

UUFH BOARD MEETING

October 21, 2025

Attendees: Liza Burby, Laura Otton, Allyson Barish, Melissa Dinsman, Connie Rinaldi, Susan Peters, Rev. Israel Buffardi, Jim Ammerman, Jenna Kern-Rugile, Jon Nielsen

Chalice Lighting (Israel)

Israel shared opening thoughts about leadership and community, emphasizing the importance of shared leadership and the impact of Board decisions on the spiritual climate of the congregation.

Consent - The Board unanimously approved the September minutes, the REC charter, and after some discussion, the Pledge Drive charter.

Minister's Report –Israel shared his report, which received positive feedback for its tone and focus on community observations. Committees are running on fumes and we need to remember the spiritual part, not just the work.

Board Covenant –The Board read the covenant aloud. The Board reviewed and discussed a revised covenant, with members agreeing to review it further and potentially make changes before the next meeting.

Retreat report - Susan highlighted the need to distinguish between discussion items and action items. The Board agreed to consider implementing concrete systems to track and follow up on important items from the retreat report.

The group discussed several key topics, including the need to update and add charters to the website. The Board agreed to schedule a chair forum in November rather than January, as Melissa pointed out the importance of timing with the academic calendar, and the forum will include discussions about committee communication and finances. Allyson noted that Realm's rollout to committee chairs is imminent, with documentation and training being finalized in the next few weeks. The Board discussed organizing a smaller, more casual meeting with committee chairs after services on a Sunday, with Jim tasked to check availability.

Budget – Allyson reviewed the budget, noting a net income of \$42,000, largely due to underspending and Pastor Madelyn's lower-than-expected expenses. The Board voted and unanimously approved to reserve \$5,000 for new folding chairs and \$11,000 for Castle Care projects designated by Jason, with the remaining \$26,000 will go to unrestricted reserve and be deferred for further discussion. Allyson reported that the congregation ended the year with a balanced budget, achieving 101% of pledged income and 118% of fundraising goals, leading to discussions about how to communicate these financial successes to the congregation while maintaining support. The Board agreed to share the positive financial news with the congregation, emphasizing the strength and stability of the congregation while acknowledging the need for continued support for future projects.

The Board also addressed the Koulias Fund, a legacy fund of approximately \$1,685, and decided to move it to a reserve for the RE inclusion team pending a conversation with Peggy for her blessing. Israel noted

that while there wasn't a clear plan for spending the money, the RE committee was interested in discussing playground improvements.

Stewardship The Board discussed changes to the stewardship plan, particularly regarding high donor recognition events. The Board discussed feedback about donor events, with some members preferring more intimate gatherings rather than high-donor parties, while others expressed discomfort with the current approach. They expressed concerns about the proposed shift from in-person parties to sending gift tea bags for at home enjoyment, with some members unaware of the previous parties. The group agreed to support Jennifer's plan while providing feedback, and discussed the timeline for various events including a soft launch on February 8th. Israel will follow up with the committee about details.

Rental The Board addressed an incident where the African American Museum's forum was scheduled during the church's regular social hour on October 5th, leading to confusion and disruption of regular activities. The Board agreed this was a process issue and decided to establish clearer guidelines for rental space usage, particularly ensuring that Sunday mornings remain reserved for church activities, with rentals potentially starting no earlier than 1 PM.

Laura proposed reviewing rental prices due to inflation, with the Board agreeing to ask the rental committee to prepare a proposal for the next meeting.

Religious Education The Board discussed scheduling a meeting about religious education in November, with Liza offering to host it. They agreed to use a survey to find a suitable time. Israel shared that he would provide feedback from his conversations with RE committee chairs about their concerns and needs. The group also noted the need to schedule a separate meeting focused on religious education, with Liza mentioning a relevant article from the UUA World magazine that highlighted the importance of serving families rather than focusing on membership growth.

Website The Board also discussed making more information on their website public, with Susan suggesting that most content should be accessible to everyone except the member directory. Susan will review and bring a suggested list of which items should be public vs. member only.

Thank yous Liza announced that members were enjoying the thank you shout-outs in the flash newsletter. She would like submissions of more candidates for the next Flash.

Next Board Meeting: November 17, 2025 at 7pm

Respectfully submitted by Debbie Hocevar, Board Scribe