



Unitarian Universalist Fellowship of Gainesville

UUFG Governing Board Meeting Agenda
November 27, 2023 – 6:30 pm to 8:30 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,
- 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 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 10 min
 - a. Treasurer's Report October 2023 and commentary (Att. 1)
 - b. Admin Report October 2023 (Att. 2)
 - c. Religious Education Report October 2023 (Att. 3)
 - d. Fellowship Council November 2023 (Att. 4)
 - e. Board Meeting Minutes October 2023 (Att. 5)
4. [7:00 pm] Discussion, Action Items, Visioning 35 min
 - a. Foundation Grant Review (Att. 6) – Leah Cobb Lee
 - b. Article II Workshop – Erin Parish
 - c. OWL (Our Whole Lives) Facilitator Training (Att. 7) – Leah Cobb Lee



Unitarian Universalist Fellowship of Gainesville

5. [7:35 pm] Management and Facilities 25 min
 - a. Solar Project Updates – Tim Christy
 - b. Sharing EOP (Emergency Operation Plan) with UUA – Leah Cobb Lee
 - c. Rental waiver for Jewish Voices for Peace (Att. 8) – Leah Cobb Lee
 - d. UUFG Road Sign – Erin Parish

6. [8:00 pm] Leadership and Governance 20 min
 - a. Updated 10-Year Finance History – Mary Anthony
 - b. Sharing items with Fellowship Council – Leah Cobb Lee
 - i. Ad hoc fundraising requests
 - ii. Member-created UUism word search

7. [8:20 pm] Wrap up 10 min
 - a. Emerging Concerns
 - b. Calendaring and Action Items
 - c. Gratitude notes
 - d. Board Process – external observer
 - e. Next meeting January 22, 2023

8. [8:30] Adjournment

Unitarian Universalist Fellowship - Gainesville FL								
Treasurer's Report as of October 2023 for General Fund								
Tuesday, November 7, 2023								
Account #	Account Name	Period Activity October 2023	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
Income								
Income to General Fund								
Sustaining Gifts-Members & Friends								
4.100.030	Current Years Pledges	25,522.39	23,333.00	75,372.56	93,332.00	(17,959.44)	280,000.00	204,627.44
4.100.050	Sunday Collect/Unidentified G	1,191.35	1,333.00	3,769.77	5,332.00	(1,562.23)	16,000.00	12,230.23
	Total Sustaining Gifts-Members & Friends	\$26,713.74	\$24,666.00	\$79,142.33	\$98,664.00	(\$19,521.67)	\$296,000.00	\$216,857.67
Miscellaneous Income								
4.100.210	Rental Income	1,054.00	1,000.00	3,684.00	4,000.00	(316.00)	12,000.00	8,316.00
4.100.300	Special Activities and Auction	0.00	833.00	0.00	3,332.00	(3,332.00)	10,000.00	10,000.00
4.100.330	Interest	44.84	25.00	177.78*	100.00	77.78	300.00	122.22
	Total Miscellaneous Income	\$1,098.84	\$1,858.00	\$3,861.78	\$7,432.00	(\$3,570.22)	\$22,300.00	\$18,438.22
	Total Income to General Fund	\$27,812.58	\$26,524.00	\$83,004.11	\$106,096.00	(\$23,091.89)	\$318,300.00	\$235,295.89
	Total Income	\$27,812.58	\$26,524.00	\$83,004.11	\$106,096.00	(\$23,091.89)	\$318,300.00	\$235,295.89
Expense								
Expenses from General Fund								
Programs								
5.100.110	Membership	262.85	50.00	345.69*	200.00	145.69	600.00	254.31
5.100.120	UU Leadership	0.00	50.00	253.07*	200.00	53.07	600.00	346.93
5.100.130	Social Justice	50.00	125.00	50.00	500.00	(450.00)	1,500.00	1,450.00
5.100.140	RELATE	0.00	13.00	0.00	52.00	(52.00)	150.00	150.00
5.100.150	CUUPS	0.00	21.00	0.00	84.00	(84.00)	250.00	250.00
5.100.240	RE Program Activities	0.00	167.00	284.44	668.00	(383.56)	2,000.00	1,715.56
5.100.280	Hospitality Budgeted	0.00	17.00	0.00	68.00	(68.00)	200.00	200.00
5.100.300	Special Activities and Auction Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.100.310	Worship - Sunday Services	459.82	333.00	2,637.80*	1,332.00	1,305.80	4,000.00	1,362.20
5.100.320	Music Program	0.00	200.00	0.00	400.00	(400.00)	2,000.00	2,000.00
5.100.410	Canvass Expenses	0.00	0.00	0.00	0.00	0.00	500.00	500.00
5.100.430	Book Cart Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total Programs	\$772.67	\$976.00	\$3,571.00*	\$3,504.00	\$67.00	\$11,800.00	\$8,229.00
Administration & Operational Support								
5.100.010	Board Discretionary Funds	0.00	125.00	0.00	500.00	(500.00)	1,500.00	1,500.00
5.100.020	Pastoral Care Expense	0.00	17.00	0.00	68.00	(68.00)	200.00	200.00
5.100.030	Contributions to Reserves	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.100.520	Denominational Dues	1,294.00	1,294.00	5,176.00	5,176.00	0.00	15,525.00	10,349.00
5.100.525	Insurance	1,472.60	1,500.00	5,887.49	7,000.00	(1,112.51)	19,000.00	13,112.51
5.100.530	Office Expense	325.82	583.00	1,506.27	2,332.00	(825.73)	7,000.00	5,493.73
5.100.540	Bookkeeper	0.00	208.00	487.50	832.00	(344.50)	2,500.00	2,012.50
5.100.545	Telephone & Internet	557.99	572.00	1,949.89	2,318.00	(368.11)	7,100.00	5,150.11
5.100.550	Utilities - Electricity & Water	0.00	1,667.00	4,852.79	6,668.00	(1,815.21)	20,000.00	15,147.21
5.100.560	Waste Disposal	203.55	200.00	866.70*	800.00	66.70	2,400.00	1,533.30
5.100.570	Custodial Service	770.00	770.00	3,080.00	3,080.00	0.00	9,240.00	6,160.00
5.100.572	Custodial Supplies	0.00	69.00	59.95	276.00	(216.05)	825.00	765.05
5.100.575	Facilities Maintenance	804.60	625.00	3,360.33*	2,500.00	860.33	7,500.00	4,139.67
5.100.580	Backflow and Fire Suppression	30.00	333.00	411.00	1,332.00	(921.00)	4,000.00	3,589.00
5.100.583	Security & Safety	0.00	25.00	317.00*	100.00	217.00	300.00	(17.00)
5.100.585	Pest Control	0.00	0.00	400.00	400.00	0.00	400.00	0.00
5.100.595	VANCO and Bank Fees	118.86	146.00	559.62	584.00	(24.38)	1,750.00	1,190.38

Unitarian Universalist Fellowship - Gainesville FL								
Treasurer's Report as of October 2023 for General Fund								
Tuesday, November 7, 2023								
Account #	Account Name	Period Activity October 2023	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+(-)	Annual Budget	Annual Budget Remaining
Total Administration & Operational Support		\$5,577.42	\$8,134.00	\$28,914.54	\$33,966.00	(\$5,051.46)	\$99,240.00	\$70,325.46
Compensation & Related Expenses								
5.100.610	Ministers Salary	3,102.58	6,261.00	4,970.93	21,044.00	(16,073.07)	71,126.00	66,155.07
5.100.620	Ministers Housing Allowance	0.00	0.00	4,000.00	4,000.00	0.00	4,000.00	0.00
5.100.630	Ministers, In Lieu of Self Employment Tax	0.00	486.00	423.76	1,944.00	(1,520.24)	5,829.00	5,405.24
5.100.640	Ministers Pension Fund	0.00	684.00	553.93	2,736.00	(2,182.07)	8,203.00	7,649.07
5.100.650	Ministers Health Insurance	0.00	1,211.00	1,471.12	4,844.00	(3,372.88)	14,534.00	13,062.88
5.100.660	Ministerial Transition Expense	0.00	1,042.00	0.00	4,168.00	(4,168.00)	12,500.00	12,500.00
5.100.670	Ministers Professional Expenses	0.00	667.00	122.89	2,668.00	(2,545.11)	8,000.00	7,877.11
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	3,576.79	3,435.00	13,501.05	13,740.00	(238.95)	41,215.00	27,713.95
5.100.712	Congregational Administrator-Professional Expenses	0.00	167.00	0.00	668.00	(668.00)	2,000.00	2,000.00
5.100.720	Choir Director Salary	409.89	2,174.00	2,063.67	8,696.00	(6,632.33)	26,088.00	24,024.33
5.100.721	Director of Music Programming Salary	409.89		409.89				
5.100.722	Music Director's Professional Expenses	0.00	260.00	0.00	520.00	(520.00)	2,600.00	2,600.00
5.100.725	Pianist/Accompanist - Payroll	400.00	1,105.00	2,350.00	4,420.00	(2,070.00)	13,261.00	10,911.00
5.100.728	Audiovisual Technician	0.00	667.00	270.00	2,668.00	(2,398.00)	8,000.00	7,730.00
5.100.731	Director of RE Salary	2,181.96	2,174.00	7,683.38	8,696.00	(1,012.62)	26,088.00	18,404.62
5.100.732	Director of Religious Education-Professional Exp.	0.00	217.00	174.00	868.00	(694.00)	2,600.00	2,426.00
5.100.740	Child Care	599.25	500.00	1,853.17	2,000.00	(146.83)	6,000.00	4,146.83
5.100.820	Staff Pensions	343.00	343.00	1,372.00	1,372.00	0.00	4,121.00	2,749.00
5.100.910	Payroll Tax Expenses	786.43	600.00	2,209.58	2,400.00	(190.42)	7,200.00	4,990.42
Total Compensation & Related Expenses		\$11,809.79	\$21,993.00	\$43,429.37	\$87,452.00	(\$44,432.52)	\$263,365.00	\$220,345.52
Total Expenses from General Fund		\$18,159.88	\$31,103.00	\$75,914.91	\$124,922.00	(\$49,416.98)	\$374,405.00	\$298,899.98
Total Expense		\$18,159.88	\$31,103.00	\$75,914.91	\$124,922.00	(\$49,416.98)	\$374,405.00	\$298,899.98
Difference		\$9,652.70	(\$4,579.00)	\$7,089.20	(\$18,826.00)		(\$56,105.00)	

