introductions to the ministries and operations of our Fellowship.

### Program Overview:

**UU by Doing** will guide small groups (3–4 people at a time) through participatory introductions to different areas of congregational life. These might include:

- Attending or participating in a **Worship Team planning meeting**
- Reading, chalice lighting, or assisting in a **Sunday service** as a group
- Getting trained and trying a shift as a **Hospitality Greeter or Usher**
- Helping prepare Coffee Hour on a Sunday morning
- Touring or trying a Sunday in the **Sound Room** (with 1:1 mentorship)
- Helping with a **Sparkle Saturday** or Facilities project
- Shadowing the **Safety Team** or assisting with event setup
- Participating in a **Religious Education class** or helping with a special event
- Helping host a **Messy Playdate** event

Each session will be tailored to the needs and structure of the committee or team hosting it. The program will run over several weeks, with participants rotating through different experiences - exploring where their gifts, interests, and availability best align.

### What’s Needed from Committees:

To make this program possible, we are asking interested committees and teams to provide:

#### 1. Consent, interest, and willingness to Participate

- Just let us know you’re open to hosting a small group for a training or shadow session.



## 2. A Brief Orientation or Overview

- Prepare a short, welcoming “introduction to your team” document or handout. This should include:
  - Your committee's **mission, responsibilities, and goals**
  - An outline of **what volunteering looks like** at various levels of commitment ■
    - Core team or leadership roles
      - Regular volunteers (e.g., monthly commitments)
      - Occasional or on-call helpers
  - What requirements exist for different levels of volunteer commitment ■
    - Membership for 6 months?
  - Background check?
- What new folks need to know to step in confidently, knowing where they would fit into this area of our larger system.

**3. Availability from One or More Members** To meet with participants, answer questions, and host that week's experience - ideally in a warm, low-pressure way. This contact person would hopefully be available to answer questions, build relationships, and help deepen their ties to the community. Having an identified contact person will help build meaningful engagement with the community over time.

They should also be present for the training activities and services, if at all possible.

## Feedback & Follow-Up:

Participants will fill out a brief **feedback form** after each session. This will help them reflect in the moment and let us know:

- How much they enjoyed the activity
- Whether they see themselves doing this long-term
- Any questions, hesitations, or suggestions

These forms will be shared with the corresponding committee to help identify enthusiastic newcomers and guide follow-up.

## Our Goals:

- Lower the barrier to entry for new and returning members
- Provide practical, low-stakes ways to explore how our congregation works
- Normalize the expectation for involvement, to help increase volunteer engagement
- Help committees and teams identify new potential volunteers
- Foster a sense of belonging and shared purpose across all levels and capacities of engagement



- Help build clear goals

If your team or committee is interested in participating, please reach out so we can begin designing the schedule.

Thank you for the many ways you support this beloved community. Together, we can help more people find their place - not just by sitting in circles, but by doing



Alice Gridley  
to me, Beverly, Camden, Leah

Aug 2, 2025, 1:16 AM

Hi Tom and Bev

Yesterday, I called the Sexton & Schnoll Law firm (who handled and submitted our application to the IRS) to ask if they knew the latest status of the federal Solar Rebate Program. I was concerned about DOGE's cuts to federal energy programs and was not sure where the lawsuits stood.

The law firm's Executive assistant Rena Cortez responded via email.

"We took a look at the IRA/chips tool and it currently shows the status as "account request awaiting approval." At this point, we just need to give the IRS a couple of more weeks to complete their review. Hope this helps. Feel free to reach out if you have any questions in the meantime."

I appreciated her encouraging response and told her that I would check back with her in September. Personally I feel we should not get hopes too high, but am more optimistic knowing that the IRS is still processing applications.

If we do eventually receive a rebate, the Board will decide how it will be applied. Hope energy efficiency improvements will be high on the list.

Will keep you posted.

Cheers  
Alice

PS.

A little background: after UUFG launched the plans for a solar array, President Biden announced the national federal solar rebate program - if an applicant was approved, there would be up to a 30% rebate. Our solar array cost \$90,200.

Because the federal application was so complicated, Tim Christy and I hired a law firm to handle and submit it. The firm was recommended by Solar Impact. The IRS required that the project be completed before an application would be accepted; our array was completed March 2024. Our application, signed by then President Leah, was submitted March 2025. (it was originally submitted in 2024 but because of the IRS backlog, they would not accept new applications until March 2025.)



