



**ANNUAL BUSINESS MEETING
AND ELECTION OF OFFICERS**

Sunday, May 17, 2015

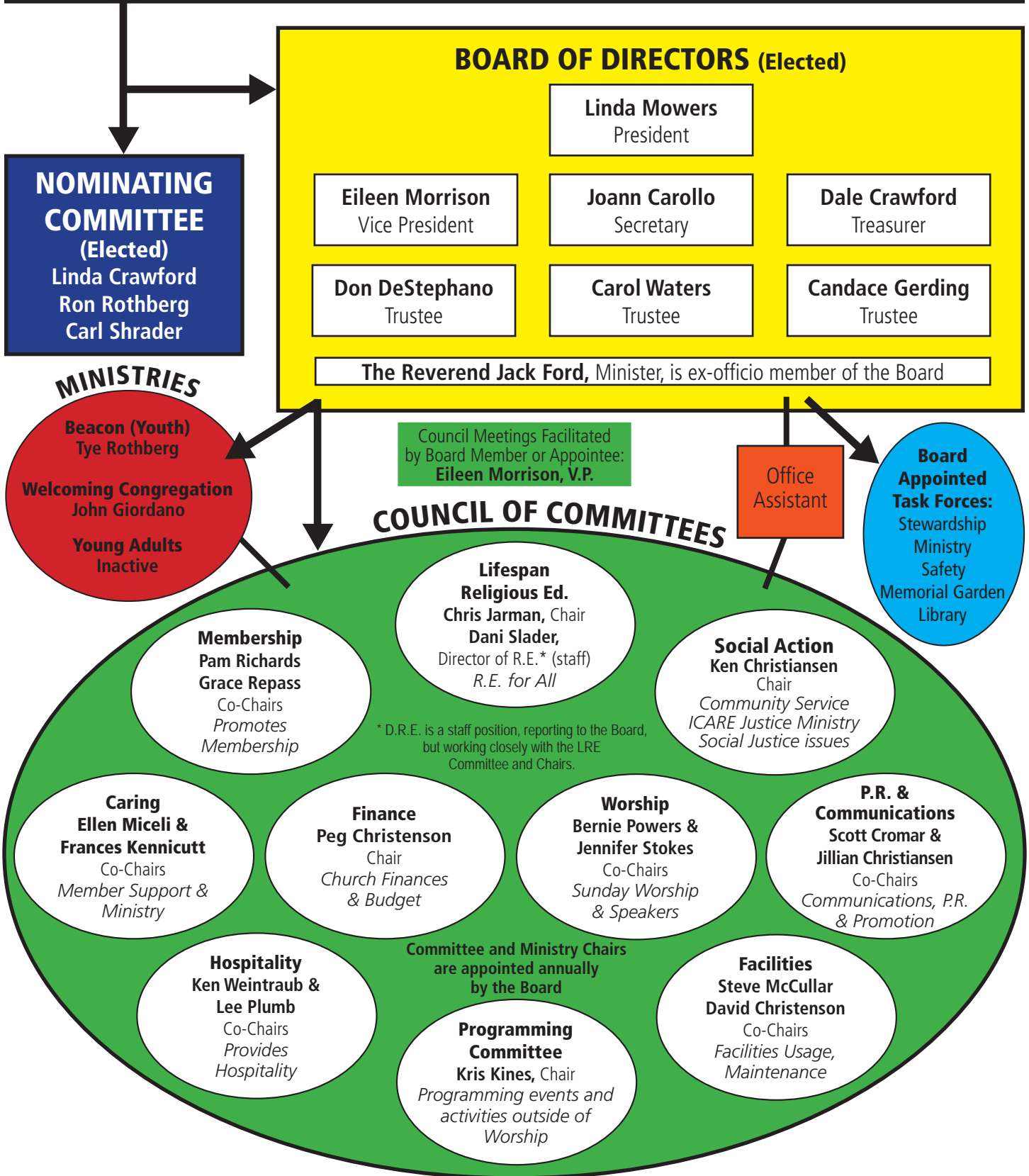
ANNUAL REPORT
for Fiscal Year 2014-2015



Buckman Bridge Unitarian Universalist Church

Governance Structure: Fiscal Year 2014-2015

CONGREGATION





Buckman Bridge Unitarian Universalist Church

Annual Meeting Agenda

May 17, 2015 • 12:15 p.m.

1. Call to Order
2. Establish Quorum (129 members, 32 for quorum, super quorum 52 for bylaws)
3. Approval of Minutes from 2014-15 Annual Meeting
4. Presentation of Proposed Bylaw Changes (Dale Crawford)
 - a. Action on Proposed Bylaw Changes
6. Treasurer's Report
5. Presentation of Motion to authorize purchase of property to expand parking
 - a. Action on Motion
7. Presentation of Proposed Fiscal Year 2015-2016 Budget by Peg Christenson, Finance Chair
 - a. Action on Proposed Budget
8. Presentation of Slate of Officers, Trustees and Nominating Committee for 2015-16
 - a. Election of Officers, Trustees and Nominating Committee
9. President's Report
10. Words from the Floor
 - a. Move to Amend Resolution
11. Adjourn

OUR MISSION

Buckman Bridge Unitarian Universalist Church offers a warm, diverse, and welcoming community that embraces intellectual and spiritual growth for all ages.

Buckman Bridge Unitarian Universalist Church's Covenant of Right Relationship

In order to foster a healthy community with an open and safe environment, we, the members of the Buckman Bridge Unitarian Universalist Church do hereby covenant to:

- Practice gentleness and kindness with one another,
- Speak respectfully and honestly,
- Know that we will sometimes disagree, so do so in the spirit of equity; do as much as possible to reach a mutually acceptable solution,
- Practice fair treatment and respect differences,
- Address issues and behaviors rather than people and personalities,
- Speak personally and privately with one another about concerns or disagreements, avoiding gossip and indirect communication through another person;
- Acknowledge the spirituality of the community, maintaining a sacred focus,
- In the midst of conflict, keep perspective - take a breath,
- Seek denominational and or professional help for resolution when needed, and
- Trust and use this covenant.

(September 25, 2005)

Buckman Bridge Unitarian Universalist Church Annual Meeting Minutes for Fiscal Year 2013-14

May 18, 2014

1. Call to Order – Linda Mowers, President, called the meeting to order at 12:15 p.m.
2. Establish Quorum: 64 members in attendance (which is more than 40% of the 121 (48) needed for a super-quorum). Required votes for passing bylaws, 80% of 64, or 51 votes.
3. Approval of Minutes from 2013-14 Annual Meeting May 19, 2013. Motion from Kris Kines, seconded by Lynn Wadley. Motion passed.
4. President’s Report: Linda Mowers presented the President’s report and thanked the Board and the Council of Committees. She announced the Challenge Fund and a Town Hall Meeting for discussions on Monday, June 2, at 7PM, and Sunday, June 29, after the morning service.
5. Treasurer’s Report: Dale Crawford, Treasurer, presented the Finance report, summarized the balance sheet and discussed the importance of supporting the church with a pledge. 23% of our members have not pledged.
6. Presentation of Proposed Fiscal Year 2014-2015 Budget: Peg Christenson, Finance Chair, presented the proposed budget. At present BBUUC is short \$4752 of meeting this year’s budget.
 - a. Action on Proposed Budget - A motion was made to accept the budget by Jen Glassman, seconded by Jeremy Ritzmann. Motion passed with one abstention.
7. Presentation of Slate of Officers, Trustees and Nominating Committee for Fiscal Year 2014-15: Carl Shrader presented the Slate of Officers, Trustees, and members of the Nominating Committee.

PresidentLinda Mowers
Vice President.....Eileen Morrison
SecretaryJoann Carollo
TreasurerDale Crawford
Trustee.....Carol Waters
Trustee.....Erik Slader
Trustee.....Candace Gerding

Nominating Committee: Linda Crawford, Ron Rothberg, Carl Shrader

 - a. Election of Officers, Trustees and Nominating Committee: A motion was made by Barry Mowers to accept the slate of nominees as presented, seconded by David Austin. Motion passed unanimously.
8. Presentation of Proposed Bylaw Changes: Several bylaw changes were considered.
(Text available on pages 23, 24 of the Annual Report.)
 - a. Action on Proposed Bylaw Changes: The two bylaw amendments failed to reach the 80% super quorum required to make the change to the bylaws. An amendment to move the bylaw addition to the Finance Policies & Procedures was defeated. Despite an apparent majority support for the bylaw addition, the required 40% super quorum was not met. All three proposed bylaw changes will be referred to a Bylaw Task Force for consideration, discussion, and revision over the coming year.
9. The meeting was adjourned by Linda Mowers, President, at 2PM.

President's Report: Fiscal Year 2014-2015

Our Annual Meeting each May signals the winding down of another fiscal year with an examination and appreciation of the activities and events that have taken place, as well as the health and vitality of our congregation. It's a time to draw one year to a close, and shift the direction of our focus to the year to come.

The past year has been chock full of challenges, community and relationship building, celebrations and milestones. Major decisions have been made that will affect the direction of our congregation, and we continue to create and maintain a solid organizational foundation that allows us to responsibly evolve.

