



Buckman Bridge  
Unitarian Universalist Church

# ANNUAL REPORT

for fiscal year 2020-2021

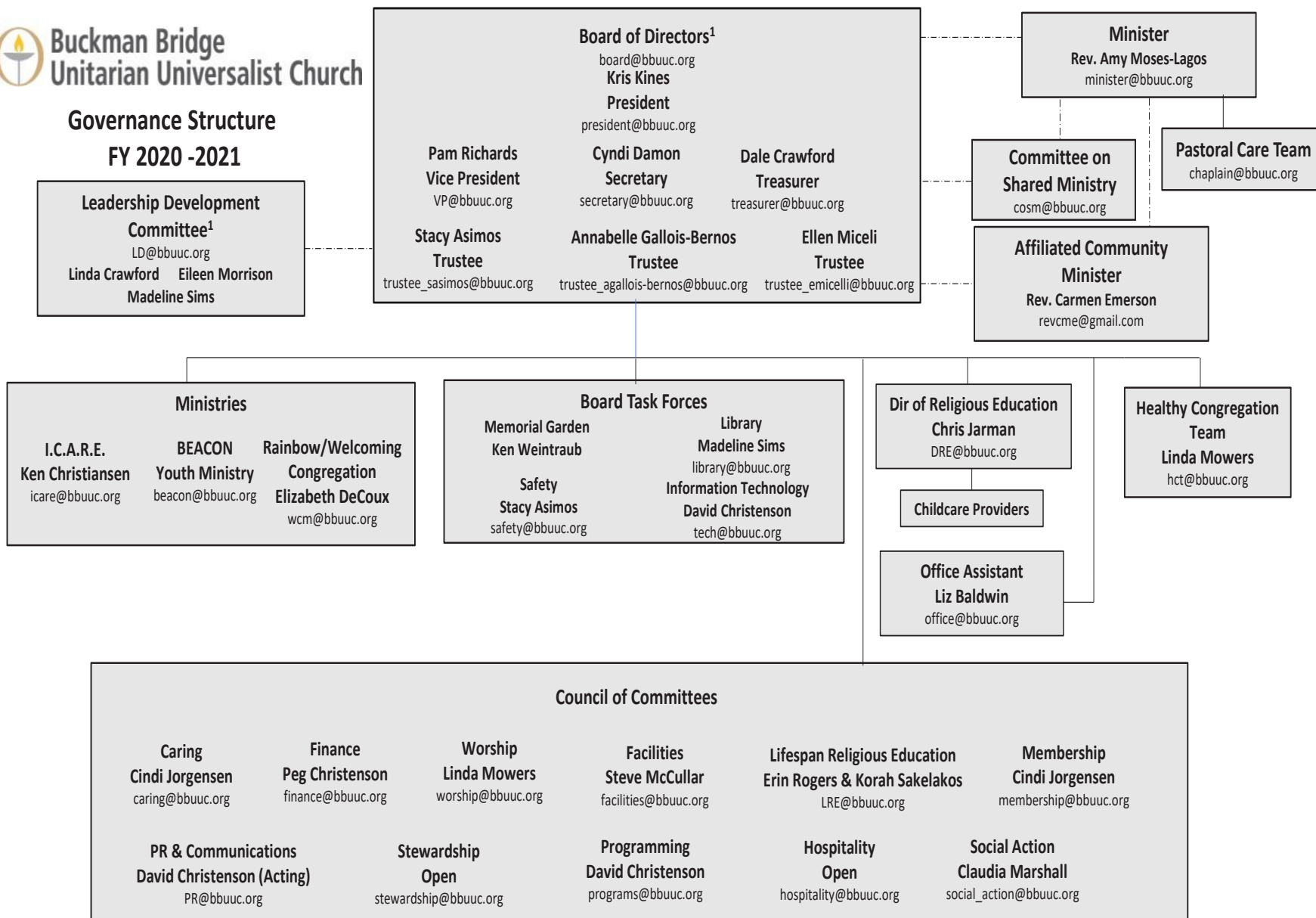


**Annual Business Meeting  
and Election of Officers**

May 16, 2021



## Governance Structure FY 2020 -2021



5/4/2021

¹ Elected



**Buckman Bridge  
Unitarian Universalist Church  
Annual Meeting Agenda**

**May 16, 2021 • 1 PM**

1. Call to Order
2. Establish Quorum
3. Approval of Minutes from the Special Congregational Meeting August 16, 2020
4. President's Report
5. Presentation of Slate of Officers, Trustees and Leadership Development Committee for 2021-22
  - a. Election of Officers, Trustees and Leadership Development Committee
6. Treasurer's Report
7. Presentation of Proposed Fiscal Year 2021-2022 Budget by Peg Christenson, Finance Chair
  - a. Action on Proposed Budget
8. Words from the Floor
9. Adjourn

# OUR MISSION

Buckman Bridge Unitarian Universalist Church exists to create and nourish a loving community that seeks justice and respect for all.

## Buckman Bridge Unitarian Universalist Church's Covenant of Right Relationship

In order to foster a healthy community with an open and safe environment, 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**

## **Special Congregational Meeting**

### **August 16, 2020**

Vote to approve the hiring of Rev. Amy Moses-Lagos as BBUUC contract minister

Call to order: Kris Kines @ 11:30 a.m.

Chalice lighting and reading.

Quorum reached: 88 proxies (40 are required)

First order of business: Approve minutes from Congregational Meeting held May 17, 2020. Dale Crawford motioned to approve annual congregational meeting minutes. Don Culpepper seconded the motion. Congregational Meeting Minutes were approved (Votes: 77 approved, 10 abstained, 1 no.) Votes verified by Board President, Kris Kines and Program Chair, David Christenson.

Kris provided background for the second order of business and reason for meeting as the need for a congregational vote to approve the hiring of a 50% (half) time contract minister. Additionally, Kris presented the search and interview process conducted by the ministerial search committee, committee chair and staff member. All involved unanimously agreed on selection of Reverend Amy Moses-Lagos to be hired as BBUUC Contract Minister. Kris reviewed BBUUC bylaws for calling of a minister, Article 15, Section 1 which specifically refers to hiring a Called Minister. Kris read section 1B of the article, and further referenced Section 2 which is specific to an Acting/Contract Minister. Section 2 requires the approval of BBUUC Board of Directors, and a majority vote of the BBUUC Congregation, which is what this meeting is dealing with.

Motion presented by Board Vice President, Pam Richards and unanimously approved by the ministerial search committee and the Board is to approve hiring Reverend Amy Moses-Lagos for our half-time contract minister for two years, beginning September 1, 2020 continuing through August 31, 2022. Joanie Maskell seconded motion.

Kris opened the floor for comments and discussion:

- Joshua Dean spoke of importance of having chosen a minister with deep UU background
- Joanie Maskell asked if Reverend Amy will only be virtual. Kris confirmed she will be virtual right now with BBUUC having the ability to revisit her contract. Kris also noted that even if Reverend Amy only signed for one year, the Board of Directors can extend the contract for an additional year without a congregational vote since congregation approved two years during this meeting. Joann Carollo spoke applauding congregation for moving to such an important decision during such a difficult time (pandemic).
- Elizabeth DeCoux expressed gratitude to Ministerial Search Committee for doing a wonderful job.
- Chris Jarman relayed chat question presented by Meghan Kaminski asking if a copy of the contract is available for review. Kris deferred the question to Pam Richards (VP). Pam reported that the letter of agreement is not yet finalized (working out language) but the intent of the agreement is mutually agreed upon. Pam also noted that the contract, being an employment contract may be confidential to Reverend Amy and the Board of Directors. Meghan responded that she understood. No further questions or discussions.

# **Buckman Bridge Unitarian Universalist Church**

## **Special Congregational Meeting**

### **August 16, 2020 (Continued)**

Kris requested a tally of votes from David Christenson. Revised count of participants who have submitted vote to 90 (increased from initial count):

80 Approved, 2 voted No, 8 have abstained. Motion passed to hire Reverend Amy Moses-Lagos as BBUUC contract, half-time minister.

Meeting business is concluded.

Closing reading and extinguishing of chalice.

Meeting ended: 11:47 a.m. EST.

# President's Report: Fiscal Year 2020-2021

This year has been an uncommon test of our Mission: To create and nourish a loving community that seeks justice and respect for all. Due to the Covid-19 pandemic we suspended indefinitely all the Church's in person operations. BBUUC's congregants have not met inside the building since March 2020. Through necessity, the church embraced technology utilizing various virtual venues to conduct sacred practices, meetings, and worship. While we have been closed, the members of the Facilities Committee stripped and refinished floors, painted, upgraded lighting in sanctuary, and maintained the Memorial Garden.

Despite the pandemic, our Ministerial Search Team continued the process to seek a part time UU minister. At the special congregational meeting in August, Members voted to hire Rev. Amy Moses-Lagos as our half time contract minister, serving BBUUC virtually from Seattle. Her contract began September 1 with the Board designating her two highest priorities as Worship and Pastoral Care. The Southern Region UUA conducted an in-boarding workshop on Shared Ministry, followed by the Board's appointment of our Committee on Shared Ministry. Beginning a new ministry virtually was a unique challenge that we are glad Rev. Amy accepted so BBUUC could move forward, despite the constraints of the pandemic, to meet our goal of professional UU ministry.

Our full time Director of Lifespan Religious Education Chris Jarman has been extraordinarily active: planning, organizing, and scheduling virtual activities for children, youth, families, and adults, as well as participating in Worship services with Wonder box stories.

All committee and ministry, small group, and leadership meetings were held through Zoom. This proved a challenge to folks with little or no technological knowledge or equipment. Kudos to all, and especially to the Council, Board, and our staff for keeping church business moving forward.

Highest regards to members of our Worship team who made a significant effort to produce exceptional services every Sunday on YouTube. They kept many traditional elements in the virtual services but wisely utilized the opportunity to expose the congregation to a diversity of recorded sermons by UU ministers from all over the country. We have had a greater variety of UU speakers than any other time in our history at a time when there is considerable emphasis on Anti-Racism and oppression. And we are fulfilling the UUA criteria for retaining BBUUC's Welcoming Congregation status.

The Worship Committee also took on an additional opportunity to keep members in touch by hosting fellowship hour on Sunday mornings using the Zoom format. The virtual plate donation recipients changed every month to support various local nonprofit organizations.

Membership fluctuated a little and we currently have 148 members. The Board fluctuated a little mid-year and appointed Ellen Miceli to fill the vacated Trustee position.

