

ANNUAL MEETING PROGRAM – JUNE 14, 2026

First Parish Brewster Unitarian Universalist Society

AGENDA

PROPOSED MOTIONS

SLATE OF LEADERSHIP NOMINEES

MINUTES FROM ANNUAL MEETING - JUNE 8, 2025

BUDGET HIGHLIGHTS

BOARD APPROVED PROPOSED BUDGET FY 2026-2027

AGENDA FOR ANNUAL MEETING:

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|-------|---|-----------------------------|
| I. | Call to Order | Scott McLane, President |
| II. | Establishment of a quorum | Gail Webb, Past President |
| III. | Welcome | Rev. Scot Hull |
| IV. | Introduction of Moderator | Scott McLane, President |
| V. | Minutes' approval- Annual Meeting 6/25 | George Cavanaugh, Moderator |
| VI. | President's Report | Scott McLane, President |
| VII. | Minister Housing Fund Report | Jim Lieb |
| VIII. | Endowment Board Report | Marilee Crocker, Chair |
| IX. | Treasurer's Report | Allison Coleman, Fin Comm |
| X. | Approval 2026-2027 Proposed Budget | George Cavanaugh, Moderator |
| XI. | Leadership Nominating Committee Report | Suzanne Sullivan, Chair |
| XII. | Election- Leadership Nominees | George Cavanaugh, Moderator |
| XIII. | Special Acknowledgement of FPBUU Members | Scott McLane, President |
| XIV. | Welcome to incoming Board of Trustees President | Scott McLane, President |
| XV. | New Business | Paula Lieb, President |
| XVI. | Adjournment | Paula Lieb, President |

Proposed Motions:

#1 Approve Annual Meeting Minutes from June 8, 2025.

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

#2 Motion to Approve the Budget for fiscal year 2026– 2027.

I move that the budget proposed by the Board of Trustees for First Parish Brewster for the fiscal year beginning July 1, 2026 and ending on June 30, 2027, 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 prior appropriation therefore or approval thereof at a Special Meeting of the congregation.

#3 Motion to Approve Trustees, Officers, and Committee Members for FY 2026-2027.

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.

SLATE OF LEADERSHIP NOMINEES FOR ELECTION – June 2026

BOARD OF TRUSTEES

To Be Elected:

President-Elect: Dan Harkinson (2029)

Daniel (Dan) Harkinson is a New Hampshire native, raised in Rochester. He earned a BA in Economics from Davidson College and a JD from Boston University School of Law. Dan practiced law in NH from 1977 until 2021. He has a long-standing connection to Brewster, vacationing annually since 1983, then building a home and becoming a full-time resident in August, 2021. In May, 2024, he became a member of FPBUU. Dan has been married to Caroline McCarley for 51 years and has three adult sons.

Dan's FPBUU involvement includes Landscape, Policy, & Building Oversight, Worship Support (usher), Soul Matters Group, and Biodiversity Group. Previously, he had been a member of UCC in Rochester for over 40 years, serving as Trustee, Deacon, Moderator, Sunday School Teacher, and Search & Call Chair. He also served on the Rochester City Council for one year, and School Board for 12 years. Dan's service at FPBUU and prior Church/Community service reflect his ongoing commitment to engagement and leadership.

Clerk: Mary Jo Jollett (2027)

Mary Jo has been a member of FPB since 2003. She has served on the Social Justice Committee, the Welcoming Congregational Committee, and was a member of the Board of Trustees during the reconstruction of the Church. She also participated as a canvasser during the Pledge Drive of 2024-2025. Mary Jo has given time and energy to many fund-raising events such as the Holiday and Spring Fairs, Film and Dinner Series, and Soup Shop. She is currently a COVE volunteer.

Mary Jo began her 45-year nursing career as a Critical Care Nurse, Supervisor, and eventually as Director of Nurses. She then pursued a 3-year graduate program to become a Certified Registered Nurse Anesthetist (CRNA) before retiring in 2018. She holds a Bachelor of Science from the College of Notre Dame (MD) and a Masters in Nurse Anesthesia from the University of New England.

