

**UUFW Board of Directors**  
**Meeting Minutes**  
**January 20, 2026**

The meeting was held in person in the Fellowship Hall.

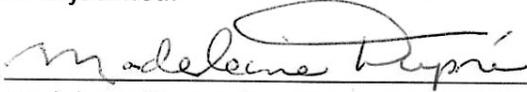
Marilyn Nash called the meeting to order at 2:10 p.m.

Present: Marilyn Nash, President; Margo Kephardt, Immediate Past President; Jean St. Clair, Vice-President; Peggy Anders, Treasurer; Madeleine Dupre, Secretary; Paul Oakley, Minister; Nancy Trimble, Michael Drumheller, and Clint Nicely, Members-at-large.

- I. **Approval of Consent Agenda.** Nothing was pulled from the consent agenda and it was approved unanimously. (**Note:** Marilyn Nash previously explained that issues regarding the Remembrance Garden, Green Sanctuary, cleaning services, termite control, and live-feed for services are technically team specific concerns (Buildings and Grounds and Worship Arts). These issues will be reported to/discussed with Rev. Paul, included in his Ministry Report, and subsequently discussed at board meetings.
  
- II. **Old business.**
  - a. **Stewardship.** Nancy Trimble posted the report of the Stewardship Committee online. Winterfest was successful and fun. Total proceeds \$810.
  
  - b. **Personnel handbook.** Steve Maxwell and Erin Milnes submitted suggestions for revising the handbook. They encourage the board to seek the services of a local attorney to review the proposed changes. Next steps: Board members will review the updated handbook and will determine if legal assistance is required. Rev. Paul will ask Savannah to grant board access to all UUFW documents and will send out a link for viewing the handbook and suggested revisions.
  
  - c. **Survey.** Marilyn Nash distributed the survey draft completed by Jordan Norton and Sarah Smallwood. Survey committee will solicit additional feedback from UUFW Team leaders.
  
  - d. **2023-2024 Internal Audit.** No update.
  
- III. **New Business:**
  - a. **Pledge drive.** Board members engaged in an in-depth discussion about the pledge drive and budgeting process. Next steps: (1) Celebration Sunday and Sermon on the Amount scheduled for February 22, 2026; (2) Peggy, Nancy, Margot, and Rev. Paul will determine the numbers to present to the congregation by February board meeting; (3) Pledge/budget structure process will be reviewed prior to start of 2027 pledge drive.

- b. **Worship Arts.** Rev. Paul discussed scheduling concerns for the wonderful musicians who perform at our services and during choir practice. Jean St. Clair made a motion to pay Ruth an additional \$75 per month to fill in the gaps. Nancy Trimble, 2<sup>nd</sup>. Approved unanimously.
- c. Rev. Paul initiated a discussion relative to Policy 3.6 in the UUFW Policy Manual. To be discussed at next board meeting.
- d. Concrete repairs. Marilyn Nash discussed necessary concrete repairs. Wayne Nolte will furnish an estimate for the repairs.
- e. Wood replacement (stairs). Clint Nicely described termite damage to stairway wood. Follow-up needed.
- f. Circle dinners. Sylvia Woodworth will take the lead.
- g. Hymnal repair. Clint Nicely reported that a number of the hymnals need to be repaired. Follow-up needed.

Madeleine Dupre made a motion to adjourn, seconded by Peggy Anders. With unanimous consent, the meeting was adjourned.

Respectfully submitted,   
Madeleine Dupre, Secretary

Date approved 2/17/2026