The Board participated in three opportunities to build leadership skills: A Board Retreat conducted by our Affiliated Community Minister Rev. Carmen Emerson, the Shared Ministry workshop with Rev. Amy and the Southern Region and Leadership workshops developed by our Leadership Development Committee for the Board, Council and other Members interested in picking up the reins of leadership.

## **President's Report: Fiscal Year 2020-2021 (Continued)**

The Board attended to church business by approving the 2020 finance audit, completing both employee reviews, and submitting the annual UUA congregational certification. We appointed four Members as delegates to this year's UUA General Assembly which will be all virtual again this year.

BBUUC applied for 2 PPP loans, one of which has already been forgiven.

The Board tasked Trustee Stacy Asimos and Member Joanne Carollo to work with the various Committees/ Ministries to organize and unify the structure of BBUUC's policies, a major task that was completed this year. The Board also approved a new Personnel Policy Manual, the restructured Safety policy, and a Board Policy Book.

The Board conducted a virtual Canvass, and the survey received 100 responses (that's almost 70%), which was followed by the virtual Pledge Drive. The Board tightened the belt so that the final proposed budget for 2022 will be balanced.

The most recent and significant decision the Board made, with Rev. Amy's endorsement, was to approve the Finance Committee's recommendation of a Capital Campaign to raise funds for early payoff of all our Promissory Notes. We accepted an anonymous restricted donation of \$50,000 in matching funds for this Capital Campaign. The church will be free of debt no later than November 1, 2021.

The target date for reopening for live services is for the Water Sharing Service planned for the first Sunday in September. In the meantime, the Memorial Garden is open during office hours or by appointment, and more gatherings are planned.

I want to thank this year's Board and Council for their unfaltering support and express my deepest gratitude to everyone for their resiliency in keeping BBUUC going. Leadership, Staff and Members who have kept the flame burning through commitment, participation, education, and worship.

A special thank you to Dale Crawford for serving one more time as Treasurer and to Linda Crawford for creating Leadership training program before they relocate to Tallahassee.

Respectfully Submitted,  
Kris Kines  
BBUUC President 2020-21



# Minister's Report: Fiscal Year 2020-2021

Reverend Amy Moses-Lagos

Buckman Bridge Unitarian Universalist Church

May 1, 2021

Covering Activities September 2020 through April 2021

Greetings BBUUC Members and Friends! It has been a rich and full eight months of shared ministry. I am grateful to all of you for your support and collaboration. I am amazed at what we have accomplished together. Overall I am impressed with the way BBUUC members and friends have stayed connected and continued caring for one another during the pandemic. The Caring Committee has been working hard to ensure that we are staying in touch with members and supporting people with meals and rides as needed. The Pastoral Care Team is providing spiritual care for those going through challenging times. Folks are finding community and connection through Chalice Circles. The Worship Team is doing a fantastic job creating meaningful, high quality, spirit-filled services each week. The Board has been working hard to stay in touch with members, update policies and ensure the financial well-being of the church. I am looking forward to the May 8 workshop "Know Your Why: A Post-Pandemic Reboot." I believe this will give us tools to engage in the challenges ahead of us in healthy and productive ways.

## Worship

When I started ministry with BBUUC, the Worship Team had been creating high quality Youtube worship services for several months. It was a pleasure to join a team that was already so skilled in doing online services. Worship team members and I discussed how we would work together and how this would be different than working with guest ministers. From the beginning our collaboration has been fun, energizing and productive. Worship services over the past eight months have been outstanding. I helped organize a 2-part, 3 hour training with Reverend Kimberley Debus presenting to the worship team, where we learned about the Arc of the Worship Service, the Writer's Room, using inclusive language, and more. We have had rich discussions about a wide variety of topics during the Fellowship Hour. Two highlights of the year were the two worship services that were shared with Free Church Unitarian in Blaine, WA. I also started offering monthly Vespers services via zoom and these have been well-attended.

## Pastoral Care

We went through a time of transition and rebuilding in September with the Pastoral Care Team. After her many years of dedicated service, Reverend Pat Ray moved on from BBUUC. I joined the team and Chaplain Karen and I have been serving as co-leaders. Karen and I have worked together to make sure we respond to all pastoral care needs and requests. We also started to rebuild our team. I am delighted that two new members joined us. Everyone on the team has completed, or is working on completing, a robust 22-hour online course offered by the UUA entitled "Spiritual Care Training: The Art of Spiritual Care." In the course there are exercises to be completed in teams. We have met via zoom and done role-playing scenarios together. New Pastoral Care Associates have been working hard and are already starting to provide pastoral presence to BBUUC members going through challenging times.

# Minister's Report: Fiscal Year 2020-2021 (Continued)

## Committee on Shared Ministry and Ministerial Credentialing

The Committee on Shared Ministry meets once each month. I am currently in "preliminary fellowship" which means I need to submit annual evaluations to the Ministerial Fellowship Committee of the Unitarian Universalist Association. The Committee on Shared Ministry is meeting once each month to discuss how ministry is going at BBUUC. These meetings are preparing the team so they will be ready to fill out an evaluation of my ministry due on November 1, 2021.

## Anti-Racism, Anti-Oppression and Multicultural Beloved Community

One important role of the minister is to lead the congregation in anti-racism and anti-oppression work to help bring about a vision of beloved community both within and beyond the "walls" of the church. I gave a sermon in which I shared my own personal journey with this work on April 11, entitled "Widening the Circle: Dismantling Racism and Oppression in Unitarian Universalism." If you have not seen it yet I encourage you to watch it. In addition, I have invited Paula Cole Jones to give a sermon entitled "The 8th Principle: Building the Beloved Community." Paula Cole Jones is a life-long Unitarian Universalist and a Management Consultant with over twenty years of experience in designing and facilitating workshops and dialogues for leaders and organizations. The proposed eighth principle of Unitarian Universalism reads: "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions." You can find out more about it at: <https://www.8thprincipleuu.org/>.

## Additional Activities

- I attend the Board meeting and Council meeting each month.
- I have participated in three ICARE events, including the Nehemiah Assembly.
- I write a monthly newsletter article.
- I meet regularly with DLRE Chris Jarman and Community Minister Rev. Carmen Emerson.
- I regularly attend collegial gatherings for UU ministers, both for Washington ministers and Florida ministers.

# **Affiliated Community Minister's Report: Fiscal Year 2020-2021**

It is a blessing to be the Affiliated Community Minister for Buckman Bridge.

I continue to be in covenant with Rev. Amy and we are in communication regularly about my role and responsibilities for Buckman Bridge, which at this time, formally include:

- Co-Facilitation of the "Building the World We Dream About" covenant group, studying anti-racism and intersecting systems of oppression.
- Mentor to the Healthy Congregation Team, a right-relations team training to engage in conflict management and restoration of covenantal relationships.
- Offering sermons/worship services throughout the year, as requested by the Worship Committee.
- Remaining available for rites of passage in consultation with Rev. Amy and the Pastoral Care Team.
- Offering leadership development workshops for the BBUUC Board, or other leadership teams, as requested.

As an affiliated community minister my UU ministry is to be a visible presence for Unitarian Universalism in my role as a hospital chaplain. Until recently that has been as chaplain with the palliative care team serving Baptist Medical Center in downtown Jacksonville. Recently I was hired to be the staff chaplain at Baptist Nassau in Fernandina Beach, a community hospital. Imagine my surprise when I met a patient and his family and they said, "We heard the new chaplain here is a UU minister, is that you?" Some news travels quickly, especially in small and connected communities!

I'm glad to be representing Unitarian Universalism and UU ministry in my role as hospital chaplain in the Nassau Community. In that role I am also spiritual advisor to youth in the "Tipping the Scale" program offered by the Boys & Girls Club of Nassau County, and look forward to great UU-inspired theological conversations with those young people.

Although we will be moving to Yulee soon, I intend to remain a member of BBUUC and also to retain my affiliated community minister status with BBUUC.

In our shared faith,  
Rev. Carmen Emerson

# Nominations for Officers, Trustees and Leadership Development Committee

Below is the slate of nominees submitted by the Leadership Development Committee for election to serve in Fiscal Year 2021-2022 (July 2021 – June 2022):

## **BBUUC BOARD:**

### **David Christenson**

President (1-year term, 2-term limit, this would be David's first term)

### **OPEN**

Vice President (1-year term, 2-term limit, this would be first term)

### **Pam Richards**

Treasurer (1-year term, no term limit, this would be Pam's first term)

### **Joann Carollo**

Secretary (1-year term, 2-term limit – this would be Joann's first term)

### **Claudia Marshall**

Trustee (2-year term, this would be Claudia's first term)

### **Henry Seng**

Trustee (2-year term, this would be Henry's first term)

(Note: **Stacia Asimos** will complete the 2nd year of her 2-year term-  
no vote required)

## **LEADERSHIP DEVELOPMENT COMMITTEE:**

**Heather Chapple** (two year term)

**Eileen Morrison** (will complete the 2nd year of her 2-year term-  
no vote required)

**Madeline Sims** (will complete the 2nd year of her 2-year term-  
no vote required)

**Respectfully Submitted by the 2020-2021 Leadership Development Committee:**  
**Linda Crawford, Eileen Morrison, and Madeline Sims**



## Buckman Bridge Unitarian Universalist Church Board Nominees for 2021 - 2022



**President: David Christenson**  
**(BBUUC member for 12 years)**  
**Nominated for a first term as President**  
**(limit two consecutive terms)**

*The **President** presides over Church meetings, presides over Board of Directors meetings, is Ex Officio member of all committees, is responsible for the integrity of the decision-making process, and ensures that the duties of the Board are carried out as specified in policies and these Bylaws.*

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

- Four years on the Board: Trustee, Secretary, Vice President (2)
- Member of the Facilities committee since we moved into the building.
- Facilities Chair for 4 years
- PR committee member and webmaster for BBUUC.org
- Programing Chair
- LRE chaperone on many BBUUC teen trips
- Finance committee member for several years
- Maintain the audio, computer, and network systems.
- Admin for BBUUC's Google Workspace nonprofit account
- Computer Programmer for decades
- PTA and Boy Scout volunteer

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

- I have knowledge of most of the policies and programs at BBUUC
- I think it is important to have a thriving liberal church in this community

\*\*\*\*\*

## **Vice President: OPEN**

**Nominated for a first term as Vice-President**  
**(limit two consecutive terms)**

*The **Vice President** assists the President in the performance of that office, performs duties of that office in the absence of the President, performs duties of that office if the President shall become unable to fulfill the duties of the office, and carries out other duties as assigned by the Board.*



**Secretary: Joann Carollo**  
**(BBUUC member for 14 year)**  
**Nominated for a first term as Secretary**  
**(limit two consecutive terms)**

The **Secretary** holds overall responsibility for the integrity of the non-financial documents created by the work of the Board, maintains all non-financial confidential records, ensures creation of accurate minutes of all official meetings of the Church and the Board of Directors, ensures an accurate roster of the Members of the Church is maintained, and carries out other duties as assigned by the Board.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

In my 15 years of being a member of BBUUC, I have served in the following ways:

- Worship Leader
- Worship Chair
- Stewardship Committee
- PR Committee
- Leadership Development Committee
- Board Secretary (2014 – 2015)
- Policies and Procedures Task Force
- RE Teacher
- Ministerial Search Committee
- Committee on Shared Ministry
- Welcoming Congregation Initiative
- Welcome Ambassador
- Memorial Garden Contributor
- Employed in the IT field for over 25 years

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

I have served as Board Secretary in the past. I will commit to keeping accurate minutes, making them available in a timely manner. I will commit to uphold the mission of BBUUC "to create and nourish a loving community that seeks justice and respect for all."

