



Buckman Bridge
Unitarian Universalist Church
**Annual Business Meeting
and Election of Officers**

Sunday, May 21, 2023

ANNUAL REPORT • For Fiscal Year 2022-23



**Governance Structure
FY 2022 -2023**

Leadership Development Committee¹
Claudia Marshall, Henry Seng, and Erin Rogers
LD@bbuuc.org

Board of Directors¹
board@bbuuc.org
Chuck Smithers
President
president@bbuuc.org

David Christenson Vice President VP@bbuuc.org	Madeline Sims Secretary secretary@bbuuc.org	Pam Richards Treasurer treasurer@bbuuc.org
Alyssa Halliday Trustee trustee_ahalliday@bbuuc.org	Henry Seng Trustee trustee_hseng@bbuuc.org	Claudia Marshall Trustee trustee_cmarshall@bbuuc.org

Pastoral Care Team
chaplain@bbuuc.org

**Mentors & DLRE
Team**

**Affiliated Community
Minister**
Rev. Carmen Emerson
revcme@gmail.com

I.C.A.R.E. Co-Chairs Carole Hawkins & Molly Brady icare@bbuuc.org	Ministries BEACON Youth Ministry beacon@bbuuc.org	Rainbow/Welcoming Congregation Elizabeth DeCoux wcm@bbuuc.org
READI Ministry Claudia Marshall readi@bbuuc.org	Healthy Congregation Ministry Linda Mowers hct@bbuuc.org	

Board Task Forces

Memorial Garden Eileen Morrison	Library Madeline Sims library@bbuuc.org
Safety Open safety@bbuuc.org	Information Technology David Christenson tech@bbuuc.org

Dir of Religious Education
Jenn Jones
DLRE@bbuuc.org

Childcare Providers

Office Administrator
Beth Curtis
office@bbuuc.org

Sexton
Joshua Dean
sexton@bbuuc.org

Council of Committees

Caring Cindi Jorgensen caring@bbuuc.org	Finance Peg Christenson finance@bbuuc.org	Worship Linda Mowers & Caitlin Regan worship@bbuuc.org	Facilities Steve McCullar facilities@bbuuc.org	Lifespan Religious Education Joni Maskell & Marilyn Smart LRE@bbuuc.org	Social Action Claudia Marshall social_action@bbuuc.org
PR & Communications Open PR@bbuuc.org	Stewardship Open stewardship@bbuuc.org	Programming Open programs@bbuuc.org	Hospitality Lee Plumb hospitality@bbuuc.org	Membership Julie Smithers membership@bbuuc.org	



**Buckman Bridge
Unitarian Universalist Church**

Annual Meeting Agenda

May 21, 2023 • 12 PM

1. Call to Order
2. Establish Quorum
3. Chalice Lighting
4. Minutes from the Annual Meeting held on May 22, 2022
 - a. Vote on any proposed corrections
5. President's Report
6. READI Ministry Resolution
 - a. Discussion and vote
7. Leadership Development Committee placing names in nomination
 - a. Election
8. Treasurer's Report
9. Presentation of Proposed Fiscal Year 2023-2024 Budget by Finance Chair
 - a. Discussion and vote
10. Presentation on bylaws
 - 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 Relations

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 22, 2022

Call to Order

The annual meeting of Buckman Bridge Unitarian Universalist Church was held on May 22, 2022. It began at 12:00 pm and was presided over by David Christenson, with Joann Carollo as secretary.

Establish Quorum

There are currently 129 Members. A quorum for this meeting is 25% or 33 Members. There are 17 proxies and 59 members in attendance. The quorum was met.

Chalice Lighting Reading by Reverend Amy Moses-Lagos (chalice lit by Linda Mowers)

Approval of minutes

The minutes from the May 16th, 2021, meeting were distributed to the congregation in the meeting notice. The floor was open for any member to offer corrections. Since there were no corrections proposed, the minutes were approved as distributed by unanimous consent.

President's Report presented by David Christenson, Board President

Minister's Report presented by Reverend Amy Moses-Lagos

Leadership Development Committee nominations

Committee member, Eileen Morrison, made the following nominations for the Board of Directors:

- President – Chuck Smithers
- Vice President – David Christenson
- Treasurer – Pam Richards
- Secretary – Madeline Sims
- Trustee – Alyssa Halliday

Elections

All elections were uncontested, so bylaws specify that elections be done by acclamation. Each candidate was asked to stand and received an ovation. Alyssa Halliday was absent but received ovation.

No member was nominated for the Leadership Development Committee. The bylaws specify opening the floor for nominations. There were no nominations. At the beginning of the next fiscal year, there will be 3 vacancies in the Leadership Development Committee that can be filled by Board of Directors appointments.

Treasurer's Report presented by Pam Richards, Board Treasurer

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 22, 2022 (Continued)

Budget

- The proposed budget for fiscal year 2022-2023 was distributed to the congregation in the meeting notice.
- The Finance committee chair, Peg Christenson, presented the proposed budget.
- Kris Kines motioned to approve 2022-2023 budget as submitted; seconded by Claudia Marshall. Opened the floor for questions; no questions.
- Vote was done by raising voting cards. The budget was approved overwhelmingly.

Proposed Congregational Covenant presented by Linda Mowers, Team Lead of Healthy Congregation Ministry

- The proposed covenant was distributed to the congregation in the meeting notice and read in the meeting by Linda Mowers.
- Donna Zimmerman motioned to approve the Congregational Covenant as submitted; seconded by Mary Blajian. Opened the floor for questions. There were some questions and comments, but no proposed changes.
- Vote was done by raising voting cards. The Congregational Covenant was approved overwhelmingly.

Words from incoming President, Chuck Smithers

Comments from the floor; No comments

Closing words by Reverend Amy Moses-Lagos (chalice extinguished by Linda Mowers)

Meeting adjourned at 1:06 pm

President's Report: Fiscal Year 2022-2023

It has been a great honor to serve as the President of BBUUC this year and to be able to work closely with your BBUUC Board. The Board has had a busy year beginning with a planning retreat last August. At the retreat we went through an in-depth discussion of "What we do well" and "What we could do better." We determined the areas we wanted to concentrate on over this fiscal year. One significant item that came out of the retreat was a review of our current Bylaws, which we will address at this year's Annual Meeting. We will continue to work on all the elements identified at the retreat. I want to thank the members of the Board for their dedication in fulfilling their responsibilities this year and we look forward to completing this year to set the stage for the coming year.

I am very happy to report that we have just completed one of our most successful Stewardship Campaigns in many years. We have heard back from about 85% of our members and I am excited to report that we have received pledges from 70% of our active non-members/former members. At this point we have pledges of just over \$144,000, which was a little short of our overall goal, but we still realized a 20+% increase over the average annual amounts for the last seven years. That is truly amazing and a great testament to the support of our members and friends. We will have the final tally to report at the Annual Meeting along with the budget for next fiscal year, which will be up for approval by the congregation. In addition, I want to thank all of you who returned a Gifts of Self Survey. This is another key element of Stewardship and has given us a really good source of volunteers and information about their interest and talents.

Our membership numbers have remained fairly constant this year. As of the end of April we have 131 members, but I am excited to report that we have had 7 individuals complete the Learn About Us classes and have indicated they will be joining as members in the next couple of months.

I want to applaud the work of the Worship Committee for a job well done again this year. During the pandemic they worked very hard to bring us meaningful services virtually. Now that we are all back together in the sanctuary, I can't say I miss the virtual days. The services Worship plans and executes for us each week are the best I have experienced on my faith journey. Because we are a lay-led church, the services organized and presented by Worship each week, along with the Lifespan Religious Education program, are fundamental to a Beloved Community.

We ended last year with a transition in the Lifespan Religious Education program and unfortunately, we will be going through another transition beginning in June this year. I want to thank Jenn Jones for picking up the mantle last summer and agreeing to be our director of LRE. She will be leaving us on June 1 and I wish her the best of luck in her future endeavors. I know that the RE Committee will do a good job continuing to support and lead the program. The search for Jenn's replacement has begun. It is still early in the process, but I am gratified by the early interest of a couple of individuals in the church in potentially taking on the position.

President's Report: Fiscal Year 2022-2023 (continued)

Our focus on justice work is shown through the efforts of the READI Ministry, the ICARE Ministry, and the Rainbow Welcoming Ministry in continuing to do the hard work of keeping those in our community, and even the broader community, who are marginalized and discriminated against in the forefront of our minds. They provide us with meaningful communications, discussion groups, and resources as a way of including as many in the congregations as possible in this work. We were successful again this year in being certified as a Welcoming Congregation by the UUA and we had 44 of our members at the ICARE Nehemiah Assembly last month.

I am sure it is clear from all the efforts mentioned that our volunteers and (very small) staff are the lifeblood of our organization. Whenever you get a chance, say thanks to them for all they do – I could not do my job without them.

I look forward to the coming year to see what new and exciting things await us at BBUUC. I will end by saying I count on seeing you each Sunday (I'll be by the front door) and at the many meaningful events our church sponsors during the year.

Wishing You All Peace and Love!
Chuck Smithers
President, BBUUC Board of Directors

Affiliated Community Minister's Report: Fiscal Year 2022-2023

I continue in covenantal relationship with BBUUC as your Affiliated Community Minister in full fellowship and good standing with the Unitarian Universalist Association's Ministerial Fellowship Committee and the UU Ministers Association, including its Community Ministers Chapter.

I continue my role as a Lead Chaplain with Baptist Health Systems, serving Baptist Nassau Hospital in Fernandina Beach, and remain in good standing with the Association of Professional Chaplains as a Board Certified Chaplain (requiring 50 CEUs per annum). I have participated in interfaith clergy and community events in Fernandina and Nassau County, and have been welcomed as a UU minister by my clergy colleagues there. I recently led a workshop on Stephen Ministry with the lay pastoral care team of First Presbyterian Church in Fernandina Beach, and processed as clergy in the ordination of a chaplain colleague into the Episcopalian ministry in mid-April.

I continue to serve as spiritual advisor to a group of 15 teenagers from Yulee and Fernandina Beach high schools (from 9th through 12th grade), through Baptist Nassau's relationship with the Boys & Girls Club "Tipping the Scale" program, and work as a 1:1 mentor with one of the 15-year-old students. She and I have been asked to emcee the upcoming TTS graduation ceremonies later this May.