I thank you for the opportunity to serve our church in the capacity of President these past two years. It is with mixed feelings that I end my last term on the Board, realizing what a truly great team we have become, but knowing that changes are good--both for me and for the congregation. Your Board this year has been harmonious, highly functional and passionate about our congregation. I have left each meeting feeling blessed to be surrounded by such wonderful, intelligent and committed colleagues, and have looked forward to each of our gatherings.

In addition to our regular Board meetings, we have had a number of special Executive Sessions and extra meetings to tackle special projects and goal setting. We held a Leadership Mini-retreat on a Saturday in September to define leaders' roles and provide some training and resources to help both the Board and the committee chairs along the way. The Board defined some goals at the beginning of the year to set our course, and we have achieved most of them. Some that we have fallen short on have at least been jump started for completion during the next administration, and other issues and actions have arisen that were not on our original radar. Our accomplishments have included:

- Created the following task forces:
 - Stewardship
 - Bylaws
 - Memorial Garden

- In the process of assembling and charging the following task forces to be active by June 30
 - Committee on the Ministry (including Right Relations)
 - Safety and Security
 - Library
- Revisit rental policies and pricing structure
- Define qualifications and privileges for membership status
- Recognize and celebrate our 25th anniversary
- Update, compile and publish a complete Policies and Procedures manual (underway, to be completed by June 30)
- Work with the Bylaw task force to address specific revisions regarding membership, term limit for Treasurer.
- Ensure fixes for bookkeeping bugs with Finance
- Revisit Office staff position after vacancy and work towards a new hire

In addition to these very specific goals, we also spent a good bit of our time together focusing on the fiscal health of our congregation, including stewardship, the budget process, and serving as stewards of our assets, security and organizational health.

Three important areas that have had some attention to research and development, but have been pushed into the next fiscal year are Strategic Planning, Mission/Vision work, Volunteer Coordination and Leadership Development. As past president, I look forward to providing continued support for these important areas, and will serve at the pleasure of your new Board to facilitate their progress.

I believe that our most important accomplishment this year has been building a foundation and facilitating the process for the congregation to make a decision to hire The Reverend Jack Ford as our minister. As most of you know, this was a very significant milestone for BBUUC that was reached only after a long process of financial management, fundraising, discussion and evaluation. We were so fortunate to have a very generous donor to jump-start the funding that has been growing this past year with more

generous contributions that have been matched and have been able to support the addition of professional ministry to our growing congregation.

We were able to bring Rev. Jack into the position the first of March to give him a bit of jump-start toward establishing his ministry. I believe that these past weeks have been instrumental in laying the groundwork for a successful first year of ministry for Rev. Jack. Next year, we will begin to see the wider effects of this shared ministry, and I am excited about the possibilities.

Most of the accomplishments that our congregation has realized are outlined in the committee and ministry reports contained in this document. We are so fortunate to have very dedicated and passionate leaders in our congregation--both on the Board and the Council. Our fabulous committee and ministry chairs, all volunteers, have worked hard this year to "make church happen," and many will continue to serve into fiscal year 2015-16. I am grateful for each of them! I plan to host a celebration on June 26th to honor all of the wonderful volunteers who are the lifeblood of our congregation, so I hope you will mark your calendars and watch for more details to come about this event.

In addition to the wonderful volunteers, I also want to recognize the fantastic efforts of our paid professional staff member, Director of Religious Education Dani Slader. Dani has such a great passion for our faith, and she carries that forward in her dedication and great attention to the children and youth of our congregation. We are fortunate to have Dani as our DRE, and I hope that we will be able to expand her support and resources in the coming year as she works to strengthen our Lifespan Religious Education program, which is an important foundation of this congregation, as well as its future.

I would also like to recognize and thank our former Office Administrator, Beth Christiansen, who had to leave us due to health issues back in December. Beth was an asset in our office, handling a variety of tasks and providing consistency as our "go-to" person. We hope that she continues to find improved health and happiness! Her absence has been obvious, but

we appreciate all of the Board and Council members, as well as our DRE, who have stepped in to take up those tasks until we are able to hire a new office staffer.

My thanks also go out to our wonderful Chaplains, Rev. Pat Ray and Karen Christiansen, who have been the backbone of our pastoral outreach for many years prior to bringing Rev. Ford on board. We are thankful for their important ministry and the help and presence that they have offered to so many.

Thanks to all of the members and staff of our congregation, and to my leadership colleagues, for making my experience as President these past two years a wonderful one. Finally, special thanks to my wonderful and loving husband, Barry—as well as the rest of my fantastic family—for all of their love, support and understanding, taking a back seat so often to allow me to serve my congregation and our faith.

With my deepest gratitude, love and faith,
Linda Mowers
President, BBUUC

BBUUC Board Covenant for 2014-15

We, the designated BBUUC Board for the 2014–2015 fiscal year, have agreed to abide by the following covenant which binds us together as we represent the best interest of our church:

- We speak in one voice
- What is most important should be dealt with first
- We aim toward discussion, and at times, lively debate
- We aim toward consensus
- Respectful dissent is allowed
- Everyone's opinion matters
- Spirited language is allowed
- We agree to conduct business in a more efficient and timely manner by utilizing electronic communications to attend to matters between physical meetings.

Treasurer's Report: Fiscal Year 2014-2015

Summary: Our finances as of 31 March 2015 are in good shape, and we expect to end the fiscal year on a positive note. The increased giving among our congregants has strengthened the church's finances and allow us to undertake new activities and programs. Since February, 2011, when we moved into our current building, our finances have never been stronger. Major changes in our reporting of financial information have been made since our 2014 Annual Meeting. These changes have significantly improved the transparency of our finances and the clarity of our reporting.

The **Statement of Financial Position** as of 31 March 2015 is presented on the first page of the reports that follow. We have about \$39,000 of unrestricted cash on hand, in addition to the amount in restricted funds discussed in the next section. This amount of cash on hand represents a significant strengthening of the church's financial position, which will allow us to explore some urgent needs such as parking expansion. Our current assets have increased by about \$43,000, and our debt has decreased by about \$35,000. Details of the equity fund balances as of the end of March can be found in the report discussed in the next section.

The **Statement of Financial Position by Restrictions** is presented on the next two pages of the reports that follow. Our money is classified into one of four categories: Unrestricted, Board Designated Reserves, Temporarily Restricted, and Permanently Restricted. Only unrestricted money can be spent on any expense that the church may incur. Board Designated Reserve Funds contain unrestricted money that has been set aside by the Board for various contingencies, and are consistent with sound financial management practices. The money in restricted funds can be spent only for the purposes of the particular restricted fund. For instance, money in the Beacon Fund can only be spent on Beacon activities and needs. Money that is in Temporarily Restricted Funds is expected to be spent within a defined time. Money

in Permanently Restricted Funds is not expected to be spent, although any earnings from a permanently restricted fund may be spent in accordance with the policy of the particular fund.

Our current cash situation is very good. As stated earlier, we have about \$39,000 in unrestricted cash as of 31 March 2015. We have about \$88,000 in Board-designated reserved funds. In temporarily restricted funds, we have about \$108,000, mostly in our Mortgage Loan Contingency Fund, Ministerial Support Fund, and Challenge Fund. We have a little over \$10,000 in our Endowment funds, which are permanently restricted.

The **Statement of Financial Activities** as of 31 March 2015 is shown on the fourth page of the following reports. Our income from pledges is up by about \$17,000 compared with the same period of the previous fiscal year. Overall income so far this fiscal year is about \$93,000 in pledges paid and other donations, and about \$4,000 in income from rentals. We have so far written off about \$2,300 as uncollectible pledges. This total income of about \$97,000 has improved from the same period last fiscal year by nearly \$18,000. This \$97,000 in revenues exceeds our committee expenses of about \$65,000, giving us a book operating income of about \$32,000 through March of this year. In addition to this operating income, we have non-operating income of about \$5,000, most of which is not cash income. Our mortgage principal repayments further reduce the operating income by about \$20,000, giving us an effective cash income of about \$17,000 through the end of March.

The **Budget vs Actuals Report** for the current fiscal year is shown on the fifth page of the following reports. Our general donations lag last year, but this circumstance is probably because of our increased pledge and plate cash (anonymous) donations and our reclassification of some donations from general donations to pledgers' additional donations (the amount given by pledgers after meeting their stated pledge). We are running ahead of schedule on our

pledge revenue, but it is unlikely that this trend will hold up until the end of the fiscal year. We are running ahead of schedule on all of our other operating income, a trend that is likely to hold up until the end of the fiscal year. As usual, our committees continue to do an excellent job of managing expenses.

The church is in the process of moving most of its

banking from VyStar Credit Union to American Enterprise Bank. Over the past several years, there have been a series of shortcomings in VyStar's customer service and banking practices. The Finance Committee and the Board believe that our church will be better served at this new bank.