\*\*\*\*\*



**Treasurer: Pam Richards**  
**(BBUUC member for 8 years)**  
**Nominated for a first term as Treasurer**  
**(no term limits)**

The **Treasurer** disburses funds under the direction of the Board of Directors, keeps a complete account of the finances of the Church in books, which shall remain the property of the Church, keeps the confidentiality of all personal pledges and payments, renders a current statement at each regular meeting of the Board of Directors, makes such statement available to Members of the congregation, and in absence of the Treasurer, the Finance Committee Chair will assume the duties of this office.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

Positions held at BBUUC:

- Caring committee member 2013
- Annual Financial Review ("audit") FY2013-2014
- Finance committee member 2014 - present
- Ministerial Task Force 2014
- Bylaws Task Force 2016
- Membership Co-chair January 2015 – June 2017; committee member July 2017-2018
- Finance Chair July 2017-18
- Treasurer July 2018 – June 2020
- Minister Search Committee 2020
- Vice President July 2020 – June 2021

Related experience/skills:

25 years in corporate management (Operations & Business Development) included hiring & supervision of staff, budgets, quality audits, project management, training, technical writing, market research, product line forecasts, contract negotiation. Trained in problem solving, workplace diversity, leadership, negotiation. After early retirement, obtained additional degree in Accounting and worked for CPA 3 years doing taxes and specialty government accounting. Treasurer of Outreach committee at former Congregational church in Bedford, MA.

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

My skills and experience are well matched to serving as Treasurer. I focus on details, accuracy, and trends over time. I try to present information in a way that the Board and congregation can clearly understand. In making decisions, I look for the good of the whole congregation and the long-term health of the church. I value collaboration, communication, and consensus. I look for creative solutions to solve problems. I have a strong sense of responsibility and accountability.



As we complete Rev. Amy's first year as our half time Contract Minister, I would like to see us address these areas:

- 1) Revisit Mission & Vision and develop a long-term strategic plan
- 2) Simplify our governance structure
- 3) Promote Stewardship in its broadest sense

\*\*\*\*\*



**Trustee: Stacia Asimos**  
**(BBUUC member for 5 years)**  
**(limit two consecutive terms)**

*Stacy is serving the second year of her two-year term as Trustee. No vote required.*

The **Trustees** keep abreast of the business and programs of the church, participates in meetings of the Board of Directors, and carries out other duties as assigned by the Board.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

- 4 years as Admin of BBUUC (2015-2019)
- Co-facilitated "Building the World We Dream About" 2017 & 2018
- Currently Co-facilitating Journey group
- Currently on Finance committee
- Volunteered as Greeter, Fellowship Host, Pride March, Church Landscaping
- Chili Cook-off co-facilitator

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

As Trustee it will be my responsibility to represent the interests of the congregation.

I intend to accomplish this by working closely with my fellow board members, the congregation and employees of BBUUC.

\*\*\*\*\*



**Trustee: Claudia Marshall**  
**(BBUUC member for 1 year)**  
**Nominated for a first term as Trustee**  
**(limit two consecutive terms)**

The **Trustees** keep abreast of the business and programs of the church, participates in meetings of the Board of Directors, and carries out other duties as assigned by the Board.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

- UUtheVote: we wrote postcards, letters, and phone banked for the 2020 presidential election. We participated as a church and I also participated on the national level. It was a great experience.
- I became Social Action Committee Chair last year and we began designating the offering plate every month based on the calendar. Hopefully, we can resume this once we get the congregation re-established.
- Started a book Club but we need more interaction and participation.
- I serve on the Worship team, help lead services, and work with Reverend Amy.
- I am a Co-Facilitator on the monthly Building the World We Dream About meetings.

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

- I want to be on the Board to help facilitate discussion about the 8th principle project. I want to open us up for that conversation and plan to lead a Caucus to educate the congregation and help alleviate any fears that people may have.
- I will learn the inner workings of the UU church so that we can show more transparency.
- I will do what the church needs and serve.

\*\*\*\*\*



**Trustee: Henry Seng**  
**(BBUUC member for 3 years)**  
**Nominated for a first term as Trustee**  
**(limit two consecutive terms)**

The **Trustees** keep abreast of the business and programs of the church, participates in meetings of the Board of Directors, and carries out other duties as assigned by the Board.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

When I first came to BBUUC, two things really impressed me, and kept me at BBUUC. I was very happy to see the focus on education and programs for children. That was the No. 1 reason we looked for a church home, to find a place for our children, as they got old enough to ask interesting questions. My kids wanted to return to BBUUC after our first visit during Easter, so we did. And we continued to return to BBUUC. Once we started attending regularly, and got to know people better, I was very awed by the number of volunteers who gave freely of their time and expertise to help the church community. I was inspired to volunteer myself. I enjoyed volunteering at BBUUC, first as a greeter. My entire family joined in greeting people, and we love seeing the smiling and kind faces in the morning. Since then, I have been asked to help out in other areas with BBUUC, such as serving on the Finance Committee, Search Committee for Contract Minister, and Committee on Shared Ministry.

Outside of BBUUC, I was elected to serve as co-chair of the School Advisory Council (SAC) for my children's school. I also volunteer as an administrator for the Facebook page of my son's Cub Scouts Pack. I have led den meetings and helped Cub Scouts earn pins. Some of the den sessions were held in my backyard as our normal meeting place, a Methodist church, was closed due to the pandemic.

Professionally, I have been an educator for 23 years, and believe that education is the Great Equalizer.

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

BBUUC is a special place for my family. I find it an oasis full of people who are very accepting of others just the way they are. I would love to see BBUUC continue to be an oasis for people to come, learn, and grow. I would like to see the focus on children continue. I have heard someone say coming to BBUUC is like coming to TED Talks. That person was right. I am a fan of the work of the Worship Committee at BBUUC. I can say the sermons at BBUUC have been the caliber of TED Talks and my life and actions have been enriched tremendously.

I understand that the Pastoral Care Team is important and would like to see that support continue. As an educator, my heart is of a learner. When I interact with people, I take the time to listen and try to learn from that person. My mindset is everybody can teach me something. I know I do not have all the answers. Together, as a team, we have the solution to most problems. I enjoy teamwork and synergy.

\*\*\*\*\*



## **Leadership Development: Heather Chapple**

**(BBUUC member for 1 year)**

**Nominated for a first term on the Leadership Development Committee**

**(limit two consecutive terms)**

**Leadership Development Committee Members** nurture the long-term health and vitality of the congregation's leadership pool, identify potential leaders, provide training for current and potential leaders, if requested by the Board, act as process observer at meetings or facilitate self-reviews of the Board or other groups, identify support resources for leaders, advise the Board in recruiting or appointing committee, task force, or ministry chairs, and perform other duties as specified in these Bylaws.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

- Since I started attending BBUUC in 2019 I have brought homemade food to share, and volunteered in the kitchen to prepare and distribute snacks and coffee. That same year I also participated in a church cleanup day.
- Since the pandemic lockdown began in 2020 I have become an official member of the church and actively participate in a number of covenant groups. I have had the opportunity to serve as the host and ensure that the meetings run on time, that the group stays on topic, and that everyone has a chance to make their voice heard.
- I walked in the MLK Day parade with BBUUC, and I have been volunteering about once a month to serve the community at the Clara White mission by preparing/distributing meals to those in need.
- My children began attending a learning Co-Op in the fall of 2020, and I began teaching a class in the Spring of 2021, and will be teaching up to three classes for the Fall of 2021. I have participated in planning special events, field trips, and course schedules.

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

- The first thing that I will do is to ask questions to identify the needs of the church and areas of opportunity.
- I will continue to participate in covenant groups and other church activities with a focus on identifying people that exhibit honesty, self-assuredness, and servant leadership qualities.
- I will identify and lift up others for appropriate opportunities for personal and spiritual growth, development, and service to the congregation and community.
- I will act as an observer and participant in committee and board meetings as required, and provide my honest feedback with the goal of identifying, installing, and developing other leaders.

\*\*\*\*\*



## **Leadership Development: Eileen Morrison** **(BBUUC member for 10 years)** **(limit two consecutive terms)**

*Eileen is serving the second year of her two-year term as Trustee. No vote required.*

**Leadership Development Committee Members** nurture the long-term health and vitality of the congregation's leadership pool, identify potential leaders, provide training for current and potential leaders, if requested by the Board, act as process observer at meetings or facilitate self-reviews of the Board or other groups, identify support resources for leaders, advise the Board in recruiting or appointing committee, task force, or ministry chairs, and perform other duties as specified in these Bylaws.

**1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

Since I became a member of BBUUC in May 2011 I have served on the Worship Committee, and became a Trustee in 2012, Secretary 2013, VP 2014, and Board President 2015. I am a backup pianist/accompanist. I have a B.A. in English (minor Secondary Education) from Gordon College, Wenham, MA. I was the Council Facilitator for three years. I was Membership Co-Chair in 2017 and served as as Secretary of the Board from 2019-2020.

In my career I was an Account Manager for Consolidated Freightways here in Jacksonville, FL after being transferred from Boston, MA. My husband, Brantley, and I owned and operated Core Carriers, a trucking company in Jacksonville. We sold the business in 2003 (450 employees). I am presently a Realtor with Berkshire Hathaway Home Services.