In June 2022 I earned my specialty certificate in the Essentials of Palliative Care through the California State University Shiley Haines Institute for Palliative Care. In March 2023 I attended a 4-day workshop on Cognitive Based Compassion Therapy through Emory University. In October 2023 I will begin a one-year virtual program to earn a graduate certificate in Trauma and Spiritual Care through the San Francisco Theological Seminary and the Graduate School of Theology of the University of Redlands.

I continue working as a coach/mentor with BBUUC's Healthy Congregation Ministry and by the time of this report we will have offered our first congregational workshop on "Conflict Transformation as a Spiritual Practice." I am on BBUUC's READI Ministry Team, as well, and over the past year led a 3-session series on the book, *Mistakes and Miracles* (examining the successes and stumbles of UU congregations engaged in anti-racism work). I am available to work with the board and other groups on leadership development, faith formation, missioning and visioning, or other programs that may be helpful to sustaining and growing our beloved church.

I offer 3-4 sermons during the church year, and very much enjoyed leading the 2022 Christmas Eve worship service. I have conducted memorial services for members and friends, and continue to be available for rites of passage services in accordance with my covenant with BBUUC and always in covenant with your contracted or called minister (when we have one).

I look forward to attending our UUA 2023 General Assembly as a BBUUC certified delegate, and – together with the other delegates – sharing information and insights about all that happens at this GA, including work on revision of the UUA Bylaws and especially Article II.

In our shared faith,
Rev. Carmen Emerson



Buckman Bridge Unitarian Universalist Church

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Dear BBUUC Board,

On June 21, 2022, the BBUUC Board established the Racial Equity, Accessibility, Diversity, and Inclusion (READI) Ministry and approved its mission.

At the request of the Board and in furtherance of the READI mission, READI worked to draft a resolution formalizing and memorializing BBUUC's strong opposition to racism and oppression. In developing this resolution, READI reviewed and considered anti-racism, anti-oppression, and multicultural work being done by and within the Unitarian Universalist Association and its member congregations. READI Ministry members unanimously approved the following resolution:

Resolved that we, members of Buckman Bridge Unitarian Universalist Church ("BBUUC"), understand Unitarian Universalism to be a transformative and living faith tradition, and hereby resolve to support ongoing anti-racism, anti-oppression, multicultural work in our congregation, as well as our denomination.

We, BBUUC, commit to ongoing participation and respectful engagement with this work as a member congregation of our UUA and in accordance with our BBUUC Congregational Covenant, wherein we promise 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..."

The READI Ministry asks that the Board include this resolution in the annual meeting notice and present it at the May 2023 Congregational Meeting for a vote by the members of BBUUC.

Respectfully submitted by the READI Ministry Members,

Claudia Marshall
David Christenson
Peg Christenson
Elizabeth DeCoux
Rev. Carmen Emerson
Mike Ludwick
Linda Mowers



A member of the Unitarian Universalist Association of Congregations

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 2023-2024 (July 2023 – June 2024):

BBUUC BOARD:

Chuck Smithers

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

Carole Hawkins

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

Madeline Sims

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

Jason Chapple

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

Molly Brady

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

Cindi Jorgenson

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

(Note: **Alyssa Halliday** will complete the 2nd year of her 2-year term as trustee – no vote required)

LEADERSHIP DEVELOPMENT COMMITTEE:

Claudia Marshall (1-year term)

Linda Mowers (2-year term)

OPEN (2-year term)

**Respectfully Submitted by the 2022-2023 Leadership Development Committee:
Claudia Marshall, Erin Rogers, and Henry Seng**



Buckman Bridge Unitarian Universalist Church Board Nominees for 2023 - 2024



President: Chuck Smithers
(BBUUC member for 2 years)
Nominated for a second 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 am completing my first year as President of BBUUC. I served in the position of Vice President last year. I have headed up the Stewardship Campaign over the last two years. I am involved with BBUUC Justice Ministry and ICARE. Over the last year I implemented a formal human resources (HR) procedure and documentation for BBUUC.

I have outside interest including serving 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?

It is important to me that I continue to learn more about what it means to be a leader in the UU tradition by participating in UUA- and BBUUC-provided training/learning events and how that knowledge can directly benefit BBUUC. I would specifically like to work on a more substantial Stewardship Campaign (not just a pledge drive) and to improve upon our overall communications efforts. I find it rewarding to be able to work with many of the committees and teams at BBUUC on opportunities and challenges as they present themselves. I think my experience over the last couple of years at BBUUC and my outside activities can help inform efforts undertaken by BBUUC.



Vice President: Carole Hawkins
(BBUUC member for 6 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:

Team leader and co-chair of BBUUC's ICARE Social Justice Ministry, worship leader and Worship Committee Member, Leadership Development officer, Co-chair of the Board's Mission/Vision Task Force and Membership Committee. I have also served in officer positions for the Coast Guard Auxiliary. I'm a 20-year journalist/corporate writer, specializing in government and business, and have also worked as a software developer for Arizona state government, DCS.

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

- Engage the congregation in decisions affecting the direction of church by supporting town hall discussions and member access to business meetings, and by soliciting a range of viewpoints ahead of votes.
- Promote healthy, authentic relationships by offering conflict resolution education to everyone in a peer-to-peer format, so we are all experts.
- Enhance programs by sharing resources with other churches in our region. Since COVID, several other churches have been doing this and I'd like to explore it too.
- Build power for social justice by seeking common ground within our church on issues work.



Secretary: Madeline Sims
(BBUUC member for 10 years)
Nominated for a second 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 Ministry. 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 three years (2015-2017 and 2022-present), PR Chair for the church for two years (2017-2019), and a founding member of the Healthy Congregation Ministry (2019-2022). 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 of 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 am also actively involved in the Florida Library Association, serving on their Conference Committee for six years, their PR Committee for two years, and I was the chair of the Volunteers Committee for their 2015 and 2023 conferences.

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 for three years and am seeking to finish out my second year for this term. 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: Jason Chapple
(BBUUC member for 2 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:

I served as the Chair of the Facilities Committee for a year and have volunteered in the kitchen, and during a couple of clean-up days. I also spent about 5 or 6 months helping with the tech team in the A/V booth. At my day job, my title is District Asset Manager. I focus on analyzing maintenance, repair, and replacement activities for large civil works projects such as locks and dams, and supporting equipment and facilities to include survey vessels, tugs/barges/cranes, heavy construction equipment, small equipment, and office/warehouse buildings. I have led a range of Project Delivery Teams for specific tasks such as development and award of construction and Operations & Maintenance contracts and development of training for Emergency Response teams. I directly oversee portions of, and assist with, development of budget requests and funding execution in excess of \$70M per year.

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

I will certainly have some new tasks to learn if elected to the position of Treasurer, such as QuickBooks and reporting cycles and content, but I do not foresee any task that I would not be able to accomplish. My vision would be to ensure invoices and payments to staff, vendors, service providers, and utilities are processed in a timely manner, and advise the Board and Congregation of any anticipated or real changes to Church costs through reporting and analysis. Additionally, I would work closely with the Finance Chair to be certain that we identify appropriate budgets, plan for future capital investments, and maintain appropriate reserves to sustain our facilities and support the projects and programs that are important to the Congregation.



Trustee: Molly Brady
(BBUUC member for 5 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:

Over the 34 years I spent working for the Federal Government, I learned that passion and enjoyment in any activity I pursued – whether as a leader, a manager, or a worker bee – were essential for my success and personal gratification. I’ve carried that lesson forward in my pursuits since that time as a Girl Scout Leader, as a temporary Census worker, and as a Member of Buckman Bridge Unitarian Universalist Church. At BBUUC, my passion for my work with ICARE is well known. I agreed to be a Justice Ministry Network member even before I formally joined the church in October of 2017. I subsequently served as an ICARE Team Leader and am now the ICARE Co-Lead for BBUUC. I have been consistently serving on numerous ICARE research committees and am now on the Board of the ICARE organization that provides leadership to all 38 ICARE member congregations. I also served on the BBUUC Visioning Committee and was the chair of the Social Action Committee. I have been involved in many volunteer activities like helping with potluck suppers and grounds clean-ups. I consider BBUUC as my extended family.

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

- First, I would like to focus on developing a strategy for recruitment of volunteers to help us effectively and painlessly support all BBUUC functions and activities.
 1. We have relied on a relatively small number of committed individuals to keep our church operating. They are dedicated, talented, underappreciated, and overworked.
 2. The How: I would seek input from current committee chairs and special group/task force leaders to find out their ideas on how to improve our volunteer recruitment success. The Membership Committee has done outstanding work in effectively incorporating all volunteer opportunities in the Newcomer classes. I believe that some focused brainstorming within the Board, the Committees, and the general congregation will generate similarly good ideas. I would advocate resurrecting a recognition and awards program for outstanding work by volunteers. Such an effort would be a component of a larger strategy.



Trustee: Molly Brady (continued)
(BBUUC member for 5 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.

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

- Second, I would like to take a lead role in helping BBUUC develop an annual calendar of activities and maintain the calendar, so it remains relevant and flexible.
 1. Many of our committees and special groups have regularly scheduled activities/events that are generally unchanged from year to year (e.g., Worship, UU Christian Fellowship and others). Other committees and task forces have only a few known or anticipated timeframes for activities on a yearly basis (e.g., Social Action, Facilities, etc.) Some activities are totally unanticipated (e.g., Facilities responding to hurricane damage clean-up effort, Hospitality responding to sudden opportunity/need for LGBTQ+ prom site).
 2. The How: I would advocate more fully engaging the Council in developing, monitoring and managing the annual calendar. The Worship Committee does an outstanding job of sharing their annual schedule, filling in details as the year progresses. All Committees do a relatively good job at looking at the near term – two to three months out. It would not be unreasonable to ask that all committees and special groups submit their annual schedule to the Council. The calendar would be refined and reviewed periodically.
- Third, I would promote greater involvement of the congregation in identifying BBUUC priorities for both the short term and long term.
 1. Currently there is no formal method for the congregation to have input into setting church-wide or Board priorities except in the Annual Meeting, personal interactions with Board or Council members, and participation on committees. I am not recommending that the Committee Chairs and the Board abrogate their responsibility for setting priorities; I am merely suggesting that the voices of the congregants need to be "heard."
 2. The How: I would advocate at least one annual Town Hall to which all congregation members are invited. Members of the congregation would have an opportunity to identify their concerns and their recommendations. Committees would use the information in developing their priorities and proposed budget requests. The Board would be responsible for final decisions on proposed priorities for the upcoming year. The final set of proposed priorities along with the proposed budget would be provided to and voted on by the congregation at the Annual Meeting.