— Dale M Crawford, Treasurer

Motion to Authorize Purchase of Property to Expand Parking

The Board of this church recommends passage of the following motion:

This motion authorizes our church (BBUUC) to purchase two adjoining lots that will be used, as funds permit, for expanded parking or other church uses. The two lots are adjacent to each other and are immediately east of our property, abutting our current parking lot, beginning at the corner of Collins Road and Barcelona Avenue, and ending at the property line of the first house encountered south of Collins Road, on the west side of Barcelona Avenue. The purchase price shall not exceed \$25,000, and terms will be negotiated by the parking task force members (David Christenson, Dale Crawford, Don DeStephano and Steve McCullar), in consultation with the Church Board.

Buckman Bridge Unitarian Universalist Church
Statement of Financial Position

As of March 31, 2015

	TOTAL		
	As of Mar 31, 2015	As of Mar 31, 2014 (PY)	Change
ASSETS			
Current Assets			
Bank Accounts			
1110 VyStar Operating Checking	14,445	21,345	(6,900)
1112 VyStar Inactive checking	5	25	(20)
1120 VyStar Main MMA	84,771	128,958	(44,187)
1122 Vystar CR&R MMA	10,027		10,027
1124 VyStar Certificates of Deposit	20,006		20,006
1140 VyStar Required Savings Account	5	43	(38)
Total Bank Accounts	\$ 129,258	\$ 150,370	\$ (21,112)
Other current assets			
1220 Undeposited Funds	0	2,133	(2,133)
1230 T D Ameritrade Brokerage Account	29,984	50,018	(20,034)
1240 UUCEF (Endowment)	10,332		10,332
1250 Vanguard			
1251 LifeStrategy Moderate Growth (VSMGX)	36,881		36,881
1252 Social Index (VFTSX)	39,013		39,013
Total 1250 Vanguard	\$ 75,893	\$ -	\$ 75,893
Total Other current assets	\$ 116,209	\$ 52,151	\$ 64,058
Total Current Assets	\$ 245,467	\$ 202,521	\$ 42,946
Fixed Assets			
1320 Manresa - Land	80,631	79,756	875
1330 Manresa - Building	914,972	914,972	0
1340 Equipment, Fixtures, and Furniture	26,225	14,149	12,076
Total Fixed Assets	\$ 1,021,828	\$ 1,008,877	\$ 12,951
TOTAL ASSETS	\$ 1,267,295	\$ 1,211,398	\$ 55,897
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2020 VyStar Credit Union Visa	244	229	15
Total Credit Cards	\$ 244	\$ 229	\$ 15
Other Current Liabilities			
2100 Payroll Liabilities			
2101 Federal Taxes (941/944)	339		339
Total 2100 Payroll Liabilities	\$ 339	\$ -	\$ 339
Total Other Current Liabilities	\$ 339	\$ -	\$ 339
Total Current Liabilities	\$ 583	\$ 229	\$ 354
Long-Term Liabilities			
2200 Notes Payable	266,438	301,706	(35,268)
Total Long-Term Liabilities	\$ 266,438	\$ 301,706	\$ (35,268)
Total Liabilities	\$ 267,021	\$ 301,935	\$ (34,915)
Equity			
2400 Unrestricted Net Assets	757,412	784,460	(27,049)
2500 Reserved Funds	87,691	0	87,691
2600 Temporarily Restricted Net Assets	107,977	0	107,977
2700 Permanently Restricted Net Assets	10,452	0	10,452
Net Income	36,743	125,002	(88,259)
Total Equity	\$ 1,000,275	\$ 909,462	\$ 90,812
TOTAL LIABILITIES AND EQUITY	\$ 1,267,295	\$ 1,211,398	\$ 55,898

Buckman Bridge Unitarian Universalist Church Statement of Financial Position by Restrictions

As of March 31, 2015

ASSETS	Unrestricted Funds	Fixed Assets	Board Designated Reserves	Temporarily Restricted Funds	Permanently Restricted Funds
Current Assets					
Bank Accounts					
1110 VyStar Regular Checking	14,445			1,000	120
1111 VyStar Inactive checking	5			5	
1120 VyStar Main MMA	84,771		1,771	76,983	
1122 Vystar CR&R MMA	10,027		10,027		
1124 VyStar Certificates of Deposit	20,006				
1140 VyStar Required Savings Account	5			5	
Total Bank Accounts	<u>\$ 129,258</u>				
Other Current Assets					
1220 Undeposited Funds	0				
1230 T D Ameritrade Loan Reserve Fund	29,984			29,984	
1240 UUCEF (Endowment)	10,332				10,332
1250 Vanguard					
1251 LifeStrategy Moderate Growth (VSMGX)	36,881		36,881		
1252 Social Index (VFTSX)	39,013		39,013		
Total 1250 Vanguard	<u>\$ 75,893</u>				
Total Other Current Assets	<u>\$ 116,209</u>				
Total Current Assets	<u>\$ 245,467</u>				
Fixed Assets					
1320 Manresa - Land	80,631	80,631			
1330 Manresa - Building	914,972	914,972			
1340 Equipment, Fixtures, and Furniture	26,225	26,225			
Total Fixed Assets	<u>\$ 1,021,828</u>				
TOTAL ASSETS	<u>\$ 1,267,295</u>	<u>\$ 1,021,828</u>	<u>\$ 87,691</u>	<u>\$ 107,977</u>	<u>\$ 10,452</u>
LIABILITIES AND EQUITY					
Liabilities					
Current Liabilities					
2020 VyStar Credit Union Visa	244			244	
Total Credit Cards	<u>\$ 244</u>				
Other Current Liabilities					
2100 Payroll Liabilities	339			339	
2101 Federal Taxes (941/944)	0				
2103 Pledge donation	0				
Total 2100 Payroll Liabilities	<u>\$ 339</u>				
Total Other Current Liabilities	<u>\$ 339</u>				
Total Current Liabilities	<u>\$ 583</u>				
Long-Term Liabilities					
2200 Notes Payable		266,438			
Total 2200 Notes Payable	<u>\$ 266,438</u>				
Total Long-Term Liabilities	<u>\$ 267,021</u>	<u>\$ 266,438</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Total Liabilities	<u>\$ 583</u>	<u>\$ 266,438</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

	TOTAL	Unrestricted Funds	Fixed Assets	Board Designated Reserves	Temporarily Restricted Funds	Permanently Restricted Funds
Equity						
2400 Unrestricted Net Assets	757,412	2,021	755,390			
2500 Reserved Funds						
2501 Capital Repair & Replacement Fund	61,112			61,112		
2502 Operating Reserve	25,000			25,000		
2503 Temporary Holding Fund	1,579			1,579		
Total 2500 Reserved Funds	<u>87,691</u>					
2600 Temporarily Restricted Net Assets						
2601 BBUUYA	358				358	
2602 Beacon	1,138				1,138	
2603 Challenge Gift	10,376				10,376	
2604 Emergency Caring Fund	3,317				3,317	
2606 ICARE	500				500	
2607 Ministerial Support Fund	36,773				36,773	
2608 Mortgage Loan Contingency Fund	50,000				50,000	
2609 Pennies from Heaven	323				323	
2610 SF #1 {}	0				0	
2611 SF #2 {}	0				0	
2612 SF #3 {Universalist Convocation}	484				484	
2613 Teen Travel Prepayment Fund	70				70	
2614 Teen Travel Scholarship Fund	4,602				4,602	
2615 UU Service Committee	37				37	
2617 Welcoming Congregation Ministry	0				0	
Total 2600 Temporarily Restricted Net Assets	<u>\$ 107,977</u>					
2700 Permanently Restricted Net Assets						
2701 Endowment Fund	10,332					10,332
2702 Endowment Holding Fund	120					120
Total 2700 Permanently Restricted Net Assets	<u>\$ 10,452</u>					
Net Income	36,743	36,743				
Total Equity	<u>\$ 1,000,275</u>	<u>\$ 38,764</u>	<u>\$ 755,390</u>	<u>\$ 87,691</u>	<u>\$ 107,977</u>	<u>\$ 10,452</u>
TOTAL LIABILITIES AND EQUITY	<u>\$ 1,267,295</u>	<u>\$ 39,347</u>	<u>\$ 1,021,828</u>	<u>\$ 87,691</u>	<u>\$ 107,977</u>	<u>\$ 10,452</u>

