

UUFH BOARD MEETING

November 18, 2025

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

Absent: Jenna Kern-Rugile

Lighting of the Chalice (Israel)

Covenant: Read by the Board and approved

We, the Board of the Unitarian Universalist Fellowship of Huntington, covenant to lead together in a spirit of trust, compassion, and shared purpose.

How We Work Together

- We listen deeply, speak honestly, and assume good intent.
- We welcome disagreement as part of discernment and stay open to learning.
- Once decisions are made, we communicate with one voice.
- We maintain confidentiality and care in our communication.
- We come prepared, respect one another's time, and stay focused on our mission.

How We Stay Grounded

- We lead from love, remembering that our structures serve people, not the other way around.
- We balance process and purpose, letting clarity and kindness guide our actions.
- We hold each other accountable with grace and humility.
- We make room for rest, reflection, and joy in our work together.

Together, we commit to leadership that embodies our Unitarian Universalist values — building trust, practicing compassion, and keeping our hearts aligned with our shared purpose.

Consent Agenda

October Minutes – Unanimously approved.

Minister's Report - Israel

Religious Education Strategy Planning Meeting - Rev. Israel plans to meet with the RE Committee in person to discuss ideas for improving religious education and engagement, sharing successful strategies from other congregations. They aim to experiment with implementing one of these ideas in January, potentially as an intergenerational event. Sandra will coordinate a meeting time with Rev. Israel and others, likely in December or early January, to further discuss and plan these initiatives.

Christmas Eve Service Planning Meeting - The Board discussed plans for the Christmas Eve service, including a no-rehearsal pageant with speaking roles for children. Rev. explained that while they initially planned for a simple format, they decided to hold a Zoom rehearsal to make it meaningful for participants. The intergenerational orchestra was confirmed to be happening, with a poll being sent out to gather information on involvement levels. Melissa raised concerns about instrument-playing children needing sufficient practice time.

BOT Chair Meeting Recap The meeting was deemed successful and a plan was made to meet quarterly. The Board discussed plans for improving the chancel/stage area, with Jon sharing that his brother-in-law Joey, an architect, offered to help and would need to work through his company due to insurance requirements. Jon agreed to connect Joey with Beth via email, while Liza mentioned they would reach out to Jim Thomas for additional recommendations.

Finance Update (Allyson)

The Board reviewed plans for the December e-blast, which includes information about holiday services, the mitten tree, and staff gifts as well as budget for Christmas Eve decorations. The Pumpkin Patch numbers have not yet been finalized. Realm is moving along, there are 89 accounts so far.

Sandra Salary Increase The Board unanimously approved a 6.2% salary increase for Sandra, effective January 1st, to align with UUA standards.

Website (Susan) The Board discussed making certain website content public, with Susan proposing to categorize information into three sections: governance (public), members (public), and members only (restricted to members). They agreed to keep the directory, management system, and full budget restricted to members only, while making other documents like bylaws and meeting minutes accessible to the public. Allyson raised concerns about potential tax implications of rental income, which the Board agreed to explore further with legal counsel.

Thank You of the Month Pumpkin Patch ladies

Next Board Meeting: December 16, 2025 at 7pm

BOT Meetings for the rest of the year. All at 7 pm on Zoom, though maybe the December meeting in person? 1/20/26; 2/17/26; 3/17/26; 4/21/26; 5/19/26; 6/16/26

Respectfully submitted by Debbie Hocevar, Board Scribe