* = Income/Expense exceeds amount budgeted to date

		Unitarian Universalist Fellowship - Gainesville, FL			
		Budget Variance Report			
		October 2023			
Account #	Account Name				
Income					
Income to General Fund					
Sustaining Gifts-Members & Friends					
4.100.030	Current Years Pledges	In October, our pledge income is over budget by \$2189. We are under budget for the year by \$17,959			
4.100.050	Sunday Collect/Unidentified Giving	Through October, Sunday collection is under budget by \$1562			
Miscellaneous Income					
4.100.210	Rental Income	Main rental income is ~\$500/month from the Gainesville Bridge Club with similar income from Joy of the Lord Outreach Min.			
4.100.300	Special Activities-Auction	Income from special activities is budgeted at \$10,000 for the year.			
4.100.330	Interest				
Expense					
Expenses from General Fund					
Programs					
5.100.110	Membership	In October, we purchased some new member nametags and UUA pamphlets			
5.100.120	UU Leadership				
5.100.130	Social Justice				
5.100.140	RELATE				
5.100.150	CUUPS				
5.100.240	RE Program Activities				
5.100.280	Hospitality Budgeted				
5.100.300	Special Activities and Auction Expenses				
5.100.310	Worship - Sunday Services	We paid for Rev. Barrett to help facilitate 10/29 service			
5.100.315	Concert Expenses				
5.100.320	Music Program				
5.100.410	Canvass Expenses				
5.100.420	Fundraising Expenses				
5.100.430	Book Cart Expense				
Administration & Operational Support					
5.100.010	Board Discretionary Funds				
5.100.020	Pastoral Care Expense				
5.100.030	Contributions to Reserves	Monthly payment, budgeted at 0 for this year			
5.100.520	Denominational Dues	Monthly payment. Our current dues are based on our 2021-2022 FY figures, which is why they are lower than normal.			
5.100.525	Insurance	Monthly payment - for Liberty Mutual's own reasons, we had no payment in July, but a larger than normal payment in August. Going forward, monthly payments should even out and look more like the budgeted numbers.			
5.100.530	Office Expense				
5.100.540	Bookkeeper	Contract with Mignon Craig, bookkeeper			
5.100.545	Telephone & Internet	Includes contract with Cox Communications, webhost and other related services			
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				
5.100.575	Facilities Maintenance	Main October expense was Phillips Hall strip & wax. November bill will show SkyFrog tree work in October.			
5.100.580	Backflow and Fire Suppression				
5.100.583	Security & Safety	We are now paying for background checks using the Security line item.			
5.100.585	Pest Control	Melrose Pest Control's annual termite treatment was performed in September			
5.100.595	VANCO and Bank Fees	Vanco manages our online donations.			

Unitarian Universalist Fellowship - Gainesville FL						
Consolidated Fund Activity Report for October 2023						
Tuesday, November 7, 2023						
Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.100.100	General Fund Balance	54,445.74	27,812.58	18,159.88	0.00	64,098.44
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	0.00	0.00	0.00	27,908.58
3.201.120	CUUPS Support Fund Balance	431.00	200.00	0.00	0.00	631.00
3.202.100	Music Support Fund	1,087.00	0.00	0.00	0.00	1,087.00
3.203.110	Memory Garden Fund	760.11	0.00	112.00	0.00	648.11
3.203.120	Courtyard Fund Balance	2,590.16	0.00	0.00	0.00	2,590.16
3.203.130	Solar Panel Fund Balance	6,000.00	42,000.00	36,000.00	0.00	12,000.00
3.203.140	Interim Ministry Fund Balance	17,906.00	16,256.34	0.00	0.00	34,162.34
3.203.150	Labyrinth Fund Balance	2,000.00	0.00	0.00	0.00	2,000.00
3.204.110	Book Cart Fund	424.00	124.90	0.00	0.00	548.90
3.206.100	<i>Foundation Grants</i>					
3.206.113	Youth Room Update (Grant) Fund Balance	1,355.87	0.00	0.00	0.00	1,355.87
3.206.114	General Assembly Youth Travel (Grant) Balance	895.45	0.00	0.00	0.00	895.45
3.206.115	Banned Books (Grant) Fund Balance	0.00	500.00	0.00	0.00	500.00
3.206.140	UU Leadership Fund - Balance	3,619.40	0.00	0.00	0.00	3,619.40
3.206.141	OWL Fund (Grant) Balance	497.94	0.00	497.94	0.00	0.00
3.210.100	<i>CYREC</i>					
3.210.110	RE Fund Balance	4,136.70	0.00	1,362.00	0.00	2,774.70
3.210.120	Youth Support Fund Balance	1,070.91	0.00	0.00	0.00	1,070.91
3.210.125	OWL Fund Balance	0.00	1,362.00	124.35	0.00	1,237.65
3.210.160	Playground/Coffee Fund Balance	95.00	0.00	0.00	0.00	95.00
3.216.100	<i>Social Justice Fund</i>					
3.216.110	Social Justice Unallocated Funds	2,882.72	0.00	0.00	0.00	2,882.72
3.216.150	Pineridge Fund	1,216.98	0.00	0.00	0.00	1,216.98
3.216.160	Share The Plate Balance	442.33	424.60	442.33	0.00	424.60
3.400.100	<i>Future Funding & Capital Reserve Accounts</i>					
3.404.110	Res. Fd for Large Scale Maintenance-Balance	53,994.57	0.00	0.00	0.00	53,994.57
3.500.100	Land & Building Fund	1,105,900.00	0.00	0.00	0.00	1,105,900.00
3.500.150	Furnishings & Equipment Fund	62,670.00	0.00	0.00	0.00	62,670.00
3.500.155	Solar Fund Bank Account Balance	0.00	36,000.00	0.00	0.00	36,000.00
3.500.200	UUFG Foundation Balance	443,345.68	0.00	0.00	(16,877.37)	426,468.31
3.500.250	Ministers Discretionary Fund Bank Account Balance	325.99	0.00	2.00	0.00	323.99
	Total	\$1,796,002.13	\$124,680.42	\$56,700.50	(\$16,877.37)	\$1,847,104.68

Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
October 2023

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	Donations	This is a pass-thru account. We transfer this money to a separate checking account that the minister manages. Doesn't show up on the October report because no activity or balance.
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.
3.201.120	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	Beverly Sanders, Choir 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. September expenses: mulching
3.203.130	Solar Panel Fund Balance	Mary Anthony	Donations	Pass through account used for donations for our solar panel project. Money is transferred into our Solar Panel checking account.
3.203.140	Interim Ministry Fund	Mary Anthony	Donations	Donated funds held to help pay salary and expenses of an interim minister.
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 will be reallocated from this fund into the General Fund at the end of the year.
	<i>Foundation Grants</i>			
3.206.113	Youth Room Update Fund	James Chase	Foundation	Fall 2022 grant to purchase new furniture, etc., for Youth Room
3.206.114	General Assembly Youth Travel	James Chase	Foundation	Spring 2023 grant to help youth travel to GA
3.206.140	UU Leadership Fund	LDC	Foundation	The Foundation has provided a \$5000 grant
3.206.141	OWL Fund (Grant) Balance	James Chase	Foundation	OWL training and programs. Two OWL courses began in fall 2023 with one class running through spring 2024.

**Unitarian Universalist Fellowship - Gainesville
Consolidated Fund Narrative Report
October 2023**

Account #	Account Name	Name	Source	Purpose
	<i>CYREC</i>			
3.210.120	RE Fund Balance	James Chase		To benefit children & youth.
3.210.120	Youth Support Fund Balance	Janese Nix & Mary Bahr	Fundraisers (pancake breakfasts, CON fees, car washes, etc.)	To support Youth Group activities and events
3.210.125	OWL Fund Balance	James Chase	Payments	Funds received to pay for OWL training and classes
3.201.160	Playground/Coffee Fund Balance	James Chase		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.
3.216.150	Pineridge Fund	Mary Bahr	Directed donations	To pay for Pineridge expenses exclusively.
2.216.160	Share The Plate Balance	Mary Bahr	Directed Donations	These monies are paid out to approved charities.
	<i>Future Funding & 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 suppression system repair, air conditioners, roof replacement, exterior painting, etc.)
3.500.100	Land & Building Fund			This is an old assessment of the value of the land and buildings.
3.500.150	Furnishings & Equipment Fund			This is an old value of furnishings and equipment.
3.500.155	Solar Fund Bank Account Balance	Leah Cobb Lee & Mary Anthony	Donations	Money transferred from Solar Panel Fund pass through account to pay for the installation of solar panels
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.	Leah Cobb Lee & Mary Anthony	Donations	This is the balance in the Minister's Discretionary Fund Bank Acct, updated monthly.

