



For Fiscal Year 2021-2022

ANNUAL REPORT



**Buckman Bridge
Unitarian Universalist Church**

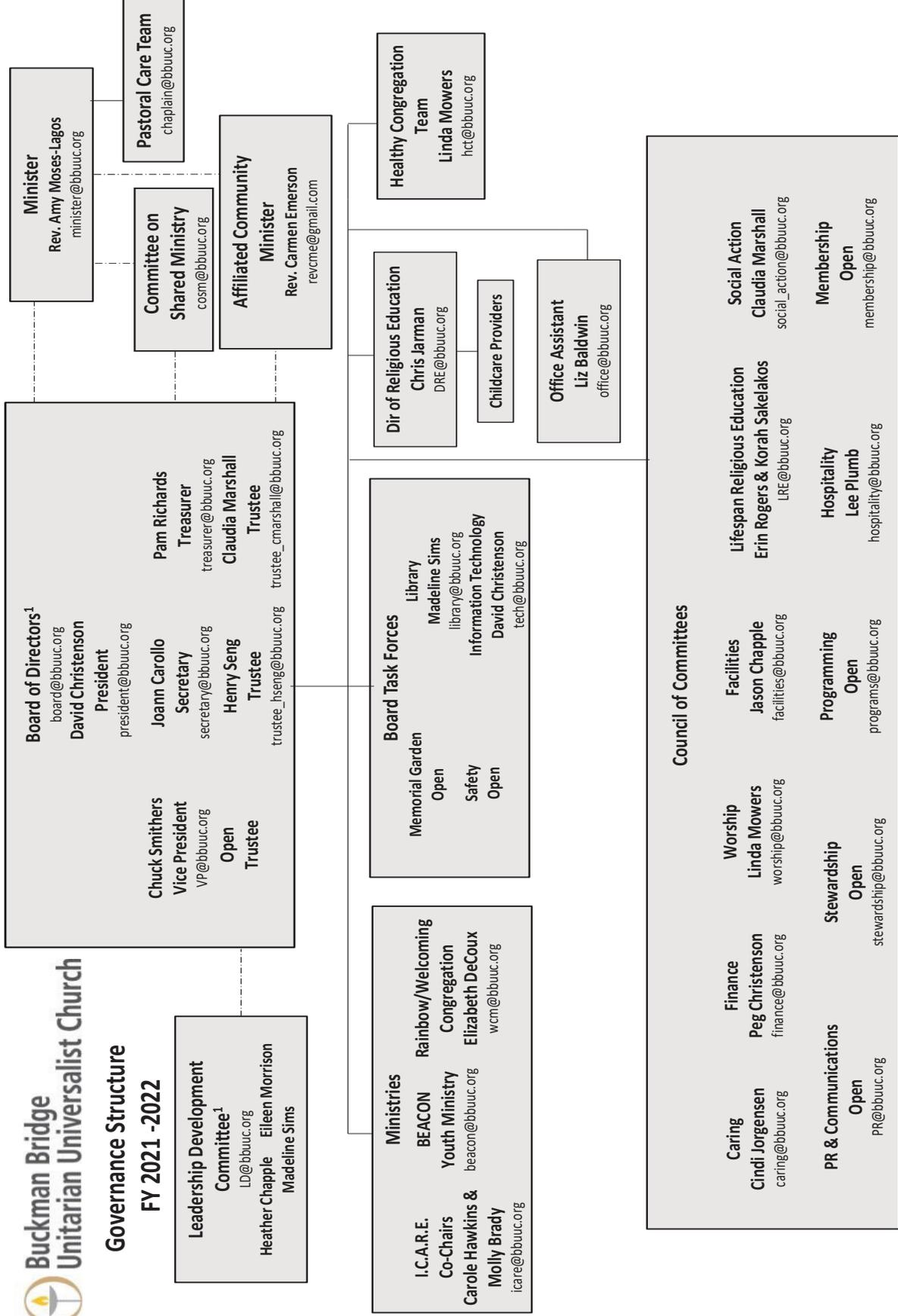
Annual Business Meeting and Election of Officers

Sunday, May 22, 2022



Governance Structure

FY 2021 -2022



4/25/2022

¹ Elected



**Buckman Bridge
Unitarian Universalist Church**

Annual Meeting Agenda

May 22, 2022 • 12 PM

1. Call to Order
2. Establish Quorum
3. Chalice Lighting
4. Minutes from the Annual Meeting held on May 16, 2021
 - a. Vote on any proposed corrections
5. President's Report
6. Minister's Report
7. Leadership Development Committee placing names in nomination
 - a. Election
8. Treasurer's Report
9. Presentation of Proposed Fiscal Year 2022-2023 Budget by Finance Chair
 - a. Discussion and vote
10. HCT presents Congregational Covenant
 - a. Discussion and vote
11. Words from the Floor
12. 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

Annual Meeting

May 16, 2021

Kris Kines – BBUUC Board of Directors President

Call to order 1:03 p.m.

Quorum achieved (required 37 votes) Liz Baldwin confirmed (total 147 members)

Proxies - 39

In-person - 21

Total = 60

Reverend Amy Chalice lighting reading

First order of business - approve Minutes of August 19, 2020 Congregational Meeting

No discussion. Madeline Sims made a motion to approve, seconded by Dale Crawford – Minutes approved unanimously.

President's Report delivered by Kris:

- Facilities – continued work on the building and memorial gardens
- Part time minister approved with contract beginning September 1, 2020
- Committee on Shared Ministry (COSM) working with Rev. Amy re: Fellowship process
- Chris Jarman , Director of Lifetime Religious Education - now full time. Report of activities accomplished over the year
- Report on Worship Team - Exceptional efforts and accomplishments on weekly worship services and expanded activities
- Membership has fluctuated over the year. Currently at 147 members
- Board - Mid-year appointment of Ellen Miceli to Board Trustee (filling vacated position), Leadership training events, monthly meeting, and other church business attended to
- Reported on GA delegates approved to represent BBUUC at the annual General Assembly – Lee Plumb, Karen Christiansen, Cindi Jorgenson, Claudia Marshall. Attended with voting status as BBUUC religious professionals: Reverend Amy Moses-Lagos, Chris Jarman, Reverend Carmen Emerson
- PPP loans – applied for two loans for total of \$17,600, \$7,600 of loan currently forgiven.
- Board Trustee Member, Stacy Asimos, and Member, Joanne Carollo, worked with BBUUC Committees and Ministries to deliver organized and standardized policies. A major task completed this year.
- Board approved new employee, safety, and board policies
- Stewardship drive – virtual Canvass conducted by Board throughout March – Canvass survey received 100 responses (70%). Stewardship followed by April pledge drive with 85% of congregation pledging. Board reduced expenses to deliver a balanced proposed budget for 2021 – 2022
- Board approved and Rev. Amy endorsed a Finance Committee proposed Capital Campaign to raise funds for an early pay-off of promissory notes concerning the BBUUC building, with an anonymous matching, restricted donation of \$50,000. This will result in the church being free from debt no later than November 1, 2021
- Approved for return to live service for early September for water-sharing ceremony
- Thanked Council, Staff, and Members for dedication to BBUUC church
- Thanked Board Members for support and dedication
- Special thanks to Dale and Linda Crawford for ongoing service to BBUUC

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 16, 2021 (Continued)

Linda Mowers invited to present – honored and thanked Worship Committee, Chris Jarman, Reverend Amy, David Christenson, and Gary & Marilyn Smart. Special recognition of David Dean for his service with presentation of the Keeper of the Flame Award.

Rev Amy Ministerial Report – Expressed appreciation to congregation for welcoming and opening hearts to having a minister. Rev. Amy and Board agreed to extend contract an additional year (extension) but will remain in Seattle.