Mary Jo lives in Yarmouth Port and is married to FPBUU member, Judy Jollett. In her spare time, Mary Jo enjoys playing her clarinet in a few town bands, and with the FPB Clarinet Ensemble. She also enjoys playing bridge with the UU group, working in the garden, golfing, and shaking her family tree. She feels it's an honor and a privilege to serve this Church.

Treasurer: Allison Coleman (2028)

Allison Coleman grew up as a Methodist "preacher's kid", living in parsonages across Massachusetts, where her dad served churches. But "home" has always been Chatham. She and her wife, Lisa, spent most of the pandemic in Chatham and moved here permanently from Boston in 2023. She recently retired from a 29 + year career as a founder and CEO of two related non-profit organizations focused on growth planning and finance for federally qualified health centers. She currently serves as President of Friends of Pleasant Bay and is an avid sailor and sailboat racer.

Member at Large: David Sutherland (2029)

David Sutherland has been a member of FPBUU since 2021 and is Co-Chair of the Racial and Indigenous Justice Allies Task Force. He worked for 30 years as a lobbyist for The Nature Conservancy's Connecticut Chapter. Since "retirement", he has continued at the Conservancy as a Diversity and Equality trainer, planner, and learner. David enjoys hiking, cycling, playing guitar, and laughing.

Returning:

President: Paula Lieb (2028) Past President: Scott McLane (2027)

Members-at-Large: Ed Klein (2027) Janet Treanor (2027) Jeff Talmadge (2028)

ENDOWMENT BOARD

To Be Elected:

Howard Hayes (2029)

G. Howard Hayes, married to Elizabeth Hayes since 1977 with two adult children; a daughter Corey, living in Arlington MA and working in early childhood education and a son Connor, living in the San Francisco area and working at Meta. The Hayes family first came to Brewster as summer vacationers in 1919 and purchased property in Brewster in 1947. After his graduation from Northeastern University, Howard became a permanent resident of Brewster in 1972.

Howard has been actively engaged in the real estate field since 1976. He established his own Real Estate Brokerage business (Bay Village Realty) in 1977 which he successfully operated along with

his business partner, James Trainor, until the business was acquired by a national franchise in 1999. In 2003 a new Company known as old Cape Sotheby's International Realty started, which established offices in Brewster, Dennis, Harwich Port, Chatham and Orleans. The Company was sold in September of 2018 and now currently operates as part of Gibson Sotheby's International Realty.

During his business career he has also been involved in various community activities. He has served on the Brewster Finance Committee, is a past President of the Brewster Board of Trade, served on the Board of Directors of The Cape Cod and Islands Association of Realtors and was the Treasurer and Board of Trustee member of First Parish Brewster UU Church from 1992-1998. He presently serves (since 2003) as a Town of Brewster Assessor and is a past member of the Endowment Board for First Parish Brewster.

Topper Roth (2029)

Topper Roth has been a Unitarian Universalist for over 30 years - first at Main Line Unitarian Church in Devon, PA, (where he served on the Board of Trustees and chaired the Nominating and Music Committees) and at First Parish Brewster Unitarian Universalist since 2015. At FPBUU, Topper has served as Chair of the now-defunct Council, as a member and now Chair of the Policy Committee (current), and as Financial Secretary of the Endowment Board (current). He has also enjoyed participating in various FPBUU music programs.

Returning:

Marilee Crocker (2028), Susan Flaws (2027), Barry Powers (2028)

LEADERSHIP NOMINATING COMMITTEE

To Be Elected:

Julia Enroth (2029)

Julia joined FPBUU in 2008 after participating for several years in the Hiking Group. She has previously served as Board of Trustees President, Council Moderator, Personnel Committee, and member of the Search Committee. Julia continues to be active as part of the Caring Committee, Landscape Committee, Usher, Co-Chair of the Building a Bigger Table Social Justice Task Force, and Circle Alliance (Steering Committee and Collation Coordinator).

