

ANNUAL MEETING PROGRAM – JUNE 8, 2025

First Parish Brewster Unitarian Universalist Society

AGENDA

PROPOSED MOTIONS

SLATE OF LEADERSHIP NOMINEES

MINUTES FROM ANNUAL MEETING - JUNE 9, 2024

BUDGET HIGHLIGHTS

BOARD APPROVED PROPOSED BUDGET FY 2025-2026

AGENDA FOR ANNUAL MEETING:

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| I. | Call to Order | Gail Webb, President |
| II. | Establishment of a quorum | Niki Popow, Clerk |
| III. | Welcome | Rev. Kaaren Anderson |
| IV. | Introduction of Moderator | Gail Webb, President |
| V. | Minutes approval- Annual Meeting 6/24 | George Cavanaugh, Moderator |
| VI. | President's Report | Gail Webb, President |
| VII. | Endowment Board Report | Susan Flaws, Chair |
| VIII. | Treasurer's Report | Karen Witting, Treasurer |
| IX. | Approval 2025-2026 Proposed Budget | George Cavanaugh, Moderator |
| X. | Leadership Nominating Committee Report | Jim Hild, Chair |
| XI. | Election- Leadership Nominees | George Cavanaugh, Moderator |
| XII. | Presentation - UUA General Assembly Delegates | Gail Webb, President |
| XIII. | Approval – UUA General Assembly Delegates | George Cavanaugh, Moderator |
| XIV. | Introduction - Weetumuw School Commitment | Gail Webb, President |
| XV. | Approval - Weetumuw School Commitment | George Cavanaugh, Moderator |
| XVI. | Special Acknowledgement of FPBUU Members | Gail Webb, President |
| XVII. | Welcome to incoming Board of Trustees President | Gail Webb, President |
| XVIII. | New Business | Scot McLane, President |
| XIX. | Adjournment | Scor McLane, President |

Proposed Motions

#1 Approve Annual Meeting Minutes from June 9, 2024.

I make a motion to approve the minutes from last year's Annual Meeting Program and approved by the Board of Trustees.

#2 Motion to Approve the Budget for fiscal year 2025 – 2026.

I move that the budget proposed by the Board of Trustees for First Parish Brewster for the fiscal year beginning July 1, 2025 and ending on June 30, 2026, as stated in the Annual Meeting Program, be adopted, with the right reserved to the Board of Trustees to make changes to such budget in response to changed financial circumstances, provided, however, that, in accordance with Article VII, Section 6 of the First Parish Brewster Bylaws, no expenditure shall be made unless an adequate appropriation has been voted by the Board and funds therefore have been secured, and provided further, that no payments or commitments in excess of an amount equal to five percent of the budget shall be made by the Board without a prior appropriation therefore or approval thereof at a Special Meeting of the congregation.

#3 Motion to Approve Trustees, Officers, and Committee Members for FY 2025-2026.

In accordance with Article VII, Section 2; Article VIII, Section 1, Article IX, Section 2, and Article X, Sections 1 and 3 of the First Parish Brewster Bylaws, I move that the congregation approve the Leadership Nominating Committee's proposed nominations for the positions of Board Trustees and officers, members of the Leadership Nominating Committee and members of the Endowment Board as stated in the Annual Meeting Program.

#4 Motion to Approve slate of delegates to the 2025 UUA General Assembly.

I make a motion to authorize the Board of Trustees to fill any delegate positions for which there is currently no designee.

#5 Motion to Approve the 3-year financial commitment to the Weetumuw School.

RESOLVED, that the congregation hereby approves the commitment by First Parish Brewster to support the Weetumuw School of the Wampanoag tribe in Mashpee for a period of 3 years commencing July 1, 2025, in the amount of \$10,000 per year.

SLATE OF LEADERSHIP NOMINEES FOR ELECTION – June 2025

BOARD OF TRUSTEES

To Be Elected:

President: Scot McLane (2027)

Scott has held various management positions in the recycling industry for most of his work life. In 2000 he formed his own recycling consulting company, which gave him the time and flexibility to focus on volunteer work starting with The Mankind Project, where he served as President of the New England region, and where he led trainings that help men increase their emotional

intelligence, and find, and live, a mission of service. Scott began attending FPB in 1998. He has volunteered regularly in the CYM program, and has held several leadership positions at FPB, including chair of the Right Relations Team for 5 years. Scott met his wife, Pam, at FPB, and he feels honored and delighted to carry her guitar in and out of church.

President-Elect: Paula Lieb (2028)

After spending summers on the Cape for many years, Paula Lieb and husband Jim moved full-time to Brewster from NJ and became members of First Parish in August 2020. In NJ, they were active members of The UU Society in East Brunswick where Paula served as President of the Board of Trustees, President of the Society's Montessori School and other roles over the 40+ years they were members. Professionally, Paula taught secondary history, then obtained a law degree in 1993 from Seton Hall Law School and practiced special education law, first at Disability Rights NJ then as a sole practitioner. She was the President and CEO of the NJ Coalition for Inclusive Education (now All In for Inclusive Education) from its founding in 1995 to her retirement in 2014, overseeing its growth from a grassroots volunteer nonprofit to a professional organization with paid staff supporting hundreds of schools, teachers and students each year. At First Parish, Paula has chaired the Membership Committee since 2022, co-coordinates the Dine Around dinner series (with Lindsay Harvey) and the Reproductive Rights Task Force (with Janet Riggs), and volunteers at the Thrift Store. Paula and Jim have two fantastic daughters (Diane in Seattle and Amy in East Lyme, CT), two sons-in-law, and five super-terrific teenage grandchildren.