Trustee: Alyssa Halliday
(BBUUC member for 5 years)
(limit two consecutive terms)

Alyssa 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:

- July 2022 – present: Currently serving as a Board Trustee; will complete first year and fulfill second-year term.
- July 2019 – present: Currently serving on the Worship Committee as a Worship Leader.
- 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 is an honor to serve my church as a Trustee. Continuing to serve in this position, I'd offer my voice and unique perspective. As a mother of two middle-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 in our church.

Serving on the Worship Committee for the past 4 years has given me the experience of organizing and leading our amazing 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 will continue to use these unique experiences and perspectives to carry out the various duties of Trustee.



Trustee: Cindi Jorgensen
(BBUUC member for 5 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:

Although many of the items I have listed below may seem to be outside a recent timeline, they have led me to competent leadership.

BBUUC:

During my 4 years as Membership Chair, I developed a streamlined Learn About Us class and an entertaining ceremony, and brought several new members into our church, including Chuck and Julie Smithers and Claudia Marshall! I am now the chairperson for the Caring Committee and have increased the impact of the committee.

UUFVB:

At my previous church, The Unitarian Universalist Fellowship of Vero Beach, I had the opportunity to be chairperson of our Council for 3 years, chairperson of the Nominating Committee for 4 years, and co-chair of our Fair-Trade Store. I was also involved in social event planning and social action.

Vero Beach High School:

My teaching resume spanned 24 years in a 3,200-student high school. During that time, I was the president of the School Advisory Committee for 4 years. I was very proud of the diversity I brought to the committee, expanding it from 5 members when I started my term, to 22 members by my 4th year. This committee was responsible for bringing stakeholders together to solve issues and dispersing about 30 thousand dollars a year to teachers with innovative ideas for education.

Nursing Career:

During my 24 years as a nurse, I was afforded many leadership training opportunities. I was selected to attend a week-long training through the 3M corporation that included situational management, problem-solving within an institution, and Constant Quality Improvement (CQI). My positions included a 3-year term as Nurse Manager of Pediatrics, chairperson of Recruitment and Retention for the hospital for 4 years, and director of CQI for the Critical Units for 3 years.



Trustee: Cindi Jorgensen (continued)
(BBUUC member for 5 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.

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

What I hope to be able to bring to this wonderful community as a Trustee would be:

- Helping BBUUC transition to what will certainly be a change from our principles to the new statements from the UUA. In truth, I love the principles, and would prefer that they stay. However, once the decision is made by UUA, I believe it should be honored and brought forth with positivity to prevent fracturing of the congregation.
- Setting an optimistic tone that transforms tasks into the joy of togetherness, which is essential for good leadership where volunteerism and donations are essential. I believe that most people join an organization or volunteer because of relationships, not a job description. Easier access to building use and increased social gatherings that are based on relationship-building would foster cohesion and willingness to participate. Also, I would promote a budgeted annual activity such as a dinner or brunch close to the time of the pledge drive. In my experience, a bit of a celebration can result in goodwill that can translate into increased financial support. As a true "people person," I believe I can serve well in relationship building.
- As far as social justice, I would advocate strongly for ICARE. It is an organization that is established, has proven to be impactful, and fulfills our mission of social justice. Members can work many hours on research committees, or just come to the Assembly and influence the path of justice in Jacksonville.
- A liaison with UUCJ (Unitarian Universalist Church of Jacksonville) could certainly be an advantage, as it would allow us to combine social action activities to increase our education of issues and increase action.



**Leadership Development Committee:
 Claudia Marshall
 (BBUUC member for 3 years)
 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:

I have been attending this church since 2018. I became a Member in April 2020. I am a Member of the Board as a Trustee and serve on the worship team as a Committee Member and worship leader. I am also the Committee Chairperson of the Social Action Committee, where I did a few successful drives for Hubbard House and other food drives. I am also an ICARE network member and coordinator for UUTHEVOTE. Since 2020, I have run several successful letter and postcard drives. I am presently also the Chairperson for READI, which was established by our former minister Rev. Amy Moses-Lagos. We are partnering with local groups and delving into local social problems.

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

I will take leadership classes and attend workshops that will help us as leaders learn how to find good leaders. I will partner with those who have previously done this job and bring us up to date. I will serve the people by helping them find their place in this congregation.



Leadership Development Committee:

Linda Mowers

(BBUUC member for 32 years)

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:

I am a charter member of BBUUC and a lifelong (5th Generation) Unitarian Universalist. As a member of BBUUC for 32 years, I have actively served in many positions, including seven terms as President, one as Vice President, and two on the Nominating Committee. I have chaired committees that include: Worship, Public Relations/Communications, Membership, Caring, Religious Education, and the Healthy Congregation Ministry. I have coordinated Stewardship Campaigns and Canvasses and served as the BBUUC Newsletter (Journey) Editor and Publisher for many years. I participated as a volunteer or member of almost every committee and ministry in our church over the years. I currently serve as Worship Co-Chair and Chair of the Healthy Congregation Ministry and am a member of the READI Ministry. I was active in the Florida District UUA for many years, served on the Florida District Nominating Committee for their Board of Trustees, and was the editor and publisher of their Quarterly District Newsletter, The SUUnshine. I completed Florida District UUA Leadership School in 1999. I have represented BBUUC as a delegate in seven General Assemblies: six in-person and one virtual. I participated in various workshops on topics that would benefit our congregation each time I attended.

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

If elected as a Leadership Development (or Nominating) Committee member, I will serve our congregation by beginning the group's work early in the fiscal year. Our tasks will include deepening our knowledge and understanding of the congregation's members and learning about their expertise, interests, and experience. Policies and Procedures should be established or evaluated depending on whether the current Leadership Development Model changes to a Nominating Committee Model in the Annual Meeting. The Committee should conduct regular meetings to meet action items as the year progresses. We should consider recommendations for "best practices" for the nominating process from the UUA, as well as training resources. Files should be kept and passed to the incoming members each year, including information on potential candidates who may have said, "Not this year, but perhaps next year." Long-term planning is also helpful for continuity. Our goal should be to create a slate of candidates with the best qualifications and abilities for each job. Staying up-to-date on training resources from the UUA will also be essential, allowing us to provide training on church polity and leadership skills for candidates and giving them helpful tools for the work ahead. Comprehensive job descriptions for each position will also offer a clear understanding of expectations. The work of the LD or Nominating Committee is critical to building strong leadership and effective governance in our congregation.

Treasurer's Report to Congregation As of March 31, 2023

Highlights

BBUUC remains in a **strong** financial position. We have **no debt**.

Bank accounts plus investments fund all Reserves and Restricted Net Assets with **cash**.

We have **used the CR&R Reserve** without transferring money in since 6/30/2021, leaving \$91,784 as of 3/31/2023 vs. a desired balance of \$150,000.

We transferred \$3,273 from the Operating Reserve for the **FYE 2022 deficit**.

We **repaid** \$15,423 to the CG&D Reserve that was borrowed for Promissory Notes payoff.

Rev. Ray Scholarship Fund was established with a restricted donation of \$4,000.

A **\$60,000 donation** increased our Endowment Fund to over \$100,000.

Revenue increased over \$11,000 and **Expenses decreased** slightly vs. last year.

Statement of Financial Position as of Mar. 31, 2023 vs Mar. 31, 2022 (Prior Year)

Bank Accounts decreased \$30,198 to ending balance \$178,690.

Other Current Assets increased \$45,217 to ending balance \$255,321.

Fixed Assets increased \$10,785 due to addition of pavers and awning.

Long Term Liabilities are zero.

\$41,009 used from the Capital Repair and Replacement Reserve without any transfers to replenish, leaving balance of \$91,784.

\$3,273 transferred from the Operating Reserve for FY2022 deficit.

\$15,423 transferred to the Congregational Growth and Development Reserve to repay what was borrowed for Promissory Notes payoff.

\$1,049 was disbursed from the Emergency Caring Fund, leaving a balance of \$6,840.

Funds held for Next Fiscal Year are prepaid FY2024 pledges.

Rev. Ray Scholarship Fund was established by a \$4,000 donation restricted for OWL and/or Chaplain training; \$500 was dispersed for OWL.

Endowment Net Assets increased \$58,825 due to donation of \$60,000 offset by market decline in investment.

Cash without Restrictions decreased \$20,102 to \$63,644.

Statement of Financial Activity July 1, 2022 to Mar. 31, 2023 vs Prior Year to Date

Total Revenue is higher by \$11,102 than last year due to ~\$11,000 increased contributions from pledgers, general donations, and plate cash plus ~\$4,000 from fundraising, offset by no funds released from restriction this year (~\$7,000 last year).

Total Operating Expenses are \$979 lower than last year. We saved \$4,451 from no Promissory Loan Interest Expense and ~\$18,000 from minister, offset by increased Facilities costs including cleaning and electricity, increased Finance expense for insurance, and increased payroll for DLRE, Office, Childcare, and Sexton.

Budget vs. Actual Expenditures as of March 31, 2023

Total Revenue is 86% of budget for 75% of the year.

Total Operating Expenses are 76% of budget for 75% of the year.