Julia lives in Orleans, is a retired Town Administrator, and is fortunate to have twin sons, four grown grandchildren, and two great-grandchildren.

Joanne Callum Powers (2029)

Joanne Callum Powers is a New England Theater artist, who's work as a playwright, actor, director, and choreographer has found its way onto national and international stages. Joanne is a proud long-time member of First Parish Brewster. She has served on the Board of Trustees and served for many years on the CYM Committee. She presently shares her time and talent as a Worship Associate.

Returning: Linda Hladek (2028) Suzanne Sullivan, Co-Chair (2027) Joan Talmadge (2028) and Carol Yerby, Co-Chair (2027)

**First Parish Brewster Unitarian Universalist Annual Meeting
June 8, 2025**

Meeting in-person and online via Zoom

1. Call to Order

Gail Webb, President of the Board of Trustees, called the meeting to order at 11:50 a.m. Gail welcomed everyone and made introductory remarks about the logistics of the hybrid meeting.

2. Establishment of a Quorum

Gail announced that twenty percent of voting members, which is 61, are needed for a quorum. There are 92 members present and 9 more attending online, for a total of 101 members. The Clerk thus established that a quorum is present.

3. Welcome by Reverend Kaaren Anderson

Reverend Kaaren welcomed everyone and read our church Covenant. She emphasized that we strive to be in right relationship with each other. Before speaking, we need to consider: Is it true? Is it helpful? Is it kind?

4. Introduction of Moderator

Gail introduced and welcomed the Moderator for the meeting, George Cavanaugh.

5. Approval of Minutes from Annual Meeting 6/9/24

Voting Item No. 1: The Minutes from the 2024 Annual Meeting, as approved by the Board of Trustees, were approved unanimously.

6. President's Report

Gail Webb referred to her submitted written report. She stated that the Board held a two-day training retreat last August. A number of resources were used then and during the year to cultivate a regular practice of leadership. This year much of the Board's time was spent on personnel issues.

Gail reported that our newly hired church administrator, Patty Howard, would not be continuing due to the unexpected death of her son. Gail recognized Debbi Klein for taking over the work of the administrator during the transition from Karena's resignation and continuing at present.

Gail reported that the UUA had done an exit interview with the Board regarding Reverend Kaaren. The Board reported on Kaaren's good work and the many positive qualities she brought to First Parish Brewster. There are some

copies of this report available and if others would like to see a copy they can let Gail know.

As this is the end of Gail's presidency, she expressed her gratitude to the Board members for their hard work this year and for their integrity and compassion. Kevin Lowey and Jim Lieb will be leaving the Board as their terms are up. We will miss them. Special thanks go to our Treasurer, Karen Witting, who has worked endless hours to transform and improve the church's finances.

7. Endowment Board Report

Topper Roth reported for Susan Flaws, president of the Endowment Board, who was unable to attend as she is recovering from a broken pelvis. Topper reported that the Endowment Fund was created in 1988 with a gift of approximately \$5000. Today the fund has \$1,329,090, of which \$63,680 was able to be distributed this year. Several memorial gifts and an anonymous year end gift were made this year. Topper recognized the other members of the Endowment Board: Susan Flaws, Howard Hayes, Barry Powers, and Linda Bailey-Davies.

8. Treasurer's Report

Karen Witting, Board Treasurer, reported on the 2024-25 fiscal year and presented the 2025-26 Budget for approval.

Karen referred to the budget spreadsheet, some copies of which were handed out. The current year budget was changed only for an increase in the Thrift Store staff and a corresponding increase in revenue. She updated the congregation on budget projections: The current year budget plans to use \$30,000 from the Sustainability Fund and projections suggested we might only need \$20,000 (the prior year we used \$56,000 from the Sustainability Fund.) Pledge payments had been strong until May, when there was a significant drop off. Karen is concerned that we won't do as well as we had hoped unless pledge payments come in very strong in June. Everyone is encouraged to complete their pledge payments as soon as possible.