AV Tech Position appointment

Discuss to be provided by Erin Perrish



								Pledge Income
				Notes		Notes		History
								21-22 231K
	24-25	24-25	Current 25-26 Budget		Draft 25-26 Budget	Notes	Draft 26-27 Budget	22-23 283K
INCOME	Budget	Actual	FT Resident Interim		FT Resident Interim Min		FT Resident Interim	23-24 264K
			Min for 12 months		6 months Jan-June 26		Min for 12 months	24-25 298K
					and increased staff hrs		and increased staff hrs	
Pledge Income	292,748	297,774	305,000		305,000		320,000	
Sunday Collection	11,394	14,114	13,000		13,000		16,000	
Rental Income	11,000	19,655	18,000		18,000		20,000	



Special Activities and Auction	16,000	16,035	13,000		13,000		16,000	
Interest	3,500	3,240	3,500		3,500		4,000	
Book Cart Income	300	1,000			1,000		1,000	
Interim Ministry Fund	24,703		27,000		27,000		28,000	
Board Holding Fund	24,652		32,041		25,023		25,000	
LeMire Bequest			18,500				36,464	
<b>TOTAL INCOME</b>	384,297	351,818	430,041		405,523		466,464	
EXPENSE								
Membership	800	515	800		800		800	
UU Leadership	600	400	600		600		600	
Social Justice	1,500	1500	1,500		1500		1,500	
RELATE	100	0	150		150		150	



CUUPS	250	131	250		250		250	
Religious Education	2,200	2,200	2,200		2,200		2,200	
Background Checks	600	1463	2,000		2000		2,000	
Hospitality	200	200	500		500		500	
Worship - Sunday Services	7,400	2,250	4,000		6,000		2,500	
Special Activities and Auction Exp	1,000	925	1,000		1000		1,000	
Music	2,000	1607	2,000		2000		2,000	
Canvass Exp	500	509	500		500		500	
Book Cart Exp	100	0	100		100		100	
SUBTOTAL FOR PROGRAM	17,250	11,700	15,600		17,600		14,100	
ADMINISTRATION AND OPERATIONS								





Board Discretionary Funds	1,000	740	1,000		1,000		1,000	
Pastoral Care	200	73	200		200		200	
Contributions to Reserves	5,000	5,000	5,000		5,000		5,000	
Denominational Dues	17,078	17,078	18,697		18,697		20,000	
Insurance	19,000	23,142	23,000		26,000	Estimate	28,000	
Office Expense	7,000	6,606	7,000		7,000		7,500	
Bookkeeper	3,000	1,485	3,000		3,000		3,000	
Audit		0	5,000		600		0	
Telephone/Internet	7,500	6,399	7,500		7,500		7,500	
Utilities - Electricity & Water	15,000	13,296	15,000		15,000		15,000	
Waste Disposal	2,600	2,532	2,880		2,880		2,880	
Custodial Services	10,800	10,800	10,800		10,800		12,000	
Custodial Supplies	825	665	825		825		825	
Facilities Maintenance	9,500	8,616	9,500		9,500		10,500	



Backflow & Fire Suppression	4,000	5,235	4,000		4,000		5,500	
Security & Safety	700	294	700		700		700	
Pest Control	400	400	400		400		500	
Other Exp & Bank Fees		141			100		0	
VANCO and Bank Fees	2,000	2,079	2,000		2,300		2,300	
SUBTOTAL FOR ADMINISTRATION	105,603	104,581	116,502		115,502		122405	
COMPENSATION & RELATED EXPENSES								
Minister's Salary	48,500	47,561	80,500		40,250		83,000	
Minister's Housing Allowance	30,000	27,500	0	Allocated by Minister		Allocated by Minister	0	



Minister In Lieu of Self Employment Tax	6,005	5,505	6,005		3,000		6,300	
Minister's Pension Fund	8,500	8,500	8,050		4,025		8,500	
Minister's Health Insurance	15,000	3,467	15,000		7,500		17,000	
Ministerial Transition Expense	13,500	0	13,500		13,500		0	
Minister's Professional Expenses	8,000	8,000	8,050		4,025		8,300	
Office Administrator Salary	44,480	44,505	46,000	Dir Level - 32 hrs	57,500	40 hrs/wk dir level	58,940	40 hrs/wk
Office Administrator Health Insurance			2,820		2,820		2,820	
Office Administrator Professional Expenses	2,000	1,156	4,140		4,600		4,700	