Respectfully submitted,
Pamela Richards, BBUUC Treasurer

Buckman Bridge Unitarian Universalist Church
Statement of Financial Position vs Prior Year
As of March 31, 2023

	As of Mar 31, 2023	As of Mar 31, 2022 (PY)	Change	% Change
ASSETS				
Current Assets				
Total Bank Accounts	178,690	208,888	(30,198)	-14%
Total Other Current Assets	255,321	210,104	45,217	22%
Total Current Assets	434,011	418,992	15,019	4%
Fixed Assets				
Manresa - Land	99,756	99,756	0	0%
Manresa - Building	914,972	914,972	0	0%
Equipment, Fixtures, and Furniture	61,289	50,504	10,785	21%
Total Fixed Assets	1,076,017	1,065,232	10,785	1%
TOTAL ASSETS	\$ 1,510,028	\$ 1,484,225	\$ 25,804	2%
LIABILITIES AND NET ASSETS				
Liabilities				
Total Current Liabilities	724	807	(83)	-10%
Total Long-Term Liabilities	0	0	0	
Total Liabilities	724	807	(83)	-10%
Net Assets				
Net Assets without Donor Restrictions	1,051,839	1,049,364	2,474	0%
Total Accumulated Market Value Adjustments	74,125	87,760	(13,635)	-16%
Board Designated Reserves			0	
Capital Repair & Replacement Reserve	91,784	132,794	(41,009)	-31%
Operating Reserve	56,727	60,000	(3,273)	-5%
Congregational Growth & Development Reserve	90,027	74,604	15,423	21%
Total Board Designated Reserves	238,538	267,398	(28,860)	-11%
Net Assets with Donor Restrictions				
Beacon	1,437	1,437	0	0%
Emergency Caring Fund	6,840	7,889	(1,049)	-13%
Memorial Garden Fund	84	45	40	89%
Teen Travel Scholarship Fund	4,687	4,687	0	0%
Welcoming Congregation Ministry	750	555	195	35%
Funds Held for Next Fiscal Year	5,470	3,000	2,470	82%
Rev Ray Scholarship Fund	3,500	0	3,500	
Total Net Assets with Donor Restrictions	22,768	17,612	5,156	29%
Endowment Net Assets				
Endowment Fund	86,890	26,890	60,000	223%
Market Value Adjustments	22,171	23,346	(1,175)	-5%
Total Endowment Net Assets	109,061	50,236	58,825	117%
Change in Net Assets	12,973	11,046	1,926	17%
Total Net Assets	1,509,304	1,483,418	25,886	2%
TOTAL LIABILITIES AND NET ASSETS	1,510,028	1,484,225	25,804	2%
Cash without Restrictions	\$ 63,644	\$ 83,746	\$ (20,102)	-24%

Buckman Bridge Unitarian Universalist Church
Statement of Financial Activities
July 2022 - March 2023 vs Prior Year

	Jul 2022 - Mar 2023	Jul 2021 - Mar 2022 (PY)	Change	% Change
Revenue				
Contributions				
General Donations	4,172	3,195	977	31%
Plate Cash	2,601	799	1,802	225%
Pledges Paid	96,806	90,818	5,988	7%
Unfulfilled Pledges	0	(2,900)	2,900	100%
Total Pledges Paid	96,806	87,918	8,888	10%
Pledgers' Additional Donations	3,900	1,654	2,246	136%
Funds Released from Restrictions	0	6,943	(6,943)	-100%
Total Contributions	107,479	100,509	6,970	7%
Other Operating Revenue				
Amazon	125	113	11	10%
Interest & Dividends	745	387	358	92%
Rental Income	622	940	(319)	-34%
Fundraisers for Operations	4,081	0	4,081	
Total Other Operating Revenue	5,572	1,441	4,132	287%
Total Revenue	\$ 113,051	\$ 101,950	\$ 11,102	11%
Expenses				
Board Administration	10,157	6,263	3,894	62%
Caring Committee	0	29	(29)	-100%
Facilities	14,648	10,455	4,193	40%
Finance	12,077	9,512	2,565	27%
Hospitality	632	143	489	342%
Lifespan Religious Education	435	612	(177)	-29%
Membership	167	293	(126)	-43%
Promissory Loan Interest Expense	0	4,451	(4,451)	-100%
Payroll Expenses	53,241	62,170	(8,929)	-14%
Public Relations & Communications	651	429	222	52%
Social Action	78	0	78	
ICARE	500	1,000	(500)	-50%
Total Stewardship	15	0	15	
Total Worship	7,477	5,700	1,777	31%
Total Expenses	100,079	101,057	(979)	-1%
Change in Net Assets from Operation	12,973	892	12,080	1354%
Other Revenue				
PPP Loan Forgiven	0	10,154	(10,154)	-100%
Total Other Revenue	0	10,154	(10,154)	-100%
Change in Net Assets	\$ 12,973	\$ 11,046	\$ 1,926	17%

Buckman Bridge Unitarian Universalist Church
Approved Budget FY2022-2023 vs Actual Expenses
YTD as of March 31, 2023

	Budget Total FY2023	Actual YTD March 2023	Budget \$ Remaining	% Budget Used for 75% of Year
Revenue				
General Donations	5,000	4,172	828	83%
Plate Cash	4,000	2,601	1,399	65%
Pledges Paid	118,000	96,806	21,194	82%
Unfulfilled Pledges	(9,440)	0	(9,440)	0%
Total Pledges Paid	108,560	96,806	11,754	89%
Pledgers' Additional Donations	5,000	3,900	1,100	78%
Total Contributions	122,560	107,479	15,081	88%
Amazon	160	125	35	78%
Interest & Dividends	300	745	(445)	248%
Rental Income	1,400	622	778	44%
Fundraisers for Operations	6,750	4,081	2,669	60%
Total Other Operating Revenue	8,610	5,572	3,038	65%
Total Revenue	\$ 131,170	\$ 113,051	\$ 18,119	86%
Expenses				
Board Administration	10,164	10,157	7	100%
Caring Committee	200	0	200	0%
Facilities	18,173	14,648	3,525	81%
Finance	13,254	12,077	1,177	91%
Hospitality	1,000	632	368	63%
Lifespan Religious Education	2,050	435	1,615	21%
Membership	450	167	283	37%
Payroll Expenses	71,779	53,241	18,538	74%
PR & Communications	650	651	(1)	100%
Social Action	700	78	622	11%
ICARE	750	500	250	67%
Stewardship	0	15	(15)	
Worship	12,000	7,477	4,523	62%
Total Operating Expenses	\$ 131,170	\$ 100,079	\$ 31,091	76%
Change in Net Assets from Operations	(0)	\$ 12,973	\$ (12,973)	

**Buckman Bridge Unitarian Universalist Church
Reserves and Funds
July 1, 2022 - March 31, 2023**

Board Designated Reserves	Balance as of June 30, 2022	Additions	Disbursements	Balance as of March 31, 2023	Change
Capital Repair & Replacement (CR&R) Reserve	114,554	0	(22,770)	91,784	(22,770)
Operating Reserve	60,000	0	(3,273)	56,727	(3,273)
Congregational Growth & Development (CG&D) Reserve	74,604	15,423	0	90,027	15,423

Total Board Designated Reserves \$ 249,158 \$ 15,423 \$ (26,043) \$ 238,538 \$ (10,620)

Net Assets with Donor Restrictions	Balance as of June 30, 2022	Donations	Disbursements	Balance as of March 31, 2023	Change
Beacon	1,437	0	0	1,437	(0)
Emergency Caring Fund	7,600	0	(760)	6,840	(760)
Memorial Garden Fund	84	0	0	84	0
Teen Travel Scholarship Fund	4,687	0	0	4,687	0
Welcoming Congregation Ministry	698	350	(299)	750	52
Funds Held for Next Fiscal Year	4,039	5,470	(4,039)	5470	1,431
Rev Ray Scholarship Fund	0	4,000	(500)	3500	3,500

Total Net Assets with Donor Restrictions \$ 18,546 \$ 9,820 \$ (5,598) \$ 22,768 \$ 4,222

Endowment Net Assets	Balance as of June 30, 2022	Donations	Change in market value	Balance as of March 31, 2023	Change
	\$ 42,143	\$ 60,000	\$ 6,919	\$ 109,061	\$ 66,918

Capital Repair & Replacement Reserve Disbursements		Congregational Growth & Development Reserve Additions & Disbursements	
Balance on Patio & Walkway Pavers	(3,245)	Repay Promissory Notes payoff	15,423
Balance on Fence	(10,700)		
Install Emergency Lighting	(1,825)	Operating Reserve	
Two Heat Pump Air Handlers	(7,000)	Transfer out for FYE2022 deficit	(3,273)
Total	\$ (22,770)		

Buckman Bridge Unitarian Universalist Church
Proposed Budget for Fiscal Year 2023-2024

	Amount		Amount
Revenue		Lifespan Religious	
Contributions		Education	
Pledge Commitments	152,000	Chalice Camp	600
Unfulfilled Pledges	(11,400)	Curricula	500
Total Pledge Donations	\$ 140,600	Social Activities	200
Donation General	4,500	Supplies	100
Plate cash	3,000	Teacher Training	500
Pledgers' additional donations	5,000	Total LRE	\$ 1,900
Total Contributions	\$ 153,100	Board Administered	
Other Revenue		Administration	
Interest Income	1,200	Awards & Recognition	500
Rental Income	1,200	Background Checks	300
Annual Fundraising	5,000	Minister Prof Expenses	600
Total Other Revenue	\$ 7,400	DRE Prof Expenses	3,000
Total Revenue	\$ 160,500	Office Supplies	600
		Printer Lease	2,025
		Postage and PO BOX	300
		Training for Office	100
		Print Annual Report	300
		Total Administration	\$ 7,725
Expenses		Denominational Affairs	
Caring Committee		AR/AO/MC	800
Chaplain Supplies	50	General Assembly Del	825
Recognition/Training	100	Total Denom. Affairs	\$ 1,625
Funeral Receptions	50	Denom. Contrib.	
Total Caring Committee	\$ 200	UUA APF	6,434
Facilities		Total Denom. Contrib.	\$ 6,434
A/V Equipment	300	Payroll Expenses	
Building Inspections	750	Nursery Care	3,750
Building Repairs & Maint	1,200	Office Asst – Wages	11,625
Grounds Maintenance	4,220	DRE – Salary	36,000
Cleaning Service	3,468	Sexton/Custodian	9,300
Cleaning Eq & Supplies	600	Employer Taxes	4,677
Computer	1,200	Insurance LTD, GTL	868
HVAC	600	Total Payroll Expenses	\$ 66,220
Piano Tuning	140	Total Board Adm	\$ 82,004
Alarm Monitoring	720	Membership	
Utilities: Electric, water	4,800	Materials, Packets	450
Utilities: Solid Waste	179	Total Membership	\$ 450
Utilities: Phone, internet	2,282	Public Relation & Comm	
Total Facilities	\$ 20,459	Advertising	100
Finance		Community Events	300
Bank Fees	775	Literature & Promotions	400
Bookkeeper Services	5,000	Website & Internet	150
Fees - Govt	62	Total PR & Comm	\$ 950
SaaS Software	2,000	Social Action Committee	
Insurance - P&L, WC	12,000	Social Action Events	550
Total Finance	\$ 19,837	Justice Florida	150
Hospitality		Total Social Action	\$ 700
Coffee Hour	700		
Annual Meeting Lunch	200		
Supplies	300		
Total Hospitality	\$ 1,200		

**Buckman Bridge Unitarian Universalist Church
Proposed Budget for Fiscal Year 2023-2024**

	Amount		Amount
ICARE			
ICARE Dues	500	Total Operating Expenses	<u>\$ 141,900</u>
Training & Transportation	<u>500</u>	Change in Net Assets	<u>\$ 18,600</u>
Total Social Action	\$ 1,000		
Rainbow Welcoming Min		Transfers to Reserves	
Social Activities	<u>400</u>	Capital Repair & RR	<u>18,600</u>
Total RWM	\$ 400	Total Additional	<u>\$ 18,600</u>
Worship		Expenditures	
Music Honorarium	2,600		
Speaker Honorarium	9,700	Total Expenditures	<u>\$ 160,500</u>
Team Resources	300		
Worship Team Training	<u>200</u>	Change in Net Assets	
Total Worship	\$ 12,800	After All Expenditures	\$ 0

Proposed Changes to Bylaws

There are 7 Bylaws proposals to be voted on by the congregation.