Unitarian Universalist Fellowship - Gainesville FL
Balance Sheet as of October 31, 2023

Tuesday, November 7, 2023		Beginning Balance	YTD Balance
Account #	Account Name		
Assets			
Cash			
1.000.130	Ameris Bank-Checking	92,081.23	135,185.33
1.000.140	Ameris Bank-Money Market	81,074.95	81,252.73
1.000.155	Solar Fund - Checking	0.00	36,000.00
	Total Cash	\$173,156.18	\$252,438.06
Fixed Assets			
1.000.310	Building & Land	1,105,900.00	1,105,900.00
1.000.320	Equipment	62,670.00	62,670.00
	Total Fixed Assets	\$1,168,570.00	\$1,168,570.00
Other Assets			
1.000.410	UUFG Foundation	428,765.57	426,468.31
1.100.250	Ministers Discretionary Fund Account	627.99	323.99
	Total Other Assets	\$429,393.56	\$426,792.30
	Total Assets	\$1,771,119.74	\$1,847,800.36
Liabilities			
Current Liabilities			
2.000.120	Payroll Taxes Payable	5.98	695.68
	Total Current Liabilities	\$5.98	\$695.68
	Total Liabilities	\$5.98	\$695.68
Fund Balance			
3.100.100	General Fund Balance	57,009.24	64,098.44
3.100.321	Minister's Sabbatical Fund Balance	27,908.58	27,908.58
3.201.120	CUUPS Support Fund Balance	431.00	631.00
3.202.100	Music Support Fund	1,087.00	1,087.00
3.203.110	Memory Garden Fund	760.11	648.11
3.203.120	Courtyard Fund Balance	4,215.16	2,590.16
3.203.130	Solar Panel Fund Balance	0.00	12,000.00
3.203.140	Intermim Ministry Fund Balance	5,663.00	34,162.34
3.203.150	Labyrinth Fund Balance	0.00	2,000.00
3.204.110	Book Cart Fund	312.00	548.90
3.206.100	<i>Foundation Grants</i>		
3.206.113	Youth Room Update (Grant) Fund Balance	1,463.36	1,355.87
3.206.114	General Assembly Youth Travel (Grant) Balance	4,188.80	895.45
3.206.115	Banned Books (Grant) Fund Balance	0.00	500.00
3.206.140	UU Leadership Fund - Balance	4,519.40	3,619.40
3.206.141	OWL Fund (Grant) Balance	598.07	0.00
3.206.211	Labyrinth Repair (grant) Balance	2,500.00	0.00
	<i>Total Foundation Grants</i>	<i>\$13,269.63</i>	<i>\$6,370.72</i>
3.210.100	<i>CYREC</i>		
3.210.110	RE Fund Balance	2,776.70	2,774.70
3.210.120	Youth Support Fund Balance	1,070.91	1,070.91
3.210.125	OWL Fund Balance	0.00	1,237.65
3.210.160	Playground/Coffee Fund Balance	95.00	95.00
	<i>Total CYREC</i>	<i>\$3,942.61</i>	<i>\$5,178.26</i>
3.216.100	<i>Social Justice Fund</i>		
3.216.110	Social Justice Unallocated Funds	2,882.72	2,882.72
3.216.150	Pineridge Fund	1,216.98	1,216.98
3.216.160	Share The Plate Balance	457.60	424.60
	<i>Total Social Justice Fund</i>	<i>\$4,557.30</i>	<i>\$4,524.30</i>
3.400.100	<i>Future Funding & Capital Reserve Accounts Balance</i>		
3.404.110	Res. Fd for Large Scale Maintenance- Balance	53,994.57	53,994.57
	<i>Total Future Funding & Capital Reserve Accounts Balance</i>	<i>\$53,994.57</i>	<i>\$53,994.57</i>
3.500.100	Land & Building Fund	1,105,900.00	1,105,900.00
3.500.150	Furnishings & Equipment Fund	62,670.00	62,670.00
3.500.155	Solar Fund Bank Account Balance	0.00	36,000.00
3.500.200	UUFG Foundation Balance	428,765.57	426,468.31
3.500.250	Ministers Discretionary Fund Bank Account Balance	627.99	323.99
	Total Fund Balance	\$1,771,113.76	\$1,847,104.68
	Total Liabilities and Fund Balance	\$1,771,119.74	\$1,847,800.36



Unitarian Universalist Fellowship of Gainesville

To: Governing Board
From: Cam Pierce
Date: November 20, 2023
RE: Monthly Congregational Admin Report to the Board

Membership Numbers

We currently have 156 members and 23 supporting friends on our rolls. This past month we welcomed Katelin Rhan to membership. Last year at this time we reported 154 members and 23 supporting friends.

Sunday Service Attendance

Sundays, October 2023 –

- Average in person attendance for five Sundays: 71
- Average YouTube visits for four Sundays: 66
- Total average participation for five Sundays: 124
- Current YouTube subscribers: 277

Date	YouTube	In-Person Attendance	Total
10/1/2023	73	58	131
10/8/2023	77	76	153
10/15/2023	67	69	136
10/22/2023	n/a	74	74
10/29/2023	47	80	127

Sundays, October 2022 –

- Average in person attendance for four Sundays: 80
- Average YouTube visits: 66
- Total average participation for three Sundays: 146

Date	YouTube	In-Person Attendance	Total
10/02/2022	51	86	137
10/09/2022	55	86	141
10/16/2022	55	68	123
10/23/2022	72	94	166
10/30/2022	97	68	165

Attendance for August

10/01/2023	HUUGG / Humanist Class	K Anderson	10
10/01/2023	Sunday Service - in person		49
10/01/2023	Sunday Service - online		73
10/01/2023	RE	J Chase	5k + 4a
10/01/2023	OWL Classes	J Chase	19k + 7a
10/03/2023	Morning Meditation	P Turner	8
10/03/2023	Worship Team	L Stewart	12
10/05/2023	Choir Rehearsal	K Flamand	20
10/07/2023	Friends of the Courtyard	P Maloney	6
10/08/2023	Sunday Service - in person		61
10/08/2023	Sunday Service - online		77
10/08/2023	RE	J Chase	12k + 3a
10/08/2023	Newcomers Orientation	J Kendall	2
10/08/2023	OWL Classes	J Chase	18k + 4a
10/10/2023	Morning Meditation	P Turner	6
10/10/2023	Safety Team	J Coron	6
10/10/2023	Humanist Circle	A Tweedy	7
10/10/2023	Fellowship Council	M Hazlett	4
10/11/2023	Young Adult Group	R Richter/K Hagan	3
10/12/2023	UUFG Men's Lunch Group	T Bullock	8
10/12/2023	Choir Rehearsal	K Flamand	16
10/13/2023	TGIF Celebration	R Dinklage	20
10/14/2023	Buildings & Grounds Work Morning	M Roberts	6
10/15/2023	Social Justice Discussion (cancelled)	A Primack	
10/15/2023	HUUGG / Humanist Class	K Anderson	10
10/15/2023	Sunday Service - in person		63
10/15/2023	Sunday Service - online		67
10/15/2023	RE	J Chase	3k + 3a
10/15/2023	OWL Classes	J Chase	16k + 4a
10/16/2023	Finance Committee	J Wright	8
10/17/2023	Morning Meditation	P Turner	7
10/18/2023	Touchstones Discussion Group	D Neill-Mareci	6
10/19/2023	Choir Rehearsal	K Flamand	16
10/21/2023	UU Book Circle	M Soles	8
10/21/2023	Pride Tabling	K Hagan	
10/22/2023	Sunday Service - in person		63
10/22/2023	Sunday Service - online		N/A
10/22/2023	RE	J Chase	8k, 3a
10/22/2023	OWL Classes	J Chase	10k, 2a
10/22/2023	Social Justice Circle	M Bahr	
10/23/2023	Governing Board	E Parish	14
10/24/2023	Morning Meditation	P Turner	cancelled
10/24/2023	Humanist Circle (discontinued)	A Tweedy	
10/25/2023	Young Adult Group	R Richter/K Hagan	
10/26/2023	Choir Rehearsal	K Flamand	16
10/27/2023	Trunk or Treat	J Chase	65k, 15a

10/29/2023	Sunday Service - in person		61
10/29/2023	Sunday Service - online		47
10/29/2023	RE	J Chase	16k + 3a
10/29/2023	OWL Classes	J Chase	19k + 4a
10/31/2023	Morning Meditation	P Turner	9

UUG Office Notes

Rentals

In August, our main renter was, as usual, the Gainesville Bridge Club. Starting on October 15, we began renting our facilities to Joy of the Lord Outreach Ministries. They have used our Fellowship Hall on Sunday afternoons and two classrooms on Wednesday evenings for bible study. They also held a special event here on Saturday evening, November 18.

Mailings & Communications

I continue to send the link to monthly Touchstone Journals via MailChimp with some hard copies mailed to a few members who requested that service. Also as usual, I sent out anniversary letters to all members who have joined the Fellowship in September as well as creating weekly Gazettes and Chalice Connections. In September, I managed our daily Touchstone Facebook posts (daily pictures with descriptions), but starting in October, Ricardo Sosa-Melo, our new audiovisual technician, is completing that function. I coordinated a MailChimp announcement for our newly hired Director of Music Programming.

Finance

I reconciled our September banking account statement, attended the October Finance Committee meeting, compiled information for Tim Christy and Jim Wright. In addition, I created a new PayPal charity business account along with a Venmo business account so that we can begin using alternate methods of payment that some (younger) members and visitors may find convenient.

New Hires

I wrote a new job description for the bookkeeper position and posted it on our website. We will need to more aggressively advertise to find a replacement for Mignon. Mignon is happy to continue for the time being, but she is ready to step aside when we find a new bookkeeper. She will stay on for a few weeks to help train any new hire on our Church Windows software.

Website and Technology

I updated our website to reflect the various changes we have experienced over the past month and continue to help schedule Zoom meetings for several groups.

Safety Committee

I attended the November 14 Safety Team meeting, chaired by Jonathan Coron.

Membership

Per conversations with Mary Keith I have sent letters to five members who have not participated for several years asking them to confirm if they wish to remain on our rolls as members. I will forward to the board the names of those who do not contact me by the end of the month for removal from membership.

Once we confirm removals, we will move forward with directory production. Judith Kendall, James Chase and Debra Neill-Mareci have help immensely providing pictures for the directory.

Copier

Per review from the Finance Committee, we have renewed our contract with Konica Minolta to lease a copier for 60 months, beginning in December. In December, Konica Minolta will remove our old copier and install a new one. The new monthly fee will be \$289.10/month. For the past 60 months, we have paid \$279/month. As with our old contract, the new agreement covers all of our printer costs except paper and staples.