Regarding the budget to be voted on, the good news is that all staff got raises; \$20,000 was put in the buildings - special projects category; all committee requests were funded; and \$10,000 is allocated for the Weetumuw School of the Mashpee Wamponoag Tribe.

Laura Fedge questioned the half-time position for the Children and Youth Ministry (CYM) Director. She asked what the salary for this position was. Karen responded that we do not share details of staff member salaries; Rev. Kaaren

said that this is UU best practice, that hours are given but individual salaries are not broken out. The minister, who has staff oversight responsibilities, and the Board, know what the individual salaries are. Laura said that the savings coming from eliminating Twinks' position does not reflect the emotional and financial value of our children. Laura said she is the only one present who is the parent of a child under 10.

Marie Hartley said that there needs to be a statement explaining the Director position so that families who might want to come back will be informed. The program is smaller now but the expectation should be that as the program grows, the position could increase in hours.

Elenita Muniz clarified that we did not save anything this year as a result of Twinks' leaving, as she was paid through the end of June. The hours are shorter because this is for a CYM position, and it is not focused on Lifespan Religious Education.

Liz Cable said she honors the hard work that was done on the budget. However, parents are asking for repairs to be made and they have not been made. It feels harsh and painful to cut the budget. She is not sure that half-time is enough to build the CYM program

Finn Allen responded that all the volunteers are willing and able to make up the difference.

9. Voting Item No. 2: Approval of 2025-2026 Budget

The motion to approve the 2025-2026 Budget was passed. There were 3 votes in opposition.

10. Leadership Nominating Committee (LNC) Report

Jim Hild, chair of the LNC, stated that there are nine positions to fill this year. There are lots of talented people in the church and there has been great leadership.

The following people are nominated for positions on the Board of Trustees: Scott McLane, President; Paula Lieb, President-elect; Niki Popow, Clerk, Jeff Talmadge, Member at Large.

Nominations for the Endowment Board are Merilee Crocker and Barry Powers.

Annie Berry, Linda Hladek, and Joan Talmadge are nominated to serve on the Leadership Nominating Committee.

11. Voting Item No. 3: Election of Members of the Board of Trustees, Endowment Board, and Leadership Nominating Committee.

The motion to accept the LNC's nominees was passed.

The following discussion took place.

Elenita Muniz: The election process is flawed; it contributes to the separation of the Board and the congregation. She proposed a new model that would include concrete measurable goals and timely reports on progress on those goals, as well as proposals for dealing with future challenges. Specific skills should be identified for leadership positions, and there should be regular and transparent reporting. We continue to work in silos. Elenita would also like to have minutes of meetings available to the congregation in a timely manner.

Debbi Klein: The LNC does serious work in looking for serious people with a variety of personalities.

Elenita: While she is grateful for all the leadership roles people have taken on, it should be noted that they are all straight white cisgender people of a certain age. There are no queer people and no parents in leadership roles.

Debbi: The LNC worked hard to cover all types of people.

Jim Hild: The LNC looked at 100 people in the congregation. It is hard to get people to serve as they are very busy.

Margaret Rice-Moir: The LNC looks at everybody. Last year some members of the Board resigned. We need to get people to fulfill the work despite the difficulties.

Judy Jollett: We need to be respectful of the people on the Board. She is OK with people being straight.

Suzanne Sullivan: In the past, two members of the LBGTQ community accepted nominations.

Liz Cable: Two younger people who are parents were on the Board last year. They both resigned and no one has really followed up to understand why.

Gail Webb: Gail urged people to volunteer for Board committees, including personnel, finance and policy. These positions are knowledge-based and the Board relies on them for help and advice. Being on a committee is a good way to learn about some of the workings of the church.