Music/Choir Director Salary	22,200	21,990	22,755		22,755		24,000	
Music Director Professional Expenses	2,200	943	2,050		1,820		1,850	
Pianist/Accompanist - Payroll	3,000	2,250	3,000		3,000		3,000	
Audio/Visual Technician	5,000	2,204	3,323		3,323		3,400	
Director of Religious Education Salary	27,000	33,654	40,425	Mgr/Dir Level - 30 hrs	53,900	40 hrs/wk mgr/dir level	55,250	40 hrs/wk
Director of RE Health insurance			12,000		15,000		15,000	
Director of RE - Professional Expenses			3,638		4,312		4,400	
Child Care	8,000	8,334	9,000		9,000		10,000	
Staff Pensions	7,148	7,523	8,642		11,140		12,000	
Payroll Tax Expenses	8,161	8,705	9,041		10,951		11,500	



SUBTOTAL FOR COMPENSATION	261,394	234,661	297,939		272,421		329,960	
<b>TOTAL EXPENSES</b>	384,247	350,943	430,041		405,523		466,465	



6115 SW 137th Ave, Archer FL 32618  
(352) 727-4330  
www.skyfrogtreeservice.com

Job Name: Unitarian Church 20250711  
Work Site: 4225 NW 34th St Gainesville, FL 32605

Proposed By: Steve Kabat

Date: 7/11/2025

12:37 PM



**Customer Information** Marilyn Roberts  
4225 NW 34th St  
Gainesville, FL 32605

Unitarian Church  
mrobertsm@gmail.com  
352-284-3819 (Cindy)


*Line item pricing for Tree Pruning and Removal includes Removal and Recycling of Debris unless otherwise noted under scope of work.*

*Stump Grinding is not included in price of Tree Removal, Stump Grinding is 4" to 6" below grade.*

*Mulch of Ground Stump to remain in place, unless otherwise noted in line item.*

*Proposal is not a Tree Risk Assessment, Site Assessment, or Hazard/Tree Evaluation.*

## SCOPE OF WORK

#	Item	Description	Cost
1	Laurel Oak	Clean Up and Haul Debris	0 \$1,200.00
		Remove the dead and broken Laurel Oak tree branches that have broken, fallen and are hung up in the Live Oak tree. This tree is located on the front left side of the property near 34th street.	
		Cut any vines necessary to perform the work.	
		Cut the trunk of the Laurel Oak off of the Live Oak and <u>leave a woodpecker pole.</u>	
		Leave the branch debris where it falls unless line item #2 is selected.	
2	Laurel Oak	Haul Debris	0 \$300.00
		Haul away all debris for recycling from line item #1	




*Thank you for selecting SkyFrog Tree Service as your tree care provider. We look forward to maintaining and improving our relationship with our customers and helping our community take good care of one of America's most valuable resources, its TREES!*

**Thank You For Your Business!**

Tel: (352) 727-4330  
Fax: (352) 727-4363

Email: skyfrog@skyfrogtreeservice.com  
Web: www.skyfrogtreeservice.com



#	Item	Description	Cost
3	Brush	Mow	0 \$600.00
		Mow down the vines and saplings around the Live Oak tree mentioned above.	
		Mulch generated from mowing will be left on site.	
4	Live Oak	Remove Deadwood	0 \$200.00
		Remove an appropriately 10" diameter Live Oak tree branch that is hanging over an unpaved walking trail through the woods. The deadwood will be cut from over the path and 10' back away from the trail. This will leave a portion of dead trunk remaining within the wooded area. This tree is located on the front left side of the property near 34th street.	
		Haul away all debris for recycling.	
5	All Trees/Shrubs	Prune	0 \$1,950.00
		Raise the canopy of the trees within the driveway and parking area to provide approximately 16' of clearance (semi truck access).	
		Haul away all debris for recycling.	
6	Laurel Oak	Prune	0 \$650.00
		Raise the canopy of the Oak trees reaching over the building located at the front right corner of the church. Provide approximately 10 to 12' of clearance.	
		Haul away all debris for recycling	

*Thank you for selecting SkyFrog Tree Service as your tree care provider. We look forward to maintaining and improving our relationship with our customers and helping our community take good care of one of America's most valuable resources, its TREES!*

Tel: (352) 727-4330  
Fax: (352) 727-4363

**Thank You For Your Business!**

Email: [skyfrog@skyfrogtreeservice.com](mailto:skyfrog@skyfrogtreeservice.com)  
Web: [www.skyfrogtreeservice.com](http://www.skyfrogtreeservice.com)





#	Item	Description	Cost
7	All Items Listed Above	Apply	0 (\$300.00)

Apply the following discount if all line items are accepted and performed at the same time.

