




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

ANNUAL REPORT

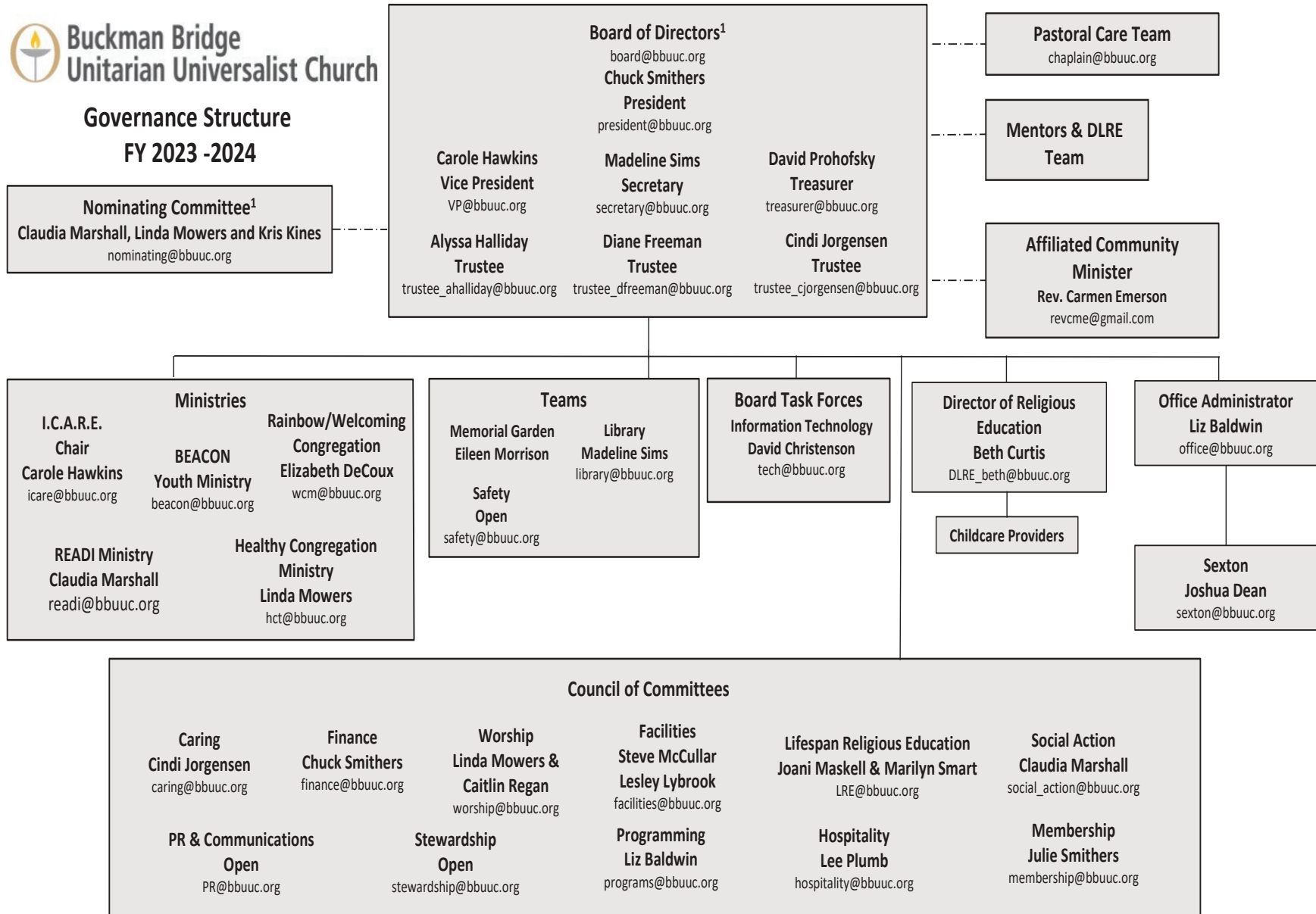
for Fiscal Year 2023-2024



Buckman Bridge
Unitarian Universalist Church



Governance Structure FY 2023 -2024





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

May 19, 2024 • 12 PM

1. Call Meeting to Order
2. Review Fire Escape Plan
3. Establish Quorum
4. Chalice Lighting
5. Minutes from the Annual Meeting held on May 21, 2023
 - a. Vote on any Proposed Corrections
6. President's Report
7. Nominating Committee Placing Names in Nomination
 - a. Elections
8. Treasurer's Report
9. Presentation of Proposed Fiscal Year 2024-2025 Budget
 - a. Discussion
 - b. Vote
10. Words from the Floor
11. Adjournment

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 21, 2023

Recording of the meeting: <https://youtu.be/-l1U6a0Gn-8>

Complete Annual Report: <https://bbuuc.org/wp-content/uploads/2023/05/2022-23-Annual-Report.pdf>

Call to Order

The annual meeting of Buckman Bridge Unitarian Universalist Church was held on May 21, 2023. It began at 12:04 pm and was presided over by Board President Chuck Smithers, with Madeline Sims as Secretary.

Establish Quorum

There are currently 135 Members. The quorum for this meeting is 25% or 34 Members. There were 14 proxies and 51 Members in attendance. The quorum was met.

Chalice Lighting Reading by Madeline Sims (chalice lit by Chuck Smithers)

Approval of minutes

The minutes from the May 22, 2022 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 Chuck Smithers, Board President

READI Ministry Resolution

The proposed resolution was distributed to the congregation in the meeting notice and introduced in the meeting by Rev. Carmen Emerson and read by Mike Ludwick. No questions or discussion.

Voting was done by raising voting cards. The resolution was approved unanimously.

Leadership Development Committee nominations

On behalf of the Leadership Development Committee, Chuck Smithers presented the following nominations for the Board of Directors:

- President – Chuck Smithers
- Vice President – Carole Hawkins
- Treasurer – Jason Chapple
- Secretary – Madeline Sims
- Trustees – Molly Brady and Cindi Jorgensen

Elections

All elections were uncontested, so bylaws specify that elections be done by acclamation.