Bylaws Proposal 1: Changes Articles VIII, IX and X

Changing Leadership Development Committee back to Nominating Committee. Some of the duties are removed and the name is changed in multiple places.

Bylaws Proposal 2: Change to Article XVI Amendments.

Add a paragraph to authorize updating TOC and numbering after the Bylaws are amended.

Bylaws Proposal 3: Changes Articles. VI, VII, and XI

Makes the governing structure more adaptable to changing conditions. The Board can create and dissolve standing committees, task forces, and teams. Makes reporting structure a matter of policy instead of bylaws. Specifies that the Minister is a non-voting Board member.

Bylaws Proposal 4: Article XV Minister

When calling a Minister add an additional vote to start the process and elect members to the Ministerial Search Committee. When hiring a contract minister, the approval vote is to start the process and elect members to search committee. No approval vote at end for contract minister.

Bylaws Proposal 5: Article V Membership, Section 1

Expand this to 4 sections for clarity. Remove Board approval for transferring UUs. Modify reinstating membership. Add voting as a responsibility. Add aging out for associate members. Other rewording.

Bylaws Proposal 6: Article V, Section 2

Minor changes to the annual update to membership section. If proposal 5 is approved, this section will become section 5.

Bylaws Proposal 7: Article V, new section

Add a section on revoking membership.

Proposed Changes to Bylaws

Bylaws Proposal 1: Changing the name of Leadership Development Committee back to Nominating Committee

Change the name of Article VIII **Leadership Development** to **Nominating Committee**.

In Article VIII, Section 1,

Change Leadership Development to The Nominating Committee.

In Article VIII, Section 2,

Remove the following bullet points:

- 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.
- Advise the Board in recruiting or appointing committee, task force, or ministry chairs.

In Article IX. NOMINATIONS AND ELECTIONS,

- Change **Leadership Development** to **Nominating** in the first 4 places that it appears.
- Change **Leadership Development** to **Nominating Committee** in the fifth place that it appears.

In Article X. MEETINGS OF THE MEMBERSHIP

- Change **Leadership Development** to **Nominating** in the only place it appears.
- Add an apostrophe to “Roberts Rules of Order” to get “Robert’s Rules of Order.”

Reasons for Proposal 1

This committee was called Nominating until it was changed to Leadership Development in May 2017 to follow the UUA wording. Changing back to nominating only should make it easier to find members willing to run since it eliminates a lot of the work.

This change needs to be approved before the elections.

Proposed Changes to Bylaws

Bylaws Proposal 2: Article XVI. Updating TOC and numbering

Add this paragraph at the end of Article XVI:

Clerical notations, such as updating the table of contents, renumbering of articles and sections to make them sequential, and updating any references to those numbers, do not need to be separately approved as they do not change the meaning. These changes take effect after the adjournment of the meeting that approved the amendments.

Reasons for Proposal 2

When the Bylaws are amended the table of contents needs to be updated. Until all the substantive changes are voted on, it is not clear what clerical changes are needed. Articles and sections need to be sequentially numbered and that is best done after the votes are finalized.

Bylaws Proposal 3: Change the governing structure.

In Article VI. BOARD OF DIRECTORS change these sections:

In Section 1. Composition

Change the sentence: The Minister shall be an Ex Officio member of the Board of Directors.

To: The Minister shall be a **non-voting** Ex Officio member of the Board of Directors.

In Section 2. Powers and Duties

In the fifth point, change *Council of Committees* to *Leadership Council*.

In the sixth point,

Change: **appointed by the President with the approval of the Board of Directors.**

To: **appointed and approved by the Board of Directors.**

Article VII. DUTIES OF OFFICERS, TRUSTEES

In Section 1. President

Remove: *Ex Officio member of all committees.*

In Section 3. Secretary

Add this bullet point: “• Ensures an accurate list of Committees, Task Forces, Teams, and Ministries is maintained and available to the membership.”

Replace current Article XI with this:

Article XI. COMMITTEES

Section 1. Standing Committees

- Standing Committees of the Church perform ongoing duties specified by a Board approved policy. The Board may create or dissolve Standing Committees to adapt to the changing needs of the church.
- Creating committees

Proposed Changes to Bylaws

The Board creates a standing committee by approving a committee policy that includes a list of duties. Members must be notified of the change and the reasons it was made. The vote to create must be done at a regular meeting of the Board of Directors and any member that attends may comment before the vote. Standing committees that exist at the time this section is approved, continue to exist until the Board dissolves them.

- Dissolving committees
Once created, a committee can only be dissolved if the bylaws do not refer to the committee or its chair. The vote to dissolve must be done at a regular meeting of the Board of Directors and any member that attends may comment before the vote. Members must be notified of the change and the reasons it was made.
- These committees should consist of three or more persons and meet at least one time in any ninety-day period, unless specified differently in their Board approved policy.

Section 2. Task Forces

Task Forces or Special Committees are created to address and complete a clearly defined task, issue, or endeavor and dissolve once it is completed. They are created by the Board of Directors which specifies the task and appoints members. Task Forces can be dissolved by the Board if no longer needed. They automatically dissolve once their task is done and the final report to the board is submitted or at the end of a fiscal year unless affirmatively reinstated by the Board of Directors in the new fiscal year.

Section 3. Teams

Teams perform ongoing duties of a well-defined scope on an informal basis. The Board creates a team by approving the team policy. A team is not required to have formal meetings. The policy must specify the scope of the duties and how team members are picked. The Board may dissolve a team when it is no longer needed.

A standing committee may create a team to assist with the work of the committee. The committee's policy must be modified to include the team and be approved by the Board.

Section 4. Leadership Council

The purpose of Leadership Council is to network, review, and discuss church activities, and to identify any issues that would require support by the Board of Directors or Congregation. The Leadership Council in its entirety or as subgroups should meet monthly unless the Council decides to skip a meeting. The chair or other representative of each Committee needs to attend. All Board members and representatives of Ministries, Task Forces and Teams may attend. The Board will appoint a person to preside over Council meetings. Minutes of all the meetings and any reports submitted to the Council need to be distributed to Church leadership.

Reasons for Proposal 3

The governing structure needs to be more flexible to adapt to changing conditions. Our current bylaws specify that all committees report to the president and specifies each standing committee by name. When we have a minister, the structure needs to adapt. Some of the current standing committees

Proposed Changes to Bylaws

should report to a minister and other standing committees, like the Committee on Shared Ministry, need to be created which current wording does not allow.

To allow more flexibility, Committees, Task Forces and Teams are now defined and can be created or dissolved by the Board. This is more in line with Robert's Rules of Order and current UUA guidance.

Bylaws Proposal 4: Minister

Replace current Article XV with this:

Article XV. MINISTER

Section 1. Called Minister

- The Minister shall be responsible with the Members for the guiding of worship and the spiritual interests within the Church. The Minister shall have freedom of the pulpit as well as freedom to express their own opinion outside the pulpit.
- Approval to search for a minister to call must be obtained by a supermajority at a meeting of the membership whose notice specifies this vote. At the same meeting the election of members to the ministerial search committee will be held. Nominations can be submitted to the Board before the meeting or from the floor during the meeting. Procedures concerning the search committee's election shall be published in the meeting notice.
- The Ministerial Search Committee will dissolve once a minister has been called or at the next Annual Meeting unless renewed by a vote of the members.
- The Minister shall be called upon recommendation of a Ministerial Search Committee by a supermajority of the Members at any meeting whose notice specifies this vote.
- The Minister may be dismissed by a vote of the Members at any meeting whose notice specifies this vote.

Section 2. Contract Minister (such as an interim, contract or developmental minister)

- Preapproval to hire a contract minister must be obtained at a meeting of the membership whose notice specifies this vote. At the same meeting the election of members to the Ministerial Search Committee will be held. Nominations can be submitted to the Board before the meeting or from the floor during the meeting. Procedures concerning the search committee's election shall be published in the meeting notice.
- The Ministerial Search Committee will dissolve at the next Annual Meeting unless renewed by a vote of the members or can be dissolved by a vote of the Board.
- The Ministerial Search Committee's recommendation must be approved by the Board of Directors.
- The duties of the Minister shall be as prescribed by the Letter of Agreement, approved by the Minister and Board of Directors. Procedure for dismissal of the minister will be proscribed in the Letter of Agreement.

Reasons for Proposal 4

Reason for change: There is currently no plan to hire a minister, but since we recently hired a minister, it is good to learn from our experience and adjust our bylaws. There are currently more UU congregations looking for UU ministers than there are UU ministers. It would be better for our hiring process to match the UUA model.

Proposed Changes to Bylaws

The section about calling a minister has also been changed to add an additional vote to start the process and elect members to the Ministerial Search Committee. The proposal is that a supermajority is needed to start the calling process. If there is not a supermajority that wants a called minister, how will a minister get approved by a supermajority?