**Notes:****Subtotal: \$4,600.00**

SkyFrog Tree Service assumes no responsibility for any hidden hazards such as sprinklers, utility pipes, septic systems or underground tank that are not marked prior to commencement of project. SkyFrog Tree Service is not responsible for repair or replacement of Driveways, Sidewalks or Lawns, that we use to access with Heavy Equipment.

**Tax: \$0.00****Total: \$4,600.00**

2011 - 2019

Customer Signature

Date

*Thank you for selecting SkyFrog Tree Service as your tree care provider. We look forward to maintaining and improving our relationship with our customers and helping our community take good care of one of America's most valuable resources, its TREES!*

**Thank You For Your Business!**

Tel: (352) 727-4330  
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Web: [www.skyfrogtreeservice.com](http://www.skyfrogtreeservice.com)



IT IS AGREED BY AND BETWEEN THE PARTIES THAT THE FOLLOWING PROVISIONS ARE MADE A PART OF THE CONTRACT BETWEEN THEM AND THAT THIS INSTRUMENT AND ITS ATTACHMENTS CONSTITUTE THEIR ENTIRE AGREEMENT. SkyFrog Tree Service, L.L.C., SHALL BE REFERRED TO AS "STS".

#### WORKMANSHIP

All areas of work are guaranteed to be as specified and the work to be performed will be accomplished in a professional and safe manner in accordance with ANSI A300 standards and the ISA best practices for items listed in "SCOPE OF WORK".

#### PERFORMANCE BY CONTRACTOR

STS shall make every effort to meet performance dates but shall not be held liable for damages resulting from delays because of inclement weather or any other cause; nor shall the customer be relieved of performance because of delays.

#### TREE OWNERSHIP BY CUSTOMER

The customer warrants that all trees listed in this contract are located on his or her property and, if not, that he or she has obtained permission from the owner to allow STS to work on them. Should any tree be mistakenly identified as to ownership, the customer agrees to indemnify STS for any cost of damages incurred as a result of work performed thereon, including any and all court costs and reasonable attorney's fees.

#### LAWN REPAIR EXCLUSION

STS will attempt to minimize disturbance to the customer's lawn. The customer understands that, unless specifically provided for herein, any lawn repairs are NOT included in this contract.

#### HIDDEN OBSTRUCTIONS

The customer agrees to pay on a time and materials basis according to current schedule of rates for any additional work required to complete the job or time lost occasioned by concrete or other foreign matter in the trunk(s) or any other conditions not apparent in estimating the work specified.

#### DISPOSAL OF TREE MATERIAL

Wood, branches and debris resulting from the work will be removed from or left at the customer's site as specified. Some sawdust usually remains at the site. Unless specifically provided for in this contract, stump removal is NOT included. Grindings from stump removals are not hauled unless specified. Surface and subsurface roots beyond the stump are NOT included unless specified. Stumps from all trees removed under this contract but not designated to be ground will be cut to near grade or as low as practical.

#### TERMS OF PAYMENT

Unless otherwise agreed to and indicated herein, the customer agrees to settle his account with STS upon completion of the work specified herein. Accounts not paid when due are subject to a service charge or one and a half percent (1.5%) per month. Should there be default in payment of this contract and it is placed in the hands of an attorney or collection agency for collection, the customer agrees to pay all costs of collection including attorney fees; in the amount of twenty-five percent (25%) of the unpaid balance, plus any and all accrued service charges.

#### ADDITIONAL WORK

Any work requested by the customer that is not included in the description of work set forth on the face of this contract will be considered extra and will be performed only at an additional price agreed upon between the parties.

#### CANCELLATION

In the event that the customer cancels this contract prior to the performance of work cited herein, the customer agrees to pay for any materials and expenses incurred by STS prior to cancellation. If work crews arrive at the customer's property prior to cancellation, the customer agrees to pay a minimum service charge to be determined by STS.

#### INTERPRETATION OF CONTRACT

This writing contains the entire agreement between the parties and may not be changed, except in writing and when signed by both parties. The validity, performance, construction and effect of this contract shall be governed by the laws of the State of Florida, or wherever the work is performed.