Overviewed work with Worship Committee, Pastoral Care Committee, and Committee on Shared Ministry. End of report

Presentation of New Board Members for 2021-2022 - Kris reviewed Bylaws – Read Article IX, Section 3. Leadership Development Committee – Unable to submit candidate for position of Vice President. If no floor nominations, will be new Board's responsibility to appoint position soon after taking office
Called for floor nominations – No nominations and uncontested

Officers:

President – David Christenson

Vice President - Open

Treasurer - Pam Richards

Secretary – Joann Carollo

Trustees – Claudia Marshall and Henry Seng

Trustee - Stacia Asimos (continuing for 2nd year of 2 year term)

2021 – 2022 Leadership Development Committee Members – Madeline Sims (2nd year of two-year term), Eileen Morrison (2nd year of two-year term), Heather Chapple

Treasurer's Report: Delivered by Dale Crawford

- Overall financial position is healthy in spite of down-turn in donations and increase in expenses
- Minister salary – is being paid from Ministerial Support Fund reducing budgetary impact
- Stimulus packages received (expect to be forgiven)
- Level of current giving (even before pandemic) does not support Church's level of operating expenses (Minister and full-time DRLE)
- Capital campaign will help reduce \$23,000 costs annually but still not sustainable
- Presented Revenue Statement showing shortfall in revenue ~\$28,000
- Presented Expenses – up ~\$9,000 (mostly due to increase in payroll)
- Presented summary of financial position
- Presented Reserves, including Donor restricted funds making up savings for Church
- Presented Capital campaign to pay off building Promissory Notes need \$32,000 donations to complete campaign (Donation to date \$28,000 from members)
 - If excess, will go to Congregational Growth and Development Reserve
 - Thanked Finance Committee, especially Chair, Peg Christenson
- - Opened floor to Questions - No Questions

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 16, 2021 (Continued)

Finance Committee Report - Finance Chair, Peg Christenson (reviewed packet page 28). Thanked pledgers.

- Reported on expected revenue changes (decreases across the board)
 - Increases expected in Fund-raising, PPP loan forgiveness & MSF Transfer
- Reported on expected expenses:
 - Payroll largest expenses and need to be paid for by revenue
 - Decreases planned due to Capital Campaign and reductions of costs
- Budget can be reported as balanced with reported decreases
 - Per Bylaws, budget changes can be approved by Board if needed throughout the year
 - Peg submitted proposed budget for fiscal year 2022. Opened for Questions: No Questions
 - Cyndi Daman motioned to approve 2022 budget as submitted, 2nd by Linda Mowers – Budget passed unanimously

Kris opened the floor to comments

- Joann Carollo - thanked Board and others

Chalice extinguished - reading by Reverend Amy

Meeting Adjourned by Kris @ 1:50 p.m. EST

President's Report: Fiscal Year 2021-2022

This has been a challenging year to fulfill our mission to create and nourish a loving community that seeks justice and respect for all. Our dedicated volunteers stepped up to the challenge.

Worship did a great job this year transitioning from pre-recorded video services published on YouTube to in-person worship in our sanctuary. The original plan was to start in-person worship in September. Unfortunately, the Delta COVID variant was surging at that time, so in-person worship did not start until November. David Dean continues to do the video editing, but instead of bringing together pre-recorded segments to create a video service, he takes the recorded video of the live service and edits it for YouTube.

Our full time Director of Lifespan Religious Education Chris Jarman has continued to work hard this year organizing activities for children, youth, families, and adults. At the beginning of the year these were all virtual activities. Slowly they changed to in-person activities, starting outside and then moving indoors. Sunday religious education classes first started outside under temporary coverings and then moved back to our classrooms.

Chris Jarman has announced she is moving to Texas and will be Director of Faith Development at Live Oak UU Church near Austin. I am really happy for her and know she will do a great job. The children and youth have always been a high priority for BBUUC. The Board has already started the process of looking for a new DRE. It may take some time to find someone which means volunteers are needed to help with the many tasks that Chris has taken on during the past four years.

The Healthy Congregation Ministry facilitated three meetings to gather ideas for creating a congregational covenant. We will vote on the covenant at the annual meeting.

Membership has decreased this year, down to 129 members. This is not surprising since every year we gain new members and lose current ones. In normal years, we gain more than we lose. During the pandemic it was difficult to gain new members to replace the ones that left.

We held a Burn the Mortgage Bonfire in November after all the promissory notes that helped fund the construction of our church were paid off. BBUUC is now debt free. This is years earlier than originally planned and made possible by those who donated to the capital campaign.

We have had a shortage of volunteers this year, which seems to be the case in a lot of churches. This makes me very appreciative of the hard work of our volunteers. Be sure to express your appreciation to our volunteers and try to make their tasks easier. Perhaps think about what volunteer tasks you can do here at BBUUC.

Respectfully Submitted,
David Christenson
President, BBUUC Board of Directors

Minister's Report: Fiscal Year 2021-2022

Reverend Amy Moses-Lagos
Buckman Bridge Unitarian Universalist Church
May 1, 2022
Covering Activities May 2021 through April 2022

Greetings BBUUC Members and Friends! Congratulations on all you have accomplished in the past year! I would like to offer my deep thanks to Board Members who have worked hard to keep the community safe and transition back to in-person worship and activities to sustain much needed connections in our community. Board Members have faithfully rooted decisions in the value of inclusion, followed the science, and remained flexible throughout all the ups and downs of the pandemic. Thank you to the Worship Team for the hours of work you have put in to help BBUUC have a smooth transition to in-person worship. You have continuously held a high standard of excellence in worship through all the changes during the pandemic.

Thank you to the Healthy Congregations Team for facilitating the creation of our new covenant! Thank you to all who participated! Our covenant will help remind us to be our best selves as we come together to worship, learn, and make the world a better place.

I had a wonderful experience visiting Jacksonville. It was so good to see the church and grounds in-person. It was good to hug, to talk, and laugh together. I feel that the in-person time we shared strengthened our connections.

Worship

I have continued to lead 1 or 2 worship services each month. I meet with the Worship Committee regularly for consultation and collaboration. Worship Chair Linda Mowers and I met to plan worship themes and speakers for the year. I meet monthly with Worship Coach Kimberley Debus who supports me in creating meaningful and moving services grounded in Unitarian Universalism for BBUUC.

Pastoral Care

The Pastoral Care Team is doing a wonderful job caring for the spiritual needs of BBUUC members going through grief, stress, transitions, and other challenges. Team members also sustain connections with BBUUC Members who may be experiencing loneliness and isolation. The team meets once a month via Zoom to discuss pastoral care needs at BBUUC. Four members of the team have taken the robust 22-hour online course offered by the UUA entitled "Spiritual Care Training: The Art of Spiritual Care." Members lead a monthly Grief Support Group where people can share openly about their journey of grief and be held in love. Two members of the team are trained in leading memorial services and are available to provide this service for BBUUC Members and also people in the community. Elizabeth Decoux joined the team as our Animal Chaplain.

Committee on Shared Ministry and Ministerial Credentialing

I am delighted to share that my application for Preliminary Fellowship with the UUA Ministerial Fellowship Committee (MFC) was approved! This means that the MFC feels I am performing well as a minister and supports me in working towards Final Fellowship. After one more successful evaluation, I will achieve "Final Fellowship" which is an important professional milestone. The Committee on Shared Ministry is meeting

Minister's Report: Fiscal Year 2021-2022 (Continued)

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 in August 2022. The COSM also sent a survey to the congregation to provide feedback on my ministry. This feedback will be used to help complete my final evaluation.

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. In July of 2021, Madeline Sims and I led 2 Racial Justice Listening Circles. The purpose of these circles was to help BBUUC Members listen and understand across differences on the topic of anti-racism work.

DRE Chris Jarman led a "Widening the Circle" study group for leaders of the congregation, and I participated in the discussions. "Widening the Circle of Concern" is the June 2020 Report of the UUA Commission on Institutional Change that analyzed structural and systemic racism and white supremacy culture within Unitarian Universalism and made recommendations to advance long-term change. The group read and discussed the report and came up with several action items to continue the work of anti-oppression in the congregation. At the end of the class, we decided it would be beneficial to have a dedicated anti-racism ministry at BBUUC. I have held two preliminary meetings to discuss this anti-racism ministry, with the goal of formally creating the ministry this Spring. The Anti-racism Ministry will lead an educational series on the 8th principle of Unitarian Universalism. 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/>.