Buckman Bridge Unitarian Universalist Church
Statement of Financial Activities

July 2014 - March 2015

	TOTAL		
	Jul 2014 - Mar 2015	Jul 2013 - Mar 2014 (PY)	Change
Income			
3100 Contributions			
3101 Donation General	2,719	8,653	(5,935)
3102 Non Cash Donation	2,148	1,291	858
3103 Plate Cash	5,120	2,080	3,040
3104 Pledge Paid	84,147	66,889	17,258
3104a Uncollectible Pledges	(2,334)		(2,334)
Total 3104 Pledge Paid	\$ 81,813	\$ 66,889	\$ 14,924
3105 Pledgers' additional donations	1,120		1,120
Total 3100 Contributions	\$ 92,919	\$ 78,913	\$ 14,006
3200 Other Operating Income			
3201 Amazon Associates	939		939
3203 Interest & Dividend Income	306	210	96
3204 Rental Income	3,213	730	2,483
Total 3200 Other Operating Income	\$ 4,458	\$ 940	\$ 3,518
Total Income	\$ 97,377	\$ 79,853	\$ 17,524
Expenses			
4000 Board Administration	8,952	7,063	1,889
4180 Caring Committee	50	471	(421)
4200 Facilities	11,968	11,579	389
4300 Finance	5,496	4,352	1,143
4350 Hospitality	531	767	(235)
4400 Lifespan Religious Education	1,336	1,106	230
4500 Membership	240	330	(90)
4550 Mortgage Interest Expense	11,662	13,171	(1,510)
4590 Payroll Expenses	16,435	14,042	2,393
4600 Public Relation & Communication	1,788	473	1,314
4700 Social Action			
4750 Stewardship	449		449
4900 Worship	6,586	6,839	(253)
4990 Reconciliation Discrepancies		501	(501)
Total Expenses	\$ 65,492	\$ 60,694	\$ 4,798
Net Operating Income	\$ 31,884	\$ 19,159	\$ 12,726
Other Income			
6000 Non-Operating Income	4,859	216,756	(211,897)
Total Other Income	\$ 4,859	\$ 216,756	\$ (211,897)
Other Expenses			
6100 Fund Balance Out		8,604	(8,604)
6200 Funds Spent	0	102,309	(102,309)
Total Other Expenses	\$ -	\$ 110,912	\$ (110,912)
Net Other Income	\$ 4,859	\$ 105,843	\$ (100,985)
Net Income	\$ 36,743	\$ 125,002	\$ (88,259)
Mortgage Principal expenditures	\$ 20,033	\$ 19,135	\$ 898
Net Income After Mortgage Principal Paid	\$ 16,710	\$ 105,867	\$ (89,157)

BBUUC Budget vs. Actuals: Fiscal Year 2015

July 2014 - June 2015 (as of 03/31/2015)

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
3100 Contributions				
3101 Donation General	2,719	6,000	(3,281)	45.3%
3102 Non Cash Donation	2,148		2,148	
3103 Plate Cash	5,120	4,200	920	121.9%
3104 Pledge Paid	84,147	108,950	(24,803)	77.2%
3104a Uncollectible Pledges	(2,334)	(13,728)	11,394	17.0%
3105 Pledgers' Additional Donations	1,120	4,895	(3,776)	22.9%
Total 3100 Contributions	\$ 92,919	\$ 110,317	\$ (17,398)	84.2%
3200 Other Operating Income				
3201 Amazon Associates	939	720	219	130.5%
3203 Interest & Dividend Income	306	240	66	127.4%
3204 Rental Income	3,213	3,000	213	107.1%
Total 3200 Other Operating Income	\$ 4,458	\$ 3,960	\$ 498	112.6%
Total Income	\$ 97,377	\$ 114,277	\$ (16,900)	85.2%
Expenses				
4000 Board Administration	8,952	14,440	(5,488)	62.0%
4180 Caring Committee	50	770	(720)	6.5%
4200 Facilities	11,968	17,696	(5,728)	67.6%
4300 Finance	5,496	8,290	(2,794)	66.3%
4350 Hospitality	531	700	(169)	75.9%
4400 Lifespan Religious Education	1,336	2,070	(734)	64.5%
4500 Membership	240	600	(360)	40.1%
4550 Mortgage Interest Expense	11,662	15,443	(3,781)	75.5%
4590 Payroll Expenses	16,435	20,346	(3,911)	80.8%
4600 Public Relation & Communication	1,788	850	938	210.3%
4700 Social Action	0	350	(350)	0.0%
4750 Stewardship	449		449	
4900 Worship	6,586	9,800	(3,214)	67.2%
Total Expenses	\$ 65,492	\$ 91,355	\$ (25,863)	71.7%
Net Operating Income	\$ 31,884	\$ 22,922	\$ 8,962	139.1%
Other Income				
6000 Non-Operating Income	4,859	4,032	827	120.5%
Total Other Income	\$ 4,859	\$ 4,032	\$ 827	120.5%
Net Income	\$ 36,743	\$ 26,954	\$ 9,789	136.3%
4580 Mortgage Principal Paid	\$ 20,033	\$ 26,954	\$ (6,921)	74.3%
Net Income	\$ 16,710	\$ -	\$ 16,710	

Thursday, Apr 16, 2015 11:52:59 AM PDT GMT-4 - Cash Basis

Buckman Bridge Unitarian Universalist Church
Proposed Budget for Fiscal Year 2015-2016

Income	<u>Amount</u>	Board Administered	
Contributions		Administration	
Donation General	4,200	Background Checks	300
Plate cash	6,600	Ministerial Expenses	3,000
Pledge Paid	124,000	Office Supplies, Print Cartridges	2,200
Unfulfilled Pledges	11,160	Pastoral Care Training	600
Total Pledge Paid	\$112,840	Postage and PO BOX 844	200
Pledgers additional donations	3,300	Training for Office Staff	300
Total Contributions	\$126,940	Stewardship Printing & postage	500
Other Income		Stewardship Supplies	100
Amazon Associates	1,200	Annual report	400
Fundraiser (as needed)	1,951	Total Administration	\$7,600
Interest Income	400	Denominational Affairs	
Rental Income	3,400	Conferences/Training	420
Total Other Income	\$6,951	Regional Assembly Delegates	750
Release of MSF Funds	30,000	Gen Assembly Delegates	2,250
Total Released from Restricted Funds	\$30,000	Total Denominational Affairs	\$3,420
Total Income	\$163,891	Denominational Dues	
Expenses		UUA	5,700
Ministries		Total Denominational Dues	\$5,700
BEACON	600	Payroll Expenses	
Welcoming Congregation	400	Babysitting/Nursery Care	3,400
Total Ministries	\$1,000	Church Admin - Gross Salary	5,200
Caring Committee		Church Admin - Payroll Taxes	398
Memorial Hymnals	360	DRE - Gross Salary	15,000
Special Recognition	200	DRE - Payroll Taxes	1,148
Training	100	Minister - Gross Salary	30,000
Total Caring Committee	\$660	Total Payroll Expenses	\$55,145
		Total Board Administered	\$71,865

Facilities		Membership	
A/V Equipment	900	Name Tags	100
Building Inspections	600	New Member Class Material	300
Bldg Repairs & Maint	1,000	New Member Packets/Gifts	200
Grounds Maint & Improvements	1,200	New Member Class Refreshments	250
Capital Improvements (Fixtures)	750	Training Materials	100
Cleaning Service	3,080	Total Membership	\$950
Cleaning Equip & Supplies	900	Mortgage Interest	
Computer	900	Mortgage Interest Payment	14,013
Consummables	90	Total Mortgage Interest	\$14,013
HVAC	340	Public Relation & Communication	
Lawn Maintenance Service	4,000	Community Event Exposure	300
Security/Fire Alarm Monitoring	720	Literature of UUA & BBUUC	200
Utilities: Electric, water	4,500	Promotions, Mags, Misc.	250
Utilities:Telephone, internet, cable	1,850	Website & Internet	200
Total Facilities	\$20,830	Total PR & Communication	\$950
Finance		Social Action	
Bank Fees	60	ICARE Dues	1,000
CPA Services	250	Program Training & Seminars	500
Fees - Govt	70	Total Social Action	\$1,500
SaaS Software - QBO, Office, CMS, etc	1,400	Worship	
Insurance	6,800	Joys & Concerns supplies	50
Total Finance	\$8,580	Music (special) Honorarium	400
Hospitality		Speaker	5,600
Coffee/Creamer/Supplies	180	Travel Reimbursement	300
Cookies/Crackers	300	Worship Team Training & Supplies	250
Holiday Meals	150	Total Worship	\$6,600
Meetings, Meals, Leadership Retreats	600	Total Expenses	\$132,278
Plates/Napkins/Cups	300	Additional Expenditures	
Supplies	250	Mortgage Principal	13,013
Total Hospitality	\$1,780	Capital Repair & Replacement	18,600
Lifespan Religious Education		Total Additional	\$31,613
Curricula	150		
Social Activities/Team Building	250	Total Expenditures	\$163,891
Supplies	750		
Training - DRE	1,000	Net Income	\$ -
Training - OWL	1,200		
Training - Teacher Development	200		
Total Lifespan Religious Education	\$3,550		

Nominations for Officers, Trustees and Nominating Committee

Below is the slate of nominees submitted by the Nominating Committee for election to serve in Fiscal Year 2015-16 (July 2015 – June 2016):

BBUUC BOARD

Eileen Morrison

President (1-year term, 2-term limit—this will be Eileen’s first term as President, was formerly VP)

Candace Gerding

Vice President (1-year term, 2-term limit—this will be Candace’s first term as VP, was formerly Trustee)

Dale Crawford

Treasurer (1-year term, no term limit—this will be Dale’s third term)

Madeline Sims

Secretary (1-year term, 2-term limit—this will be Madeline’s first term)

Ellen Miceli

Trustee (1-year term, completing the 2nd year of a vacated 2-year term)

Christine Rothberg

Trustee (1-year term, completing the 2nd year of a vacated 2-year term)

Don DeStephano

Trustee (first year of a 2-year term)

NOMINATING COMMITTEE:

(1 year term – 2 term limit – all eligible for second term)

Linda Crawford (Completed 1 year, plus previously appointed as mid-term replacement)

Pam Edwards-Roiné (This will be Pam’s first term)

Linda Mowers (This will be Linda’s first term)

Additional nominations may be made from the floor with the Nominee’s permission.