Contact us at 2548 NW 74th Pl, Gainesville, FL 32653 or by email at [skyfrog@skyfrogtreeservice.com](mailto:skyfrog@skyfrogtreeservice.com) or by calling (352) 727-4330. [www.skyfrogtreeservice.com](http://www.skyfrogtreeservice.com)



Client#: 301677 SKYFROG

**ACORD** **CERTIFICATE OF LIABILITY INSURANCE** DATE (MM/DD/YYYY) 1/03/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Edgewood Partners Ins. Center 2405 Satellite Boulevard Duluth, GA 30096 770 232-0202	<b>CONTACT NAME:</b> Patricia Villella <b>PHONE (A/C, No, Ext):</b> 770 232-0202 <b>FAX (A/C, No):</b> <b>E-MAIL ADDRESS:</b> Patricia.Villella@epicbrokers.com <b>INSURER(S) AFFORDING COVERAGE</b> <b>INSURER A:</b> NOVA Casualty Company <b>NAIC #</b> 42552 <b>INSURER B:</b> American Interstate Insurance Company <b>31895</b> <b>INSURER C:</b> <b>INSURER D:</b> <b>INSURER E:</b> <b>INSURER F:</b>
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**INSURED**  
 SkyFrog Tree Service, LLC  
 6115 SW 137th Ave  
 Archer, FL 32618

**COVERAGES** **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR. WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:		ARBML10000063501	12/31/2024	12/31/2025	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$100,000 MED EXP (Any one person) \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000 \$
A	<b>AUTOMOBILE LIABILITY</b> <input checked="" type="checkbox"/> ANY AUTO OWNED <input type="checkbox"/> AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY		ARBML10000063501	12/31/2024	12/31/2025	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10000		ARBUM10000037001	12/31/2024	12/31/2025	EACH OCCURRENCE \$1,000,000 AGGREGATE \$1,000,000 \$
B	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETARY PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	AVWCFL3334832024	12/31/2024	12/31/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

**CERTIFICATE HOLDER** **CANCELLATION**

For Informational Purposes Only	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. <b>AUTHORIZED REPRESENTATIVE</b> 
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## Unitarian Universalist

### Fellowship of Gainesville

4225 NW 34<sup>th</sup> St.  
Gainesville, FL 32605  
352-377-1669 / uufg.org

June 1, 2025

Dear «First\_Name»,

Congratulations on another year with the Unitarian Universalist Fellowship of Gainesville! We are deeply grateful for your presence in our faith community and hope you feel the warmth and support that comes from being part of it.

As you continue this journey with us, we extend our heartfelt commitment to your well-being. Your presence enriches our collective experience, and we encourage you to explore the many avenues for connection, growth, and service available to you. We hope that our blend of in-person and virtual gatherings enhances your journey within our community.

Our diverse and inclusive Fellowship values the wisdom found in various traditions as we strive to live ethical lives. Your contributions help create the supportive atmosphere we cherish.

Please remember that we are here for you. If you have any questions, concerns, or simply wish to talk, don't hesitate to reach out. Our minister, board members, and fellow congregants are eager to offer support and guidance as you navigate this new chapter.

We look forward to getting to know you better and walking alongside you in your faith journey and personal growth.

With love and warmth,

*Rev. JeKaren Bell*

Rev. JeKaren Bell



Nurture Your Spirit



Help Heal Our World





## Unitarian Universalist

### Fellowship of Gainesville

4225 NW 34<sup>th</sup> Ter.  
Gainesville, FL 32605  
352-377-1669 / uufg.org

June 24, 2024

Dear «First\_Name»,

Congratulations on another year of membership with the Unitarian Universalist Fellowship of Gainesville! We are grateful that you are a part of our faith community.

Thank you for letting us be a part of your continued search for truth and meaning in the world. We've been through a lot together, through the pandemic, ministerial changes, and larger political attacks on values we cherish. Through it all, we seek to offer you many ways to engage in the life of the congregation that will nurture your spirit and help change our world. We hope that you will experience our hybrid connectedness of meetings, social events and worship as a way to deepen your own growth within this community.

Our inclusive religion values theological and cultural diversity. We seek an ethical and moral life through study, applying the teachings and our learnings of many faith traditions and cultures other than our own to grow both individually and as a community of faith in service to the world. This place of worship is warm, friendly, and supportive of your individual beliefs in part because of the efforts you make to embody these values, helping create a "beloved community" for your fellow members.