Affiliated Community Minister's Report: Fiscal Year 2021-2022

I am proud to continue in covenant with BBUUC as your Affiliated Community Minister, in accordance with the "Standards of Professional Practice" of the UU Ministers Association Guidelines for the Conduct of Ministry. I am a fully fellowshiped UU minister in good standing with the UUA's Ministerial Fellowship Committee; a member of the UU Ministers Association (UUMA); and a member of the Unitarian Universalist Society of Community Ministers (UUSCM). In addition to my continuing covenantal relationship with BBUUC, I have been in collegial covenant with Rev. Amy Moses-Lagos during her tenure as your minister, regularly consulting with her about ways to support her ministry with BBUUC and, with her blessing and encouragement, ways that I can support BBUUC's ministry programs.

In addition to offering quarterly worship services to BBUUC and conducting two memorial services over the past year, my primary role has been to mentor the Healthy Congregation Team. (More about its mission and responsibilities can be found here: <https://www.bbuuc.org/healthy-congregation-team/>.) During the 2021-22 church year I led HCT workshops on understanding sources of conflict and ways of managing/resolving conflict. We also worked with the congregation to create a Congregational Covenant to be voted on at our 2022 Annual Meeting. Our training in covenantal relationships and conflict resolution will continue in the coming year. Additionally, we have been asked by Rev. Amy and the Board to lead Listening Circles related to our congregation's anti-racism work.

As an ordained and fully fellowshiped UU minister I continue my work in the community as the sole staff chaplain serving Baptist Medical Center Nassau in Fernandina Beach, Florida, which saw two Covid surges over the past year. In that role I also serve as spiritual advisor to a group of teenagers enrolled in the Nassau County Boys & Girls Club "Tipping the Scales" mentoring program, as well as a 1:1 mentor to one of the students. I co-facilitate the Spiritual Care Department's DEI Committee (Diversity, Equity & Inclusion).

My application to be a Board Certified Chaplain was accepted by the APC/BCCI in April 2022, and I'm scheduled to be interviewed for board certification in June 2022 (this is like receiving full fellowship as a chaplain). Additionally, I'm currently working on a 64-hour specialty certification in palliative care chaplaincy through the Shirley Haynes Institute for Palliative Care at California State University, to be completed in June 2022.

Hospital work commitments keep me from attending Sunday services as often as I would like, even as we've discovered that the Sunday morning commute from Yulee to BBUUC is very manageable! But a note about the effects of community ministry as a UU minister: a new series of religious symbols was recently commissioned for the BMC Spiritual Care Department offices in the Howard Building on the downtown Jax BMC campus (where I spent 2 years as a palliative care chaplain). I was surprised to learn that our UU double-circle flaming chalice will be included among the religious symbols in the new series, and grateful for colleagues who were curious, accepting, and appreciative about Unitarian Universalism and the role of a UU chaplain in service to patients, families, and staff within a hospital system. I'll share a picture of the chalice when the artwork is installed -- I've had a sneak peak, and it's beautiful!

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 2022-2023 (July 2022 – June 2023):

BBUUC BOARD:

Chuck Smithers

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

David Christenson

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

Pam Richards

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

Madeline Sims

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

Alyssa Halliday

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

(Note: **Claudia Marshall** and **Henry Seng** will complete the 2nd year of their 2-year term as trustees - no vote required)

LEADERSHIP DEVELOPMENT COMMITTEE:

OPEN (1-year term)

OPEN (2-year term)

OPEN (2-year term)

**Respectfully Submitted by the 2021-2022 Leadership Development Committee:
Heather Chapple, Eileen Morrison, and Madeline Sims**



Buckman Bridge Unitarian Universalist Church Board Nominees for 2022 - 2023



President: Chuck Smithers
(BBUUC member for 2 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:

I currently serve in the position of Vice President at BBUUC. I served on the Stewardship committee and lead the Council's Operations Sub-Group. I am involved with BBUUC Justice Ministry and ICARE. I serve on the boards of 4 other nonprofits (3 local and 1 national) – one as the chairperson and three as treasurer. I am a CPA and CGMA and I run a small healthcare consulting firm.

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

For me personally it is important to continue to learn more about what it means to be a leader in the UU tradition and how that knowledge can benefit BBUUC. I would specifically like to work on a more substantial Stewardship campaign (not just a pledge drive) and to develop a formal human resources (HR) effort for BBUUC. I am sure there will be other opportunities and challenges that will present themselves in the coming year and I think my experience could help inform those efforts.



Vice President: David Christenson
(BBUUC member for 13 years)
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.

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:

- Five years on the Board: Trustee, Secretary, Vice President (2), President (1)
- 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



Secretary: Madeline Sims
(BBUUC member for 9 years)
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:

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.

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 five 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 have served as Board Secretary in the past. I will commit to keeping accurate minutes and 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 9 years)
Nominated for a second 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
- Treasurer July 2021-present

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. Many UUA leadership training webinars over the past 2 years.

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

- I currently serve as Treasurer and am willing to continue for another year.



Trustee: Allyssa Halliday
(BBUUC member for 4 years)
(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:

- July 2019 – present: Currently serving on the Worship Committee as a Worship Leader/Associate.
- June 2020 – October 2020: Helped lead and facilitate virtual fellowship hour.
- March 2020 – August 2020: Helped lead and facilitate virtual Coffee & Conversation hour.
- August 2018 – August 2020: Served on the Pastoral Care Team as a Pastoral Care Associate.
- March 2018: Officially became a member of BBUUC.
- August 2006 – present: Classroom teacher, grades 6-12.

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

It would be an honor to serve my church as a Trustee. If elected for this position, I'd offer my voice and unique perspective. As a mother of two school aged children, one of the things I value most at BBUUC is the RE program. I understand that we will be tasked with hiring a new DLRE and I would like to assist in this process. I appreciate the vital role the DLRE plays for our church.

Serving on the Worship Committee for the past 3 years has given me the experience of organizing and leading our Sunday services. In the past, I have also had the pleasure of serving on the Pastoral Care Team for 2 years. This gave me the opportunity to offer emotional, social, and spiritual support to some of our beloved members of the church. I'd use these unique experiences and perspectives to carry out the various duties of the Trustee. Thank you for your consideration.



Trustee: Claudia Marshall
(BBUUC member for 2 years)
(limit two consecutive terms)

Claudia 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:

- I am in my second year working with UUtheVote and learning to be an organizer.
- I continue to work with the worship team and serve as a worship leader.
- I am helping to create a New Ministry of Anti-racism.
- I serve as a Board liaison with the Healthy Congregation Ministry.
- I am serving as a delegate to the G.A. this year

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

- 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.
- I am happy to serve on the Board!



Trustee: Henry Seng
(BBUUC member for 4 years)
(limit two consecutive terms)

Henry is serving the second year of his 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:

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 in other areas with BBUUC, such as currently being Finance Committee Member, Offertory Ushers Team Lead, Board Trustee, and Board Liaison to the LRE. In the past, I have also served on the Ministerial Search Committee and the Committee on Ministry.

Outside of BBUUC, I was re-elected to serve as co-chair of the School Advisory Council (SAC) for my children's school for another year. I also volunteer as an administrator for the Facebook page of my son's Cub Scouts Pack.

Professionally, I have been an educator for 24 years, and believe that education is the Great Equalizer. I have presented at state and national conferences.



Trustee: Henry Seng (continued)
(BBUUC member for 4 years)
(limit two consecutive terms)

Henry is serving the second year of his 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.

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. We all should be thankful for the times that departing DLRE Chris Jarman devoted to making BBUUC such a wonderful place during a difficult pandemic. We wish her continued success as she moves on to Texas. We need to be fast and focused on hiring a purpose-driven DLRE to help our church grow organically. BBUUC is known as a church where children are nurtured to reach their full potential to make a difference on our planet. I would like to see that trend continue. It takes more than a village to raise a child.

The pandemic has been difficult for our church, but the people here are resilient and will thrive again, given the proper support. BBUUC was growing before the pandemic. I would like to see the growth continue with more families with children visiting, and adults finding interesting and meaningful sermons.

