

# **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.

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**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.

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**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."

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**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.

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**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.

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**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.

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**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.

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**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.

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**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.

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