Our former minister, Rev. Christe Lunsford, led us into our new digital age and helped us through a pandemic. This year, with new challenges, we embrace new approaches with new faces and new voices. We contracted with Rev. Tracie Barrett to advise our board and staff. We hired Tané Dekrey as our Choir Director/Pianist/Accompanist to support our Fellowship's music and Ricardo Sosa-Melo as our new audiovisual technician. But along with these fresh perspectives, your continuing support and participation is vital. Our congregation continues to offer many opportunities to build our own community and expand Unitarian Universalist values in Gainesville and beyond. Your involvement is more important than ever. If you are willing to join leadership, whether for an event or service on a committee, don't wait for an invitation; contact me to discuss how to move forward into your calling. Through everything, our Fellowship succeeds because of our members' support and commitment.

If you have any questions or concerns, please feel free to contact any Board member. We all look forward to deepening relationships with one another here at UUFG.

In fellowship,

Leah Cobb Lee, President  
on behalf of the UUFG Governing Board:

Leah Cobb Lee, President  
Mike Hazlett, Vice President  
Erin Parish, Secretary  
Mary Anthony, Treasurer

Tim Christe, Trustee  
Norden Lucke, Trustee  
Tom Mareci, Trustee



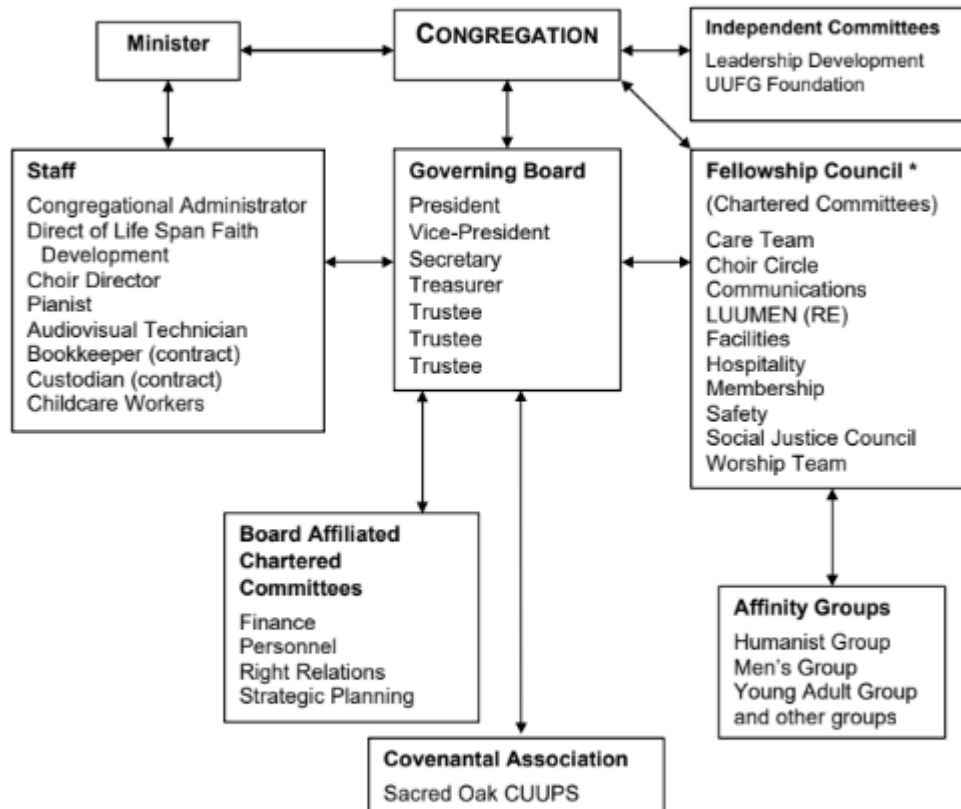




# Unitarian Universalist

## Fellowship of Gainesville

### BASIC ORGANIZATIONAL STRUCTURE



\* Fellowship Council chartered committees contain subcommittees. For example: LUUMENS includes the Youth Group, and Facilities includes the Courtyard Group, Butterfly Garden Group, and Memory Garden Group.

Updated 8 July, 2025



Winterfest Community Celebration – December 6th, 2025

We are excited to share a collaborative opportunity for community engagement and celebration this winter! On **Friday, December 6th**, James Chase and Erin Parrish are partnering to host a **Winterfest** event at UUFG.