I have heard someone say coming to BBUUC was like coming to TED Talks. That person was right. I am a big fan of the work of the Worship Committee at BBUUC. I can say the sermons since my first visit here in 2017 at BBUUC have been the caliber of TED Talks. My life and actions have been enriched tremendously. I would like to see people continue to be fed soulfully and spiritually.

I understand that the Pastoral Care Team is important and would like to see that support continue, especially during this time of tremendous pain and suffering. Many of us have been through a lot. Some have been through almost unspeakable pain.

As an educator, my heart is that of a learner. When I interact with people, I take the time to try to learn from that person. My mindset is that everybody can teach me something, and all can be my teacher. I know I do not have all the answers. But I am certain, together, as a thoughtful team, we have the solution to all problems. I enjoy teamwork and synergy.

Treasurer's Report March 31, 2022

Significant changes to BBUUC finances between March 31, 2021 and March 31, 2022 were:

- Ministerial Support Fund fully depleted for Rev. Amy's salary.
- Contributions, Promissory Note Contingency Fund, and CG&D Reserve used for early payoff of all Promissory Notes. BBUUC is now debt free.

Statement of Financial Position vs Prior Year (March 31, 2022 vs March 31, 2021)

Bank Accounts decreased \$100,452 leaving a balance of \$208,888.

Other Current Assets (Vanguard investments) increased \$23,117 (12%) for a balance of \$210,104. Despite recent market volatility, we anticipate continued long-term growth.

Fixed Assets increased \$8,325 (deposit on awning and pavers, yet to be constructed).

Long Term Liabilities decreased \$180,162 to \$0 (\$170,097 from quarterly Note payments and final payoff, and \$10,154 from forgiveness of the second PPP loan).

Board Designated Reserves decreased \$21,836 to \$267,398.

Net Assets with Donor Restrictions decreased \$65,926 to \$17,612.

Endowment Net Assets increased \$9,052 for a balance of \$50,236.

Additions and disbursements to Reserves and Funds are detailed in a separate report.

Cash without Restrictions is \$83,746 (Total Current Assets minus Board Designated Reserves, Net Assets with Donor Restrictions, and Endowment).

Statement of Financial Activities (July 1 – March 31, 2022 vs Prior Year)

Total Revenue decreased \$10,813, primarily due to depletion of the Ministerial Support Fund (Funds Released from Restrictions). Total Contributions were slightly higher, partially due to Plate Cash and higher General Donations after returning to in-person worship services. Unfulfilled Pledges (\$2,900) were written off for member resignations. Interest income decreased, there were a few rentals, and no income from Fundraisers.

Total Expenses increased \$10,015, primarily due to higher Payroll Expenses that included Rev. Amy's salary and the Sexton. Facilities expenses increased when the building reopened in November and cleaning services restarted.

Approved Budget FY2021-2022 vs. Actual Expenses (YTD as of March 31, 2022)

Total Revenue is 72% of budget for 75% of the year. There was no Fundraising income (\$10,000 in budget).

Total Operating Expenses are 68% for 75% of the year. Most significant is lower Worship expenses.

Respectfully submitted,
Pam Richards, BBUUC Treasurer
April 9, 2022

Buckman Bridge Unitarian Universalist Church
Statement of Financial Position vs Prior Year
As of March 31, 2022 vs March 31, 2021

	As of Mar 31, 2022	As of Mar 31, 2021 (PY)	Change
ASSETS			
Current Assets			
Total Bank Accounts	208,888	309,340	(100,452)
Total Other Current Assets	210,104	186,988	23,117
Total Current Assets	418,992	496,327	(77,335)
Total Fixed Assets	1,065,232	1,056,907	8,325
TOTAL ASSETS	\$ 1,484,225	\$ 1,553,235	\$ (69,010)
LIABILITIES AND NET ASSETS			
Liabilities			
Total Current Liabilities	758	669	89
Total Long-Term Liabilities	0	180,251	(180,251)
Total Liabilities	758	180,920	(180,162)
Net Assets			
Net Assets without Donor Restrictions	1,049,373	853,751	195,622
Accumulated Market Value Adjustments	87,760	75,247	12,513
Board Designated Reserves			
Capital Repair & Replacement Reserve	132,794	140,343	(7,549)
Operating Reserve	60,000	60,000	0
Congregational Growth & Development	74,604	88,891	(14,287)
Total Board Designated Reserves	267,398	289,234	(21,836)
Net Assets with Donor Restrictions			
Beacon	1,437	1,482	(45)
Emergency Caring Fund	7,889	8,889	(1,000)
Memorial Garden Fund	45	263	(219)
Ministerial Support Fund	0	16,093	(16,093)
Promissory Note Contingency Fund	0	50,000	(50,000)
SF #1 (Pass Through Collection)	0	25	(25)
Teen Travel Scholarship Fund	4,687	4,687	0
Welcoming Congregation Ministry	555	305	250
Funds Held for Next Fiscal Year	3,000	1,794	1,206
Total Net Assets with Donor Restrictions	17,612	83,538	(65,926)
Total Endowment Net Assets	50,236	41,185	9,052
Change in Net Assets	11,087	29,361	(18,274)
Total Net Assets	1,483,467	1,372,315	111,152
TOTAL LIABILITIES AND NET ASSETS	\$ 1,484,225	\$ 1,553,235	\$ (69,010)
Cash without Restrictions	\$ 83,746	\$ 82,371	\$ 1,375

Buckman Bridge Unitarian Universalist Church
Statement of Financial Activities
July 1 2021 - March 31, 2022 vs Prior Year

	Jul 2021 - Mar 2022	Jul 2020 - Mar 2021 (PY)	Change
Revenue			
Contributions			
General Donations	3,159	2,111	1,048
Plate Cash	799	0	799
Pledges Paid	90,818	90,805	13
Unfulfilled Pledges	(2,900)	(3,140)	240
Total Pledges Paid	87,918	87,665	253
Pledgers' Additional Donations	1,690	2,194	(505)
Total Contributions	93,566	91,970	1,596
Other Operating Revenue			
Amazon	113	114	(0)
Interest & Dividends	387	2,039	(1,652)
Rent	940	0	940
Fundraisers for Operations	0	340	(340)
Funds Released from Restrictions	6,943	18,301	(11,357)
Total Other Operating Revenue	8,384	20,793	(12,409)
Total Revenue	\$ 101,950	\$ 112,763	\$ (10,813)
Expenses			
Board Administration	6,263	6,232	30
Caring Committee	29	0	29
Facilities	10,455	7,210	3,246
Finance	9,512	9,030	482
Hospitality	143	0	143
Lifespan Religious Education	612	753	(141)
Membership	293	307	(14)
Promissory Loan Interest Expense	4,451	7,303	(2,853)
Payroll Expenses	62,130	51,173	10,957
Public Relations & Communications	429	121	308
Social Action	0	224	(224)
ICARE	1,000	1,500	(500)
Worship	5,700	7,150	(1,450)
Total Expenses	\$ 101,017	\$ 91,002	\$ 10,015
Change in Net Assets from Operations	\$ 933	\$ 21,761	\$ (20,828)
Other Revenue			
PPP Loan Forgiven	10,154	7,600	2,554
Change in Net Assets	\$ 11,087	\$ 29,361	\$ (18,274)

Buckman Bridge Unitarian Universalist Church
Approved Budget FY2021-2022 vs Actual Expenses
YTD as of March 31, 2022