**2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

I will look for opportunities to match member's interests, talents, and availability to the many volunteer opportunities here at BBUUC. I will help facilitate workshops and leadership classes to enhance the skills of our members and myself. It is important to continue to support and assist new leaders as they move forward in new volunteer positions.

\*\*\*\*\*



## **Leadership Development: Madeline Sims** **(BBUUC member for 8 years)** **(limit two consecutive terms)**

*Madeline is serving the second year of her two-year term as Trustee. No vote required.*

**Leadership Development Committee Members** nurture the long-term health and vitality of the congregation's leadership pool, identify potential leaders, provide training for current and potential leaders, if requested by the Board, act as process observer at meetings or facilitate self-reviews of the Board or other groups, identify support resources for leaders, advise the Board in recruiting or appointing committee, task force, or ministry chairs, and perform other duties as specified in these Bylaws.

### **1. Please give a brief history of your previous positions of leadership, committee participation, or volunteer work at church as well as any related experiences/skills used at other organizations:**

Since I became a member of BBUUC in February 2013, I have been a member of various groups and committees, including BBUUYA, the Stewardship Committee, the PR Committee, ICARE, and the Healthy Congregation Team. I helped start BBUUC's library in 2016 and currently maintain the collection. I published the church newsletter for several years and helped maintain various social media pages. I currently help maintain and regularly update the church website.

In leadership positions at BBUUC, I was Board Secretary for two years (2015-2017), PR Chair for the church for two years (2017-2019), and a founding member of the Healthy Congregation Team (2019-present).

I have also been actively involved in several other non-profits in Jacksonville and in the state of Florida. I have been a member of the First Coast Freethought Society (FCFS) for several years and began helping edit the FCFS's monthly newsletter in 2018. I was elected Secretary on the FCFS Board in January 2019 and currently serve in this position. I recently helped FCFS re-design their website and it was launched in April 2020.

Since 2013, I have served on the Board of Directors of the Jax Bama Club, a local alumni chapter of the University of Alabama and was President of the association for two years. I organized game watch parties during football season and helped the chapter raise money for their two scholarship funds. I also created the club's website and currently maintain it. I was also actively involved in the Florida Library Association, serving on their Conference Committee for four years, their PR Committee for two years and was the chair of the Volunteers Committee for their 2015 conference.

### **2. If elected to this position, what will you do to serve BBUUC and how will you do it?**

I will serve BBUUC by personally connecting with other members who have expressed interest in serving in leadership capacities. I hope to best match member's interest, talent, and availability to the many volunteer opportunities the church has to offer. I will also help facilitate leadership classes and workshops. I want to work towards not only developing the leadership skills for other members but also myself. I believe one of the church's areas of improvement is to not only connect members to volunteer and leadership opportunities but to also help support and guide new leaders so they continue to serve in such positions.

\*\*\*\*\*



## **Treasurer's Report to the Congregation**

### **For the Fiscal Year 2020-2021**

**(all reports as of 31 March 2021)**

In my last year as Treasurer, I have benefitted from the support and guidance of the Finance Committee, especially the Chair, Peg Christenson, and from the Board of Directors. I thank them for their support. I wish all of BBUUC well in the coming years and will miss you all after our move to Tallahassee later this year is complete.

Our overall financial position is reasonably healthy, given the fact that the church has not been operating normally in over a year. Giving was down substantially, which is not surprising under the circumstances. We have also lost income from Amazon, rentals, and fundraisers. Loss of income from Amazon was due to Amazon's decision that we did not meet their criterion for their generous program from which the church received a percentage of members' purchases. Loss of income from rentals and fundraisers was a direct result of the pandemic. Overall expenses were up, primarily due to the increase in payroll due to hiring a minister and making the Director of Religious Education a full-time position. However, the minister's salary is paid from the Ministerial Support Fund, a previously collected restricted reserve fund. Further, the government's stimulus package provided the church with a windfall of \$7,600 to help meet payroll expenses. This year's stimulus package has provided another loan of over \$10,000, which will provide a windfall to the church when it is forgiven next fiscal year. The financial reports on the next four pages give a summary of the financial health of the church.

Looking forward, our level of giving, even before the pandemic, does not support our current operating expenses including a minister and full-time DRE. Fortunately, our healthy reserves allow us to now enjoy the benefits of a minister and full-time DRE. But that enjoyment is not sustainable. To draw an analogy from household finance, a household can take money from savings, pension plans, and other accumulated assets to supplement their income and improve their current standard of living. But without an increase in their household income, their near-term improvement in standard of living will eventually come to a sad end requiring difficult decisions. The new Capital Campaign to pay off our outstanding promissory notes will help reduce expenses by about \$23,000 annually over the coming years. This reduction in expenses will reduce the shortfall in revenues but is not enough by itself to pay for increased staff and other new programs.

#### **Statement of Financial Activities**

On the next page is the Statement of Financial Activities comparing the current fiscal year through March with the same period from the previous fiscal year. Total contributions are down about \$15,000. However, included in total contributions for this fiscal year is over \$18,000 in funds released from restrictions, the previously mentioned monies removed from the Ministerial Support Fund to pay our minister's salary. So, ignoring the niceties of financial accounting, our actual contributions are down about \$33,000. Our other revenues, the aforementioned Amazon, rentals, and fundraisers, are down about \$13,000, resulting in a reduction in real revenues of about \$46,000. This \$46,000 is an effective reduction in revenues of one third or 33%. Our Change in Net Assets is down about \$29,000, or about 50%.

#### **Statement of Financial Position**

On the page after the Statement of Financial Activities is the Statement of Financial Position, comparing our financial position through March of this fiscal year with our financial position through March of the

previous fiscal year. Our bank accounts are about the same, while our other current assets, mainly investment accounts, are up nearly \$63,000 or over 50%. This increase is due to the general increase in the stock market over the past year. One should keep in mind that, at any time, the stock market can go down as quickly and as far as it went up. Our liabilities are down about \$4,000, but that includes the previously mentioned government stimulus loan of about \$10,000, which we expect will be forgiven some time during the next fiscal year. Our unrestricted cash is about the same as the previous year, which is remarkable.

### **Reserves and Restricted Funds Activities and Balances**

The next report shows a summary of the various reserves and restricted funds that make up the effective “savings” accounts of the church.

Our Board designated reserves include the Capital Repair & Replacement Reserve (CR&R), the Operating Reserve (OR), and Congregational Growth & Development Reserve (CG&D). The CR&R is funded by monthly transfers from revenues and is intended to be the primary reserve to fund major items such as replacing the HVAC systems, repaving the parking lot, replacing the roof, and other such major items. The OR is the primary reserve to fall back on when our expenses not funded from elsewhere exceed our revenues. The UUA recently recommended an increase in the size of this type of fund, which is why it increased from \$30,000 to \$60,000 this fiscal year. The CG&D is funded out of the net change in assets (minus certain accounting adjustments) from one year to the next and can be used for any church purpose that the Board thinks appropriate. In past years since its creation in 2017, the church has been able to contribute from about \$6,000 to as much as \$35,000 each year, but it is doubtful that we will be able to contribute any amount this year.

Our restricted reserves are funds that contain money given by donors for specific purposes. Our Emergency Caring Fund, the Ministerial Support Fund, and our Endowment are examples of this type of funds. As can be seen from the report, the Ministerial Support Fund is being used to pay the minister’s salary. The Promissory Note Contingency Fund will be used to pay off our promissory note balances as part of the previously mentioned Capital Campaign.

### **Budget vs Actuals**

The last of the four reports constituting this report is the Budget vs Actuals. As you can see, revenue is significantly below the budgeted target. Expenses are also below target as well. Our committees deserve credit for staying within budget. The proposed budget for the next fiscal year is discussed elsewhere.



**Buckman Bridge Unitarian Universalist Church**  
**Statement of Financial Activities**

As of 31 March 2021

Current Fiscal Year vs Previous Fiscal Year			
Total			
	Jul 2020 - Mar 2021	Jul 2019 - Mar 2020 (PP)	Change
<b>REVENUE</b>			
3100 Contributions	\$0	\$0	\$0
3101 General Donations	\$2,111	\$2,978	(\$867)
3103 Plate Cash	\$0	\$4,379	(\$4,379)
3104 Pledges Paid	\$90,805	\$101,486	(\$10,681)
3104a Uncollectible Pledges	(\$3,140)	(\$400)	(\$2,740)
Total 3104 Pledges Paid	\$87,665	\$101,086	(\$13,421)
3105 Pledgers' Additional Donations	\$2,194	\$16,894	(\$14,700)
3110 Funds Released from Restrictions	\$18,301	\$0	\$18,301
Total 3100 Contributions	\$110,270	\$125,338	(\$15,067)
3200 Other Operating Revenue	\$0	\$0	\$0
3201 Amazon	\$114	\$1,365	(\$1,251)
3203 Interest & Dividends	\$2,039	\$3,783	(\$1,744)
3204 Rent	\$0	\$2,180	(\$2,180)
3206 Fundraisers for Operations	\$340	\$8,148	(\$7,808)
Total 3200 Other Operating Revenue	\$2,493	\$15,476	(\$12,984)
<b>TOTAL REVENUE</b>	<b>\$112,763</b>	<b>\$140,814</b>	<b>(\$28,051)</b>
<b>EXPENSES</b>			
Total 4000 Board Administration	\$6,232	\$6,809	(\$577)
Total 4080 Caring Committee	\$0	\$91	(\$91)
Total 4200 Facilities	\$7,210	\$16,629	(\$9,419)
Total 4300 Finance	\$9,030	\$8,741	\$289
Total 4350 Hospitality	\$0	\$386	(\$386)
Total 4400 Lifespan Religious Education	\$753	\$1,981	(\$1,228)
Total 4500 Membership	\$307	\$34	\$273
Total 4550 Promissory Loan Interest Expense	\$7,368	\$7,934	(\$566)
Total 4590 Payroll Expenses	\$51,173	\$30,040	\$21,133
Total 4600 Public Relations & Communications	\$121	\$295	(\$174)
Total 4700 Social Action	\$224	\$893	(\$670)
Total 4710 ICARE	\$1,500	\$0	\$1,500
Total 4750 Stewardship	\$0	\$207	(\$207)
Total 4900 Worship	\$7,150	\$8,236	(\$1,086)
Total Expenses	\$91,067	\$82,276	\$8,791
<b>Other Revenue</b>			
6000 Non-Operating Revenue	\$0	\$0	\$0
6001 PPP Loan Forgiven	\$7,600	\$0	\$7,600
Total Other Revenue	\$7,600	\$0	\$7,600
Total Other Expenses	\$0	\$0	\$0
<b>NET OTHER Revenue</b>	<b>\$7,600</b>	<b>\$0</b>	<b>\$7,600</b>
<b>Change in Net Assets from Operations</b>	<b>\$29,296</b>	<b>\$58,537</b>	<b>(\$29,241)</b>