The standard UUA hiring process for a contract minister is for the Board to do everything without formal input from the members. This is fine for congregations that expect to always have a minister. Since we are mostly a lay-led congregation, hiring a minister has a large impact on how we function and our budget. For this reason, the proposal is for the members vote to approve hiring a minister before the search begins. This makes the vote not about any individual, but about being lay-led or minister-led. If this vote passes, the members would then vote on the composition of the Ministerial Search Committee.

Once the Ministerial Search Committee (MSC) is set up, the process follows the standard UUA model. This means it is up to the Board and the MSC to select and hire a contract minister. This eliminates the need to have members vote before the hiring process is finalized.

Bylaws Proposal 5: Article V, Section 1

Replace current Section 1 with the following Sections 1, 2, 3, and 4.

Section 1. Introduction

The Church embraces new Members without regard to any aspect of their Personal Identity.

Section 2. Member

Requirements

- Must be sixteen (16) years of age or over.
- Complete orientation classes designed for prospective new members. This requirement may be changed to an individualized orientation for people with extensive involvement in a UU congregation.
- Former members requesting to have their membership reinstated must get Board approval. If the Board does not approve the request the reason must be documented, and provided to the former member.
- Sign the membership book.

Responsibilities

- Vote at Annual or Special Meetings of the Church.
- Make annual recordable financial contributions to the Church.
 - The Board is authorized to make exemptions from this requirement when individual circumstances warrant.
- Support the Church through service as able.
- Observe the Covenant of Right Relations (as approved and revised by the Congregation).

Benefits

- Only Members may Vote at Annual or Special Meetings of the Church.
- Speak at Annual and Special Meetings of the Church.
- Only Members can hold elected office or be appointed as a committee chair.
- Receive additional membership benefits as may be described in written policies and procedures adopted by the Board (such as discounted fees for the use of Church facilities).
- May be designated as official delegate or representative of the Congregation.

Proposed Changes to Bylaws

Section 3. Associate Member

Requirements

- Must be under eighteen (18) years of age, and at least thirteen (13) years of age, with parental or legal guardian approval.
- Must be an active participant of the BBUUC youth program for one or more years.
- Sign the membership book.
- Once they turn eighteen (18) they cease being an associate member and if they want to become a member, must follow the normal process.

Responsibilities

- Support the Church through service as able.
- Observe the Covenant of Right Relations.

Benefits

- Speak at Annual or Special Meetings of the Church.
- Join and serve on committees.

Section 4. Member Emeritus

Requirements

- The Board of Directors may designate any formerly active Member as a Member Emeritus with their permission.

Responsibilities

- Observe the Covenant of Right Relations.

Benefits

- Speak at Annual or Special Meetings of the Church.
- Join and serve on committees.

Reasons for Proposal 5

- Split up the section to make it easier to understand.
- Change new member class requirement.
- Remove the requirement that if the individual is transferring membership, Board approval is required.
- Change reinstating membership requirement to include a documented reason will ensure transparency and discourage the Board from using trivial reasons to deny reinstatement.
- Add to member responsibilities: Vote at Annual or Special Meetings of the Church.
- Adding to associate member: Once they turn eighteen (18) they cease being an associate member and if they want to become a member, must follow the normal process.
- Change *Covenant of Right Relationship* to *Covenant of Right Relations*, to match the name of the official, approved covenant as well as Article XII Ministries.

Proposed Changes to Bylaws

Bylaws Proposal 6: Article V, Section 5

Replace current Section 2 with the following Section 5

Section 5. Annual Update to Membership Roster

Each Year, the Board of Directors at its October meeting or if there is no October meeting, its next meeting thereafter, shall start the process of reviewing the status of all members. After consulting with the relevant committees, the Board shall designate a Board member to personally contact any Member whose status is in doubt, inquiring into the Member's interest and intentions. The Member in question shall be invited to renew the Member's personal involvement by committing to fulfill membership requirements. If personal contact cannot be made, a letter or email shall be sent to the last known address of the Member. After three (3) weeks from the date of mailing the letter of inquiry, if no reply requesting continuation has been received, the Board of Directors shall remove the Member's name from the membership rolls.

Reasons for Proposal 6

- Change timing of annual update to membership roster from November to October. The process can take a couple of months and starting before the holidays would be better.
- Change "after consulting with the Caring and Membership Committees" to "After consulting with the relevant committees." The Board has the responsibility and will consult with the committees that can help, but that is a procedure and should not be in bylaws.
- Make it clear that email is a valid way to contact someone and is often the best way.

Bylaws Proposal 7: Article V, Section 6 Revoking Membership

Add the following new Section 6

Section 6. Revoking Membership

1. The Board of Directors, after following approved policy, may revoke membership for behavior that is abusive, harmful, dangerous, disruptive, or destructive. At least 5 Board members must vote in favor of revoking the membership. The reason must be documented and provided to the member.
2. If a Member displays serious criminal conduct, the Board may immediately revoke membership.

Reasons for Proposal 7

Reason for adding section: In very rare cases someone will act in a way that makes church activities less welcoming to others. Talking to the member will normally fix the problem, but if it does not, further steps including revoking membership and legal action might need to be taken. Requiring documentation of the reasons makes the process more transparent.

Council: Committee & Ministry Annual Reports For Fiscal Year 2022-2023

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

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.
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:

- The consistent use of Joys and Concerns emails has proved to be a valuable tool, keeping us aware of challenges and successes, and helping us share support.
- Memorial service options have been made clear in policies and procedures. The celebrations of life that we had the honor of holding this year have been successful in the mission to provide comfort to our members in times of loss.

Challenges:

- Continue to work on ride providing.
- Communication regarding Joys and Concerns continues to be a challenge due to 3 ways of reporting them. Sometimes Caring gets the word. Otherwise, the items go to the office to the "box," and Caring is not notified.

Facilities Committee

Chair: Steve McCullar

Sexton: Joshua Dean

Committee Members: David Christenson, Lesley Lybrook, Barry Mowers, Jason Chapple

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:

- A new wood fence was installed replacing the original one.
- A walkway and patio were installed that connects the memorial garden with the playground area.
- A canopy was installed over the patio. A light was installed under the canopy.
- The sanctuary lights were converted to LEDs with dimmer switches.
- Clean-up day on February 4th was a great success.
- Mulching around trees in the parking area.
- A portable wheelchair ramp was purchased for access to the chancel.
- Replaced two air handlers for classrooms.
- New emergency lights in classrooms since overhead emergency lights failed.
- Hooked up an HDMI connection from near the TV to the opposite corner in Forrest Church room.

Challenges:

- The irrigation system has leaks that need repair, and the controller needs to be replaced.
- The equipment deck needs better organization and more shelves.
- Additional outside and inside lighting needs to be upgraded to LEDs.
- Dealing with JEA, city zoning, etc.

Thank-Yous:

- All the people that came out for cleanup day: Beth Curtis, Josh Dean, Elizabeth DeCoux, Wanda Frazee, Lesley Lybrook, Stephen McCullar, Eileen Morrison, Toni Piccolotti, Charles Smithers, Julie Smithers, Peg Christenson, and David Christenson
- To Joshua Dean for his great work as Sexton

Finance Committee

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

Committee Team Members: Stacy Asimos, David Christenson, Don Culpepper, Don DeStephano, Henry Seng, Jim Wood

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

Vital Signs (statistics): See Financial Reports

Major Initiatives and Accomplishments:

- Planning & executing a pledge drive without a Stewardship chair or committee. Turned into our most successful financially! Pledges totaled just over \$144,000.
- Leased a color printer for less than owning our own over 5-yr period.

Challenges: Leadership succession ... need a plan!

- Recruit, train, and support successor Finance Chair
- Train and support successor Treasurer
- Obtain bookkeeping service as needed.

Thanks to:

- Our Congregation for their dedication to the financial well-being of BBUUC. This spring's pledge drive brought in the largest dollar amount of pledges in BBUUC history!
- Linda Mowers, Chuck Smithers, and Beth Curtis for planning & executing a pledge drive without a Stewardship chair or committee.
- Lee Smith for conducting a thorough annual review of the church's financial records and compliance with bylaws, policies, and procedures.
- Existing committee chairs for responsibly managing committee budgets.

Healthy Congregation Ministry

Leader: Linda Mowers, Team Lead

Committee Members: Helen Meatte, Ellen Miceli, David Rulison

Mentor: Rev. Carmen Emerson, BBUUC Community 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 meets regularly for training and discussion, enabling us to provide guidance and facilitation with healthy conflict management. Training will continue to be ongoing for the members of this Ministry.
- We provide virtual and in-person assistance with conflicts, relationships, resolutions, and covenant issues.
- We continue to emphasize the importance of Covenant in our UU theology and promote the centering of our own BBUUC Congregational Covenant. We stress the understanding that covenants put our relationships at the center of our faith, encouraging the creation and use of covenants as an integral part of our church culture.
- We plan to conduct additional training opportunities for leaders and members at large in the coming year on topics such as:
Family Systems Theory, Polarity Management, Adaptive Leadership, Appreciative Inquiry

Major Initiatives and Accomplishments:

- We created a Resolution Process that is used by members of the team when moderating conflict.
- We met privately with members in conflict to facilitate transformation, resolution, and/or reconciliation.
- **We conducted a workshop at BBUUC on April 22, 2023, entitled "Tools for Transforming Conflict . . . A Spiritual Practice Confirmation" with 22 attendees.**
- Our Ministry was contacted by a UU congregation in Gwinnett County, GA, that is creating its own Healthy Congregation/Right Relations process. They saw BBUUC's structure and procedure, which informed them positively. They invited our team lead, Linda Mowers, and our mentor, Rev. Carmen Emerson, to meet with them for an in-depth conversation to share our skills and knowledge in this area.

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 the **BBUUC Board** for supporting our Healthy Congregation Ministry.

Hospitality Committee

Chair: Lee Plumb

Committee Members: Peg Christenson (Kitchen Manager), Nina Hemmelgarn, Sandy Goldman, Cheryl Garrett

Vital Signs:

- Contributions to our potlucks have been delicious examples of cuisines from different cultures and show thought was given to the special needs of our congregation.
- Cleaning up is no longer a chore thanks to volunteers who jump in to assist. Your efforts to wash our dishes and stack the dishwasher are gratefully appreciated.
- Various cookouts and outdoor events attracted many members, despite the weather because we had the lovely back porch to set up beneath.