	Budget Total FY2022	Actual YTD Mar 2022	Budget \$ Remaining	% Budget used for 75% of year
Revenue				
Pledge Commitments	128,000	90,818	37,182	71%
Unfulfilled Pledges	(12,800)	(2,900)	(9,900)	23%
Total Pledge Donations	115,200	87,918	27,282	76%
Donation General	3,500	3,159	341	90%
Plate Cash	4,000	799	3,201	20%
Pledgers' Additional Donations	4,000	1,690	2,310	42%
Total Contributions	126,700	93,566	33,134	74%
Amazon Associates	160	113	47	71%
Interest Income	1,000	387	613	39%
Rental Income	1,400	940	460	67%
PPP Loan Forgiveness	10,154	10,154	0	100%
Fundraising Income	10,000	0	10,000	0%
Total Other Revenue	22,714	11,594	11,120	51%
Released from MSF	6,943	6,943	0	100%
Total Revenue	\$ 156,357	\$ 112,103	\$ 44,254	72%
Expenses				
Caring	200	29	171	15%
Facilities	12,253	10,455	1,798	85%
Finance	11,680	9,512	2,168	81%
Hospitality	1,000	143	857	14%
Lifespan Religious Education	1,550	612	938	39%
Board Administration	6,516	6,263	253	96%
Payroll Expenses	92,072	62,130	29,942	67%
Total Board Administered	103,538	68,393	35,145	66%
Membership	450	293	157	65%
Promissory Note Interest (Aug, Nov)	4,451	4,451	0	100%
PR & Communication	1,100	429	671	39%
Social Action	700	0	700	0%
ICARE	1,500	1,000	500	67%
Worship	10,800	5,700	5,100	53%
Total Operating Expenses	\$ 149,222	\$ 101,017	\$ 48,205	68%
Change in Net Assets from Operations	7,135	11,087	(3,952)	155%
Promissory Note Principal Payments	7,135	7,135	0	100%
Congregational Growth & Development Reserve	0	0	0	
Capital Repair & Replacement Reserve	0	0	0	
Total Additional Expenditures	7,135	7,135	0	100%
Total Expenditures	\$ 156,357	\$ 108,152	\$ 48,205	69%
Change in Net Assets After All Expenditures	\$ -	\$ 3,951	(\$3,951)	

Buckman Bridge Unitarian Universalist Church
Reserves and Funds
July 1, 2021 - March 31, 2022

Board Designated Reserves	Balance as of June 30, 2021	Additions	Disbursements	Balance as of March 31, 2022	Change
Reserve	136,510	0	(3,716)	132,794	(3,716)
Operating Reserve	60,000	0	0	60,000	0
Congregational Growth & Development (CG&D) Reserve	88,891	1,136	(15,423)	74,604	(14,287)
Total Board Designated Reserves	\$ 285,401	\$ 1,136	\$ (19,139)	\$ 267,398	\$ (18,003)

Net Assets with Donor Restrictions	Balance as of June 30, 2021	Donations	Disbursements	Balance as of March 31, 2022	Change
Beacon	1,482	0	(45)	1,437	(45)
Challenge Gift for Promissory Notes	16,100	0	(16,100)	0	(16,100)
Emergency Caring Fund	8,889	0	(1,000)	7,889	(1,000)
Memorial Garden Fund	263	25	(244)	45	(218)
Ministerial Support Fund	6,943	0	(6,943)	0	(6,943)
Promissory Note Contingency Fund	117,800	38,682	(156,482)	0	(117,800)
Teen Travel Scholarship Fund	4,687	0	0	4,687	0
Welcoming Congregation Ministry	305	375	(125)	555	250
Funds Held for Next Fiscal Year	6,094	3,000	(6,094)	3000	(3,094)
Total Net Assets with Donor Restrictions	\$ 162,563	\$ 42,082	\$ (187,032)	\$ 17,612	\$ (144,950)

Endowment Net Assets	Balance as of June 30, 2021	Donations	Change in market value	Balance as of March 31, 2022	Change
	\$ 44,595	\$ 2,820	\$ 2,822	\$ 50,236	\$ 5,641

Capital Repair & Replacement Reserve Disbursements		Congregational Growth & Development Reserve Additions & Disbursements	
Fire alarm panel & duct detector repairs; safety	(1,309)	FYE 2021 transfer	1,136
Audio computer, connector, mic for streaming	(1,021)	Promissory Notes Payoff	(15,423)
Replace playset on playground	(1,386)		
Total	\$ (3,716)	Total	\$ (14,287)

Buckman Bridge Unitarian Universalist Church
Proposed Budget for Fiscal Year 2022-2023

	Amount		Amount
Revenue		Hospitality	
Contributions		Coffee Hour	700
Pledge Commitments	118,000	Annual Meeting Lunch	100
Unfulfilled Pledges	(9,440)	Paper Prod & Supplies	<u>200</u>
Total Pledge Donations	\$ 108,560	Total Hospitality	\$ 1,000
Donation General	5,000	Lifespan Religious	
Plate cash	4,000	Education	
Pledgers' additional donations	<u>5,000</u>	Chalice Camp	150
Total Contributions	\$ 122,560	Curricula	500
Other Revenue		Social Activities/Teams	200
Amazon Associates	160	Supplies	100
Interest Income	300	Training & Development	<u>1,100</u>
Rental Income	1,400	Total LRE	\$ 2,050
Annual Fundraising Income	<u>6,750</u>	Board Administered Administration	
Total Other Revenue	\$ 8,610	Awards & Recognition	50
Total Revenue	<u>\$ 131,170</u>	Background Checks	300
Expenses		Ministerial Prof Expenses	340
Caring Committee		DRE Prof Expenses	1,800
Chaplain Supplies	50	Office Supplies, Cartridges	400
Recognition/Training	100	Postage and PO BOX 844	200
Funeral Receptions	<u>50</u>	Training for Office Staff	<u>100</u>
Total Caring Committee	\$ 200	Total Administration	\$ 3,190
Facilities		Denominational Affairs	
A/V Equipment	300	AR/AO/MC	300
Building Inspections	550	Gen Assembly Delegates	<u>825</u>
Building Repairs & Maint	1,000	Total Denominational Affairs	\$ 1,125
Grounds Maintenance	3,861	Denominational Dues	
Cleaning Service	3,468	UUA APF Dues	<u>5,849</u>
Cleaning Equip & Supplies	500	Total Denominational Dues	\$ 5,849
Computer	600	Payroll Expenses	
Piano Tuning	140	Babysitting/Nursery Care	3,750
Alarm Monitoring	720	Office Asst - Gross Wages	7,800
Utilities: Electric, water	4,004	DRE – Gross Salary	36,000
Utilities: Solid Waste	179	DRE – LTD Insurance	468
Utilities: Phone, internet	<u>2,251</u>	Sexton/Custodian	7,800
Total Facilities	\$ 18,173	Employer Payroll Taxes	4,270
Finance		Minister – Base Salary	8,500
Bank Fees	500	Minister – In Lieu of FICA	650
Fees - Govt	62	Minister – LTD, PFML	141
SaaS Software	2,193	Payroll Adj / raises	<u>2,400</u>
Insurance - P&L, WC	<u>10,500</u>	Total Payroll Expenses	\$ 71,779
Total Finance	\$ 13,255	Total Board Administered Membership	
		Materials, Packets/Gifts	450
		Total Membership	\$ 450

Public Relation & Comm	
Advertising	100
Community Events	300
Literature & Promotions	200
Website & Internet	50
Total PR & Communication	\$ 650
Social Action Committee	
Social Action Events	550
Justice Florida	150
Total Social Action	\$ 700
ICARE	
ICARE Dues	500
Training & Transportation	250
Total Social Action	\$ 750
Worship	
Music Honorarium	2,600
Speaker Honorarium	9,200
Worship Team Training	200
Total Worship	\$ 12,000
Total Operating Expenses	\$ 131,170
Change in Net Assets	\$ 0
Transfers to Reserves	
Capital Repair & RR	0
Congregational Growth & Dev	0
Total Additional Expenditures	\$ 0
Total Expenses & Expenditures	\$ 131,170
Change in Net Assets After All Expenditures	\$ 0



Buckman Bridge Unitarian Universalist Church

Date: May 11, 2022

To: The Members of BBUUC

From: Your Healthy Congregation Ministry

Members: Helen Meatte, Ellen Miceli, Linda Mowers, Madeline Sims

Subject: Proposed Congregational Covenant

The Healthy Congregation Ministry was tasked with the process of working with our members to create a Congregational Covenant to be presented for acceptance at our Annual Meeting held on May 22, 2022. A Congregational Covenant is different from our Covenant of Right Relationship. It more simply articulates our ultimate commitment to one another through the values we share and the promises we make among ourselves. Living in covenant as a spiritual practice creates trust, space for sacred conversations, authenticity, and safety. Congregational Covenants reflect the needs and wishes of the entire congregation. Our Covenant of Right Relationship was created around expectations of specific behaviors and relationships. Our Board, committees, ministries, and affinity groups often create their own covenants that apply specifically to the dynamics of their mission. The Congregational Covenant is overarching and serves as the glue that binds us together.