**Buckman Bridge Unitarian Universalist Church**  
**Statement of Financial Position**  
As of March 31, 2021

	As of Mar 31, 2021	As of Mar 31, 2020 (PY)	Change
<b>ASSETS</b>			
Total Bank Accounts	\$309,340	\$303,197	\$6,143
Total Other Current Assets	\$186,988	\$124,383	\$62,605
Total Current Assets	\$496,327	\$427,580	\$68,748
Total Fixed Assets	\$1,056,907	\$1,056,907	\$0
<b>TOTAL ASSETS</b>	<b>\$1,553,235</b>	<b>\$1,484,487</b>	<b>\$68,748</b>
<b>LIABILITIES AND NET ASSETS</b>			
Total Current Liabilities	\$669	\$479	\$190
Total 2200 Notes Payable	\$170,161	\$184,495	(\$14,333)
2300 Ameris PPP Loan	\$10,154		\$10,154
Total Long-Term Liabilities	\$180,315	\$184,495	(\$4,179)
Total Liabilities	\$180,984	\$184,974	(\$3,989)
<b>NET ASSETS</b>			
Net Assets without Donor Restrictions	\$853,751	\$868,024	(\$14,273)
Total 2410 Accumulated Market Value Adjustments	\$75,247	\$27,470	\$47,777
<b>2500 Board Designated Reserves</b>			
2501 Capital Repair & Replacement Reserve	\$140,343	\$123,246	\$17,097
2502 Operating Reserve	\$60,000	\$30,000	\$30,000
2504 Congregational Growth & Development	\$88,891	\$70,689	\$18,202
Total 2500 Board Designated Reserves	\$289,234	\$223,935	\$65,299
<b>2600 Donor Restricted Net Assets</b>			
2602 Beacon	\$1,482	\$1,482	\$0
2604 Emergency Caring Fund	\$8,889	\$2,193	\$6,697
2606 Memorial Garden Fund	\$263	\$268	(\$5)
2607 Ministerial Support Fund	\$16,093	\$33,215	(\$17,122)
2608 Promissory Note Contingency Fund	\$50,000	\$50,000	\$0
2612 StP Hubbard House (SF #1)	\$25	\$0	\$25
2616 Teen Travel Scholarship Fund	\$4,687	\$4,687	\$0
2619 Welcoming Congregation Ministry	\$305	\$341	(\$37)
2621 Funds Held for Next Fiscal Year	\$1,794	\$3,920	(\$2,126)
Total 2600 Donor Restricted Net Assets	\$83,538	\$96,106	(\$12,568)
<b>2700 Endowment Net Assets</b>			
2701 Endowment Fund	\$22,470	\$21,720	\$750
2702 Endowment Holding Fund	\$1,600	\$750	\$850
2703 Market Value Adjustments	\$17,115	\$2,971	\$14,144
Total 2700 Endowment Net Assets	\$41,185	\$25,441	\$15,744
Change in Net Assets	\$29,296	\$58,537	(\$29,241)
<b>Total NET ASSETS</b>	<b>\$1,372,250</b>	<b>\$1,299,514</b>	<b>\$72,737</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$1,553,235</b>	<b>\$1,484,487</b>	<b>\$68,748</b>
Unrestricted cash:	\$82,371	\$82,098	\$273

## BBUUC Reserves and Restricted Fund Activities and Balances

As of 31 March 2021

Reserve name	Fund Number	Balance as of 30 June 2020	Movement To	(Disbursals from)	Balance as of 31 March 2021
Capital Repair & Replacement Reserve	2501	\$127,379	\$13,950	(\$986)	\$140,343
Operating Reserve	2502	\$30,000	\$30,000	\$0	\$60,000
Congregational Growth & Development Reserve	2504	\$70,689	\$18,202	\$0	\$88,891
<b>Board Restricted Reserve Totals:</b>		<b>\$228,068</b>	<b>\$62,152</b>	<b>(\$986)</b>	<b>\$289,234</b>

Fund name	Fund Number	Balance as of 30 June 2020	Donations or Increases	(Disbursals from)	Balance as of 31 March 2021
Beacon	2602	\$1,482	\$0	\$0	\$1,482
Emergency Caring	2604	\$9,569	\$20	(\$700)	\$8,889
Feeding NE Florida	2614	\$0	\$1,280	(\$1,280)	\$0
Hubbard House	2612	\$0	\$25	\$0	\$25
Memorial Garden	2606	\$333	\$80	(\$150)	\$263
Ministerial Support	2607	\$34,255	\$139	(\$18,301)	\$16,093
Next Fiscal year	2621	\$8,470	\$1,794	(\$8,470)	\$1,794
Pennies From Heaven	2611	\$0	\$0	\$0	\$0
Promissory Note Contingency	2608	\$50,000	\$0	\$0	\$50,000
Side With Love	2613	\$0	\$25	(\$25)	\$0
Teen Travel Scholarship	2616	\$4,687	\$0	\$0	\$4,687
Welcoming Congregation	2619	\$341	\$679	(\$716)	\$305
<b>Donor restricted Net Assets Totals:</b>		<b>\$109,472</b>	<b>\$4,042</b>	<b>(\$29,641)</b>	<b>\$83,538</b>

Endowment		Balance as of 30 June 2020	Donations	Unrealized Gains/(Losses)	Balance as of 31 March 2021
<b>Endowment Net Assets Totals:</b>	2700	<b>\$30,522</b>	<b>\$1,600</b>	<b>\$9,062</b>	<b>\$41,185</b>

**Capital Repair & Replacement Reserve Disbursals:**

- \$109 Stage lighting
- \$343 Additional Lighting
- \$395 Surveillance Cameras
- \$138 Floodlights

**Buckman Bridge Unitarian Universalist Church**  
**Budget vs. Actuals: FY2021 Approved Budget - FY21 P&L**  
 July 2020 - March 2021

	Total			
	Actual	Budget	Under or over Budget	% of Budget
<b>Revenue</b>				
<b>3100 Contributions</b>				
3101 General Donations	\$2,111	\$4,000	(\$1,889)	52.78%
3103 Plate Cash	\$0	\$4,000	(\$4,000)	0.00%
3104 Pledges Paid	\$90,805	\$132,000	(\$41,195)	68.79%
3104a Uncollectible Pledges	(\$3,140)	(\$10,000)	\$6,860	31.40%
<b>Total 3104 Pledges Paid</b>	<b>\$87,665</b>	<b>\$122,000</b>	<b>(\$34,335)</b>	<b>71.86%</b>
3105 Pledgers' Additional Donations	\$2,194	\$6,000	(\$3,806)	36.57%
3110 Funds Released from Restrictions	\$18,301	\$0	\$18,301	
<b>Total 3100 Contributions</b>	<b>\$110,270</b>	<b>\$136,000</b>	<b>(\$25,730)</b>	<b>81.08%</b>
<b>3200 Other Operating Revenue</b>				
3201 Amazon	\$114	\$1,800	(\$1,686)	6.31%
3203 Interest & Dividends	\$2,039	\$4,500	(\$2,461)	45.31%
3204 Rent	\$0	\$2,600	(\$2,600)	0.00%
3206 Fundraisers for Operations	\$340	\$5,000	(\$4,660)	6.80%
<b>Total 3200 Other Operating Revenue</b>	<b>\$2,493</b>	<b>\$13,900</b>	<b>(\$11,407)</b>	<b>17.93%</b>
<b>Total Revenue</b>	<b>\$112,763</b>	<b>\$149,900</b>	<b>(\$37,137)</b>	<b>75.23%</b>
<b>Expenses</b>				
Total 4000 Board Administration	\$6,232	\$9,383	(\$3,151)	66.42%
Total 4080 Caring Committee	\$0	\$200	(\$200)	0.00%
Total 4200 Facilities	\$7,210	\$22,106	(\$14,897)	32.61%
Total 4300 Finance	\$9,030	\$11,621	(\$2,591)	77.70%
Total 4350 Hospitality	\$0	\$900	(\$900)	0.00%
Total 4400 Lifespan Religious Education	\$753	\$1,550	(\$797)	48.60%
Total 4500 Membership	\$307	\$150	\$157	204.44%
Total 4550 Promissory Loan Interest Expense	\$7,368	\$9,642	(\$2,274)	76.42%
Total 4590 Payroll Expenses	\$51,173	\$52,555	(\$1,382)	97.37%
Total 4600 Public Relations & Communications	\$121	\$1,100	(\$979)	11.02%
Total 4700 Social Action	\$224	\$700	(\$477)	31.93%
Total 4710 ICARE	\$1,500	\$1,500	\$0	100.00%
Total 4750 Stewardship	\$0	\$200	(\$200)	0.00%
Total 4900 Worship	\$7,150	\$13,350	(\$6,200)	53.56%
<b>Total Expenses</b>	<b>\$91,067</b>	<b>\$124,957</b>	<b>(\$33,890)</b>	<b>72.88%</b>
<b>Net Operating Revenue</b>	<b>\$21,696</b>	<b>\$24,943</b>	<b>(\$3,247)</b>	<b>86.98%</b>
6000 Non-Operating Revenue			\$0	
6001 PPP Loan Forgiven	\$7,600	\$7,600	\$0	100.00%
<b>Total 6000 Non-Operating Revenue</b>	<b>\$7,600</b>	<b>\$7,600</b>	<b>\$0</b>	<b>100.00%</b>
<b>Net Other Revenue</b>	<b>\$7,600</b>	<b>\$7,600</b>	<b>\$0</b>	<b>100.00%</b>
<b>Change in Net Assets from Operations</b>	<b>\$29,296</b>	<b>\$32,543</b>	<b>(\$3,247)</b>	<b>90.02%</b>

**Additional Expenditures:**

Promissory Loan Principal Payments	\$10,321	\$13,943	(\$3,622)	74.02%
Capital Repair & Replacement Reserve	\$13,950	\$18,600	(\$4,650)	75.00%



## NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

# Buckman Bridge Unitarian Universalist Church

## Proposed Budget for Fiscal Year 2021-2022

	<u>Amount</u>		<u>Amount</u>
<b>Revenue</b>		<b>Hospitality</b>	
<b>Contributions</b>		Coffee Hour	700
Pledge Commitments	128,000	Annual Meeting Lunch	100
Unfulfilled Pledges	(12,800)	Paper Prod & Supplies	200
<b>Total Pledge Donations</b>	<b>\$ 115,200</b>	<b>Total Hospitality</b>	<b>\$ 1,000</b>
Donation General	3,500	<b>Lifespan Religious Education</b>	
Plate cash	4,000	Chalice Camp	150
Pledgers' additional donations	4,000	Curricula	500
<b>Total Contributions</b>	<b>\$ 126,700</b>	Social Activities/Team Building	200
<b>Other Revenue</b>		Supplies	100
Amazon Associates	160	Training & Development	600
Interest Income	1,000	<b>Total LRE</b>	<b>\$ 1,550</b>
Rental Income	1,400	<b>Board Administered</b>	
PPP Loan Forgiveness	10,154	<b>Administration</b>	
Annual Fundraising Income	10,000	Awards & Recognition	50
<b>Total Other Revenue</b>	<b>\$22,714</b>	Background Checks	600
<b>Revenues Subtotal</b>	<b>\$149,414</b>	Ministerial Expenses	3,400
<b>Released from MSF</b>	<b>6,943</b>	DRE Professional Expenses	1,000
<b>Total Revenue</b>	<b>\$ 156,357</b>	Office Supplies, Cartridges	200
		Postage and PO BOX 844	200
		Training for Office Staff	100
<b>Expenses</b>		<b>Total Administration</b>	<b>\$ 5,550</b>
<b>Caring Committee</b>		<b>Denominational Affairs</b>	
Chaplain Supplies	50	Gen Assembly Delegates	600
Special Recognition/Training	100	<b>Total Denominational Affairs</b>	<b>\$ 600</b>
Funeral Receptions	50	<b>Denominational Dues</b>	
<b>Total Caring Committee</b>	<b>\$ 200</b>	UUA APF Program	5,316
<b>Facilities</b>		<b>Total Denominational Dues</b>	<b>\$ 5,316</b>
A/V Equipment	300	<b>Payroll Expenses</b>	
Building Inspections	550	Babysitting/Nursery Care	1,200
Building Repairs & Maint	200	Office Asst - Gross Wages	5,000
Grounds Maintenance	3,120	DRE – Gross Salary	36,000
Cleaning Service	500	DRE – Long Term Disability	468
Cleaning Equip & Supplies	500	Sexton/Custodian (EE 2021)	7,250
Computer	500	Employer Payroll Taxes	3,819
Security/Fire Alarm Monitoring	720	Minister – Base Salary	34,000
Utilities: Electric, water	4,043	Minister – In Lieu of FICA	2,601
Utilities: Solid Waste	179	Minister – LTD, PFML	535
Utilities: Phone, internet, cable	2,016	Payroll Adjustments / raises	1,200
<b>Total Facilities</b>	<b>\$ 12,253</b>	<b>Total Payroll Expenses</b>	<b>\$ 92,072</b>
<b>Finance</b>		<b>Total Board Administered</b>	<b>\$ 103,538</b>
Bank Fees	600	<b>Membership</b>	
Fees - Govt	180	Class Material, Packets/Gifts	450
SaaS Software - QBO, CMS,	1,900	<b>Total Membership</b>	<b>\$ 450</b>
Payroll, ZOOM			
Insurance - P&L, WC	9,000		
<b>Total Finance</b>	<b>\$ 11,680</b>		

## Proposed Budget for Fiscal Year 2021-2022 (continued)

	<u>Amount</u>		<u>Amount</u>
<b>Promissory Note Interest</b>		<b>Promissory Note Principal</b>	
Interest Payment - Aug, Nov	4,451	Promissory Note Principal	7,135
<b>Total Promissory Note Interest</b>	<b>\$ 4,451</b>	Aug, Nov Payments	
<b>Public Relation &amp; Comm</b>		<b>Transfers to Reserves</b>	
Advertising	100	Capital Repair & Replacement	0
Community Event Exposure	300		
Literature & Promotions	300		
Website & Internet	400	<b>Total Additional Expenditures</b>	<b>\$ 7,135</b>
<b>Total PR &amp; Communication</b>	<b>\$ 1,100</b>		
<b>Social Action Committee</b>		<b>Total Expenditures</b>	<b>\$ 156,357</b>
Social Action Events	550		
Justice Florida	150		
<b>Total Social Action</b>	<b>\$ 700</b>	<b>Change in Net Assets After All</b>	
<b>ICARE</b>		<b>Expenditures</b>	<b>\$ -</b>
ICARE Dues	1,000		
Training & Transportation	500		
<b>Total Social Action</b>	<b>\$ 1,500</b>		
<b>Worship</b>			
Memorial Hymnals	500		
Music (special) Honorarium	3,000		
Speaker	6,800		
Worship Team Training	500		
<b>Total Worship</b>	<b>\$ 10,800</b>		
<b>Total Operating Expenses</b>	<b>\$ 149,222</b>		
<b>Change in Net Assets</b>	<b>\$ 7,135</b>		

# **Council: Committee & Ministry Annual Reports For Fiscal Year 2020-2021**

## **Caring Committee**

**Leader:** Cindi Jorgensen

**Committee Members and Participants:** David Austin, Lee Plumb, Linda Crawford, Molly Brady, Elizabeth DeCoux, Viqui Hilliard, Sandra Martin, Mary McDermott, Helen Meatte, Ellen Micelli, Eileen Morrison, Pam Richards, Cheryl Sakelakos, Donna Zimmerman, Tara Crisp

### **Mission Statement (or purpose):**

The mission of the BBUUC Membership Committee is to:

1. Encourage personal caring acts such as cards, calls, emails, visits, meals, rides, or other activities to celebrate or comfort.
2. Communicate Joys and Concerns as desired by members.
3. Communicate with pastoral care and minister.
4. Confidentially disperse funds to those who have need within the discretion of the President and the Caring Committee Chair.

In short, be a vehicle for promoting expressions and acts of nurturing for our BBUUC community.

### **Accomplishments:**

An important observation is the way our members have maintained relationships without formal procedures. The year has shown that our BBUUC family is closely connected. Friends remained friends. New relationships were strengthened and maintained by personal get togethers.

In concrete, practical ways, the Caring Committee guided congregants to reach out to members who needed support, to send cards and caring thoughts, to help with food, and to offer rides for medical visits. The Emergency Fund was used appropriately, with a bit of surprise that more people did not request financial support. There is an ample amount remaining so we will not need a plate collection any time soon.

Caring Committee/Pastoral Care/Reverend Amy have an open line of communication.

### **Challenges:**

Establishing a permanent committee will be a priority once we are back together.

In order to be RADICALLY INCLUSIVE, we need to move to a model where people who do not have transportation are not excluded from services. It is a goal to develop a model that offers rides to persons who can no longer bring themselves to church.



# Facilities Committee

**Chair:** Steve McCullar

**Sexton:** Paul Christenson

**Committee Members:** David Christenson, Barry Mowers, Dale Crawford, Ken Weintraub, Eileen Morrison, Nathaniel Samuels, Gene Cronk

**Mission:** The Facilities Committee serves the congregation by tending to the physical needs of the church building and its upkeep. The Committee also provides guidance and advice to the Board as to the long-term capital needs of the building and grounds.

## Major Initiatives and Accomplishments:

- Keeping the building and grounds in good shape while we are not meeting in person.
- Updating stage lighting as approved by Board in November of 2019.
- Added second computer needed for video streaming in audio room.
- Permanent installation of Pan, Tilt, Zoom (PTZ) camera to be used for recording and streaming.
- Added two 4K zoom cameras to the surveillance system which can also be used for streaming.

## Challenges:

- Leadership succession and growing committee membership
- Search for new Sexton

## Thanks:

- To Barry Mowers for his knowledge & advice on keeping everything up and running.
- To Ken Weintraub, Joann Carollo, Eileen Morrison and Stacy Asimos for improving the grounds.
- To Paul Christenson for his excellent job as Sexton and his flexibility when things change...as they always do!

# Finance Committee

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

**Committee Team Members:** Stacy Asimos, David Christenson, Don Culpepper, Don DeStephano, Pam Richards, Henry Seng

**Mission Statement (or purpose):** The Finance Committee serves the community by promoting an environment conducive to 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 (statistics): See Financial Reports

## **Major Initiatives and Accomplishments:**

- Planning & executing a pledge drive without a Stewardship chair.
- Navigating the COVID-19 impact to church finances
- Securing Paycheck Protection Program loans for BBUUC

**Challenges:** Leadership succession.

## **Thanks to:**

- Don DeStephano for conducting a thorough remote annual review of the church's financial records and compliance with bylaws, policies, and procedures.
- Linda Mowers, Kris Kines and Pam Richards for their help planning & executing a pledge drive without a Stewardship chair.
- Committee chairs for responsibly managing their committee's budgets.
- Congregation for their dedication to the well being of BBUUC during an exceedingly difficult year.

# Healthy Congregation Team (Board-Appointed Ad Hoc)

**Leader:** Linda Mowers, Team Lead

**Committee Members:** Manny Andrade, Helen Meatte, Ellen Miceli, Linda Mowers, David Rulison, and Madeline Sims

**Mentor:** Rev. Carmen Emerson, BBUUC Community Minister

**Advisor:** Rev. Amy Moses-Lagos, BBUUC Minister

**Mission Statement:** To foster a healthy community with an open and safe environment, guided by our Mission, to be accountable to our Covenant of Right Relations, and to live as best we can our Unitarian Universalist Principles.

## Vital Signs:

- The team continued to meet regularly and conduct training throughout the pandemic and building closure.
- We have provided virtual guidance with covenant building and process observing.
- We have worked with various church leaders on specific issues of conflict and/or covenant.
- We communicate with the greater congregation through monthly Journey articles.

## Major Initiatives and Accomplishments:

- Created a printable, e-mailable PDF brochure about the work of the HCT.
- Revisited our policies to comply with the Policy Team's new format.
- Updated our website content.
- Our monthly column, written by Madeline Sims, offers best practices for managing conflict and practical strategies for employing nonviolent communication. The articles provide practical solutions for managing conflict in our lives, whether in our church community, family, or work.
  - Topics have included triangulation, covenants, assuming positive intent, difficult conversations with those you disagree with, handling toxic behavior, boundaries, and healthy ways to manage stress.
- Our "common read" book "Held," which equips us to understand and support members who have mental health issues, was discussed. We hope to schedule a training workshop with the book's author, a UU minister, in the future.
- Held two introductory meetings with Rev. Amy when she came on board to establish our relationship with her. She has agreed to have our community minister, Rev. Carmen Emerson, continue as our mentor and trainer, along with any needed collaboration or consultation with her.
- We have begun our common read of "Widening the Circle of Concern," The Report of the UUA Commission on Institutional Change.
- We met with Natalie Briscoe, Co-Lead of the Southern Region UUA, to prepare for our May 8th meeting "Know Your Why."
- Our plans after re-opening the church will include leading the congregation through the process of revisiting our covenant.
- Attended a workshop with the Board, the Council, the Leadership Development Committee and Reverend Amy on Shared Ministry.
- Held a training workshop in March 2021 on Conflict Management, led by Rev. Carmen Emerson.