12. Voting Item No. 4: Authorizing the BOT to Approve Delegates to General Assembly

As there have been no volunteers to become delegates to the 2025 UUA General Assembly, there was unanimous approval to authorize the Board of Trustees to fill any delegate positions.

13. Motion to Approve the 3-year financial commitment to the Wampanoag Weetumuw School

The congregation voted unanimously to provide budgeted financial support for the Weetumuw School of the Wampanoag Mashpee Tribe for a period of 3 consecutive fiscal years commencing July 1, 2025, in the amount of \$10,000 each year.

14. Vote to Amend First Parish Brewster's Massachusetts Articles of Organization

Scott McLane explained the need for this change to FPB's Articles of Organization. FPB was incorporated in 2016 in Massachusetts as a non-profit organization. FPB recently applied to the IRS for Federal 501(c)(3) status, which would allow us to apply for more grant money. The IRS responded that new wording was needed in the Massachusetts Articles of Organization. Therefore, the Board is seeking approval to file Massachusetts Articles of Amendment (General Laws Chapter 180, Section 7) to include the following as the second paragraph in Article II:

*"The purpose of the corporation is to engage in the following activities"
Said organization is organized exclusively for religious, charitable, and education purposes, including for such purposes, the making of distributions to organizations that qualify as exempt organizations described under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.*

A two-thirds vote is needed to make this change; the motion was approved unanimously.

15. Special Acknowledgement of FPBUU Members

Gail recognized Reverend Kaaren Anderson. She thanked the Board for their hard work and integrity during this difficult year. She thanked Gail and Jim Lieb, past president, for their kindness, unshakeable leadership, tenacity, and dedication to the truth and doing what's right.

Kaaren also recognized: Paula Lieb, for greatly upgrading the membership and welcoming process; Rosanne Shapiro, for overseeing the split plate collections; Linda Hladek, for her work on the Circle Alliance and for twice inviting Kaaren to speak; Kip Keene, for her enchanting art with its special spark; Karen Witting, for her patience and commitment to getting the church's finances in order; Debbi Klein, who has filled in as office administrator and

added humor to the workplace. Kaaren also thanked the congregation for keeping love at the center despite some difficult times.

Janet Treanor recognized and gave gifts to two **Unsung Heroes** voted on by the Board.

Diane Pansire, who was Search Committee chair, past Treasurer, and a part of the Minister Housing Fund. Diane is selflessly generous and thoughtful in all she does.

Julia Enroth, who was a past Board president, part of the Caring Committee, co-chair of Building a Bigger Table, co-chair of the Circle Alliance, and liaison to the Board on the Search Committee, among other positions.

Judy Fenner, with Elenita Muniz, presented a plaque that will be given to Ted Parks, a special friend of FPBUU, for keeping the clock in the bell tower on time for 20 years, and repairing it from his own funds when needed.

Gail expressed her appreciation to two Board members who are completing their terms of office at the end of June: Jim Lieb, past President, and Kevin Lowey, member at large.

Gail acknowledged, on behalf of the Board of Trustees, two members who together have donated more than 25 years of volunteer work as COVE team members. Skip Bell and Betty Hayes retired this spring; they were given small gifts of appreciation for all the gifts they have given to us of their time, talents, and skills as COVE members.

16. Welcome to New Board President

Gail welcomed the newly elected Board President. She expressed her appreciation that Scott agreed at mid-year to serve as President-Elect after the resignation of Leslie Rennie-Hill. Scott looks forward to serving the congregation and thanked Gail for all she has done during this past challenging year.

17. New Business

Diane Ashley would like there to be an option for abstention in voting at the Annual Meeting. She has some concerns about the Social Justice Task Forces and understands that the task forces will be revisited in the fall.

18. Adjournment

The FPB Annual Meeting was adjourned at 1:25 p.m.

Respectfully submitted,
Niki Popow, Board Clerk