The Healthy Congregation Ministry conducted three separate meetings that were held in February and March, in order to give members a choice of dates and venues. Two were held at church in person, and one was held virtually via Zoom. The meetings were designed to encourage input from our members that would help us create a congregational covenant to reflect the promises we make to one another about who we are as a congregation, and how we treat one another as we seek to live our values and learn from our wisdom sources.

During the meetings, members were invited to provide their input on questions that focused on articulating their core values. This was followed by a series of questions to gather input on living our values, creating beloved community, and what promises we need to make that are most meaningful. We also explored what behaviors we seek to create the safe, supporting space that allows us to grow to our deepest selves, and how we want our members, friends, and visitors to feel when they encounter BBUUC. Comprehensive notes were taken, and word clouds were created for each meeting as a visual representation of the keywords that were recorded.

After completing the final meeting, our team consolidated and refined the detailed input from all three meetings and created a proposed covenant that pulls from the common values and shared expectations of our congregation as a whole. The proposed Congregational Covenant is outlined below, along with the combined wordcloud from all of the meetings.

We are truly grateful for your time and participation in providing the building blocks for creating our Covenant. We cannot do this without our collective efforts. Our faith tradition requires that our Covenants come from our shared expectations around the behaviors that we want to cultivate, bringing us closer to the beloved community.



**Buckman Bridge
Unitarian Universalist Church**

Proposed Congregational Covenant

May 22, 2022

We covenant to engage one another with honesty, kindness, and respect; to value diversity, seek understanding of our differences, and practice gracious accountability with care, love, and empathy. We make these promises to those who are here, and those yet to come, so that we may be a safe, welcoming, and beloved community of acceptance, learning, and transformation.

COMBINED WORD CLOUD FROM ALL MEETINGS



Council: Committee & Ministry Annual Reports For Fiscal Year 2021-2022

Caring Committee

Leader: Cindi Jorgensen

Committee Members and Participants: Lee Plumb, Molly Brady, Viqui Hilliard, Helen Meatte, Ellen Micelli, Eileen Morrison, Kristina Altes, Tara Crisp, Debby Jones, Cindy Parker, David Rulison, Terri Reitz

Mission Statement (or purpose):

The mission of the BBUUC Caring 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 treasurer.

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 Caring 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.

Memorial service options have been made clear in policies and procedures.

Challenges:

Continue to work on providing rides to those who lack transportation.

Communication regarding Joys and Concerns continues to be a challenge due to multiple ways of reporting them.

Facilities Committee

Chair: Jason Chapple

Sexton: Joshua Dean

Committee Members: David Christenson, Steve McCullar, Barry Mowers, and Nathaniel Samuels

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.
- Erecting a new playset
- Replaced emergency ballast in womens room
- Replaced hand wash sink in kitchen
- Currently working proposal for a new fence
- Hired a Sexton

Challenges:

- Lack of Congregational engagement
- Limited funds being used for other needs
- Difficult to get service providers to provide quotes/service

Thanks:

- To David Christenson for his knowledge & advice on keeping everything up and running.
- To Joshua Dean for his great work so far as Sexton

Finance Committee

Leaders: Peg Christenson, Finance Chair; Pam Richards, Treasurer

Committee Team Members: Stacy Asimos, David Christenson, Dale Crawford, Don Culpepper, Don DeStephano, 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:

- Promissory Note Payoff
- Planning & executing a pledge drive without a Stewardship chair or committee.
- Navigating the COVID-19 impact to church finances
- Securing Paycheck Protection Program loans and forgiveness for BBUUC

Challenges: Leadership succession ...need a plan!

Thanks to:

- The Generous Donors to the Promissory Note Payoff Campaign
- Chuck Smithers and Henry Seng for conducting a thorough remote annual review of the church's financial records and compliance with bylaws, policies, and procedures.
- Linda Mowers, Chuck Smithers and Pam Richards for their help planning & executing a pledge drive without a Stewardship chair or committee.
- Henry Seng for organizing the Offertory Usher Team
- Existing committee chairs for responsibly managing committee budgets.
- Congregation for their dedication to the well being of BBUUC during a second pandemic year.

Healthy Congregation Ministry

Leader: Linda Mowers, Team Lead

Committee Members: Helen Meatte, Ellen Miceli, 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 continues to meet regularly, conduct training, and provide guidance and facilitation with healthy conflict management.
- We are presenting a congregational covenant for approval at the annual meeting.
- We have provided virtual and in-person facilitation with committee covenant building and process observing.
- We have worked with various church leaders on specific issues of conflict, relationships, resolution, and covenant.
- More members of our congregation have a better understanding of the role of Covenant in our faith tradition.

Major Initiatives and Accomplishments:

- We designed a process for creating a Congregational Covenant and held a series of meetings for input in the process, resulting in a proposed covenant to be approved by the congregation at our Annual Meeting.
- We met privately with members in conflict to facilitate reconciliation.
- We invited the leaders of our congregation (Board and Council) to participate in a deep read and study of "Widening the Circle of Concern," the report from the UUA Commission on Institutional Change appointed by the UUA Board of Trustees.
- Facilitated Listening Circles around racial justice issues, with plans to continue those in the coming months.
- We have been designated a Ministry by the Board. We are now the Healthy Congregation Ministry.
- 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.

Thank-Yous:

- Thank you to **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 **Reverend Amy Moses-Lagos** for her participation and assistance with this ministry.
- Thank you to the BBUUC Board for their support of our Healthy Congregation Ministry

ICARE Ministry

BBUUC ICARE Coordinator: Carole Hawkins, Molly Brady

Team Leaders: Carole Hawkins, Molly Brady, Cindi Jorgensen, Stefanie Jorgensen

BBUUC ICARE Justice Ministry Network members: Molly Brady, Chris Jarman, Jennifer Milam, Madeline Sims, Erin Rogers, Claudia Marshall, Carole Hawkins, Janie Dew, Paul Polizzi, Nathaniel Samuels, Elizabeth DeCoux, Mike Ludwig, Cindi Jorgensen, Don & Patty DeStephano, Viqui Hilliard, Tara Crisp, Helen Meatte, Stefanie Jorgensen, Paul Petrilla, Marilyn Jones, Chuck Smithers

Mission Statement (or purpose): BBUUC is one of 38 congregations that collaborate in Jacksonville's Interfaith Coalition for Action, Reconciliation and Empowerment (ICARE). Through direct action, we use the power of organized people to hold public officials accountable for issues of justice and fairness affecting our community.

Vital Signs:

- The ICARE Team Leaders held 6 House Meetings attended by 38 BBUUC members and friends in September and October. 22 persons became BBUUC Justice Ministry Network Members.
- 9 attended the Community Problems Assembly Nov. 8.
- 7 attended the ICARE Research Kickoff Nov. 30 and 7 continued as research committee members.
- 15 attended the BBUUC Justice Ministry meeting January 31.
- 8 attended the citywide Rally February 28.
- 66 attended the Nehemiah Action Assembly on March 28.
- 2 members attended DART training, one for Research and one for Corporate Investment.
- 50 BBUUC members signed letters to the sheriff and 38 signed letters to the mayor.
- BBUUC ICARE leaders played roles at the Nehemiah Assembly and in a PR interview with WJCT.