Respectfully Submitted by the 2014-15 Nominating Committee:

Linda Crawford, Ron Rothberg and Carl Shrader



Eileen Morrison

Nominated for a first term as President (limit 2 consecutive terms)

Eileen has previously served on the Board as Trustee, Secretary, and most recently, Vice President, where she oversaw all Council meetings. She grew up in New Jersey and graduated from Gordon College in Wenham, MA with a BA in English. She transferred with Ryder/PIE from Boston, MA to Jacksonville, FL in 1983 from field sales to National Account administration.

Eileen is married to Brantley Morrison. Her step-daughter, Valerie, teaches kindergarten in Fayetteville, NC. She became a member of BBUUC in 2011. The church community has been a great comfort to her.

Her husband started a trucking business in 1990 (Core Carriers) and sold the 500 employee corporation in 2002. She worked there in sales, collections, billing, payroll, rating, and accounts payable during the growth of the company, retiring as VP. Eileen enjoys playing the piano, singing, traveling, photography, reading, cooking and gardening.

Candace Gerding-Barone

Nominated for a first term as Vice President (limit 2 consecutive terms)

Candace is an Orlando native and is newly married to Ben Barone. She has a 16-year-old daughter, Cassidy Hopson, and an 8-year-old step-daughter, Emily. Her family also includes two rescued dogs, Tanner and Penni.



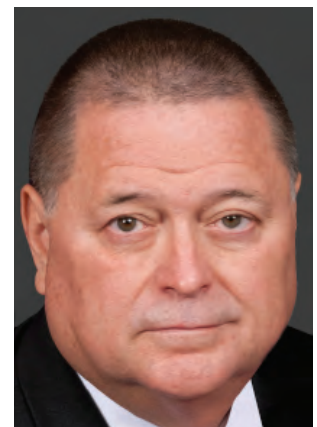
Candace served active duty in the U.S. Navy from 1988-1992 in Pearl Harbor, followed by 2 years of Naval Reserve service. She is a graduate of Florida State University (but a lifelong Florida Gator—don't ask...).

She worked for the state of Florida as a Law Enforcement Instructor and a Certified Correctional Probation officer, where she recently retired as Senior Supervisor. Prior to her law enforcement career, she worked as a wedding/event planner and floral designer – and has continued to do both as a sideline, and more so now that that she has retired. Candace joined BBUUC in May of 2006, and has been active as a worship leader, Co-Chair of the Social Action Committee, Teen Travel Fundraiser Coordinator, Safety Task Force member, R.E. parent, ICare Team Leader, Memorial Garden Task Force Coordinator, and is completing a term as Board Trustee. She enjoys yoga, swimming, painting, and gardening.

Dale Crawford

Nominated for a third term as Treasurer (no term limits)

Dale has been a member of BBUUC since August 2008. He joined because his dear spouse, Linda, wanted him to but found that he actually enjoyed the church and its people very much. He has since served as Treasurer the past two years, has been on the Facilities and the Finance committees, and is a co-founder of the Religious Texts and Society affinity group. He is a very happily retired engineer, born and raised in Jacksonville, who spent most of his working career elsewhere—principally Louisiana and Arkansas. On his retirement in 2003, Linda and Dale returned to Jacksonville in order to care for Dale's mother. Linda and Dale have two grown sons, both married and residing in Tallahassee and Arlington, Virginia. Dale has Bachelor's and Master's degrees in engineering and an MBA.



Madeline Sims

Nominated for a first term as Secretary (limit 2 consecutive terms)

Madeline has been a member of BBUUC since February 2013. Since she became a member, she has been a part of the young adults group (BBUUYA) and participated in various activities with them, including leading a pancake breakfast last summer. In 2014, she joined the PR Committee and has assisted the committee in various ways: soliciting and writing member spotlight features, creating a PDF format of the monthly Journey newsletter and contributing to social media duties as needed. Madeline has also been a part of the Stewardship Task Force for the past year, helping with this year's canvass drive and providing reports on various topics.

Madeline has lived in Jacksonville for over six years. She works as a librarian at The Art Institute of Jacksonville. She also is Vice President of the Jax Bama Club, a local alumni chapter of the University of Alabama. In her new role at BBUUC, Madeline hopes to support the church and the Board by providing timely and accurate minutes from meetings as well as an up-to-date and correct roster of members and their contact information. She later hopes to use her education and experience as a librarian to assist building a library collection for the church.



Ellen Miceli

Nominated to fill the second year of a 2-year term, vacated by previous Trustee.

Ellen has been a member of BBUUC since 1993. She has been married to Patrick Miceli since 1995 and is the proud mother of two sons and two stepsons. She has seven grandchildren and one great-grandchild. Ellen retired in 2013 from a nursing career that spanned over 30 years, most recently at Mayo in Jacksonville. She has served as an accompanist for our worship services since 1994 and has volunteered in many capacities throughout the years: greeter, fundraisers, hospitality and choir, to name a few. She enjoys being a member of the Prayer Shawl Affinity Group and has served for many years on the Caring Committee, most recently as its Co-Chair and Council member.

Christine Rothberg

Nominated to fill the second year of a 2-year term, vacated by previous Trustee

Christine, along with her husband, Ron, and their two teenage children, Tye and Ella, have been members of BBUUC since 2005, after moving to Jacksonville from Orlando, Florida. Throughout her nine years of membership, she has been a Spirit Play teacher, chaired the Social Action Committee for three years establishing the holiday tradition of The Giving Tree in coordination with the First Coast Haitian American Church of Jacksonville and served on the Board's Nominating Committee. Christine was raised Catholic and



her husband Jewish but turned to UUism once they began their family hoping for an open minded forum to help their children make their own religious choices. She is an avid yogi and practices meditation. Her hobbies include cooking, photography, paddle boarding and gardening. She is functionally fluent in Spanish having spent a gap year in Spain after college.

Professionally, Christine is a Licensed Clinical Social Worker graduating from the University of Florida with a Bachelors of Arts in Sociology with special interest in Women Studies. She received a Master's degree in Clinical Social Work (MSW) from Florida State University and specializes in refugee mental health with training from the Harvard Program for Refugee Trauma. Christine is the developer and treating clinician of The Healing Project, LLC, a mental wellness clinic treating refugee, asylee and survivors of trauma and torture.

Don DeStephano

**Nominated for the first year of a 2-year term
(limit 2 consecutive terms)**

Don has been a member of BBUUC since 2011, when he joined a short time after attending the inaugural service of the new church. He grew up in south Georgia as a Baptist, but became disillusioned as a teen and was not actively religious. He had heard of Unitarianism but knew almost nothing about it until taking an internet quiz on "What Religion Are You" and UU came up on top. He loves our church due to its culture, as well as its location near his home in Ortega Forest.

Don attended the University of Georgia and Medical College of Georgia, and trained to be a pathologist at the University of Michigan. He has lived in Jacksonville for the past 26 years. He practices at a local hospital system and also manages the business affairs of his group. Don and his wife Patty have been married for 35 years. They have three children, the last of which is leaving for college this year. When Don is not at church on Sunday, he is usually travelling with Patty (her passion, not his) or spending time at his "country estate" near Keystone Heights (a double wide on a few acres with a tractor and a shooting range), where he feels more at home than anywhere.



Linda Crawford

**Nominated for a first term on the Nominating Committee
(limit 2 consecutive terms)**

Linda and her husband Dale have been active members of the church since they joined in August 2008. Linda has been primarily involved in worship, as a Chair, Co-Chair, and member of the Worship committee, as well as worship leader, speaker, and vocal performer. She served on both the Nominating Committee and the new Stewardship Task Force this past year. Linda will be presenting her third BBUUC art history series this June.

Linda and Dale have two sons. They wish they had belonged to a community like BBUUC while their boys were growing up.

Pam Edwards-Roiné

Nominated for a first term on the Nominating Committee (limit 2 consecutive terms)

Pam joined BBUUC in May of 1990 after having been a member of the Jacksonville UU Church in Arlington for 10 years. Since then, Pam has been a fairly active member of BBUUC, serving multiple times on the Board and on various committees. Most recently she has helped out with the annual canvasses and with last year's auction. Pam lives in the Springfield Historic District with her husband, Pedro, in a home they restored nearly 15 years ago. She feels passion and a sense of community fulfillment in her dedication to the restoration of urban, pedestrian-friendly neighborhoods, teaching exercise classes at The Y and volunteering at the Jacksonville Zoo.



Linda Mowers

Nominated for a first term on the Nominating Committee (limit 2 consecutive terms)

Linda Mowers is a charter member of BBUUC and a fifth generation Unitarian Universalist. She has actively served our congregation in many roles throughout the past 25 years, including previous terms as President and other Board positions. She has chaired Religious Education, Caring, Membership, Worship and Public Relations committees, serving as a member of many others. Linda trained as a Youth Advisor and also completed Florida District UUA Leadership School in 1999. She served on the District Nominating Committee and was editor and publisher for The Sunshine, an early newsletter of the Florida District UUA. Representing BBUUC as a delegate, Linda has attended many District and General Assemblies over the years. She is the daughter of Frances Kennicutt, mother of Sarah Ritzmann, grandmother of Judah Ritzmann and wife of Barry Mowers – all a part of BBUUC. Linda's has worked over 40 years as a graphic artist in the printing and marketing field, and loves travel, reading, movies, art and spending time with her friends and family. Her UU faith is a central part of her life and she sees the BBUUC community as an extension of her family.