## **Healthy Congregation Team (continued)**

### **Thank-Yous:**

- Thank you to the Reverend Carmen Emerson, who has shared her passion and deep understanding of this work with us as a kind, patient, and generous teacher and mentor.
- Thank you to HCT member Madeline Sims, who we greatly appreciate for her insight and writing skills in creating the Healthy Congregation articles for the Journey.

# ICARE

**BBUUC ICARE Coordinator:** Ken Christiansen

**Team Leaders:** Molly Brady, Karen Christiansen, Ken Christiansen, Carole Hawkins, Cindi Jorgensen and Claudia Marshall.

**BBUUC ICARE Justice Ministry Network members:** Molly Brady, Karen Christiansen, Ken Christiansen, Michelle Corum, Tara Crisp, Elizabeth DeCoux, Don DeStephano, Patty DeStephano, Janie Dew, Pam Edwards-Roine, Alyssa Halliday, Kent & Portia Halsey, Carole Hawkins, Viqui Hilliard, Christine Jarman, Joyce Johnson, Cindi Jorgensen, Mike Ludwick, Claudia Marshall, Mary McDermott, Jennifer Milam, Linda Mowers, Holly Petrilla, Paul Petrilla, Linda Plummer, Paul Polizzi, Nick Racioppo, Erin Rogers, Nathaniel Samuels, Suzanna Siebert, Madeline Sims, Chuck Smithers, Julie Smithers, Karl Thomas, Valerie Walls, John Wrightington, Jake Yow.

**Mission Statement (or purpose):** We build power for justice in Jacksonville and surrounding counties by joining our strengths with the strengths of 37 other religious congregations in Jacksonville's Interfaith Coalition for Action, Reconciliation and Empowerment (ICARE).

Vital Signs (statistics) combined with Major Initiatives and Accomplishments (all meetings on Zoom):

- The ICARE Team Leaders held 7 House Meetings attended by 60 BBUUC members and friends in September and October. 37 persons became BBUUC Justice Ministry Network Members.
- 20 attended the Community Problems Assembly Nov. 9.
- 10 attended the ICARE Research Kickoff Dec. 1 and subsequent research meetings.
- 21 attended the BBUUC Justice Ministry meeting January 25.
- 18 attended the citywide Rally March 22.
- 88 attended the Nehemiah Action Assembly on April 19.

# Leadership Development Committee (Elected)

**Committee Members:** Linda Crawford, Eileen Morrison, and Madeline Sims

**Mission Statement (or purpose):** The mission of the Leadership Development Committee is to identify, train, and present to the board candidates for church leadership.

**Vital Signs (statistics):**

- Committee developed a new training program for leadership development
- Committee began work on bringing newer members into leadership

**Major Initiatives and Accomplishments:**

- Committee created slate of nominees for next year's board and Leadership Development
- Committee gave double session trainings to members of the Board, interested Council members, and interested members of the congregation
- Committee brought several more recent members into leadership candidacy positions

**Challenges:**

This has obviously been a challenging year for many committees, including ours. It has been much harder in general to secure candidates for leading positions on the board; we think this may have to do with a possible loss of interest due to lack of in person contact this pandemic year, as well as the personal challenges the pandemic has brought to so many.

**Unfinished Work:**

- There is still a need to develop leadership continuity practices in our committees. This has been an ongoing problem for many years.
- We feel that the continuity problem is particularly acute for the positions of Pres. and VP. Something needs to be done, practice wise or policy wise, to remedy this.
- In connection with the above, we need to build a larger pool of leadership candidates.

**Thanks to:**

- Special thank you to Stacy Asimos, Joann Carollo, David Christenson, Cindi Jorgensen, Kris Kines and Pam Richards for their guidance.

# Lifespan Religious Education Committee

**Leaders:** Cheryl Sakelakos & Erin Rogers, Co-Chairs

**Director of Lifespan Religious Education:** Chris Jarman

**Committee Members:** Marilyn Smart, Joani Maskell, Debbie Atkins

**Mission Statement:** To foster Unitarian Universalists who understand the value of community and faith by creating connection, friendship, and a sense of belonging.

## Activities/Accomplishments

- Zoom Cookies & Caroling 12/19
- Valentine's Cards to all our kids
- Virtual Easter Egg Hunt via UU Church websites
- Scavenger Hunt Easter Puzzle on church grounds
- Secret Gnome Project
- Chalice Painting
- Created "News You Can Use" Children's RE Newsletter
- Added Children's RE Google folder with resources that is accessible to parents.
- Created and administrate the BBUUC Community Facebook page
- Administer the Soulful Parenting FB page
- Administer LRE and church programming on the Zoom platform, offering technical support and scheduling.

## Children's Religious Education

- Family Religious Education Sundays 9:45-11:00
- Kids Minecraft (7-11 yr. olds) UU themed
- Youth Dungeons & Dragons Group (12-18 yr. old) UU Themed
- Family RE Pizza with Simpsons (D'Oh God Curriculum, World Religions)
- Family RE Pizza in the Twilight Zone (The Fifth Dimension Curriculum/Social Justice Issues)
- Soulful Home Family Packets
- Creating the Sabbath Family Packets
- POP! Parents of Preschoolers video for home use curriculum
- Hybrid "UU Wizard's SUUmmer Camp" with East coast UU congregations (June 28th-July 2nd) We are the Atlatinum Campus
- Beacon Youth Group

# **Lifespan Religious Education Committee (continued)**

## **Adult Religious Education**

- Articulating Your UU Faith
- From the High Hill: Odyssey Writing for Elders 2-part Retreat
- Journey Circles
- Listening Hearts Small Group
- Prayer Shawl Group
- Adult Dungeons & Dragons Group
- Soul Matters Faith Development Packets for Adults
- Soulful Home Family Packets
- Soul Matters Social Media memes

## **OWL**

- Parents & Caregivers as Sexuality Educators
- Youth & Children's OWL programming is suspended by UUA OWL Admin until we can meet in person.

## **Social Action**

- School Supply Drive thru drop-off 8/22
- Socktober- 805 pairs (for comparison 2018-438 pairs -- 2019- 368 pairs)
- Online Socktober (month long activities)-Sock Decorating, Door Decorating, Pet/Stuffy Costume, Human Costume Contest and socially distanced Halloween with goodie bags and photo booth.
- Hubbard House Donation Drive with Social Action- food and household items
- Worked with UU the Vote

## **Worship**

- "Let Your Light Shine" 8/16
- "Knowing Who You Are" Beacon Youth 11/15
- "Illuminations" 12/13
- Produced 8 Chalica videos
- Family submission to the Christmas Eve Service
- "Love Surrounds Us" 2/7
- Weekly Wonder Box
- DLRE attends weekly Worship committee meetings.



# **Lifespan Religious Education Committee (continued)**

## **Professional Development**

- LREDA (Liberal Religious Educators' Association ) Professional Days @ GA
- Served as a 2020 GA delegate
- Southern Region Faith Development & Youth Virtual Ministry Webinars
- LREDA FALL CON 10/21-25.
- Southern Region General Assembly 11/14
- Dimensions of Faith Development (beta class for Renaissance Program) 6 weeks
- "Beyond the Children's Moment" UCC Webinar
- LREDA Annual Meeting
- Attended CERG webinar "Re-Opening."
- Attended OWL webinar "Trauma Informed Teaching."
- COIC (Commission on Institutional Change) book study LREDA
- Faith in the Home with Rev Traci Smith webinar series
- Growing Curiosity in Faith webinar series

## **Thank-Yous:**

- Thank you to Cheryl Sakelakos and Erin Rogers for serving as LRE co-chairs.
- Thank you to LRE committee members and volunteers, and our awesome Families for their commitment over the last year. LRE exists because of you!
- Thank you to all the Board and the Council members for your encouragement and your support in all things RE.
- Thank you to the congregation. Without your stewardship and participation, none of this programming would occur!

# Membership Committee

**Leader:** Cindi Jorgensen

**Committee Team Members:** Lynn Wadley, Sandra Martin, Marie Lybrook, Mary McDermott, and Cindy Parker

## **Mission Statement (or purpose):**

- Warmly welcome all visitors
- Provide information about our church and denomination
- Provide a pathway to membership
- Integrate new members into the congregation
- Foster a sense of belonging in our church community
- Review members' level of involvement
- Maintain a complete and accurate membership database
- Develop plan for reopening

## **Vital Signs (statistics):**

Membership Roster as of 4/26/21 = 148 Members  
Members added 10 (all took Learn About Us classes)

Current visitor number on Breeze: 75  
Current active non members: 13  
Current former members active: 4  
Resignations: 14

## **Those we have lost:**

**Liz Teal:** Liz was a spiritual powerhouse. Her sermons about nature and animals were welcome reminders of our connection with the web of life. She had a gift that was able to ground us when the chatter of the world would be such that a sense of peaceful reflection would seem unattainable. We hold David and Josh Dean, her husband and son, closely in our heart. Liz left us on June 15th.

**Robert Brewer:** Robert was a constant presence in our Coffee and Conversations group, meeting every Sunday to chat with other early-comers about events of the week. He died on October 16th, after a short, acute illness, leaving his dear companion, Betty.

## **Major Initiatives and Accomplishments:**

Addition of 10 members despite building being closed.

## **Challenges:**

Meeting needs of congregation safely when reopening.

# Programming Committee

**Chair:** David Christenson

**Committee Team Members:** Stacy Asimos, Liz Baldwin, Peg Christenson, Dale Crawford, Chris Jarman, Cindi Jorgensen, Rev. Amy Moses-Lagos, Linda Mowers, Pam Richards, Madeline Sims

**Mission Statement (or purpose):** To plan, coordinate, and schedule events which serve the needs of the BBUUC community in keeping with the Principles of our Faith.

**Major Initiatives and Accomplishments:**

- Planning for reopening.