**Winterfest Overview:**

**Date:** Friday, December 6th

**Time:** TBD (likely early afternoon into early evening, but we have reserved the whole day to allow for setup)

**Location:** UUFG Sanctuary, Phillips Hall, Courtyard, and Play Yard

This event is envisioned as both a **craft fair** and a **community celebration of winter traditions**. Here's the current plan:

1.

**Craft Fair (Sanctuary and Phillips Hall, possibly overflow outdoor area)**

We will host a festive indoor craft fair where community members can rent booths to sell homemade arts, crafts, and gifts.

- Booths will first be offered to UUFG members and then opened to the wider community.
- This is a great opportunity for our members to share their creative work and for everyone to shop locally and joyfully.
- James will be discussing with the board how renting should work - Flat rate, percentage, etc.

2.

**Multi-cultural Holiday/Winter Celebrations Showcase (Courtyard)**

To highlight the many ways people celebrate the season, we are inviting **committees and groups under the Fellowship Council to adopt a table**.

Each table will represent a different **faith tradition or winter holiday**, featuring a simple craft activity tied to that theme.

**What's involved if your committee adopts a table:**

Choose a faith tradition or seasonal celebration to represent.





- Coordinate a simple craft project related to that tradition (support is available for ideas and materials!)
- Staff the table throughout the event (individuals or rotating shifts are fine).
- Let us know what craft supplies you'll need - LUUMEN has a large supply available and can assist with preparation.
- Have someone available to either submit reports, discuss with Erin or James, or attend planning meetings.

This portion of Winterfest will only proceed if **at least six groups** commit to hosting tables. Otherwise, we will focus on the craft fair component alone.

- We'd thought of offering a "Passport" activity, where each table can have a stamp that represents their faith - when all are collected, the participant could get a free cup of hot chocolate, or something similar - maybe a specific Glowforge made ornament for the event. If we have enough interested and committed committees, groups, etc - James and LUUMEN would be happy to organize that.

### 3.

#### Play Yard Activities

The play yard will be open during the event with childcare staff available. While parents and caregivers explore the fair and displays, children who have more energy will have the option to enjoy outdoor playtime or age-appropriate crafts and activities - a fun, supervised space just for them!

#### What We're Asking:

Please bring this idea back to your committee and discuss whether your group would like to host a table in the **Community Holiday Showcase**. We're looking for joyful, creative ways to share traditions, educate our community, and offer fun and meaning for all ages.

Let us know your interest or any questions by the next Fellowship Council meeting - we'd like to begin planning in earnest by September.

Thank you for all the ways you support our Fellowship. We look forward to celebrating the warmth and wonder of winter with you!



Alice Primack Award Plans 7/19/25

Committee - Mary Bahr, Nancy Parkinson & Alice Gridley

- **Introduction:** UUFG was very fortunate to have Alice Primack as our Social Justice Chairperson for many years. After she passed away, her children expressed an interest in ways for the congregation to acknowledge and honor their mother's contributions to social justice. Another UUFG leader, Judith Kendall, requested that the UUFG Governing Board establish the UUFG Alice Primack Memorial Social Justice Award to be presented annually to a member of the larger community who embodies the ideals of caring for others and the environment, as exemplified by Alice during her lifetime. UUFG Foundation agreed to a request to fund the annual award in the amount of \$1,000 for five years.

The first award will be presented in May 2026. The grant will not go to the individual selected, but to that person's affiliated organization or selected charity or action group.

- **Guidelines**

- Who is eligible
  - Local residents/organizations are eligible. UUFG members, adults and teens affiliated with UUFG and UUFG Friends are not eligible.
- Who can recommend candidates
  - UUFG members, adults and teens affiliated with UUFG and UUFG Friends may write a letter of recommendation.
- Who will evaluate submissions
  - UUFG Social Justice Circle (SJC) will select a 3-5 person award committee in January 2026. The Award Committee will have responsibility to publicize the deadline for Letters of Recommendation, select a winner, make arrangements for the plaque or art that goes to the winner and for the grant that goes to the organization. The winner to be notified in a timely manner.
- Who will receive the award grant?
  - The winner's organization.
- Include a symbolic way to recognize the person
  - Consider a plaque or piece of art to be presented to the winning person. Cost covered by SJC.
- Set dates for:
  - **July 20, 2025.** Submit draft of guidelines to Board Retreat.
  - **August 2025.** SJC Notify congregation of plan to grant an award in Alice Primack's memory for 2026. Board may wish to call a congregational meeting to approve the award, if needed.