“Congregational leaders need each other to get on the balcony and to help see the big picture and clarify their own thinking. In other words, each member of a leadership team has a line of sight into the congregation and their own personal history that colors their perception. When leaders trust one another, they can ask one another to help check their own biases that might be influencing their perception of an issue.”

— Rev. Renee Ruchotzke

“When a minister and the president of the congregation are working together for a common vision, you can feel it. When a staff team is in harmony with one another, you can feel it. When a leadership team connects with each other and the congregation, you can feel it. And good feelings are a sign of good health. And health leads to vitality. And vitality leads to growth.”

— Rev. Dr. Tom Chulak

Proposed Revisions of the BYLAWS OF BUCKMAN BRIDGE UNITARIAN UNIVERSALIST CHURCH

(Adopted February 8, 2015)

Key to proposed revisions:
~~Strike-through~~ indicates deletions
Underline indicates additions

Article VII. COMMITTEES:

Section 1. Standing Committees: Standing Committees of the Church are: Caring, Facilities, Finance, Lifespan Religious Education, Membership, Hospitality, Programming, Public Relations and Communications, Social Action, Stewardship, and Worship. These committees shall consist of three or more persons and shall meet at least one time in any ninety-day period. A standing committee may organize and appoint temporary subcommittees to assist with the work of that standing committee without the approval of the Board of Directors. Any such temporary subcommittee shall dissolve automatically at the end of each fiscal year, but may be reinstated by the standing committee in the new fiscal year. The Board of Directors retains the discretion to supervise and dissolve any temporary subcommittee created by a standing committee. The formation, reinstatement, and dissolution of any such temporary subcommittee shall be promptly recorded in the minutes of that standing committee.

Section 2. Additional Committees: The Board of Directors may organize and appoint temporary committees to assist with the work of the Board. Any such committee shall dissolve automatically at the end of each fiscal year unless affirmatively reinstated by the Board of Directors in the new fiscal year. The formation, reinstatement, and dissolution of any Board-appointed temporary committee shall be promptly recorded in the Board minutes.

Section 3. Financial Assistant: ~~A member of the Finance Committee shall serve as financial assistant and shall receive and safely deposit all monies donated to the Church. He/she shall respect the confidentiality of all personal pledges and payments.~~

Section 4. 3. Council of Committees: The committee chairs shall assemble as a Council of Committees at least once per quarter, presided over by the Board-appointed person, to network, review, and discuss church activities, and to identify any issues that would require support by the Board of Directors or Congregation.

Council: Committee & Ministry Annual Reports For Fiscal Year 2014-2015

Beacon (Youth) Ministry

Leaders: Tye Rothberg and Veronica Novotny, Co-chairs

Ministry Team Members: Jillian Christiansen, Will Cromar, Braydon Shepherd, Ava Lopez, Sydney Crisp, Quentin Sampson, Ella Rothberg, Belle Novotny, Veronica Novotny, Tye Rothberg, Simon Strickland, Helen Strickland, Paul Christenson, Collin Goodwin, Lacy Goodwin, Bella Wyatt, Zoe Smith, Joshua Dean

Mission: Beacon is a safe and sacred space in which youth aged 12 to 20 find their voices and share their minds, while building community through youth empowerment.

Major Initiatives and Accomplishments: Beacon is going through a reconstructive period where we are reflecting on what the group means to us and meeting the ideas of what makes Beacon so great for our members. We have done a number of social action events in the last month including building bird feeders for Earth Day and helping hide Easter eggs for the youth's Easter egg hunt.

Challenges: We are trying to make Beacon more enjoyable by trying to focus the meetings more on fun activities rather than business related issues. We have had some challenges finding a healthy balance between the two.

Thank You's: Chris Jarman and Mark Yount for attending almost every meeting. They put their day's activities aside to support the youth in this group and make sure that everything in the group is fine and dandy.

Caring Committee

Leaders: Ellen Miceli and Frances Kennicutt

Committee Members: Deb Jones, Karen Christianson, Vanessa Birchell, David Rulison, Jack Ford, Lee Albright, Myrna Kissinger, Lisa Cromar, Denise Dieppa

Goal: The goal of the Caring Committee is to provide support services to members of Buckman Bridge Unitarian Universalist Church. The Caring Committee seeks to foster a greater sense of community through a shared ministry which has a basic tenet of encouragement, care and support of our membership; especially those members in crisis or need

Vital Signs:

- at least 45 cards have been sent to BBUUC members for sympathy, get well, or thinking of you.
- Christmas cookies baked and packaged for members of concern and ministers
- Hymnal Dedication
- Meals given to members of concern
- Gift certificates given to members in need

Major Initiatives: Revamping of the Caring Friends process. Individuals of Committee are no longer assigned specific members to care for. As the church has grown, this system was no longer working.

Challenges: Ongoing efforts to keep abreast of the members of the church especially as it is continually growing and to meet the needs of the church creatively.

Although we have a large roster, about half of the people are actively involved.

Thank You's: We wish to thank all members of the committee for their participation. We also wish to thank all members of the Board and Council for all of the energy and creativity that has been brought to BBUUC. It has been a pleasure to work with everyone

Facilities Committee

Leaders: Steve McCullar, David Christenson

Committee Members: Barry Mowers, Joani Maskell, Dale Crawford, Rich Toupin, John Sheffield, Tim Frazier, Candace Gerding

Mission: Provide a comfortable and functional building and grounds that supports the overall mission of BBUUC.

Vital Signs (statistics):

Average Attendance for the last year is up from 110 to 116, a 5½% increase. Overflow parking over the last year was necessary 75% of the time.

Major Initiatives and Accomplishments:

Parking continues to be an issue of concern so the facilities committee is taking action as follows:

1. We have negotiated an agreement with G&T Contracting Services on Manresa Ave, which allows us to use their parking lot on Sunday. They have been furnished a hold harmless agreement in exchange for giving us a key to their gate and access to at least twenty overflow parking spaces.
2. We are negotiating with the property Owners to purchase a vacant lot adjacent to our North-East property for approximately .6 acres of property. We have ordered an environmental and wetlands study and a Survey of the property with wetlands documented.
3. We have prepared Master site plan studies for possible Fellowship Hall addition and options for development of future parking lot.

Challenges:

- Recycling
- Memorial garden
- Playground

Thanks to all the volunteers that:

- Helped setting up and cleaning up for special events
- Helped move and stack chairs
- Worked during the Fall and Spring clean up days
- Worked as Audio Technicians during service
- Go out of their way to keep the building clean

Finance Committee

Leaders: Peg Christenson, Finance Chair; Dale Crawford, Treasurer

Committee Members: David Christenson, Scott Cromar, Don Culpepper, Don DeStephano, Robert Lopez, Bonnie McCullar, Pam Richards

Mission: The Finance Committee serves the community by promoting an environment conducive to the long-term fiscal health of BBUUC. The Committee provides prudent financial advice to the Board and to the membership and reports the church's finances to the membership in a transparent, responsible, and thoughtful manner. The Committee also maintains the church's credit by timely payment of obligations and by proper maintenance of the church's financial records.

Vital Signs:

- See Financial Reports

Major Initiatives and Accomplishments:

- Improved financial transparency through standardized report format
- Creation of reports clearly showing funds classified as unrestricted, temporarily restricted, permanently restricted, Board designated reserves, and fixed assets.
- Distribution of clear, complete contribution statements in January and April.
- Research and communication of electronic donation methods for individuals to pay their pledges or make other contributions, e.g. PopMoney, Square.
- Supported hiring a minister through management and accurate reporting of the MSF and Challenge Funds.
- Revised Finance policies & procedures

Challenges:

Budget process

Thanks to:

- Trish Shepherd and Pam Richards for conducting a thorough and professional annual review of the church's financial records.
- Pam Richards for her assistance organizing the church finances to show compliance with Generally Accepted Accounting Principles (GAAP) for non-profit organizations.
- David Christenson for systems support and design of customized spreadsheets.
- Stewardship team for planning & executing a successful pledge campaign.

Hospitality Committee

Leaders: Lee Plumb and Ken Weintraub, Co-chairs

Committee Team Members/Hosts: Countless volunteers

Mission Statement:

The Hospitality Committee serves to welcome all who enter our doors and helps to foster the social life of the church by providing a venue where members and guests can share light refreshments and socialize in a welcoming atmosphere after each Sunday service. We provide skills and experience to assist with the events and activities of our congregation when refreshments and/or meals are needed. We manage the kitchen, supplies, table service, and basics for social gatherings.

Vital Signs/Statistics:

- Refrigerator once again broke down and had to be replaced.