ICARE Actions in 2021-22:

- Launched a new campaign, Care for Creation, to advocate for policy responses to climate change. We learned the largest impacts in Jacksonville will come from flooding and extreme heat.
- Continued to advocate for Adult Civil Citations in order to keep people from going to jail for minor offenses, like driving without a license, which often criminalizes poverty and results in a criminal record that has serious lifelong consequences.
- Continued to advocate for building a Crisis Intervention Team in Jacksonville, to keep people who are suffering from a mental health crisis out of jail and get them the treatment and community services they need.
- Continued to monitor the sheriff's department's Group Violence Intervention program, a carrot-and-stick approach that gets people out of gangs and has been shown to significantly reduce homicides.
- ICARE launched a media campaign to draw attention to our Adult Civil Citations and Mental Health initiatives. A letter campaign and protest outside the Sheriff's office was covered by four news outlets. A week later, the Sheriff met with a 15-person ICARE team.
- Neither Sheriff Mike Williams nor Mayor Lenny Curry—local leaders in a position to address this year's community problems—attended the Nehemiah Assembly. Two sheriff's candidates attended, and one, Wayne Clarke has since endorsed Adult Civil Citations.
- Councilman Matt Carlucci invited ICARE to participate in a reunion of the COJ Special Committee on Resiliency. There, we heard details from the city's chief resiliency officer on plans for a flood vulnerability assessment, which is ICARE's main Care for Creation ask. The CRO said Jacksonville's flood vulnerability assessment would be done by August 2022.

Leadership Development Committee (Elected)

Committee Members: Heather Chapple, 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, although incomplete
- Committee gave two training sessions to members of the Board, interested Council members, and interested members of the congregation

Challenges:

This has obviously been another 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 volunteer burnout and the continued transition into in-person gatherings, 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 President 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 David Christenson and Pam Richards for their guidance.

Lifespan Religious Education Committee

Leader: Cheryl Sakelakos, Chair

Director of Lifespan Religious Education: Chris Jarman

Committee Members: Erin Rogers, Marilyn Smart, Joani Maskell, Mary Hamilton, Amanda Seng, Annabelle Gallois-Bernos, 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

- Sunset Tailgates
- Trunk or Treat
- Widening the Circle of Concern COIC Report Study Group
- Burn the Mortgage Bonfire
- Cookies and Caroling after the Christmas Pageant
- Replaced the Playground set
- Church Picnic @ Tilly Fowler Park
- Easter Egg Hunt
- Nursery Painted (Thanks Cindy !!)
- Meet Rev Amy Cookout
- Administrate the BBUUC Community Facebook page
- Administrate the Soulful Parenting Facebook page
- Administrate LRE and church programming on the Zoom platform, offering technical support and scheduling.

Children's Religious Education

- All Ages Family Religious Education
- Cooking with pUUrpose (zoom) All Ages
- It's all fUUn and games with Chris- RE pivot to in-person
- Soulful Home Family Packets
- Creating the Sabbath Family Packets
- POP! Parents of Preschoolers videos for home use curriculum
- Beacon Youth Group
- Roots & Wings Newsletter

Adult Religious Education

- Integrating Your Religious Past
- Journey Circles
- UUA Common Read "Defund Fear"
- Prayer Shawl Group
- Adult Dungeons & Dragons Group
- Soul Matters Faith Development Packets for Adults
- Soul Matters Social Media memes
- Soulful Parenting Support Group

Lifespan Religious Education Committee (continued)

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

- Socktober- 785 pairs
- Food Drive
- UU the Vote/Side with Love

Worship

- "Liminal Time" RE October service
- Outdoor Christmas Pageant
- RE Sunday
- Weekly Wonder Box
- DLRE attends weekly Worship committee meetings.

Professional Development

- LREDA Professional Days @ GA
- Served as a 2021 GA delegate
- Virtual workshop for your congregation's greeting team: Build the Beloved Community by being Inclusive.
- Pastoral Care Training for Religious Educators
- Mental Health First Aid for Youth & Young Adults
- Worship Renaissance Module

Thank-Yous:

- Thank you to Cheryl Sakelakos for serving as the LRE chair this year
- Thank you, Jason Chapple, Cindy Jorgenson, David Christenson, Peg Christenson, Joshua Dean, Nick Racioppo, Paul Petrilla for helping make LRE facility requests happen.
- 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

Acting Chair: Cindi Jorgensen (until March)

Committee Team Members: Lynn Wadley and Marie Lybrook

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 5/4/22 = 129 Members
- New members added: 0
- Former members who are active: 2
- Former members who rejoined: 5
- Members who left: 20 (18 resigned, 2 deceased)
- Emeritus Members: 6
- Visitors: 24 documented first visits since we reopened. 5 currently in new member class

Major Initiatives and Accomplishments:

- Contact with members was maintained through pandemic.
- First Newcomer class held; transitioned to Rev. Amy for additional class and New Member Ceremony

Challenges:

- Continuing work of membership through new leadership.

Thank-Yous:

- Those who served as Greeters
- Those who served at the Welcome Table
- Those who assisted with the Newcomer class

Public Relations and Communications Committee

Chair: Open

Committee Members: Liz Baldwin, David Christenson, Marie Lybrook, 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.

Challenges:

- Getting more volunteers for the committee.

Initiatives For 2022-2023:

- Transitioning to new PR Chair.

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

- Liz Baldwin for faithfully creating and distributing the monthly and weekly newsletter
- Chris Jarman for her assistance in social media posts and general guidance
- David Christenson for all of his AV setup and Nate Samuels for leading our AV Tech Team
- 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 Congregation Ministry

Leader: Elizabeth DeCoux

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

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

Vital Signs:

- Over a dozen people represented BBUUC in Jacksonville's October 2021 Pride Parade, a joyous event following the previous year's cancellation of the parade because of Covid.
- \$780 in gift cards were collected and donated to JASMYN and NFAN, through the generosity of the congregation and its leadership.
- BBUUC's Welcoming Congregation status was renewed with the UUA.
- LRE and RWM sponsored a screening and discussion of the documentary "Disclosure," focusing on how transgender people are portrayed in film and television, and the messages conveyed by those portrayals.
- As Florida's state government directly attacked LGBTQIA+ people with the Don't Say Gay law, BBUUC'S congregation and leadership vocally gave their support to LGBTQIA+ people by saying aloud in a Sunday morning worship service, "I'm on your side."

Major Initiatives and Accomplishments:

- Renewal of Welcoming Congregation Status: RWM facilitated BBUUC's second renewal of its Welcoming Congregation Status with the UUA. This work involved worship, donations to local LGBTQIA+ groups, and other requirements. We are on track for this second renewal and will, following any consultation desired by Council or Board, submit our report for UUA approval after the end of the fiscal year.
- Gift Card Sunday, on which \$780 in gift cards was raised for NFAN and JASMYN, through the generosity of the congregation and its leadership.
- Memorial Quilt: Lee Plumb and Cindi Jorgensen, using squares decorated by members of the congregation, assembled a quilt memorializing LGBTQIA+ people, including UU LGBTQIA+ pioneers, people who died of AIDS, and victims of hate crimes. The quilt was displayed on the first in-person worship service in November; future displays are planned. This will be a living work that can be added to in future years.
- Ice Cream Social and Cocktail Party on Zoom. A fun time.
- Jacksonville Pride Parade: Over a dozen people joyfully represented BBUUC in the parade.
- Senior Prom: Some members of RWM, because of discrimination or social pressure, were not able to attend high school prom with the date of their choice. Some of those members are now senior citizens, who would love to have a second chance at enjoying prom. The plans and preparations for this June 11 event are underway.

Challenges: Continuing to foster relationships between RWM, BBUUC as a whole, and the Jacksonville LGBTQIA+ community.

Rainbow/Welcoming Congregation Ministry (continued)

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 to Gift Card Sunday
- 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, Elizabeth Curtis, David Dean (Video Editor), Elizabeth DeCoux, Alyssa Halliday, Kris Kines, Linda Mowers (chair), 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. Bi-weekly after live services resumed.
- Worship Services recorded, edited, and posted on our YouTube channel.
- Rev. Amy Moses-Lagos presenting monthly worship services.
- Guest ministers, lay, and guest speakers for the other services, providing the anchor for our worship in their sermons.
- Participation of BBUUC member musicians and live guest musicians from the larger community.