Major Initiatives and Accomplishments

- Thanksgiving Potluck was once again a major event, with a groaning long table of food and drink.
- Winter Holiday festivities went off without a hitch, and there was talk of making some a tradition.
- Easter Potluck was a great success with good food and plenty of desserts. Our thanks especially to all those who took the time to help clean up afterwards.

Challenges

- When our biggest challenge is where to find fair trade certified decaf coffee with some less expensive outlet than Trader Joe's, we're doing all right.

Thank-Yous:

- Beth Curtis: Thank you for all the times you rescued us from disorganization.
- The Moore Family for stepping up to help us in the kitchen.
- John Wrightington: Thank you for all the contributions!
- Our thanks to Facilities for making the back porch such a pleasure to use.
- The whole congregation for showing your appreciation for our coffee, juice drinks, and treats.
- A special shout-out to Peg Christenson and Cheryl Garrett for being there, every week.

ICARE Ministry

BBUUC ICARE Coordinator: Carole Hawkins, Molly Brady

Team Leaders: Carole Hawkins, Molly Brady, Cindi Jorgensen

BBUUC ICARE Justice Ministry Network members: Liz Baldwin, Molly Brady, Ted Clisby, Beth Curtis, Elizabeth DeCoux, Carole Hawkins, Viqui Hilliard, Marilyn Jones, Cindi Jorgensen, Stefanie Walter, Mike Ludwick, Claudia Marshall, Helen Meatte, Pete and Judy Olevnik, Paul Petrilla, David Prohofsky, Nathaniel Samuels, Madeline Sims, Chuck Smithers, Lucy Warner

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:

- BBUUC ICARE Team Leaders held 3 House Meetings attended by 28 BBUUC members and friends in September and October. 20 persons became BBUUC Justice Ministry Network Members.
- 16 BBUUC Network Members attended the Community Problems Assembly Nov. 7.
- 6 attended the ICARE Research Kickoff Nov. 28, and 5 continued as research committee members.
- 19 attended the BBUUC Justice Ministry meeting Feb. 26.
- 8 attended the citywide Rally March 27.
- BBUUC ICARE leaders sponsored 4 viewings of documentary videos related to ICARE issues work Feb.-Apr. An average of 20 people attended each event.
- Rev. Bill Hoff, former pastor of Riverside Presbyterian Church, gave a sermon "Ways and Means: Faith-based Justice Work" March 19.
- 49 BBUUC members, friends and family attended the Nehemiah Action Assembly April 17. 4 BBUUC members served in leadership roles.

ICARE Actions in 2022-23:

- This year's Nehemiah Action addressed four issues:
 - Care for Creation, to prepare for the impacts of sea level rise by supporting a countywide flood vulnerability assessment.
 - Adult Civil Citations, to keep people out of jail for minor offenses, which criminalizes poverty and saddles people with a lifelong record.
 - Crisis Intervention Team, to respond to people suffering from a mental health crisis with treatment, rather than jail.
 - Group Violence Intervention, to reduce homicides by reaching out with social services to people in gangs, but also promising enforcement for those who keep offending.
- Sheriff T.K. Waters committed to tour Miami's model mental health response program and to coordinate the county's 911 calls with the new 988 mental health hotline.
- Mayoral Candidate Donna Deegan said if elected, she intends to support updates to flood infrastructure and the work of the city's new resilience office.

Leadership Development Committee (Elected)

Committee Members: Claudia Marshall, Erin Rogers, and Henry Seng

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

Major Initiatives and Accomplishments:

- Increased visibility for the upcoming Board election to encourage more participation and volunteering.
- Filled all Board positions for next year's board.

Challenges:

- We are coming out of a pandemic, so some members are still concerned about volunteering to take leadership roles.

Unfinished Work:

- There is still a need for more volunteers to take leadership positions on committees.
- Of major importance, we are still looking for a Finance Chair as of press time.

Thank-Yous:

- Special thank you to Madeline Sims for guidance and sharing institutional knowledge about the LDC and past Board elections. Thank you for inspiring us with your dedication and work ethic. Thank you for going above and beyond. You are more amazing than you realize.

Lifespan Religious Education Committee

Leader: Joani Maskell and Marilyn Smart

Director of Lifespan Religious Education: Jenn Jones

Committee Members: Annabelle Gallois-Bernos, Lesley Lybrook, Cindi Jorgensen, Marie Lybrook, Erin Rogers, Tara Crisp, Beth Curtis

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

- Tree of Life Nursery Mural Complete
- End of Summer Multi-generational Board Game and Potluck
- Blessing of the Backpacks
- Trunk or Treat
- Parents Day Out
- Beacon mini-con
- Spirit Play (3.5 – K) – Source Stories
- Spirit Explorers (1st – 3rd) – Promise Stories
- Spirit Seekers (4th – 6th) – Harry and the UU
- Youth (7th – 12th) Soul Matters
- Children’s Chapel Monthly
- Egg Hunt

Adult Religious Education

- Adult Religious Education
- Soulful Parenting Support Group
- The Stonewall Generation: LGBTQ Elders on Sex, Activism, and Aging
- Journey Circles (3)
- Parenting Journey Circle
- Soul Matters Faith Development Packets for Adults
- Soulful Home Family Packets
- Soul Matters Social Media memes OWL
- Erin Rogers Trained 7th-9th grade (Our Whole Lives Sexuality Education)

Social Action

- Backpack and school supply collection – Clay County Public Schools
- Socktober, new sock drive – Sulzbacher Center
- Annual Food Drive – Orange Park Clothes Closet

Worship

- Backpack Blessing
- Collaborated with Worship for Water Communion Service
- Guest at Your Table
- Christmas Pageant

Lifespan Religious Education Committee (continued)

Professional Development

- Attended Liberal Religious Educators Association Conference @ Birmingham, AL. This conference was a deep dive into the work of the 8th Principle, grounded in Civil Rights History, and included a visit to the Legacy Museum: From Enslavement to Mass Incarceration
- New DRE: Settling in Series Fall 2022
- UUA Southern Region Primer Leadership Experience
- RE Credentialing Program Information Webinar
- UUA UU History

Thank-Yous:

- Thank you to Joani Maskell, Marilyn Smart, Mary Hamilton, and Amanda Seng for serving as LRE co-chairs.
- Thank you to LRE committee members and all the volunteers in children and adult RE for their commitment over the last year. LRE exists because of you!
- Thank you to Helen Meatte for leading the nursery mural project, it's beautiful. The kids loved painting with you.
- Thank you to all the Board and the Council members for your encouragement and your support in all things RE. Y'all are awesome!

To Our Congregation

We offer gratitude.

Every member of this congregation is part of the collective Faith Development of every other congregant. As we like to say in Lifespan Religious Education:

Faith Development is all we do.

Unitarian Universalism is all we teach.

And the congregation is the curriculum.

Faith development is all we do as we live our lives.

It happens when we are interacting with each other and the greater world. It can be found in how we treat ourselves and each other; it is our expression of how we want the world to be. As Unitarian Universalists, we get to choose which road we wish to travel as we move toward understanding our faith.

As Unitarian Universalists, we expand our understanding every day. With every breath. Every time your life speaks with action.

Membership Committee

Chair: Julie Smithers

Committee Team Members: Beth Curtis, Cindi Jorgensen, Marie Lybrook, and Lynn Wadley

Mission Statement (or purpose):

To warmly welcome all visitors, provide information about our church and denomination, provide a pathway to membership, integrate new members into the congregation and foster a sense of belonging in our church community.

Vital Signs (statistics): 7/1/2023-4/30/2023

- First Visits = 50+
- Members as of 4/30/2023 = 131
- Members Emeritus: 4 listed 1 active
- Active Non-Members: 18
- Active Former Members: 4
- Removed by Board Action: 4
- Resigned: 4

Initiatives and Accomplishments:

- 26 people attended In-person and Zoom Learn About Us Classes
- Restructured and added Membership Forms on Breeze
- Recruited an active and reliable group of Greeters/Offertory Ushers.
- Recruited Members and Friends to engage visitors during the Fellowship Time
- Assumed maintenance of Breeze database
- Revised Membership Policies and Procedures
- Participated in By-Laws revision meetings
- Provided Board input for Annual Update to Membership Roster
- Provided Board input for UUA Congregational Certification
- Attended weekly Zoom Meetings of National UU Membership Professionals
- With the input of church leaders, restructured Gifts of Self Survey and provided results to appropriate leaders
- Circle Suppers and Mini Mixers have resumed following pandemic

Challenges:

- Encouraging Active Non-Members and Active Former Members to become members.

Thank-Yous:

- To Greeters/Offertory Ushers, Tag Team Members, Hosts of Circle Suppers/Mini Mixers and Hospitality Committee.

Public Relations and Communications Committee

Chair: Madeline Sims, Acting

Committee Members: David Christenson, Henry Seng, Madeline Sims, and Julie Smithers

Mission: We communicate timely, accurate, and 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 2023-2024:

- Transitioning to new PR Chair.

Thank-Yous: A big thanks to the following individuals who have helped PR this fiscal year:

- Beth Curtis for faithfully creating and distributing the monthly and weekly newsletter.
- Julie Smithers and Beth Curtis for reviewing the website and making many helpful suggestions and edits.
- 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, Cindi Jorgensen, Lee Plumb, Madeline Sims.

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

Accomplishments:

- **Renewal of Welcoming Congregation Status:** RWM facilitated BBUUC's annual renewal of its Welcoming Congregation Status with the UUA. We are on track for renewal again this year and will, following any consultation desired by Council or Board, submit our report for UUA approval after the end of the year. This renewal was made possible by the support of the leadership, committees, and membership of BBUUC.
- **River City Pride Parade:** More than a dozen BBUUC members participated in the rescheduled Pride Parade.
- **Welcoming Worship Services and Days of Observance at BBUUC:** We held a Welcoming Worship Service in October to celebrate LGBTQ+ History Month, and we will hold a Welcoming Worship Service June 4 to celebrate Pride Month. With the support of the Worship Committee, we are observing Welcoming Days of Observance on the UUA Calendar, by having the chalice lighting, chalice extinguishing, or Time for All Ages commemorate the particular LGBTQ+ date.
- **Welcoming Religious Education Event:** We partnered with Religious Education to host a discussion of the book *The Stonewall Generation*. We were required to have 10% of membership attend, and we actually had 20% attend. The group was engaged and thoughtful in discussion.