Clerk: Niki Popow (2027)

Niki has been the Clerk on the Board of Trustees this past year. She is also a member of the Racial and Indigenous Justice Allies Task Force and is the Board's liaison to the Task Forces. Niki also assists in the CYM program, and she and husband Kip do the coffee service from time to time.

Member-at-Large: Jeff Talmadge (2028)

After renting their East Orleans home since 1997, Jeff and his wife, Joan, finally moved to Orleans full-time in May 2022 from their long-time home in Wellesley! Their church affiliation then was with the Federated Church of Orleans where they worshiped with their daughters' family (husband and 3 kids). But, after moving here full time, and getting a nudge or two from the Smiths (Susan is Jeff's sister) Jeff and Joan began to attend and fell in love with First Parish Brewster, officially joining in January 2023. Jeff is a member of the Finance Committee and chairs the Environmental Task Force. His professional career centered around software engineering, working for Honeywell, Digital Equipment and Prime Computer as a programmer and manager until deciding to go out on his own in 1989. In 1997, Jeff and Joan founded WeNeedaVacation.com and he remains its CEO but works only half-time.

Returning:

Past President: Gail Webb (2026), Treasurer: Karen Witting (2026),

Members-at-Large: Rob MacIver (2026), Ed Klein (2027), Janet Treanor (2027)

ENDOWMENT BOARD

To Be Elected:

Marilee Crocker (2028)

Marilee joined First Parish Brewster in 1988, soon after moving to the Cape from NYC. She has enjoyed many aspects of FPB life, especially singing in the choir and co-facilitating Covenant Groups. Her FPB committee work includes past stints on Leadership Development, Personnel, the Council and, currently, the Policy Committee. She worked for more than 30 years as a freelance writer and editor and recently retired from the Immigration Resource Center, where she was a case manager. Marilee lives in Brewster with her wife Mayrene.

Barry Powers (2028)

Barry has been a member since 1990 and currently is finishing his first term on the Endowment Board. More recently he served on the Committee on Shared Ministry with Reverend Jessica. Prior to that he served on the Stewardship Committee. He served on the Leadership Development Committee and was on the Search Committee in 2004.

Returning: Howard Hayes (2026), Topper Roth (2026), Susan Flaws (2027)

Officers are elected annually by the current Board members

LEADERSHIP NOMINATING COMMITTEE

To Be Elected:

Annie Berry (2026)

When she joined FPB in 2001, Anne led one of the Covenant groups started at that time and initiated a Social Justice Committee community-wide fundraiser (Harriet Tubman weekend performances) that contributed 7K to the Diversity Scholarship Fund at 4Cs. When on the Board of Trustees, she was on the committee setting up the FPB Council governance. Anne served as Coordinator of the initial Right Relations Team; on the Committee for Ministry, Leadership Development Committee; and co-led recent Covenant Groups.

Anne lives in YarmouthPort where she has a private psychology practice. She enjoys on-line courses with Richard Rohr and a spiritual development group that has been meeting in her home for 24 years.

Linda Hladek (2028)

Linda has been a member of FPBUU for over 30 years, landing on Cape Cod from Guadalajara, Mexico in 1993. Linda, originally a Baby Boomer from NYC, although California beckoned her in 1981 and she hit the road for a wonderful 7200-mile drive, winding up in San Francisco for a decade. Along with Linda's generally friendly and optimistic nature, she brings 25 years of teaching experiences, along with 25 years of assorted positions, centering around technology (creating a computer consulting firm in Sausalito) along with a few bartending stints. (Her Psychology, Elementary Education, and Counseling degrees helped for sure!)

Throughout Linda's years with First Parish Brewster, among some of her favorite committees are 3rd grade RE, liaison with Jim Robinson and Lisa Cole for people just coming out, thrift store, ushering, Covenant Groups, and the Circle Alliance.

Joan Talmadge (2028)

In 1996, Jeff and Joan bought their second home in Orleans and were thrilled to finally make it their full-time residence in 2023! Over the years, Joan has worn a few hats — 5th grade teacher, writer and editor for an educational publishing company, and now co-owner of an Internet business based in Orleans. Joan feels so fortunate to be part of the First Parish “family” — a community filled with warm, wonderful, and incredibly talented people. As a member of the New Membership Committee, she truly enjoys welcoming and getting to know our newest members. Family is at the heart of everything for Joan — She and Jeff are blessed with three grown children and seven grandkids.

Returning: Frank Re (2026), Suzanne Sullivan (2027), Carol Yerby (2027)