Front Sign

I have begun changing messages on the front sign to reflect upcoming service titles or speakers. With the board's approval, I look forward to working with Mary Keith to incorporate UU messages.

RE Report for November/Fall 2023 -

RE has been very busy the last few months - And in the last month several changes have been made, and there are more changes in progress.

RE has been moved to the afternoon, to allow the children to get their energy/socializing out of their systems before service. At this time, Childcare is still available from 10-2pm, and we have hired a 3rd Child Care professional to allow for absences/schedule needs. Our regular attendance has been steadily increasing, and we are assessing the Nursery and how to adapt to better accommodate the growing number of young children. James is also working to expand their volunteer base, so we can be more adaptable with the needs of our families. After deliberating, the CYREC team, Childcare staff, and James have decided that it would be enormously helpful to get a fence built around the Children's Garden behind the Nursery, so that we can expand the space we are able to monitor without needing to increase staffing. This will require fundraising, and James would like approval to run 3 fundraisers as listed below.

Photography fundraiser:

This will be a single event done on a Saturday or Sunday afternoon in early December - James Chase Photography will be offering Family Photography for Holiday Cards - Each session will be \$100, and the full amount will go directly to RE programming/Fence Building. There will be room for 8 photography sessions, which will be roughly 20 minutes of Photography time, and there will be a minimum of 20 fully edited digital images with Photo Release.

Tee Shirt Fundraiser:

James Chase is working with a local Printer to get new "Side with Love" shirts made. There will be a pre-order for this, and each shirt will cost \$20. The Pre-order information gathering form would go out soon, and the Shirts should be ready by Christmas.

Glowforge Time Rental:

The RE program has access to a Glowforge, and it was proposed that we rent out the glowforge before the holidays for Gift making. The Proposed rate would be \$50/Hour, and this would need to be scheduled when there is someone in the Office to monitor. This would only be available to Members, and everyone using it would be required to review materials on how to use the machine safely.

One upcoming change is a sizable shift that will be happening immediately after the Holidays. Beginning in January, all RE programs will shift to 2 weeks a month, with the 1st and 3rd Sunday being RE days, and the 2nd and 4th will be Free Play days - There will still be childcare and activities, but not Classroom time. This shift is needed because we are needing a more diverse array of programs, and the volunteer base is not strong enough at this time to meet those needs.

James has put a call out for folks who are interested in facilitating Adult RE programs/classes/discussion groups. At this time, they have scheduled one book club for Parents which will be following along with the book "Chaos, Wonder, and the Spiritual Adventure of Parenting" which is available from the inSpirit bookstore online. They are putting in effort to figure out other adult programs, which will take place in the afternoon after service.

OWL levels 4-6 and 7-9 are going strong, and level 4-6 will be winding down mid December. James is working to build a "Middlers" program to hopefully accommodate some of the families who have expressed interest in continuing to attend our congregation. This program would be designed for kids aged 8-12, and would begin in the beginning of January. This program will be based on Dungeons and Dragons, with heavy discussion of how to handle conflict within the scope of UU Values and Principals. The addition of this program is dependent on finding consistent volunteers, but would be a strong addition for the kids who are not old enough for Youth Group, but who may not get their needs met by Spirit Play which is designed for Early Elementary. Since the last Report, we also had a moderately well attended Trunk-Or-Treat event, which was planned largely by the growing Young Adult group who has been working with James on events and generally planning. We also had a booth at the Gainesville Pride, which was hugely successful.

James Chase has also been working on Professional and Personal Development. With the endorsement of Leah Cobb Lee and Rev. Dr. Tracie Barrett, James has joined the RE Credentialing Program, which they should complete by 2025. They are currently enrolled in a Family Ministry Class. They also recently attended a TrUUst retreat in San Diego, which provided excellent networking and context gathering opportunities. These experiences have helped James to grow and develop in ways that will reflect in the way they plan and develop Faith Development programs and activities for the congregation.

In the long term plans, James has been communicating with Melanie Davis about Hosting an All Levels OWL training at the UUFG campus during the Summer of 2024. This would require use of the entire campus for a full weekend, as these trainings run from Friday afternoon to Sunday early afternoon. Funding would be handled largely through Registration fees, and this would enable us to offer OWL to the community more efficiently.

James would like Board approval to move forward with scheduling this training, with the understanding that they would work with the Worship team on how to accommodate the conflict in scheduling - Perhaps taking the opportunity to hold an "OWL Service" or perhaps shift that Service to later in the day.

Report on the Fellowship Council – Monthly Meeting (November 14, 2023 – 7:00 to 8:15pm) Unitarian Universalist Fellowship of Gainesville, Florida

Meeting opened at 7:00pm with facilitator: Michael Hazlett, Governing Board Vice President. Members Present: Liz Stewart (Worship Team); Marilyn Roberts (Facilities); Pat Caren (Social Justice Liaison and Family Promise Facilitator); Mary Bahr (Social Justice Circle); Beverly Sanders (Choir Circle); Debra Neill-Mareci (Ushers, Webmaster & List Serve Administrator); Susan Christy (Hospitality-Visitor and Welcome Table Facilitator); Mary Keith (Membership); Jonathon Coron (Safety Committee); Pau Avery (Campus Ministry and Interim Minister Fund); and Rev. Dr. Tracie Barrett (Contract Minister for UUFG). The total number in attendance was eleven (12).

Meeting Opened with a Chalice lighting and reading. The reading by Rev. Dr. Sofia Betancourt (President of the UUA) was particularly important for this season.

“Beloveds. As we approach the turning of the year we are reminded, once again, to turn our hearts and minds to gratitude. This is a season that my mentor Prof. Ibrahim Farajaje’ named “Thanksgiving,” to acknowledge our gratitude for those who came before us and our grief for the broken relationships we still carry in this nation with our indigenous kin. In our yearly celebrations we both acknowledge how our values call us to mend that which is in need of repair, and celebrate all that remains precious and lifegiving, even in difficult times.

There is much in these days that is challenging, Beloveds. And also, there remains a beauty and great resiliency in our connections to one another and our grounding in the love that lives at the center of our living tradition. May we remind ourselves and each other in these days, of the strength that comes of our freely chosen association.

Thank you, for the generosity and love that you offer Unitarian Universalism. In this season may you know our profound gratitude for all that you give. Let us together love again, this world. With love, Sofia”

This was followed by a check-in by those present. Michael Hazlett some committees are affiliated with the Fellowship Council, other committees and groups from worship council, membership, social justice council and “bringing together” groups are also welcome to monthly meetings. Those invitations will continue with selected groups being encouraged to participate as is appropriate. The Fellowship Council approved the amendment to the agenda regarding the consideration of the “Toys for Tots Program” at the Fellowship. There was a common consensus that such a program was worthy and no objection was made to the Fellowship’s involvement – coordinated by Rose Cole.

Mike Hazlett again **requested monthly reports** from Fellowship Council committees be sent to him so all reports can be collated and forwarded the UUFG Office Administrator and UUFG Governing Board. Monthly committee reports will help apprise the Governing Board of the types of activities and collaboration needed at the fellowship. Each committee reporting should share successes, needs and plans for that month. A number of Committee Reports are found in Attachment A. In addition, committees are currently reviewing **their charters** so that they can be brought up to date with current activities of UUFG.

As during the previous month, round table discussion covered a wide range of issues.

Regarding the Facilities Committee, Marilyn indicated that some projects were still planned. Some the activities such as Sparkel Saturday require the new recruitment of younger members. Those participating in on facilities projects tend to older and beyond the age of ladders. On encouraging item for our facilities is that the Solar Project contract has been signed by the vendor (Solar Impact) and

work on the project should begin early in the next year. In the past month, Tree Frog Tree Service completed the authorized tree work. The use of the kitchen by outside groups has led to a need to better monitor kitchen use. It was shared by Fellowship Council members that great thanks to Marilyn Roberts and Hazel Hazlett for their in the kitchen – helping promote hospitality. One other item of concern was the Court Yard Fountain which received attention from Marylin. She believes that she has solved the issue with the fountain float.

Similar to last month, future social activities were mentioned as part of growing fellowship and hospitality. A Thanksgiving pot luck is being held November 24th – thanks to Joanne and Peggy Lowenstein for their efforts. A volunteer effort by UUFG members will be held at Grace Market Place (Homeless Center) on the Saturday, December 2nd (10am-12noon). A Food for Kids Backpack collection is currently underway at the UUFG Fellowship. Thanks go to Judi Oltmans for her work on the Grace Market Place and Food for Kids Backpack programs. A Winter Solstice Celebration will be held on December 9th. A Silent Auction is planned for January, while the Rummage Sale is planned for some time in March. The Rummage Sale will be coordinated by the Membership Committee. All of these volunteer efforts are encouraged and should be expanded. Regarding the Fellowship Efforts, it was pointed out that there was no chair for the Hospitality Committee. Susan Christy pointed out that she has been a point person (wrangler and roper) for those serving for Sunday services – greeters, welcome and visitors table, and coffee hour host recruiting. Susan is not the Hospitality Chair but recommends that someone be recruited for that role.

The Choir and Music Program reported that our current Pianist (Tane' DeKrey) has done an excellent job directing the choir. Kirsten Flamand has also stepped up to help with other music related duties during worship – filling in during the vacancy of the Music Director. It was noted that the Choir will seek a higher quality electronic keyboard for musical performances in the future.

The Membership Committee reported that a current effort to contact members is planned. Steve and Eliese Atlas have volunteered to contact UUFG members regarding their current needs and concerns. Mary Keith (Chair of the Membership Committee) indicated that such activities and the Rummage Sale could offset some the needed dollars to supplement the membership recruitment efforts. It was suggested that all new members receive a yellow (Side With Love) tea shirt to help our connectedness and visibility. Mary Keith also favored the placement of the signs by the road that passes the Fellowship – advertising what the Fellowship stands for. Her thought was that visitors and passers by should see that we support such issues as Black Lives Matter, LBGTQ+ Rights, Free Speech, Immigrate Rights, and other progressive issues. Other members of the Fellowship Council disagreed with the placement of such signs for reasons of Fellowship safety and the need to involve those most affected in such a decision. Discussion on both sides of the sign issue continued with some closing suggestions by Mike Hazlett and Rev. Tracie Barrett that there are merits with both sides of the discussion and that further though regarding some type of additional signage should be considered after careful assessment of all pros and cons.