Challenges: Reinvigorating the ministry, engaging the community at large, and developing a strong ministry directly to members of the congregation.

Thank-You:

- Linda Mowers, the Worship Team, Religious Education, Jenn Jones, the Board, Council, and BBUUC members, for centering LGBTQ+ people (and as a result helping renew Welcoming Congregation status).
- The whole congregation, for supporting the Pride Parade, book discussion, and other programming.
- Madeline Sims and Public Relations, for providing bling and other support.
- David Christenson, Madeline Sims, Nate Samuels, and the AVTECH Team for supporting RWM events.
- Peg Christenson, Lee Plumb, and the Hospitality Committee, along with David Christenson, Facilities, and Joshua Dean, for supporting our events.
- The Board, for supporting RWM financially, by attendance, and otherwise.
- Beth Curtis, for helping us publicize events.

READI Ministry

Chair: Claudia Marshall

Members: David Christenson, Peg Christenson, Elizabeth DeCoux, Rev. Carmen Emerson, Mike Ludwick, and Linda Mowers

Mission: The READI Ministry was approved by the Board on June 21, 2022 with the following mission: The Mission of the READI Ministry is to educate BBUUC in effective and evolving Anti-racism and Anti-oppression work. Through education, discussion, reflection, and community work we will deepen our understanding of racial equity, accessibility, diversity, and inclusion and empower our community to change the world, beginning with ourselves.

Major Initiatives and Accomplishments:

In our first year as a ministry team for BBUUC, our work included:

- a. Worship services exploring the history, theology, polity and covenant, of the anti-racism, anti-oppression, multicultural efforts of our denomination, including the proposed 8th Principle and the proposed revisions to Article II of the UUA Bylaws.
- b. A 3-session exploration of the 2022-23 UUA Common Read, Mistakes and Miracles (two in-person sessions and one Zoom session).
- c. A Resolution about our Congregation's anti-racism, anti-oppression work, which was approved unanimously by the Board and will be presented at the Annual Meeting.
- d. Partnering with the Northside Coalition by welcoming Ben Frazier to speak at BBUUC about the Coalition's work.

We look forward to continuing service and ministry to BBUUC in the coming church year. This report respectfully submitted in faith and love by your READI Ministry Team, chaired by Claudia Marshall.

Worship Committee

Leaders: Linda Mowers and Caitlin Regan, Worship Co-Chairs

Worship Team members are: Jennifer Bacmeister, Beth Curtis, David Dean, Elizabeth DeCoux, Alyssa Halliday, Kris Kines, Claudia Marshall, Donna Zimmerman.

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

Vital Signs:

- We are a team of trained and experienced worship leaders who collaborate effectively.
- Two worship team meetings are held each month on the first and third Thursdays. Special meetings are held as needed for training and special service planning.
- Worship services are recorded, edited, and posted on our YouTube channel.
- Guest ministers, lay speakers, and guest speakers are scheduled for services, providing the anchor for our Worship with their sermons.
- Participation of BBUUC member musicians and live guest musicians from the larger community are engaged for Worship with the help of Lynn Wadley as the scheduler.
- Music continues to be an essential element of our services, and we have been so fortunate to have featured a wide array of excellent musicians.
- Periodic "family" Worship services are conducted for special holidays, ceremonies, or Worship that involves all ages of the congregation. Worship collaborates with our DLRE, Jenn Jones, for family services and our Time for All Ages throughout the church year.

Major Initiatives and Accomplishments:

- A commitment to keep Worship focused on sermons that center our theology, principles, sources, and UU initiatives. We also incorporate services of notable celebrations, holidays, and holy days, including Water Sharing, Christmas Eve, Easter, Flower Communion, PRIDE month, and recognitions of other holidays within the individual services.
- We strive for inclusivity in lifting the voices and concerns of marginalized people in our services, including liturgical elements, music, and sermons from diverse sources.
- We continue to utilize and subscribe to SoulMatters Sharing Circle, a network of UU congregations that follow monthly themes and share materials for Worship, small groups, children's RE programs, and resources. This program provides monthly resources, worship leader support, and opportunities for deeper connections, which is especially helpful for a lay-led congregation like ours.
- In addition to in-person speakers, we have successfully brought in various UU ministers from our Association of Congregations to provide sermons for our Worship services via our virtual pulpit while conducting all other service elements in person. This has allowed us to hear the prophetic voices and wisdom of many excellent religious professionals within our faith tradition.

Worship Committee (continued)

Major Initiatives and Accomplishments:

- Our worship team participated in an eight-session workshop, *The Shared Pulpit, A Sermon Seminar for Lay People*, written Rev. Erika Hewitt, Minister of Worship Arts for the UUA. Caitlin Regan facilitated the workshop, and the participants learned about the theory and theology of preaching, speaking with authenticity, and sermon composition. Their sermons will be added to our worship schedule.

Thank-Yous:

- Thanks to the members of our **Worship Team** (listed above) 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 remain a healthy and functional team.
- Thanks to our **Audio Booth Team** for their help on Sunday Mornings in making our services work. Thanks to **David Christenson** and our sexton, **Joshua Dean**, for all of their efforts in creating an excellent space for our Worship services.
- Thanks to **Beth Curtis**, our Office Administrator, for her work on the weekly Order of Service for Worship.
- Thanks to **David Dean**, who, in addition to serving on the worship team, participating in services, and delivering sermons, is our video editor for incoming recordings from guest speakers and musicians and the service videos posted on our YouTube channel.
- Thanks to all of the members throughout the year who volunteer as **Offertory Ushers** on Sunday mornings and our younger congregants who take up the monthly **Pennies from Heaven** collection.
- Thanks to **Jenn Jones**, our DLRE, for her collaboration and presentations of the Time for All Ages. Thanks to **Jenn** and the **RE teachers** and **children** participating in our Family Worship services throughout the year.
- Thanks to our **Pastoral Care Team** members, under the leadership of our Chaplain, **Donna Zimmerman**, for sharing the Joys and Concerns with the congregation each Sunday during Worship, along with the work they all do to care for our members with grace and compassion.
- Thank you to our fantastic and dedicated accompanists, **Dr. Gary Smart, Sydney Crisp, and Eileen Morrison**. They have donated their time throughout the year to accompany our worship services and often perform special music for our services. Thanks also to **Mike Ludwick** for his assistance as our emergency backup accompanist on Guitar and Vocals, in addition to special music performances.
- Thanks to **Lynn Wadley** for scheduling and coordinating our guest and in-house musicians to offer special 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 **Jennifer Bacmeister, Mike Bernos, Sidney Crisp, Debby Jones, Pete Jorgensen, Tyler Kidd, Mike Ludwick, Job Meiller, Eileen Morrison, Caitlin Regan, Dr. Gary Smart, Marilyn Smart, and Lynn Wadley**.
- Thanks to **Viqui Hilliard** for coordinating our volunteer “**Song Leaders**,” and thanks to all of those volunteers who lead the congregation from the chancel in singing our hymns.
- Thank you to **Marilyn Smart** for organizing and leading our **Christmas Choir** for the Christmas Eve service, for **Dr. Gary Smart** as accompanist, and for the choir members who participated: **Mary Avery, Ted Clisby, Sydney Crisp, Viqui Hilliard, Carl Moody, Eileen Morrison, Brenda Patterson, Caitlin Regan, Kate Smart, Molly Smart, Jim Wood**.
- Thanks to our Affiliated Community Minister, **Rev. Carmen Emerson**, for her sermons and special services, including our Christmas Eve service.

In Memoriam



Alice Bilbo Fletcher

July 15, 1930 - November 9, 2022

On Wednesday, November 9, 2022, Alice Bilbo Fletcher, loving mother, grandmother, and great-grandmother, passed away at age ninety-two.

An avid traveler with a keen sense of adventure, Alice spent much of her life exploring the world and set foot on every continent except Antarctica. In 1952, she enlisted as a navy WAVE (Women Accepted for Volunteer Emergency Service). She especially loved Africa, which she first fell in love with when she served in the Peace Corps. She returned twice more: first to South Africa and then to Kenya with her oldest daughter, Anne. When she visited Israel with her younger daughter, Mary, she floated in the Dead Sea and tucked prayers in the Wailing Wall.

Alice was also crafty, and spent much of her time creating beautiful dolls, quilts, and jewelry. Her dolls were imbued with meticulous details and rich character that made them come to life. Her favorites greeted visitors to her house and others were gifted to those she cared about the most, each of them stitched with love. A few even made their way into art galleries. She connected with many of her friends through creative pursuits and though she may no longer be with us, the beauty she created and the bonds she forged will stand the test of time.

Alice was best known for her independence, quick-witted humor, and sense of adventure. She is survived by her daughters, Anne Till and her son-in-law Chris Till, Susan Hardy and Mary Fletcher, her grandchildren, and great-grandchildren.

In Memoriam



Pedro Roine Bonamusa **September 7, 1933 - February 26, 2023**

Pedro Roine Bonamusa joined BBUUC just in time to provide an annual meeting with a quorum. Despite his reluctance to become a part of an “organized religion,” he accompanied his wife, Pam Edwards-Roine, and became an active participant in activities.

Pedro was born in 1933 in Santiago de Cuba. He grew up in pre-Castro days, with members of the Castro family in his community. He had a happy childhood, and after high school began working for Texaco as a technical engineer. When the revolution started, Pedro was assigned as part of a cell of the new Communist party. However, he did not comply, and he became a member of a group that planned subversive activities against the Castro regime, resulting in his leaving his beloved Cuba for Spain. His wife and daughter followed.

In 1963, he and his family left Spain and moved to the US where he resumed his career as a technical engineer for a chemical plant in New Jersey. During the following years, he moved to Virginia and enjoyed a successful career.

His wife died in 1982. He and Pam met in Lisbon. They developed their relationship there, then began a long distance relationship, flying between Virginia and Jacksonville. They wed in 1989 and Pedro retired and moved to Jax in 1990. They spent their time revitalizing an old home in Springfield, traveling, and being involved in community projects.

In 2012, Pedro suffered a severe stroke. He was courageous in his rehabilitation. Even as his physical abilities waned, he remained intellectually engaged and enjoyed Cuban and sultry Big Band music. He was a storyteller to the end.

This cannot be ended without paying tribute to our dear member, Pam Edwards-Roine, who cared for him and loved him throughout their 35-year-long marriage.

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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