**Initiatives for 2021-2022:**

- Plan and coordinate reopening fully
- Re-establish rental program

**Challenges:** Leadership succession

**Thanks to:**

- All the people who scheduled, started, managed and participated on the many Zoom events.

# Public Relations and Communications Committee

**Chair:** None

**Committee Members:** Liz Baldwin, David Christenson, Marie Lybrook, Lee Plumb, Pam Richards, and Madeline Sims

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

## **Major Initiatives and Accomplishments:**

- Continued ensuring updated content was accessible via the website.
- Continued improving online presence on social media.
- Created closed BBUUC Member Facebook Group and closed BBUUC Member Google Group

## **Challenges:**

- Getting more volunteers for the committee.

## **Initiatives For 2021-2022:**

- Transitioning to new PR Chair.

**Gratitude:** A big thanks to the following individuals who have helped PR this fiscal year:

- Liz Baldwin for helping compile the monthly and weekly newsletter
- Chris Jarman for her assistance in social media posts
- Pam Richards for reviewing the website and suggesting needed changes
- David Christenson and Madeline Sims for working on the website.
- Rich Toupin for his invaluable help with the technical aspects of the website.
- And to all BBUUC Members who help promote the church in their communities

# Rainbow/Welcoming Ministry

**Leader:** Elizabeth DeCoux

**Members of Working Group:** Manny Andrade, David Austin, Elizabeth DeCoux, Lee Plumb, Madeline Sims.

**Mission:** to encourage recognition, support, and respect for LGBTQ+ identity.

## **Vital Signs:**

- Four welcoming worship services and six welcoming Sundays (by end of year) celebrating special LGBTQ+ occasions.
- Two truckloads of food, clothing, and personal care items, as well as \$200 in gift cards, donated to JASMYN and NFAN, through the congregation's generosity.

## **Major Initiatives and Accomplishments:**

- **Renewal of Welcoming Congregation Status:** RWM facilitated BBUUC's first annual renewal of its Welcoming Congregation Status with the UUA. This work involved worship, donations to local LGBTQ+ groups, and other requirements. We are on track for this renewal and will, following any consultation desired by Council or Board, submit our report for UUA approval after the end of the year.
- **Food, clothing, personal care, and money donations to Northeast Florida AIDS Network and to Jacksonville Area Sexual Minority Youth Network:** With the generous support of the congregation, RWM collected food, clothing, and personal care items, as well as plate cash, to donate to NFAN and JASMYN.
- **Memorial Quilt:** Lee Plumb, using squares decorated by members of the congregation, will assemble a quilt memorializing LGBTQ+ people, including UU LGBTQ+ pioneers, those who died of AIDS and victims of hate crimes. This will be a living work that can be added to in future years. We hope to have it ready for display by the time the building reopens.
- **Social Event:** Plans for an online social event are in the works.
- **Jacksonville Pride Parade:** It is unclear whether there will be a Pride parade in 2021. We are staying tuned.
- **Pride Service at BBUUC:** RWM is preparing BBUUC's worship service on Pride Sunday, June 6.

**Challenges:** expanding from service to the community and developing more of a ministry directly to members of the congregation, such as social events and programs.

## **Gratitude:**

- Linda Mowers, the Worship Team, Chris Jarman, and Rev. Amy, for centering LGBTQ+ people (and as a result helping renew Welcoming Congregation status).
- The whole congregation, for generous contributions of goods and plate cash.
- Lee Plumb, for her work on the memorial quilt.
- Cindi Jorgensen, for donating memorial quilt materials, helping those who need squares decorated, and having great ideas.
- Public Relations, for providing bling and other support.
- Liz Baldwin, for helping us publicize events.

# Worship Committee

**Leaders:** Reverend Amy Moses-Lagos, Minister and Linda Mowers, Worship Chair

**Worship Team members are:** Jennifer Bacmeister, David Dean (Video Editor/Presenter), Elizabeth DeCoux, Alyssa Halliday, Carole Hawkins, Chris Jarman (DRE), Kris Kines, Linda Mowers (chair), Lee Plumb, Caitlin Regan, Erin Rogers, Donna Zimmerman.

**Mission Statement:** To deepen our faith by creating and presenting shared worship experiences that center on Unitarian Universalist Theology, our Seven Principles, and the Six Sources of our faith, all of which call us to our better selves.

## Vital Signs:

- A team of trained and experienced worship leaders who collaborate effectively.
- Weekly meetings of the worship team during virtual worship production.
- Weekly worship services: pre-recorded video format posted Sunday mornings to the BBUUC YouTube channel.
- Weekly live Zoom Fellowship held on Sunday mornings with a discussion of the worship service, live Joys and Concerns, and fellowship. Sometimes our guest speakers will attend to deepen the discussion and enhance the sermon. Attendance varies.
- Rev. Amy Moses-Lagos presenting monthly worship services (including Vespers).
- Guest ministers, lay and guest speakers for the other services, providing the anchor for our worship in their sermons.
- Participation of BBUUC member musicians, video/virtual choirs, and musical recordings from many UU sources for our services.
- Average Sunday YouTube views (per April stats) = 78 for the first week, 113 after three weeks.

## Major Initiatives and Accomplishments:

- Continued to collaborate and produce weekly recorded worship services for BBUUC, along with weekly live Fellowship meetings throughout the year of our facility closure.
- Welcomed Rev. Amy into the Worship team as our new Minister, provided Worship Assistants for each of her services and other support. Accepted her guidance and collaboration, adjusting as needed to develop our worship practices and plans.
- Team members served as Worship Leaders for services with guest ministers or speakers on those Sundays when Rev. Amy is not in the pulpit, creating and coordinating their services and acting as liaison with the speaker.
- Developed a format for the weekly fellowship meetings, with worship leaders alternating as facilitators for each meeting.
- Continued our commitment to partner with LRE through a close relationship with our DLRE, Chris Jarman, in our Worship ministry. Collaborated with her on the Time for All Ages ("Wonderbox") segment of worship and Family Worship Services throughout the year, seeking better inter-generational experiences.
- Sought out a variety of ministers and speakers to provide sermons for worship. Our goal for services is more tightly focused on our UU tradition of worship arts and themes. We have made a conscious effort to move away from lectures or presentations that are not sermons, which are more effectively presented in a venue that is not a worship service.

## **Worship Committee (continued)**

- Incorporated services of notable celebrations, holidays and holy days, including Water Sharing, Christmas Eve service and live Zoom gathering, Easter, Flower Communion, and recognitions of other holidays within the individual services.
- Attended a 2-part Worship Tune-up Workshop with Reverend Kimberley Debus
- Continued to fine-tune our virtual worship format and presentations

### **Challenges:**

- Greater participation of our congregants in our virtual services and Zoom fellowship gatherings.
- Music resources to fit the service themes.

### **Thank-Yous:**

- Thanks to a fabulous Worship Team for their hard work and commitment over the last year! We have truly become a team in every sense of the word. The love and support that has been the hallmark of our ministry—with one another and our work for the congregation—has helped us move our way through these trying times with grace.
- A very special thank you to David Dean, who, as our video editor, donates his valued time and expertise in editing and producing our video worship services. Without David, we would never have been able to have created the kind of worship services that we have been able to offer during the pandemic. His craftsmanship and dedication have been a great gift to this congregation, and his support and friendship have made him a beloved member of our Worship Team.
- Thanks to David Christenson for uploading the final service videos to our YouTube channel.
- Thanks to Finance for their assistance with our virtual offertories, and to Social Action for their guidance with choosing “Share the Plate” recipients.
- Thanks to Reverend Amy for her leadership and participation.
- Thanks to Gary and Marilyn Smart, Lynn Wadley, Job Meiller, Mike Bernos, and Caitlin Regan for their gifts of music for worship.
- Thanks to the many Unitarian Universalist ministers, leaders, and musicians from churches across the country who have shared their gifts of ministry and music to assist us through a challenging year of virtual worship. Their sharing has given us a broader window to our larger faith, and helped our small congregation continue to offer worship with limited resources.

## In Memoriam



### **Reverend Liz Teal** **June 3, 1958 - June 15, 2020**

Reverend Elizabeth Teal was an ordained interfaith minister, an animal behavior specialist, a storyteller, and an artist. She was honored to be present in spiritual counseling, chaplaincy, and in creating ceremonies and celebrations for one and all.

She deeply believed in our healing connections with each other and other species. She actively toured as a speaker and storyteller, as well as appearing on local and national television and radio discussing pets, pet-related issues, and our human bonds with them.

She was a third-generation Unitarian Universalist. Reverend Teal believed in the inherent worth and dignity of everyone, knowing that the Light of Love shines into every heart through many windows. She joined BBUUC in October 2003 but resigned her membership in May of 2015 to focus more on her work in the clergy, shortly before her commencement as an Interspiritual Counselor a month later. She remained a friend of BBUUC, speaking many times in our pulpit. She is survived by fellow BBUUC Member David Dean and son Josh.

Her husband David shared the following tribute: "There's so much I can say about all the people Lizzie has been - storyteller, painter, dancer, Shakesperian actor, quilter, dollmaker, dog trainer, animal behaviorist, lecturer... but they're all tributaries that flow from the mighty river of Ministry. Everything she did was a form of ministry. She was a voracious sponge of empathy, and had eloquent gifts of communication to respond to anything."

We will miss her presence dearly.



## In Memoriam



### **Robert Eugene Brewer**

**November 5, 1934 – October 16, 2020**

Robert Brewer had many interesting stories to tell over the course of his long life. He was a surveyor in the Artillery, stationed in Germany for seven years. Robert said Germany was the most beautiful place he had ever been. Happily, during 20 years in the Army, Robert never heard a shot fired in anger.

After his retirement from the military, he became a psychologist and worked in a number of mental health centers.

After exploring various religions, he heard of Unitarian Universalism. Although he lived in Alabama at the time, he traveled to Atlanta to meet with the Atlanta church's minister to learn more. He and some interested friends then started a UU fellowship in Jacksonville (Alabama that is), though not one of them had ever even attended a UU service. Robert had learned about Buddhism while stationed in Korea and considered himself to be a Buddhist.

In 2001, Robert met his dear companion Betty. They moved to Jacksonville in 2016 to be near her relatives. Robert joined BBUUC on August 21, 2016. We will miss his quiet presence at church and hold his family in our thoughts.

# 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**

*Located at:* 8447 Manresa Avenue • Jacksonville, FL 32244

*Mailing Address:* Post Office Box 844 • Orange Park, FL 32067

Phone: (904) 276-3739 • [www.BBUUC.org](http://www.BBUUC.org)