Safety Committee Chair (Jonathan Coron) presented a summary of their activities. The Safety Committee participated in a UUA Webinar that involved anticipating threats toward UUA congregations. As part of the Webinar, participants were asked to share what activities and plans were currently in place – especially after the recent attack on the UU Fellowship in Plano, Texas. **Since the Webinar, UUFG has received over 13 requests for our Fellowship to share our Emergency Operations Plan (EOP). However, given its sensitive nature, it was felt that the Governing Board should make the final determination on how, when and in what form the Fellowship should share it's EOP (Suggested GOVERNING BOARD ACTION).** Jonathan and other members of the Safety Team were thanked by the members of the Fellowship Council for their diligence in protecting the Fellowship.

Social Justice Circle indicated a continuation in a number of areas. Thanks to our Foundation, we have 500\$ to spend on banned books. Paul Hargrave will help us with ordering. He will also catalogue the books, and make them available to check out and use for our planned winter activities. The children's books we buy will go on a children's book cart, and our Director of Religious Education (James Chase) will be in charge of the cart and checking out this collection. Details regarding Banned Book Activities, Backpack Program and other social justice concerns are detailed under the heading of "Social Justice Circle: November-December 2023" highlighted in Attachment A in this report.

Carrying out weekly worship continues to be an ongoing concern. The resignation of our Director of Music has presented challenges for the worship team. Liz Stuart indicated that covering all of the Sundays through the end of December has been accomplished. Several excellent worship speakers have already had a significant impact on Sunday worship, including Rev. Dr. Tracie Barrett, Rabi Michael Joseph and Evan Waldt. Their assistance in leading a service using our Touchstone theme for the month has provided worship continuity. Those attending Fellowship Council expressed their gratitude for Liz and others on the Worship Team for their significant efforts in the absence of a full-time pastor.

Finally, issues of Financing was briefly discussed. Paul Avery indicated a concern for our current deficit between lower pledges and revenue, and our first quarter of expenses. It is hoped that some of this deficit will be made up by those giving annually to the Fellowship – at the end of the Tax Season. Mike Hazlett indicated that he has developed a spreadsheet template to model the impact of a deficit on our options for an interim or settled minister in the future. This spreadsheet allows one to simulate a Zero-Based budget, modeling what the impact of different fixed and variable budget expenditures would have on choices for hiring an interim-settled minister.

The next meeting of the Fellowship Council is scheduled for Tuesday, December 12th at 7:00 pm (via Zoom). An agenda and notifications will be forward in the first week of December for our future meeting. The Fellowship Council meeting closed at 8:35pm with the extinguishing of the chalice and final reading. **Four reports were submitted from Committee and Programs Chairs for inclusion with this report. As reports are forwarded to the Board Vice President and the Office Administrator, they will be included in future summaries.** Submitted by Michael Hazlett, Governing Council Vice President and Fellowship Council Facilitator.



Attachment A

Facilities Report - November 8, 2023

Skyfrog Tree Service completed their work trimming trees around all of our buildings. Their work was well done, leaving the trees neatly trimmed and not over cut. In addition to the original bid they were requested to, and did, remove some threatening limbs from the playground area.

We also learned from Solar impact that the cost of a portion of the tree work, that done over the sanctuary roof, counts toward the federal refund of 30% of our solar costs.

Unable to find a reasonable bid to repair the courtyard fountain we did the job in-house. The float valve was replaced and the fountain painted and it should be good for quite a while.

The October Sparkle Saturday focused on Memory Garden maintenance with special attention to the brick sidewalk. A battery operated edger was purchased and found to be very useful for the sidewalk work.

Submitted by Marilyn Roberts

SAFETY TEAM MEETING NOTES - November 14, 2023

In attendance: Cam Pierce, David Willkomm, Joseph Rowe, Jonathan Coron, and Gene Cowell

Summarized by: Jonathan Coron, Team Chair

CC: Members of the Safety Committee, Cam and UUFG Board

David and I attended (via Zoom) a Central Region safety symposium. It was highly informative and we offered to send our Emergency Operating Procedure to any UU group that wanted it.

Cam said he received 15 requests and that he sent the EOP to those groups. A copy of the EOP was also requested to be posted on their website for any UU affiliated group that might want it.

We felt this should be a board decision.

We discussed Gene's first draft of an article on an aspect of safety that he wants to include in a future edition of The Gazette. The article would be placed in "The Safety Corner" section of the newsletter. The group modified Gene's work and he will submit his next version to the safety team before it is provided for publication.

The list of members who are specifically trained in the use of CPR and the AED is normally provided on a shelf in the lectern. We need to make sure the list is still there and is fully updated. It is also very important to make sure that members who use the lectern during Sunday services are aware of the list and where it is located.

There was an incident at last Sunday's service regarding a small child who became briefly lost when he left the fellowship foyer to go outside. He was quickly found. When working as the Foyer Monitor, David normally stops children and does not let them leave the foyer unless they are accompanied by an adult. Some children are more likely to leave than others and Joseph said that his younger children are more likely to attempt to do this. There is a need to codify the procedure of children exiting the fellowship and this should be added to the next version of our EOP that is due in 2024. David will email James to make sure parents are aware of our procedure for their children.

In terms of the purchase of the video cameras for the fellowship, Cam informed us that the UU foundation is still reviewing this proposal and will meet again on 11/16.

Cam mentioned that our facility dumpster is filled on a fairly regular basis by people who are not members. This can be annoying and not helpful. Jonathan recommended the use of a lock to secure the top of the dumpster. Cam mentioned that there is a monthly cost to secure the dumpster. It was not fully decided as to whether the lock system would become a choice. We could use our own lock as long as the combination is given to the trash pick company.

Cam also informed us that Kirsten Flamand requested feedback from our group about her proposed use of lit candles for Christmas and other events. For example, candles would be used in the courtyard at night and the electric lights would be turned off during that time. Also, candles would be used inside the sanctuary. Cam told us that the smoke sensors will not be triggered as a result of the candles being used. He also mentioned that Debra Neil-Mareci has informed staff of general candle use. (BEFORE SUBMITTING THE FINAL EDITION OF THESE NOTES TO THE BOARD, WE NEED TO CHECK ON THIS AND DO FOLLOW-UP TO MAKE SURE WE ARE ALL ON THE SAME PAGE ON THIS ISSUE).

We want the staff person or others who use the pulpit during a special event as to how to safely use their candles when inside the building. We understand that candle use may be under the direction of Liz Stewart but we need to coordinate with her so there is an official policy on this that can the next version of the EOP can be updated with. Cam said that there may be a candle use policy from the past that could be reviewed.

Jonathan and Dave spoke about two "questionable" visitors who came to last Sunday's service. One man, who was dressed in a somewhat strange way. He was also with a small dog. The man seemed to be somewhat disconnected from reality as he constantly spoke quickly about a variety of related and non-related issues. Jonathan watched him regularly especially when he was in the social hall during the coffee hour and spoke with him to keep the man engage. Jonathan escorted him gently out of the sanctuary (after the service) where about a half dozen members were filling out post cards that would be mailed to ex-inmates. The man got onto his bicycle with his dog and cycled away from the facility.

David mentioned that there were two other visitors. One was a very pregnant person along with what may be her partner. He observed them. (DAVE PLEASE PROVIDE MORE SPECIFICS HERE). David mentioned that he has spoken to Vets in the past (David is a Vet) about going to the Gainesville Police Department where the person can get some type of official paper from the GPD to bring to the Saint Francis House to receive assistance. Perhaps this can become part of an official policy for use in the next version of the EOP.

Cam suggested safety team members and UU staff receive official training on conflict management and de-escalation techniques. There should be follow-up on this suggestion as we thought is suggestion was a good one. Who will find out about groups that do such training? There is likely to be a cost for such training though some information is probably provided free on-line. Joe mentioned the four S's that are used in the military (Joe is also a Vet). The four S's are: Shout, show, shove and shoot. ("Show" is for showing your weapon).

David suggested for the next meeting that case vignettes (both actual and created) for safety related issues be created for review. David also mentioned that he suggested scenarios be included in future region-wide trainings for staff from other facilities.

David also spoke about the need to “Double Up” when only one monitor is available during a Sunday service. As is the usual policy, there is both an RE and Foyer monitor but occasionally there is only one team member available to cover both areas. He suggested that the Foyer monitor position him/herself outside the front doors. Before doing that, an usher should be informed and asked to keep an eye on things inside the foyer and sanctuary. IS THIS A POLICY TO BE FURTHER DISCUSSED AND THEN INCLUDED IN NEXT EOP EDITION?

Social Justice Circle: November – Dec, 2023

November 19 th : Circle meeting Hybrid: in person and Zoom at 1:00 PM.

Share the Plate: Food for Kids.

December 3rd : Social Justice serves coffee after service and will hold our annual Cookie Caper! Volunteers include Norden, Mary Bahr, Judi Oltmans, Lisa Renner

December 9 th : Winter Solstice Concert 8 PM at UUFG. Social Justice is sponsoring the concert and will have an ad in the program

Service on Critical Race Theory in January or February by Paul Ortiz. Time TBA

Banned books Grant: Thanks to our Foundation, we have 500\$ to spend on banned books. Paul Hargrave will help us with ordering. He will also catalogue the books, and make them available to check out and use for our planned winter activities. The children’s books we buy will go on a children’s book cart that our DRE James Chase will be in charge of. We are currently creating a list of books we want to buy and are soliciting suggestions from the Congregation for which banned books are most relevant for our library. A good resource for what books are banned in Florida by county is PEN America: <https://pen.org/banned-book-list-2021-2022/> Please look at this list or at other lists you have, and suggest which banned books we should buy with our grant money. You can email Mary Bahr at kmlisle@yahoo.com with your suggestions. We already have two on the list: Fahrenheit 451 by Kurt Vonnegut, and “Beyond Magenta: Transgender Teens Speak Out” by Susan Kuklin, the first two books banned in Alachua County schools. Once our list is complete we will share it with the congregation so they can search their libraries and donate any copies they would like to share. We would like duplicates of these books because we want to give them away as well as provide access for our own congregation. Extra copies can be used as giveaways: put in our tiny library, handed out at tabling events, Given to the after-school tutoring programs we sponsor, etc.

