

## UUFH BOARD MEETING

December 16, 2025

**Attendees:** Liza Burby, Laura Otton, Allyson Barish, Jenna Kern-Rugile, Connie Rinaldi, Rev. Israel Buffardi, Jim Ammerman, Jon Nielsen (*met in person at Liza's*)

**Absent:** Susan Peters, Melissa Dinsman (and scribe Debbie Hocevar)

**Lighting of the Chalice** (Israel)

**Covenant:** Read by the Board

**Consent Agenda:** November Minutes--Unanimously approved.

**Minister's Report** (Israel)

- a. In addition [to his report](#), Israel expressed that he's been experiencing positive feedback from the Fellowship community and has been involved in the interfaith community as well, which he described as somewhat reluctant to use strong language about social justice topics in the current political climate.
- b. We also discussed the need for a conversation around advertising, or at least a marketing budget as we've had in the past. Allyson said she would make a note to discuss adding \$1,000 at budget time.
- c. Israel would like to introduce other ways for people to get involved, like a book discussion.

**Finance Update** (Allyson) In addition to her report, Allyson mentioned that she and Marianne, our bookkeeper, are looking into a new payroll program as QuickBooks is frustrating and limited at this point. Also, the next stage for Realm is working on the volunteer module and getting groups together, like the choir.

**Stewardship Questions** (Liza & Israel)

- a. In answer to Jen Sappell's questions about any programmatic goals we'd like to put forward for the annual giving campaign and any successes we'd like to highlight for the related materials, we determined that we're going to send her a list of all the accomplishments that individual committees have had so we can focus on the highlights. We also discussed a message of "here's what your pledge supports" or something like that. We also want to focus on why our congregation is needed now more than ever, and that's the message Israel will address. Laura agreed to go through the 2025 Annual Reports for a list to start.
- b. Jen asked that we determine who does follow-up with newcomers and we agreed that she should be able to attend Newcomers meetings so if she does call people, they will already know who she is.

**Personnel Discussion and Vote** (Connie & Israel)

- a. Voted on [draft language](#) of the Personnel Policy Manual to update the policy as to both provisions--Unanimously approved.
- b. Voted on updated [Personnel Charter](#) that mirrors language of the Manual--Unanimously approved
- c. For discussion: Connie is stepping down after three years as chair of the Personnel Committee at the end of this fiscal year. None of the committee members are available to chair. Connie will talk to Vivian Storm and Liza will ask Membership for any new members with legal/HR skillsets.

- d. We talked about annual minister and staff evaluations. The Personnel committee discussed the need for a standard evaluation "form," and Israel said he would share that with the committee for input. Regarding Israel, as we agreed at our retreat, we'll have honest conversations throughout the year.

**Strategic Planning Report** (All) Any BOT member who has not yet read the report is committed to doing so before we meet with the committee. Laura is asking them to meet in January so we can ask some follow-up questions about some of their suggestions and develop a timeline.

**Charter Updating**—Jim has agreed to research which charters are missing from the website. Kristina has a detailed list.

**Thank You of the Month**—A/V Team

BOT Meetings for 2026, all at 7 pm on Zoom: 1/20/26; 2/17/26; 3/17/26; 4/21/26; 5/19/26; 6/16/26

*Respectfully submitted by Liza Burby*