- **Prior to Alice's memorial September 20.** Board President to notify Alice Primack's family of UUFG's plan to have an annual award in her memory 2026 - 2030.
- **January 2026.** SJC to form an Award Committee.
- **March 15, 2026.** Deadline for SJC Award Committee to receive Letters of Recommendation for candidates from UUFG Members, affiliated Teens, and Friends. The Award Committee will have responsibility to select a winner, make arrangements for the plaque or piece of art that goes to the winning person and for the check that goes to the organization, and coordinate the ceremony with the Board and Worship Associates. The winner should be notified in a timely manner.
- **May 2026.** Present award. Coordinate the date with winner & Alice Primack's family if they wish to attend or view on line. Also recognize the Foundation's commitment in funding the award each year for five years.



## Doris Hargrave- Brief Biographical

I have been a member of UUFG since 1985. Over the years, I served on the following committees: RE, Foundation, Personnel, Leadership Development. In addition I've participated in foyer monitoring, silent auction set up, Sunday collection, auction contributions. Currently I'm a member of Altrusa and the Alachua County Library Foundation Board. In the past, at different times, I was president of the Florida Free Speech Forum, Eighth Judicial Circuit Women Lawyers, and Chair of Eighth Judicial Circuit Family Law Section. Education was as follows: BS and MA, Biology education; and JD. My work experience consists of research lab technician, junior high and high school science, biology, and math teacher, and most recently attorney. Last but not least, I have two wonderful children!

**UUFG Communications Committee Charter****Approved: [Date]****Purpose**

The Communications Committee helps provide the Unitarian Universalist Fellowship of Gainesville (UUFG) with clear, consistent, inclusive, and effective communication both internally to members and friends, and externally to the wider Gainesville community. The committee will provide guidance, support, best practices, and advice to the UUFG community. All content is aligned with UU principles and UUFG's covenant.

**Committee Membership and Meetings**

- The committee will consist of at least one chair or co-chairs appointed by the board for a year-year term with the option. The rest of the committee consists of volunteer members from the UUFG who join the committee officially or work on individual projects as needed.
- The committee meets in person at least quarterly with additional meetings as needed.
- The committee will announce meeting dates at least one week prior to meeting so that congregants may attend.

**Responsibilities and Duties**

- Develop and maintain communication policies related to communications—this may include style guides and procedures
- Support other committees, staff, and the Board with communication projects
- Maintain UUFG website
- Maintain and develop social media presence
- Provide design/proofing/editing support to UUFG
- Create strategies to market and promote UUFG events and congregation—this may include tabling, press releases, promotional material, social media campaigns
- Archive important media

**Reporting Responsibilities**

- Liaise with Minister, congregation, and other committees
- Chair attends Board meetings as needed
- Chair attends Fellowship Council meetings

**Offer from David Etherington**

Greetings Tom and Board members all,

Most of you are acquainted with me and know that I am a part-year resident of Gainesville, November -April. I understand UUFG is lay led and without a minister this year, and know the congregation has a wide and deep pool of committed folks and talents to lead the congregation. Yet should there be a need for clergy led memorial services, marriages, or other rites of passage such as child dedications and communions, I can be available for such things. I am a current member of the UU Ministers Association.

Additionally I could be available for some pastoral care needs. Some of you know that my clergy background has been centered around pastoral care and support in a variety of healthcare settings, emergency shelters and in armed conflict zones.

Please contact me if I may be of service during the months of November-May.

All things good,  
David Etherington

**UUFG Insurance**

Hi Cam,

Please see the attached package quote for your review \$3961.43. It includes general liability, inland marine (piano), crime, hired and non-owned auto, abuse & molestation, professional liability and cyber.

Also attached is a quote for Directors and Officers and Employers Liability for \$1006.97 (this could change depending on a completed application and financials).

Breakdown for everything:

Property: \$14,114.95

Liability Package: \$3961.43

D&O/EPLI: \$1006.97

Accident Policy: \$300.00

Total for everything: \$19,383.35

Last year with Liberty Mutual the total premium was \$19,391.89

Let me know if we are moving forward with these. I do have additional applications to be signed (I can send those via DocuSign) and will need supplemental apps completed for the D&O/EPLI along with your latest completed financials.

I look forward to hearing from you!

Thanks!

Connie