We are planning to make March 2024 “Unbanning Books Month” at UUFG. Events will include:

- A banned books discussion event during coffee time modeled on the one the League has held elsewhere
- Readings in service and in Sunday school from banned books
- A public read-in at a local park which Zohara has volunteered to help organize.

This last event will be in concert with other local organizations

- We will also be doing giveaways of our Banned books duplicates that month and whenever the opportunity arises.

Movies and Common reads:

We agreed on Killers of the Flower Moon by David Grann as our winter common read. People also suggested we read banned books such as The Bluest Eye by Tony Morrison.

Also appropriate for black history month is Letters to Martin: Meditations on Democracy in Black America by Randall Maurice Jelks. This is an anthology with twelve stand-alone meditations. Common reads and popcorn and a movie will start back up after the holidays.

Solar update: We have 77,000 dollars pledged out of 95,000. This includes a 10,000 dollar foundation grant. Tim Christy will be the head of the fundraising committee. Construction is scheduled to begin in January.

Exciting news! Pride booth: the booth was organized and run by the Young Adult group and our DRE with Social Justice providing support. The booth was especially popular for its children's activities and the stickers and temporary tattoos that were handed out for free. The event was a great success with an estimated several thousand people in attendance.

Social Justice sponsored The United Nations Association Annual Meeting. Lis Renner who attended the conference reported that the theme of the meeting this year was global health. Thank you, Lisa! Our goal next year is to table at this event.

Membership on NAACP Climate Change committee: I asked for someone willing to attend their monthly committee meetings and got two volunteers: Judi Oltmans and Alice Gridley. I will ask NKwanda to put them on her mailing list for meetings.

Back Pack Program: Judi Oltmans is looking into organizing a group to continue our backpack program or to serve meals at Grace. She is hoping for a group of at least 4. Contact Mary Bahr or Judi Oltmans if you are interested. Pineridge: Pineridge has a new director and Kirsten Flamand reports that things are going well. The children are now served a hot meal in the program from Riker House and Kirsten is adding fruit to that menu from our support funds. There are 10 children from upper and lower elementary in the program and she reports they are especially good singers. We discussed them performing at UUFG sometime. Her wish list is transportation to events and a playground or other field trip. Let's brainstorm that one!

Freedom Schools: Zohara and Mary attended a preliminary discussion with organizers Faye Williams, Erinesha Hamilton, and Lena Gillis. They would like to start a Saturday morning Freedom School for the children in Porters Quarters. They have volunteers from the community offering to teach black history, yoga, cooking, and more. They have a number of barriers including access to the building which was built by three women from Porters Quarters and turned over to the City which now controls access. Their City Councill representative, Desmon Duncan-Walker is working on building access. Zohara is going to help them access some training in the freedom School approach as provided to the instructors of the Freedom School held in Gainesville the last two Summers. There re model programs in Jacksonville and other cities in Gainesville that provide a model of after-school programs modeled on Freedom Schools. We hope to make a connection between Pineridge and Porter's Quarters Freedom School so they can trade information and resources and support each other. Our tutors and the director at Pineridge will be invited to attend the orientation. Baker Interfaith Friends which supports the immigrants detained by ICE in McClenny Florida, and which several people from UUFG participate in, are going to a program like Zoom so detainee interviews can be done from home. If you are interested in the program, please contact Alice Gridley for more information. They are especially looking for Spanish speakers. Alice also reported on the Interfaith Alliance family asylum seekers who are living in Gainesville. The father Carlos was is an accident that totaled their car. The accident was not his fault and the family is OK but the car is totaled and the insurance had lapsed so there will be court costs. Luckily Carlos has not lost his job and in fact, the bus company has come to his defense and there are witnesses who reported the fault was fully on the other driver. If you would like to donate money to help sponsor this family of six who are here in Gainesville after fleeing from violent gangs in El Salvador. Holy Trinity's tax # is 59-1558791 if needed. Write checks: Holy Trinity Episcopal Church. In memo line specify for: Immigrant Ministries #760014, Carlos' Estafani Moran's family. Address: Holy Trinity Episcopal Church Treasurer, 100 NE First St, Gainesville FL 32601

Worship Team Activities Summary – November-December of 2023

- Charter is under review and will be presented for approval by Worship Team at their next meeting
- Services continue to go well with much positive feedback.
- The pulpit is filled through December 31, 2023, with a few dates filled in for the new year.
- Choir Circle and Worship are coordinating music in services and filling the gap for Music Director; Tane' DeKrey continues to perform as Choir Director.
- Requesting input from Fellowship Council for additional guest speakers. Considered soliciting from the whole Congregation, but not sure that's a good idea. Preferably local folks as mileage is expensive.
- Kirsten Flamand is continually updating and transitioning our Sanctuary decor and will be decorating for Christmas in the days following the Thanksgiving Pot Luck
- Debra Neil-Mareci does the ushers; Welcome Team the greeters

NOT Worship but:

I don't think Judi Oltmans is working with Bread of the Mighty now. She has made arrangements with Grace Marketplace for Dec. 2nd, 10:00 - 12:00. Come and wear your Yellow T-shirts!! Is Winter Solstice Celebration happening?

No one has come forward regarding a Rummage Sale. I have all the files and suggestions for how to make it happen, but I am not willing to take it on now and will be assisting Susan Christy with the auction very shortly.

Did anyone pursue participating in the holiday parade? The registration deadline was Monday.



UUFG Governing Board Meeting Minutes

October 25, 2023 – 6:30 pm to 8:30 pm

Board members present: Rev. Dr. Tracie, Leah Cobb Lee, Mike Hazlett, Mary Anthony, Erin Parish, Norden Lucke, Tim Christy, Tom Mareci

Congregation members present: David Willkomm, Kristin Stevens, Judith Kendall, Stuart Alan, Jeanne Gossman, Jim Wright

1. Gathering and meeting prep

- a. Welcome, Leah called meeting to order at 6:34pm. There is a quorum.
- b. Chalice lighting, Leah did reading.
- c. All board members read board covenant. *Inspired by our Unitarian Universalist Principles, together we guide our congregation and its mission and vision with transparency, gratitude and respect.*
- d. Personal check in.
- e. Confirm agenda and roles: Mary is time keeper, Erin will write gratitudes, agenda is confirmed. No external observer.

2. **Congregational input:** Leah, Harry Mangle has comment, not here to present, Leah read, "It is obvious that our congregation is in transition resulting from no full time Minister for almost five months, no Director of Music for several months, and a shaky financial situation, Even as we anticipate a major solar project. Adding to this upheaval and anxiety is the recent quick hiring and quick resignation of our latest Director of Music. As I have been involved with UU music as an organizer and singer for 53 years music is very important to me, and I have strong opinions about how successful music programs are created and sustained. I also have a sense of what makes congregations strong over time and suggest the following: Consider making transparency and effective communication between the Board and congregation key goals for UUFG. Since I joined in 2016, these two qualities have not been strong and for our long-term health I believe they need to be strengthened. One example of the lack of transparency from tonight's agenda: "Distributing DMP Duties". I presume DMP is Director of Music, but don't believe that would be clear to most congregants. Since there was no communication or transparency regarding what the congregation would like for a music program after the departure of Rev Christie, Derek and now Shana, I believe the Board should now schedule one or more congregation "Town Halls" and/or "ListeningCircles" on the topic of "UUFG Music, What we Want and how to Achieve it." Thank you for considering my comments. I am happy to discuss this further with you and the Board if that would be helpful. Judith, concerned \$20,000 down in pledges, should not be hiring other music person. If we start filling positions will be in precarious position. Split job conditions were made to fit people, problematic going forward. New personnel people need some caring and support from board. Kristin, in fellowship report statement about Governing Board amending bylaws to allow up to \$2000.00 w/o multiple bids that isn't accurate and confusing. There was no motion to make change in minutes. Mary, was sent to finance Comte. Leah, We will make change in minutes.

3. Consent Agenda:

- a. Treasurer's Report: September 2023 and commentary (Att 1). Mary, \$500.00 behind where we should be, sent out quarterly report from Jim Wright about paying your pledge, Mike, something that needs to be announced from the pulpit?. Mary, that would be good.
- b. Admin Report: September 2023 (Att 2). No discussion
- c. Fellowship Council: October 2023 (Att 3) Mike, a quick email vote to adjust bids to up to \$2000.00 to get Tree Frog to trim trees. What Fellowship Council wants Cmte Chairs to do is to review charters and share summary with Board. I will provide template for summary and give to them. Number of things going on in facilities. Solar project brought up during council. Bread of Mighty participation changed to different Saturday to not conflict with Sparkle Saturday, rummage sale, pot luck, I attended UUA safety webinar which David Willkomm facilitated, UUA has good safety response team, according to UUA most of violence seen in UU churches domestic violence and robbery, UUA suggested do a hazard analysis. UUA has provided media templates for protests against LGBTQ rights. UUA requested any personal info be redacted from our emergency plan so can share with other congregations. Leah, who is coordinating rummage sale? Mike, I don't know.
- d. Board Meeting Minutes September 2023 (Att 4). Leah **MOTION** to approve consent agenda, Seconds. Consent agenda **APPROVED** unanimously.