Major Initiatives and Accomplishments:

- During the shutdown, we continued to collaborate and produce weekly recorded worship services for BBUUC, along with weekly live Fellowship meetings after virtual worship. After re-opening in November, we transitioned to a hybrid live worship service in the building, which has evolved as the Covid restrictions are eased.
- Collaborated with Rev. Amy throughout the year for Worship. Team members served as Worship Associates to Reverend Amy for her service Sundays.
- Team members served as Worship Leaders for services with guest ministers or speakers on those Sundays when Rev. Amy was not in the pulpit, creating and coordinating their services and acting as liaison with the speakers and musicians.
- 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.
- Continued our commitment to keeping Worship focused on sermons that center our theology, principles, and sources, as well as UU initiatives. We also incorporated services of notable celebrations, holidays, and holy days, including Water Sharing, Christmas Eve, Easter, Flower Communion, and recognitions of other holidays within the individual services.
- Returned to live musicians for most of our services upon re-opening.
- Continued to fine-tune our virtual worship format and presentations

Worship Committee (continued)

Challenges:

- Greater participation of our congregants.

Thank-Yous:

- Thanks to the members of our **Worship Team** for their hard work and commitment over the last year! The love and support—for one another and our work for the congregation—have helped us move our way through these trying times with grace.
- Thanks to **Reverend Amy Moses-Lagos** for her leadership and participation.
- Thanks to our **Audio Booth Team** for all of their help on Sunday Mornings in making our services work. Thanks to **Facilities**, and to our sexton, **Joshua Dean**, for all of their efforts in creating a great space for our Worship to take place.
- Thanks to **David Dean**, who, as our video editor, donated his valued time and expertise in editing and producing our video worship services while we were closed, then continued to prepare the recorded services for YouTube after re-opening.
- Thanks to **Finance** for their help in creating a team of volunteers for **Offertory Ushers** on Sunday Morning, coordinated by **Henry Seng**.
- Thank you to our fantastic and very generous accompanists, **Dr. Gary Smart, Sydney Crisp and Eileen Morrison**. They have donated their time throughout the year to provide accompaniment for our worship services, and often provide performances of special music for our services.
- Thanks to **Lynn Wadley** for scheduling and coordinating our guest and in-house musicians to offer special musical performances for our Worship services. Thanks to all of our members and friends who have shared their musical gifts in our services by performing as part of Worship, including **Dr. Gary Smart, Sydney Crisp, Caitlin Regan, Marilyn Smart, Job Meiller, Michael Bernos, Tyler Kidd, Linda Crawford, Eileen Morrison, Ellen Miceli, Pete Jorgensen, Parker Harrison, and Lynn Wadley**.
- Thanks to **Viqui Hilliard** for scheduling and coordinating volunteer vocalists who sang our hymns in worship services while the congregation was prohibited from singing in the earlier stages of Covid. Our appreciation as well to all who came to the chancel to sing our hymns in worship during that time, including **Caitlin Regan, Viqui Hilliard, Lisa Chernychev, Carole Hawkins, Claudia Marshall, Marilyn Smart, David Dean, and Lynn Wadley**.

In Memoriam

Deborah Lynn McGovern

February 1, 1951 - September 20, 2021



Deborah Lynn McGovern, 70, passed away at home on September 20, 2021. She was born in Massillon, Ohio to Leslie Patrick McGovern and Joan Fadely. She was the eldest of three children. She married Michael Maxwell of Canton, Ohio in 1973. The couple divorced in 2007.

Deborah was a lifelong scholar with a J.D. from University of Florida and a Master's in Library Science from Florida State University. She worked at Nova Southeastern University and Charleston School of Law teaching library science and research courses before retiring to her home in Jacksonville, Florida. A lifelong nature and bird enthusiast, she was instrumental in the designation of a portion of State Road 13 as the William Bartram Scenic Highway. She was passionate about the arts and had an extensive collection of music and books that she loved to share with her family and friends. Her brilliant, inquisitive mind and love of wordplay always brought equal parts humor and enrichment for those in her life. She is survived by her children Connor Maxwell, of Jacksonville, Florida, and Kathleen Maxwell, of Archer, Florida. Also surviving her are her sister, Leslie McGovern; her nieces, Michelle Randall, Kristine Schneider, and Sarah McCool; and her nephews Sean and Kevin McGovern. She was preceded in death by her brother Lee McGovern.

A Celebration of Life service for Deborah was held at BBUUC on October 17, 2021 by Rev. Carmen Emerson.

In Memoriam

Patricia Ray

August 2, 1953 - September 25, 2021



Pat Ray was born in 1953 in Charleston, West Virginia, to parents, Harry and Joy Ray, becoming oldest sister to her brothers Fred and John over the next 5 years. She died in September 2021 in hospice care. She was predeceased by her mother, Joy; her brother John; her husband and love of her life, Lloyd; and her partner, Jimmy. Pat is survived by her father, Harry and step-mother, Ida, whom she always treated with love, respect, and caring. She is also survived by her brother, Fred, and her nephew, Chris, whom she and Lloyd parented for many years during Chris' childhood.

Pat valued education and became a registered nurse following her graduation from Jackson Memorial Hospital School of Nursing in Miami in 1972; later earning a Master of Public Administration from Troy University, an MBA from the University of Maryland Global Campus, and a graduate certificate in religious studies from Hartford International University. She was a highly-rated on-line instructor in medical assisting, much appreciated by her students. She was also a certified Reiki practitioner.

Pat was a Universalist Christian, open-minded and open-hearted about religion and ways that others found meaning and connection with life, with one another, with the holy. She was a generous friend who loved to arrange short trips to see or do something different and interesting; she enjoyed visual, creative arts and performing arts; and she valued education for herself and others, including religious education for the children and youth of BBUUC as an OWL teacher. She loved BBUUC and her friends here, and over the years she served not only as an OWL teacher but also as BBUUC's chaplain and leader of the pastoral care team, a board member, board president, and co-facilitator of the UU Christian Fellowship. She was a funny and interesting person, missed by many.

A Celebration of Life service for Rev. Pat was held at BBUUC on December 5, 2021 by Rev. Carmen Emerson.

In Memoriam

Dixie Clisby

April 11, 1948 – January 12, 2022



Dixie L. Clisby, 73, of St. Augustine, Florida passed away on Jan. 12, 2022 in Green Cove Springs, Florida from complications related to open-heart surgery. Dixie was born on April 11, 1948 to Eldon and Evelyn (Hatch) Frasher in Muncie, Indiana. She was married for 47 years to David Gray with whom she has two children. She married Ted Clisby in 2019.

Dixie graduated from Portland High School in 1966. In 1970, she received a Bachelor of Science degree in English and in 1976 she received a Master of Arts in English, both from Ball State University.

Dixie began her career in secondary education, but her entrepreneurial spirit led her to co-own and manage several successful clothing businesses in Portland, Indiana and later, in Berne, Indiana. At the beginning of the 1990s, Dixie's career took the family to Indianapolis where she parlayed her experience into a career in human resources and organizational development. She co-founded two successful start-up companies and over the years her work as an HR executive and consultant led her to Chicago, Silicon Valley, Toronto, and Dubai.

Dixie became active in the Unitarian Universalist church after moving to Florida and remained a devoted member until her death.

Dixie was preceded in death by her father in 1970, her mother in 1996, and her brother Charles "Charlie" Frasher in late 2021.

Dixie is survived by her husband Ted Clisby of St. Augustine, Florida; her daughter, Amanda Bell of Houston, Texas; her son, Ryan Gray (Theresa) of Knoxville, Tennessee; her grandchildren, Jackson Bell, Addison Gray, and Eli Gray; her step-granddaughter Hannah Manning; her twin brother David Frasher (Anita) of Portland, Indiana; her sister-in-law Jackie Frasher of Anderson, Indiana; and her step-daughters, nieces, nephews and other extended family.

A Celebration of Life service for Dixie was held at BBUUC on May 21, 2022 by Rev. Bob MacDonald, Minister at UU Congregation of Treasure Coast.

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

*Buckman Bridge Unitarian Universalist Society, doing business as
Buckman Bridge Unitarian Universalist Church*

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