

# UUFEC Board Meeting Minutes – Zoom, Monday, August 25, 2025

## Meeting commenced at 6:36 PM

Rev. Kathy Hurt

Denny Lauer

Deborah Baker-Rian

Kal Addams

Megan Tabb

Join Zoom Meeting

<https://us02web.zoom.us/j/87913517580?pwd=afAF37haSOI6zY9uXeHpkeDSvBXqbw.1>

- **Opening Words & Check In** - “Be the change you wish to see in the world” – Mahatma Gandhi
- **Minutes** from July 28, 2025 meeting – Kal Addams (minutes approval needed) – Denny motioned to approve, Kal seconded, all ayes, none opposed. Motion passed.
- **President Update**, Deborah Baker-Rian
  - Made E-News Announcements for Board member positions – 2025 vacant & 2026
  - Facilitated “Welcome Luncheon” for Rev. Kathy.
  - Facilitated new Assistant DRE - emailed Ivy Light application – Board Approval needed.
  - Denny made a motion to approve Ivy as ADRE with the start date based on DRE recommendation. Kal seconded the motion. None opposed, Motion passed.
  - Facilitated new Board member for vacated Board At-large seat – Board approved Megan Tabb to fill remainder of term of At-Large seat. Welcome Megan Tabb!
  - Ellen has officially stepped down from the board.
  - Megan was unanimously voted in and approved by the board via email on July 31<sup>st</sup>, 2025.
  - Need to discuss voting by email to clarify our policy and procedure (still).
  - Joined UU Presidents’ monthly Zoom meeting; next one on September 18<sup>th</sup>
    - Tallahassee, Bay County, and Pensacola UUs in agenda.
  - Facilitated UU member renting space for her new yoga class.
- **Vice President Update**, Melissa Winn
  - Update on potential UUFEC CUUPS Chapter (tabled, Melissa was out of town).
- **Treasurer Update**, Denny Lauer
  - July 2025 Budget update
  - Reinstating “Ministerial Contingency Fund” proposal (new budget line item-Board approval needed). Kathy requested that it be called Fund for Emerging Needs. Denny raised a motion that we add a budget line for Emerging Needs to the budget and not add any funds at the moment, but it will be there if we need it. All in favor, none opposed. Motion passes.
    - The fund will be added as the Share the Plate for every 5<sup>th</sup> Sunday. Kal will go over it during announcements this coming Sunday. Judy has put forms in the Minister’s office to request funds from this line item. Kal will let the congregation know that members can give money during any time if they write where they want it to go.

- Purchase of new tech equipment for our Sanctuary to view off-site speakers: This purchase was within Budget, no Board approval needed. Adam Shanks is researching options for a dynamic camera at the moment. Will need to lay wire. Estimating about \$1500-3500. This price includes display unit.
- Added \$1000 to Religious Services Equipment from UUA bill and insurance, and chunk out of nursery teacher since we didn't have one.
- CDs will mature in early Sept. Finance committee gave permission to put them in a 3, 6, or 12 month. Denny is evaluating funds.

- **Minister's Update**

- Report – discussion
  - The time that she was here was lovely. She is adjusting to our deadlines and policies and procedures.
  - The reverend will try to lift up things she sees unfolding in the congregation to the board.
  - She is struck by how much our congregation has changed and how we move forward together.
  - One of the challenges is the LGBTQ+ influx and the lack of familiarity with these identities.
    - There is a welcoming communities renewal program is suggested and would be a series of workshops and modules to help us through this demographic shift and beyond.
    - Denny noted that the designation process was about 15 years ago. We definitely need a refresher.
    - During speaker's circle, Kathy noticed that we have a more than average mix of both young LGBTQ+ and older heterosexual, white, cisgender people. The integration is not always automatic.
    - Once Rev Kathy hears that we are in favor of this formally, she will begin the process of preparing the congregation. We might do this after the beginning of the year.
    - Kal agreed that this is needed, and asked if this was also focused on Black and brown identities. Rev. Kathy confirmed that while the Welcoming communities work primarily focuses on LGBTQIA+ issues, there is overlap and intersectionality with racial issues.
    - Kathy will come up with a game plan to present to the board in September, and if we move forward, Rev. Kathy will begin preparing the congregation in October.
    - Deborah spoke in favor of this renewal and that we need to continue to be uncomfortable and grow together.

- **Other Standing Committee Reports**

- Religious Exploration (report from Josh Moore/Deborah, re: new asst. DRE)
- Religious Services (written report, Amanda Piburn) – discuss comm. Questions -
  - Will be introducing more RE intergeneration. Intergenerational services are special times that bring us all closer together.
  - Online hymnal payment for Sing out love. It has been purchased and intend to use it especially when Cecile is not here. Right now, the budget comes from RS committee. Amanda suggested that the finance committee should discuss this.

- Amanda asked if we can put the pews back to their original formation with the chairs in front instead of the pews. Denny says that Deborah should talk to Karen about creating an aesthetics committee. We previously had an aesthetics community, but it has faded away since Covid.

- **Old Business**

- Continue discussing October congregational meeting/Board elections for 2026 Board members.
- Deborah - members of 2026 Officer Election Nominating Committee. (Jane P., Ellen Holt, ?)
  - Megan and Kal said that Vicky would be a good candidate. Deborah will reach out.

- **New Business**

- Discussed revision of Bylaw 4-5 "Special votes"; clarify when electronic voting can occur. Will vote on this at our congregational meeting.
- Discuss other Bylaw revisions for our October congregational meeting (September Board meeting decisions)
- Discuss adding a board member position during the October congregational meeting
- Discuss Building Security options/procedures
  - Janet says we have 4 outdoor camers for the entrance that have never been taken out of the box.
  - Kal mentioned that any security cameras should point toward the building.
  - Too many codes and who has them. Suggestion is that the board should have one code, committees should have another, etc.
- Discuss procedure for distribution of Membership list. Membership Comm has updated UUFEC Membership list; working on UUA membership list. Discuss revising Membership list protocol (tabled – ran out of time).
- Kal motions to approve the RS committee's policies and procedures. Denny seconded the motion. None opposed. Motion carries.
- Endowment gained 5k from a member! Woohoo!
- We have a Discord, and we should use it more. Kal will mention this during announcements and start updating the board announcements channel.

- **Next UUFEC Board meeting**, Monday, September 22, 2025, 6:30 PM, Zoom

- **Meeting adjourned 7:47 pm**