

UUFBR Board of Trustees Meeting Minutes
February 25, 2026

Present:

Trustees: Copresidents Rajeev Arora and Claire Smith, Secretary Judy Keiser, VP/Facilities Patrick Larson, Treasurer Howard Prentice, Trustees at large Carole Stephens, Bill Jensen, Lynn Smith
Guests: Marina Machado, Mitch Major, Robert Duchemin, Jennifer Ligeti, John and Betty Tilton

Gathering: Chalice Lighting/Opening Words (Carole); Check-in (Claire); Vibe-checker (Howard); Time-minder (Patrick)

At 7:18 the meeting was called to order; a quorum was confirmed; and guests and visitors were welcomed.

Approval of Minutes of the Board of Trustees voting meeting 01/28/26 without discussion.

Administrative Reports

1. Treasurer – Howard P. Sent written report. Pledges are still coming in, nothing unusual. Next year with Louise’s 25k and a few months without a minister we should be ok. Looking ahead we could have issues. We have a year to get our house in order. Pledges for next year: 11 received to date.
2. Facilities – Patrick L.:
Action item 1: Project with architect and GC Simpson; costs rose substantially., plans changed. From \$15k closet now will cost \$26k plus \$3k for architect and plus alarm system. Hard to find a GC – we’re stuck with Simpson. Choice to hire fire watch forever or pay GC to finish job. **Motion** by Bill, seconded by Howard, to approve Simpson to build closet and do electrical work. Discussion: we can start as soon as Patrick signs proposal. We don’t need congregational approval: comes from capital improvement fund, which BOT is authorized to spend as it sees fit , with Louise’s extra money. **Motion passed** unanimously.

Action Item 2: damage to electrical system done by tree company destroyed fire alarm panel in Education Building. Quote by Caribbean \$4350 to replace panel. Alternative: complete system replacement by Genset, quote \$25k. System may be near end of useful life at 20 years. Terms: pay 60% up front. Hard to get reimbursed from tree co insurance if we do whole system. Discussion: Recommendation: do cheap option. Sensors, detectors would change with whole system replacement. Lights repair cost is still unknown. Can add fire panel cost in demand letter if we choose to go with that. Caribbean Fire was not communicating but they distribute panel so they’re important to the project right now. Genset can monitor but they’re not a distributor. Delays in invoicing us make things difficult with Caribbean. Factors: Caribbean Fire answered emergency call, guided Raj and followed up daily to test. **Motion** by Bill seconded by Claire to authorize spending. **Motion passed** with one abstention.

Action item 3: Holiday décor: Board consensus to keep lights, extension cords, 3 trees, some wreaths including big one, and buy new for next year.

3. Music Director: Marina M. Upcoming events: Arts Alive music and art auction event in March Got invitation to join PEACE Choir.

Program Committees and Groups, ad hoc Teams – Reports/Action Items:

1. Strategic Planning – Rajeev A. – taking a hiatus after meeting and doing congregational survey.

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2. Hope for Us & beyond – Rajeev A. Rev Jude joined some Exec Team meetings, discussed ongoing conversations during course. Offered second class for 15 leaders. Also offering to attend team meetings, discuss HearT progress. Suggestion for shortened course to accommodate new group. Open invitation publicly to be inclusive. Finances: \$10k was given for last year's activities, being used up. Rajeev to check status of costs. Claire willing to help set up second cohort. She will send eblast with testimonials and note that attendance is on a first come first served basis.
3. Safety/Security – Claire S. Manual is progressing. Needs help with reviewing and proofing.
4. Minister Search – Jim S.-Our application is up on portal, no applicants yet. Next step: discuss list of points to consider. Suggests inviting the search team to attend the next adaptive BOT meeting to discuss and clarify realistic expectations.

Breath break

5. Erich and Courtney possible hiring for outreach work – Mitch M. In recent years Endowment Committee granted \$35,000 to pay outreach coordinator, who has since left. Some grant money remains for replacement. Jennifer Ligeti proposed to hire 2 members of congregation, and Mitch is concerned that it's unfair to pay members for work others do as volunteers. His concern is hurt feelings and lack of transparency: procedure needs to include approval by Board and communication to the congregation.

Discussion:

- past UUFBR history (hired a UU for outreach, hired members as DRE's to get UU perspective),
- advantages of hiring from within (cost effective, insider perspective, familiarity),
- fairness factors (undervaluing volunteer work done by some members if we pay other members, difference between members and nonmember congregants, seeing payment as a sign of the value we place on the function, offering tax deductions rather than pay),
- examples of other congregations (university students as a resource),
- procedure (position should be advertised inside and outside congregation; if no outsiders then entertain proposals from insiders, conducting competitive process),
- Idea of paying Peter Bowden for evaluation of our media programs.

Consensus: don't pay members/friends without following interview process.

Old Business

1. Stewardship update – Howard – pledges are coming in.
2. Annual meeting – Judy – no decisions needed.
3. Rev Edith exit interview – Judy – tabled until feedback has been received.
4. Little Free Library – Rajeev – all projects need 5 people to move forward. Rajeev will talk to Erich.
5. Upcoming BoT elections – Discussion of impact of 2 vacancies on Board: connection with ongoing bylaws proposal to resize the board. Discussion of lunch – suggestion to do a potluck lunch as a community-builder.
6. Bylaws: Mitch: soliciting board approval – tabled til adaptive meeting.

New Business

1. De-escalation Training - Claire: new training will be offered Mon Mar 2 @ 6:00 p.m.
2. Miscellaneous projects to reinvigorate - Claire: Welcoming Congregation (suggestion to propose activities at Program Planning); Green Sanctuary (Rajeev reported easier to qualify

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now – no annual report requirement, coop schools can collaborate during holidays and with earth-centered school projects).

3. Staff reviews: last year staff did self evaluations, exec team gave feedback to Rev Edith who conducted the annual reviews. This year, same process will be followed by copresidents acting in place of minister. Issue about members abusing boundaries and taking up Ruth's time will be mentioned during review.

The meeting was adjourned at 9:00.

Respectfully submitted by Judith Keiser, Secretary