Major Initiatives and Accomplishments:

- Successfully provided sustenance for Annual Auction, Sunday Social Hours, Easter Pot Luck and Thanksgiving meal.
- Taught Beacon kitchen practices so they may use the kitchen without supervision.

Challenges:

- Funding.
- Maintaining refreshments for Sunday Social Hour.
- Considering the following:
 - Eliminate Cookies, crackers, etc.
 - Eliminate financial support of potlucks.
 - Reduce coffee, plates, etc.
 - Volunteers to bring snacks as well as juice.
 - No Thanksgiving turkey.
 - No coffee during the week; Sunday morning only.

Thanks to:

- Special thanks to Rev. Elizabeth Teal for coordinating Thanksgiving meal along with all Hospitality volunteers who go unnamed.

Lifespan Religious Education Committee

Leader: Christine Jarman, Chair

Ministry or Committee Team Members: Vanessa Birchell, Marilyn Smart, Debbie Atkins, Joani Maskell, Joann Carollo, Rev. Pat Ray, Quinten Sampson, Annabelle Gallois-Bernos, Anna Strickland, Charles Rippon, Jen Glassman, Karen Christiansen, and The Director of Religious Education: Dani Slader

Mission Statement (or purpose):

The mission of BBUUC's Lifespan Religious education (LRE) program is to provide children, youth and adults with well rounded, meaningful, non-doctrinal religious education that makes a positive difference in their lives and encourages them to:

- focus and acknowledge the spiritual part of life
- develop a foundation of knowledge of spirituality, ethics, and reasoning
- develop their own religious and spiritual paths

LRE strives to offer community building experiences through structured classes, religious celebration, social interaction, social action, and family activities.

Vital Signs (statistics):

Lowest LRE attendance: 3 (day after Christmas)

Highest LRE attendance: 46

Averaged over last year: 25.8 in attendance weekly

Major Initiatives and Accomplishments:

- Teen Enrichment trip this year in conjunction with UUUS Orlando. We traced the forced removal of the Cherokee People on the Trail of Tears. We studied social injustice and repeated diaspora of peoples. 26 total people went on trip-19 teens, 7 adults. We came in under budget, actual cost for each person \$290 for a 7 day trip.
- 6 of our teens co-lead a Sunday service about the Trail of Tears with UUUS teens in Orlando.
- Children's Chapel now offered quarterly. Children's Chapel is "church" for our youngest members. Its format is like the adult service with emphasis on singing and instead of a sermon they hear a story. This is for elementary and Spirit Play kids. Teens are invited to participate/assist if they would like.
- Successful Trunk or Treat in October
- Cookies and Caroling in December for whole church
- Snowball sleepover for Spirit Play and Spirit Explorers classes.
- Began Children's Choir, Anna Strickland, director
- 4th-6th Grade OWL.
- Parenting group started. Meet 2x monthly.
- Improvement to classrooms: magnetic curtain for classroom doors (for chaplains), new bulletin board in hallway, laminator w/sheets for SP, gutter bookshelves, beanbag chair, and new rug in Spirit Play. Nursery painted.
- The cabinet doors and drawers have been baby proofed in the Nursery. It is a magnetic system and the key is on a holder above by the upper shelves. You place the "key" on the sticker and the door will open.
- Adult and Multigenerational classes offered: Build Your Theology, Faith Like a River 1, Popcorn Theology, Facilitator training, Yom Kippur Observance, Water, Earth, and Us, Faith Like a River 2, Standing on the Side of Love, Bodi Day Observance, The Journey, Faith Like a River 3

Lifespan Religious Education Committee (continued)

Challenges:

- We are always looking for volunteers to fill various rolls.
- Attendance at offered adult and multigenerational LRE classes

Thank You's:

All our wonderful teachers.

Grace Repass, Erin Rogers, Wendy Deck, Wende Carter, Debbie Atkins, Marilyn Smart, Joani Maskell, Anna Strickland, Annabelle Gallois-Bernos, Michael Bernos, Vanessa Birchell, Jen Glassman, Karen Christiansen, Ken Christiansen, Mark Yount, Liz Teal

Nursery Staff: Joshua Dean, Jillian Christiansen, Kim Kines, Keisho Griggs, Celeste Longueve

And as always thank you to Facilities, Finance and all the other committees and Chairs for their support of LRE.

Membership Committee

Leaders: July – November Lisa Cromar / Brenda Patterson
December Linda Mowers (interim)
January – June Pam Richards / Grace Repass

Committee Team Members: Sarah Ritzmann, John Giordano, Lynn Wadley, (Meg O’Brien - IconCMO Collaborator)

Mission Statement (or purpose):

The mission of the Membership Committee is to promote membership in our congregation by fostering relationships and building community through hospitality and spreading knowledge of our church and Unitarian Universalism. To be welcoming and inclusive to friends of the community, we foster a sense of belonging to create an ever-expanding, healthy congregation with an open and inviting path to membership.

In turn, the committee hold itself, the Board, the Council, individuals, and other entities of our church accountable to our covenant, each other, and our growth in an effort to create beloved community.

Vital Signs (statistics):

Membership Roster as of 4/28/15
130 Members

New Members (14)
December 2015 2
February 2015 5
April 2015 7

Resignations (12)
Year-end review 9
Subsequent 3

First Time Visitors (per Guest Registry cards)
103 households July 1, 2014 – April 26, 2015

Returning visitors now Active Non-members
Estimate 17+ households

Newcomer class attendees
October 2014 5 (4 became members)
January 2015 6 started (3 completed & became members)
March 2015 6 (3 became members)

MiniMixers
April 2015 17 attendees

Membership Committee (continued)

Circle Suppers

August 2014	10 attendees
September 2014	8 attendees
October 2014	10 attendees
January 2015	9 attendees
March 2015	10 attendees
May 2015	10 attendees
June 2015	scheduled

Major Initiatives and Accomplishments:

- Welcome Ambassadors trained in January & scheduled through June
- Newcomer Classes held October, January, & March (June is scheduled)
- Weekly Sunday Service Report initiated summarizing visitors & follow up action items
- Changed postcards to emails warmly welcoming each visitor & enabling history & response
- Church Management Software evaluated and Icon CMO selected and implemented; Members & Visitors entered; Gifts of Self data entered; training & rollout to Council, Board, staff in progress

Challenges:

- Lack of office staff since Beth's resignation in December
- Improving follow-up with repeat visitors and new members
- Creating new Church Directory (from Icon CMO)
- Review / revise Membership Policies & Procedures
- Review / revise Newcomer class & New Member packet materials & website content

Thank You's:

- Lisa Cromar – Information, files, and assistance in transition to new committee chair
- Linda Mowers – Mentoring, encouragement, & months of office support
- Lee Albright & Pat Ray – Teaching October Newcomers class
- Sarah Ritzmann & Dani Slader – Teaching January & March Newcomers classes
- Rev. Jack – In advance for teaching June Newcomers class (with Pam & Grace)
- John Giordano – Welcoming congregation liason
- Lynn Wadley – Coordinating MiniMixer & Circle Suppers; photos of Members
- Peg Christenson – IconCMO database selection, implementation & training, and overall support
- Meg O'Brien – Entering Gifts of Self into Icon CMO database
- Frances Kennicutt – Handwritten welcome notes to visitors without email & to new members
- Don & Patty DeStephano, Grace & Don Repass, Brenda & John Patterson, Pat Ray & Lee Albright, John Giordano & Ken Weintraub, and Linda & Dale Crawford for hosting MiniMixer and/or Circle Suppers

Programming Committee

Leader: Kris Kines

Committee Members:

David Christenson, Jillian Christiansen, Dani Slader, Ken Weintraub

Mission:

The focus of the Program Committee is to offer BBUUC programming that fulfills the mission statement of our congregation which is to offer a warm open community for celebration, worship, discussion, education, support and social justice, and to promote our Unitarian Universalist principles.

Major Initiatives and Accomplishments:

- Scheduling and oversight of the Church's calendar. Together with the DRE, Admin, and chairs of Facilities & Hospitality committees, the requirements of each requests were determined and space was assigned.
 - The primary scheduling involved all of the regular events/meetings held in the Bldg. by the Committees, Board, Beacon and Religious Education Classes.
 - Secondary scheduling involved events like the Convocation, Cons, Gala's, Sleepovers, as well as Coffee Conversations, Reiki Classes, Movies, Art Appreciation, Blessing of the Animals and the occasional Fund Raiser.
 - The tertiary scheduling includes the calendaring what is planned off site; like Lunch Bunch, Circle Suppers, District Meetings, Pride Parade, Earth Day, etc.
- The Program Committee also reviewed Rental requests and scheduled regular Bldg. Rental after Board approved their contract. {We currently receive rental fees from the Free-Thought Society and Tai-Chi} Single event rentals are scheduled with committee discretion, according to the policies and after important maintenance requirements have been agreed to.
- The Program Committee also reviewed the success / failure of events in order to better serve the congregation in the future.

Challenges:

- The most challenging aspect of programming is to find flexibility with the applicants, as we attempt to accommodate overlapping calendar requests.

Thank you's:

In the course of the year, the dedication of Dani Slader, David Christenson, Ken Weintraub, and Dale Crawford have been exceptional. After the position of Admin was vacated, they stepped into extra roles in order to keep us on an even keel.