4. Discussion, Action Items, Visioning

- a. Foundation grants review: Leah, Social Justice requests \$500.00 to purchase books from the American Library Association for a banned books library, it will be by Paul Hargrave's books in Social Hall, Solar project requests \$10,000 grant for solar panels which will be refunded if donations to solar project exceed the cost, extra money from federal rebate will go to maintenance of solar panels and green projects. Mary, if all goes well, will have \$27,000 extra and that will go to building AC which needs to be replaced. Leah, **MOTION** to approve these 2 grants, Norden seconds, **APPROVED** unanimously.
- b. Care Team: Jim Wright, when Rev Christie left realized needed pastoral care, put out a call and 8-10 people responded, we met 3 times, there are 12 people now, want to keep core team at 12, to respect people's privacy. Want to include resource data base to find out what people would like to do like cooking meals, rides and keep them on a list, it's been 3 months reaching out to people who have a need, contacts thru notes and calls, in person was becoming a lot, we spend 15-20 minutes during or meetings doing training, Kay Anderson is doing that, no money at this point, Tim Christy is on the team. Tim, we are lucky to have Jim step up. Leah, you need anything from the Board Jim? Jim, not right now, the 1st Sunday in November the service is focused on the Care Team, we feel like we are still evolving.. Leah, we need to get that somewhere on our organizational chart.

5. Management and Facilities

- a. Church Rental: Leah, Cam and I met with Joy of the Lord Ministries, they have used the facilities but have not turned in a long term commitment, they rented with us before but were associated with a national church group and stopped due to that group not agreeing with our views, they have since separated with the national group and would like to rent long term with us again, they are renting in October and November, they want to start in sanctuary at 2:30pm, that is put off for now, how early would we want them to be in the sanctuary? Norden, how long do our annual meetings usually last? 2pm is usually earliest. Leah, Owl classes go on until 2pm. Leah, are we ok with having other UUFG things going on with them setting up? Mike, sounds like maybe town halls, cleaning kitchen. Leah will let cam know there are no objections and they can have their 230pm start time.
- b. Membership committee road sign: Erin, Mary Keith had asked a while ago who to ask to get permission for what to put on road sign, I tried to get in touch with her but got no response, spoke to Cam, he said used to be minister and suggested board do it. Tim, she needs to come to board meeting. Erin, will see her in person and ask her to come to board meeting.
- c. Pre service slides: Erin, would like clarification of how to get announcements to put on pre service slides, I spoke to James about adding Trunk and Treat and Pride Fest, I don't know if committees know they can add them, Leah can you make a folder that everyone can access to put info in and board can approve? Erin, Ricardo can, will have him make folder for committees to put announcements in for board to approve.

6. Leadership and Governance

- a. Finance Committee: Mary, FAP 11 changes to policy ,I met with finance Cmte, would like to change to following because of inflation. **1. Bids are not required for purchase of items or services under \$500.00 to services under \$750.00. 2. A minimum of one bid is required for purchase of services between \$500.00 - \$1,500.00 to purchases of services between \$750.00 - \$2,000.00. 3. Three bids are required for purchase of an item or service that is \$1,500.00 or higher to purchase of item or service that is \$2,000.00 or higher.** \$2,000.00 makes it more consistent with check writing policy. Finance cmte wants to beef up SC 1.1 and SC 1.2 we are working on those.
- b. Staff:
 - i. Personnel Committee: Leah, Board had e vote to confirm Bev Giordano, Peggy Maloney and Jeanne Gossman to the Personnel Committee (Kirsten Flamand and Diana Hagan are stepping down), we need to give directions to personnel cmte, who they are going to hire, while putting together the new Personnel cmte, it was pointed out that there was no record in any meeting minutes that the previous Board had confirmed the updated personnel charter (attached), so the Leadership Development Committee is also asking that we finalize that process, the Board did review the charter it just did not make it into the minutes. Board confirmed personnel charter unanimously by e vote so Personnel cmte can begin their work.

- ii. Distributing Director of Music Programming Duties: Leah, got email from Kirsten Flamand and, choir circle meeting to review how to divide Director of Music Programming duties until next August, looks like won't need Director of Music Programming until next August, Leah, thoughts I had were summed up by Judith, our last music dir said when he left and our pianist said when he left I think it is not wise to look for this position. Norden, I agree with you. Mike, jobs tailored made for individual, was this person going to work out anyway, if we ever want an interim minister we are down more than \$20,000, my thoughts are if Kirsten can do some of division of labor maybe we need to bring job description back to original, need to let congregation know if you want regular music program this is what you need to contribute. Tom, we split the music position, if we are going to hire somebody we need to rethink how we are going to do things, we have a great resource in the University music department and we need to use that. Tim, I wonder if we need to take the view of what is realistic for our church? Tim, Rev Christie said you can't afford me, is it realistic to hire a full time minister and then be back where we were?, Tim, we really need to focus on our membership, maybe care team needs to focus on that. Tom, we need to have a strategic plan in place at all times. Rev Dr Tracie, in Florida congregations are looking for part time ministers, harder to attract half time ministers, covid did a real number on a lot of congregations, if you have people strictly online, they don't understand what it takes to run a church, the congregation needs to hear where we are at and this is what will happen if we don't get this much, it is a nationwide issue at this point, you should be able to support a full time minister with 150 congregants, you are on the cusp. Mike, we should do zero based budgeting, a full time minister cost sucks money from all other costs. Rev Dr Tracie, congregation needs transparency, don't want a minister to come in and raise their salary right away. Mary, there are fewer people going into parish ministry. Mike, draw to Florida not a strong seller right now. Rev Dr Tracie, you want to make sure you have the congregational support for a minister, transparency, zero based budgeting will help congregation see that. Tim, before we put together a search cmte do we need to have a meeting to understand if we can even afford a full time minister? Tim, can we help worship as we get thru that? Tom, 2 competing needs, solar project and congregational activities. Tim, solar project is a one time operational donation made by a few people, this should in no way conflict with their pledge, solar will save us money. Tom, people only have so much money, we need to be careful how we approach people about money. Tim, we have \$70,000 for solar project. Leah, I'm not comfortable with telling Personnel committee to look for new Director of Music Programming, they are waiting for instructions from us, I don't think we can afford to look for one. Tom, we should Tom into zero based budget process first. Leah, let congregation know we are not looking for new Director of Music Programming and let them know what is going on, in the meantime no no concerts, no representative in UUA

music ministry. Leah I will have email from choir next week on how they will divide Director of Music Programming duties. Mary, would like help with stewardship and zero based budget, will work with Mike and Finance cmte on zero based budget. Mary, choir accompanist is highest paid employee on staff, church administrator needs to have raise, would like that to be as quickly as possible.. Leah, Cam is lowest paid employee for hourly rate. Mary, it is not what UUA would recommend for church our size. Leah, it does not have to wait for next budget, Mary, Jim and I have been in discussion about it.

- iii. December Services: no discussion
- iv. Religious Education fundraiser: Leah, James has asked Board to approve an Religious Education fundraiser for later this fall selling "Side with Love" t-shirts, normally, this wouldn't be a time-sensitive request, however, James is currently trying to get the same kind of shirt for our UUFG people to wear at Gainesville PRIDE celebration next week, the number of shirts needed for PRIDE is not large enough to be an independent order, so James wants to go ahead and order all of the shirts for the future fundraiser now, so that the small number of shirts needed for PRIDE will be available, my only issue with voting on this vis email is that I think we are skipping a step-fundraisers should be reviewed by the Finance Committee, right? But when I looked at the charter, the sentence about fundraiser is in parentheses, what does that even mean!? Anyway James wants to know if they can sell tshirts this fall which will allow them to buy shirts for PRIDE. Board had email vote. Unanimously approved RE to sell Side of Love t-shirts as a fundraiser this fall.

- c. Volunteers: Leah, need to make volunteering a little more accessible. Need to think of strategies to bring people back. Tom, need to ask people to help on a very specific task, need to put it in front of the congregation the only way we can operate is to have volunteers. Leah, during collection have a couple slides with small tasks for people to do. Leah, ask committees to come up with 3 tasks to do and we could advertise we could have volunteer pop ups. Mike, Susan has problem with getting people with visitors table, ushers. Erin, had volunteer fair while ago, each Cmte had table, punch card, if you went to each table and got marked you got a small prize. Mike, start with time and talent survey. Rev Dr Tracie, families with small children don't have time to go to Cmte mtgs, if you can have them do one small task they can see what cmte does and see if they like it. Tim, no chair for stewardship yet, need a group of people for that. Leah, once we have our tasks we can have one highlighted by worship associate to draw attention to it.

7. Wrap up

- a. Emerging concerns: Mike, threat assessment, election 2024 UUA and Safety cmte concerned about that, need more volunteers for that.
- b. Calendaring and Action items: Tom, periodically have potlucks as a calendaring event springtime, board could do one in springtime. Leah, how about in February

after our auction. Tom, February or March. Leah, board will kick off first one. Tom, we could have one in future in fall to kick off incoming. Leah, what is target date to have some planning for stewardship? Mary, Nov 15. Mike, anyone Judith or Harry might consider. Judith, I have some ideas, I have some ideas of someone to be the voice, I don't think that person would be best person to organize. Leadership Development Committee was going do a service but would like to tie that into stewardship, volunteering. Want to have Mike involved but not organizer would like Mike to be on team but not organizer. Mary, Rev Dr Tracie if we get volunteer fair going by then would that go with your service. Rev Dr Tracie, I could do that. I can frame up for the service. Tim, need to have stewardship cmte in place, need to be aware of zero based budget. Mike let me get on those tasks. Leah, I think we could something together for a volunteer fair before Nov 19, some visual displays, after service, have a punch card, Erin, Peter Marino could bake a pound cake, if you get card filled get the cake. Tom, a slice of cake. Mary, raffle the cake.