Public Relations and Communications Committee

Leaders: Scott Cromar, Jillian Christiansen (co-chairs)

Committee Team Members: Scott Cromar, Jillian Christiansen, Rich Toupin, Madeline Sims, Jay Gardner, Barbara Bujak, William Cromar

Mission Statement (or purpose):

"We communicate timely, accurate, meaningful information about the BBUUC community to our membership, and to the world at large."

Major Initiatives and Accomplishments:

- Converted the Journey newsletter to a mobile-friendly format. (43% of survey respondents report that they now read the newsletter on a mobile device, up from essentially zero in May 2014.)
- Changed the production model of the newsletter to a more collaborative process, with a link shared by all event organizers for each month's newsletter.
- Increased use of hyperlinks in the Journey to provide easy access to deeper information on the subjects covered by the articles. (91% of survey respondents report following hyperlinks to drill down on subjects.)
- Refreshed the content on the BBUUC home page while retaining the color palette and font choices that had an 85% approval in our survey.
- Partnered with other BBUUC organizations to hold 5 successful outreach events.
- Press releases raised BBUUC's profile, with two mentions on local TV stations, and one extended interview with John Giordano.

Vital Signs (statistics):

- 345 Journey subscribers
 - 40 respondents to the most recent Journey satisfaction survey
 - 67% report a noticeable improvement in accuracy with the new collaborative production method.
- 80% of survey respondents report preferring a format designed for electronic devices. 9% prefer a paper-biased format. 11% have no preference.

Challenges:

- Improving the mobile-friendliness and implementing file-level access control on the web site.

Thank You's: Thank you to all our committee members for their hard work: Scott Cromar, Jillian Christiansen, Rich Toupin, Madeline Sims, Jay Gardner, Barbara Bujak, William Cromar

Also, thank you to WCM, CUUPS and Social Action for partnering with us on several very successful outreach activities, including Earth Day, River City Pride, Pagan Pride, the MLK Day Parade, and the Orange Park Harvest Festival.

Social Action Committee

Leader:

Ken Christiansen

Committee Members:

Barbara Bujak, Karen Christiansen, Sandy Coffey, Pat Ray (UUSC Representative), Charles Rippo, and Carol Waters.

Mission:

To serve as a coordinating committee that selects and actively supports social justice projects, encouraging participation by all church members in projects for which they have a passion.

Major Initiatives and Accomplishments:

- Guided the process of BBUUC joining the Jacksonville Interfaith Coalition for Action, Reconciliation and Empowerment (ICARE).
- Organized a BBUUC Justice Ministry now including fourteen ICARE Network Members, four of which are also Team Leaders.
- Applied for and received a matching grant from the Fund For Unitarian Universalist Social Responsibility to cover our first year membership dues in ICARE.
- Brought 45 members and friends of BBUUC to the ICARE Nehemiah Assembly in April 2015.
- Four BBUUC members served on ICARE Research Committees on Homelessness, Education, Restorative Justice, and Jobs in Northwest Jacksonville.
- Conducted a successful Christmas Card sale to support the work of the Unitarian Universalist Service Committee.
- Coordinated the annual Angel Giving Tree in support of the children at the First Haitian-American Community Church of Jacksonville (FHACCJax). Thirty-seven children received gifts. In turn, the children's choir of FHACCJax sang in our worship service and attended our RE classes in early December.
- Organized a "Helping Our Neighbors" Community Outreach Program. Personal care and household items not covered by SNAP are collected every Sunday and brought directly to the Clothes Closet in Orange Park.
- Supported the Martin Luther King Day Parade in cooperation with the PR-Communications Committee.
- Planned for and staffed a BBUUC table at Jacksonville's Earth Day in cooperation with CUUPS, BEACON, and the PR-Communications Committee. We gave away 270 bird feeder kits assembled by BEACON plus another 100 or so kits assembled on the spot. And we gave away a lot of BBUUC literature.
- Supported UU Justice Florida and the national Move To Amend initiative by forwarding a motion to the Board for approval and inclusion in the Annual Meeting.
- Adopted an open structure for the Social Action Committee allowing for the formation of sub-committees for new initiatives.

Challenges:

- Building ownership for all of the social justice initiatives of BBUUC.

Thanks to:

All who bring their own passion for justice and mercy ministries to some fruition at BBUUC.

Stewardship Task Force

Leaders: Lee Albright—Chair, Linda Crawford—Co-Chair, Pat Ray—Pledge Drive Chair

Team Members: Lee Albright, Linda Crawford, Tara Crisp, Pat Ray, Madeline Sims

Mission Statement: Our mission is to foster a culture of generosity within the congregation

Vital Signs:

- 100 households canvassed
- 14 canvassers
- 112 members have pledged as of May 2

Major Initiatives and Accomplishments:

- instituted group teen and child canvasses
- instituted group young adult canvass
- established strong congregational support for “share the plate” trial beginning the new fiscal year
- increased percentage of pledging members from 73% in last fiscal year to 86%

Challenges:

- expanding the active volunteer base
- expanding the culture of financial giving to include children and teens
- reaching those members who either have an ideological objection to pledging or do not feel it is their responsibility

Thank You to:

- our congregation for their generosity
- our canvassers, for their time, talent, and effort
- the kind donors of gifts for our pledge drawing

Welcoming Congregation Ministry

Leaders: John Giordano, Welcoming Congregation Ministry Chair; Rusty Turner, River City Pride Fest Chair

WCM Members: Rusty Turner, Manny Andrade, Ken Weintraub, David Austin, Lee Plumb, David Kattreh

Mission Statement: The Buckman Bridge Unitarian Universalist Church's (BBUUC) Welcoming Congregation Ministry (WCM) is formed to create and maintain a welcoming, supportive, and nurturing environment for all within its space. WCM is called to educate BBUUC members and the local community about marginalized groups and dehumanizing conditions. In so doing, WCM calls upon individuals to explore personal values of justice, respect, and equality, along with strengthening and growing an individual spiritual path.

Major Initiatives and Accomplishments:

- WCM organized BBUUC participation in Jacksonville's 2014 River City Pride Weekend (Parade and Fest). The Unitarian Universalist Church, Jacksonville was invited and participated with BBUUC in the Pride Parade.
- Each month, WCM offered a documentary film related to the lives and issues of the LGBTQIA community.
- A successful fundraiser was held on Valentine's Day (Romanza) for which proceeds and donations were given to the Ministerial Support Fund.
- During April, a five (5) week series was presented to educate interested members about issues related to the Trans and Intersex communities.

Challenges faced are related to:

- BBUUC WCM recognition in the JAX Community and through the local media
- WCM membership growth.

Thank You's:

Many thank yous to the BBUUC WCM allies, and the BBUUC LGBTQIA community for their assistance and support.

Worship Committee

Leaders: Jennifer Stokes and Bernie Powers, Co-Chairs

Ministry or Committee Team Members: Linda Crawford, Eileen Morrison, Joann Carollo, Linda Mowers, Rev. Jack Ford, Kris Kines.

Mission Statement: To provide the resources to the Worship Team in planning and leading Sunday services.

Vital Signs:

- Successful scheduling of both outside speakers and congregant speakers
- Average Sunday attendance = 119.
- Incorporated 5 special musicians/musical groups since last July

Major Initiatives and Accomplishments:

- Successful transition of the committee from Board leadership to volunteer leadership
- Establishment of the Worship Team and their training program
- Integration of Reverend Ford; adjustment of Worship Leader/Associate/Assistant duties

Challenges:

- Continuing to locate high-quality speakers and musicians for Sunday services
- Recruiting additional Worship Leaders and Associates

Thank You's:

- Bernie thanks Jennifer
- Jennifer thanks Bernie
- The committee thanks the Worship Leaders & Associates for their continued dedication

Move to Amend Resolution

WHEREAS Unitarian Universalists affirm and promote the Seven Principles, and live our faith by living our principles, and

WHEREAS the Fifth Principle is “the right of conscience and the use of the democratic process within our congregations and in society at large,”

BE IT RESOLVED that the Buckman Bridge Unitarian Universalist Church of Jacksonville, Florida, stands with the Move to Amend campaign and communities across the country to defend democracy from the corrupting effects of undue corporate power by amending the United States Constitution to establish that:

1. Only human beings, not corporations, are endowed with Constitutional rights, and
2. Money is not speech, and therefore regulating political contributions and spending is not equivalent to limiting political speech.

BE IT FURTHER RESOLVED that the Buckman Bridge Unitarian Universalist Church of Jacksonville, Florida, hereby joins with other organizations statewide to instruct our state and federal representatives to enact resolutions and legislation to advance this effort.

Our Unitarian Universalist Principles and Sources

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty and justice for all;
- Respect for the interdependent web of all existence of which we are a part.



The living tradition which we share draws from many sources:

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion and the transforming power of love;
- Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;
- Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

Grateful for the religious pluralism which enriches and ennobles our faith, we are inspired to deepen our understanding and expand our vision. As free congregations we enter into this covenant, promising to one another our mutual trust and support.



Buckman Bridge Unitarian Universalist Church

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The Reverend Jack Ford, Minister

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