- c. Gratitude Notes: Cam, David Willkomm for facilitating Safety Webinar, Jeanne Gossman, Judith Kendall, Jim Wright, Kristin Stevens, Stuart Alan for taking time to participate in Board Meeting
 - d. Board Process: no process observer
 - e. Next meeting November 27th, 2023
8. Adjournment 8:33pm

Title of Project: UUG Security Camera and doorbell system with signs

Date Applied 9/13/23 Application due date October 31, 2023

Project Coordinator (Person to receive/manage funds and submit quarterly status reports to the Foundation until project completion).

Name: Jonathan Coron Phone: 352-375-7151

Email: Coron.jonathan@gmail.com

Project description: Give full explanations with additional pages as needed, you may use images.

Purchase of video cameras and doorbell. The system is modular and works together to alert selected members should a security-related issue occur on campus either by the main entrance or door to administration.

See Addendum

See Application Addendum
(Attach additional pages as necessary)

Total Project Budget: \$ 600

Attach itemized expenditures and descriptions to this application.

UUGF FOUNDATION GRANT APPLICATION ADDENDUM FALL 2023

Submitted by Jonathan Coron

Title: **UUGF Security Camera and doorbell system**

1. **Why should this be done and why now?** There has been considerably more violence targeted toward places of worship, especially those that are considered more liberal than most. Members of the Safety Team decided that purchasing and using the system proposed will help our fellowship prevent and or better deal with dangerous situations we may face in the future on our campus.
2. **Could it be done in stages rather than all at one time?** These items purchased are modular in nature and can always be added to in the future should it be deemed necessary. The system being proposed is stand a lone and is a one-time purchase. However, a monthly fee of \$10 or \$100 dollars per year is required for use of the smart-phone based app system. This price is the base price for the system we envision using.
3. **Are there any permits, fees or inspections required for installation?** No permits of any type are needed nor are inspections.
4. **Will maintenance be required in the future?** Yes, batteries will need to be charged and this usually occurs around once per month or longer duration as needed. Safety team members will be tasked with keeping batteries charged.
5. **Could there be an insurance impact of the project?** Insurance premiums should not increase due to the installation of this enhanced security system. Our insurance carrier should be notified that the security equipment has been installed. Perhaps premium rates could even be reduced due to this project but such an expectation may be unrealistic given the current insurance situation in Florida.
6. **If applicable, is your project ADA compliant?** No compliance is needed. The doorbell will be placed so that it is accessible to those in wheelchairs. Video cameras will be placed so they are not accessible by anyone other than those who monitor the camera functionality.
7. **Would you like to meet with the Foundation Directors prior to grant consideration? If so, please make a note of this in your proposal.** Yes, that may be a good idea and one or more of the Safety Team members will make themselves available for this purpose.

How does this proposal contribute to the UUFG mission? UUFG long-range plans, or the promotion of liberal religion?

The five bullet points (I would rather they be asterisks) indicated in the application can all be addressed by increasing the security of folks while they are on our campus. Protecting those who have the same or similar beliefs to those of UU values is needed now and into the future to enhance the present and future of the religion here and beyond.

Project description: Give full explanations with additional pages if needed. You may use images.

The security system being proposed included two wide-angle, rechargeable battery operated video cameras as well as a doorbell that includes a third camera. There is a smart phone app that will be used to alert the members/staff who are chosen should there be a possible security concern. One camera would be set so that it provides a visual of the front door area fellowship. The other camera would be positioned so that the courtyard is viewed. The doorbell would provide the app users of who might be using the doorbell that leads to the administration area of the campus. The system is modular and can be added to in the future should the need be determined. A second rechargeable battery pack is suggested and included in the price. We would also like to include in this proposal signs that indicate to the reader that they are being videotaped.

We propose that such signs be placed in areas that both have and do not have video cameras that are monitoring them.

Cost of signs:

Some pictures are attached.

Cost and applicable tax (NOT included)

UUFG SECURITY CAMERA AND DOOR BELL SYSTEM

ITEMIZED PRICE LIST

Ring Quick Release Rechargeable battery pack (2)	68.99
Ring video door bell	149.99
Ring spotlight cam (2 cameras) plus, battery pack	299.99
<u>Yearly</u> subscription cost for use with system	100.00
Video safety signs (for posting around campus)	*20.00-25
Sub total	644.00
Some tax may need to be added	?

Ring is the brand name for the above items other than the signs that would probably be purchased from Amazon.

*This cost depends on the number of signs and their design. Signage probably would be purchased through Amazon due to the variety of signs they have.

**Cam said we could get a tax discount locally if our account with either Lowes or Home Depot is up to date due to being a non-profit, religious institution.

Video Camera (2)



Doorbell (1)



Back-up rechargeable battery (2)



Attachment 6
1) Choose one or more
2) # of signs to be determined.

More results



Warning Premises Protected By 24 Hour Audio And Video Surveillance By Entering You Agree To Be Audio & Video Recorded Sign, 14" x 10" 0.40 Aluminum, Fade Resistance, Indoor/Outdoor Use, USA MADE By My Sign Center

4.74.7 out of 5 stars 208

50+ bought in past month

\$13.09 ~~\$13.09~~

FREE delivery **Sep 21 - 22**

Or fastest delivery **Tue, Sep 19**

Small Business

Another way to buy

\$14.09 ~~\$14.09~~

FREE delivery **Wed, Sep 20**

Or fastest delivery **Tue, Sep 19**



Sponsored

SmartSign "Private Property - 24 Hour Video Surveillance, Trespassers Will Be Prosecuted" Sign | 10" x 14" 3M Engineer Grade Reflective Aluminum

4.74.7 out of 5 stars 70

~~\$13.45~~ \$13.45

FREE delivery **Tue, Sep 19** on \$25 of items shipped by Amazon

Or fastest delivery **Sun, Sep 17**

Only 1 left in stock - order soon.

Small Business

[+2 colors/patterns](#)

Popular Brand Pick



TICONN 4-Pack 24 Hour Video Surveillance Sign, No Trespassing Aluminum Warning Sign, 10"x7" for CCTV Security Camera - Reflective, UV Protected

4.84.8 out of 5 stars 5,768
1K+ bought in past month

\$14.99 ~~\$14.99~~

FREE delivery **Tue, Sep 19** on \$25 of items shipped by Amazon
Or fastest delivery **Tomorrow, Sep 14**

More Buying Choices
\$6.00(2 used & new offers)



Sheenwang 2-Pack Smile You're on Camera Sign, Video Surveillance Signs Outdoor, UV Printed .040 Mil Rust Free Aluminum 10 x 7 in, Security Camera Sign for Home, Business, Driveway Alert, CCTV

4.84.8 out of 5 stars 4,609
1K+ bought in past month

\$7.99 ~~\$7.99~~

FREE delivery **Tue, Sep 19** on \$25 of items shipped by Amazon
Or fastest delivery **Tomorrow, Sep 14**

Overall Pick



Kachy Signs - (Set of 6) Warning - 24 HR Video Surveillance Sticker- 3" x 4" - Durable Self Adhesive 4 Mil Vinyl - Laminated - Fade & Scratch Resistant – Waterproof – No Trespassing Private Property Security Recording Sign

4.6/5 out of 5 stars 397

100+ bought in past month

\$8.95 ~~\$8.95~~

FREE delivery **Tue, Sep 19** on \$25 of items shipped by Amazon
Or fastest delivery **Tomorrow, Sep 14**

Small Business



Sheenwang 2-Pack Security Camera Sign, Video Surveillance Signs Outdoor, UV Printed 40 Mil Rust Free Aluminum 10 X 10 in, Weatherproof and Heavy Duty Security Signs for Home or Business

\$9.99 ~~\$9.99~~ (\$5.00/Item)

List: ~~\$13.99~~ \$13.99

James is asking for approval to use the Sanctuary, Social Hall, and Common room for an OWL training weekend, during the Summer - potentially disrupting a Sunday Service.

The 2 OWL classes we have been running have been enormously successful and have aided in the growth and expanse of the RE program and general congregational/community relationship health. There has been a significant ask for more OWL offerings, and James wants to do whatever possible to make that happen.

To that end, they have looked into what it would take to host a training during the Summer. This is more than possible, and should not create a significant financial burden to the congregation. However, there will likely be a scheduling conflict for one Weekend in the summer.

These trainings require large spaces, and the Social Hall, Sanctuary, and potentially the Common Room would all be needed for this scale of training. The event would run from Friday late afternoon, and could potentially go as late as Early Sunday afternoon. With that time, there could be a conflict with our regular Sunday Service.

James would like to work with the Worship team to potentially build an "OWL Service" where folks are given the opportunity to learn about the program and the spiritual and social importance it holds. The details on this can be worked on, but to start, James needs congregational and board support.

Jewish Voice for Peace (JVP) would like to use our Sanctuary or Social hall for a meeting space. This would be on a monthly, or irregular basis. Abi Fletcher is an active member and OWL instructor within our congregation who is heavily involved in JVP and has brought this request to James.

James would like to advocate for waiving rental fees for this, as it is an organization that lines up well with our Congregational values, missions and goals. The UU is in a complicated position when it comes to the Palestine/Israel conflict, as we have a sizable Israeli based Jewish membership, and want to support and affirm them through this difficult time - we also value the inherent worth and dignity of all, and can recognize the overwhelming Humanitarian need for Peace. Allowing for and lifting up of Jewish voices in the pursuit of peace seems like the best action we can take thing we can do to live our values in this time.

The local start up is small and has requested whatever financial consideration possible. Offering reduced/waived rental in general is what James would like to get board approval for, but they would also like to work towards community growth.

If we offer them the Sanctuary space from 12:30-2pm on Sundays, this will also create an opportunity for members of our community to stay after coffee hour and participate - hopefully encouraging a co-mingling of the two communities. This falls within the realm outreach, and would benefit all parties. This also lines up with James' goal of extending congregational activity and engagement longer into Sunday afternoons.

James has discussed with Cam the potential issue of time conflict with other rental, but there shouldn't be a cross over in time, as the rental begins at 2:30. This should also minimize electric/AC use, as the building will see use immediately before and after their meeting time.

Here is more information about the organization in Question: jewishvoiceforpeace.org