There is one open position on the Leadership Development Committee. The bylaws specify opening the floor for nominations. Heather Chapple volunteered but since she is an employee, she cannot serve on the Leadership Development Committee. There were no other nominations. At the beginning of the next fiscal year, there will be 1 vacancy in the Leadership Development Committee that can be filled by a Board of Directors appointment.

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 21, 2023 (Continued)

Treasurer's Report presented by Pam Richards, Board Treasurer

Budget

- The proposed budget for fiscal year 2023-2024 was distributed to the congregation in the meeting notice.
- The Finance Committee Chair, Peg Christenson, presented the proposed budget. There is a \$34K increase from last year. In the future, the committee might include a report on the change in each budget line item.
- Kris Kines motioned to approve the 2023 – 2024 budget as submitted, seconded by Molly Brady. Opened the floor for questions: no questions.
- Voting was done by raising voting cards. The budget was approved overwhelmingly.
- The congregation gave Peg a round of applause for her years of service as Finance Chair.

Bylaws

David Christenson presented a total of 7 Bylaws changes that were detailed in the annual report. He reviewed that per existing bylaws, a supermajority is required for changes to these Bylaws. A supermajority is when the number of yea votes is equal to or greater than 4 times the number of nay votes. Abstentions do not count as a vote but can be used to ensure quorum is still met.

Proposed Bylaws Change #1: Changes Articles VIII, IX and X

Leadership Development => Nominating

David made a motion to approve proposed bylaws change #1, as approved by the Board and as written in the meeting notice, seconded by Kris Kines. No questions or discussion. Voting was done via electronic means. There were 62 yays and 1 nay. Motion passed with a 98.4% vote.

Proposed Bylaws Change #2: Changes Article XVI Amendments

Clerical notations, such as updating table of contents and renumbering of articles and sections.

David made a motion to approve proposed bylaws change #2, as approved by the Board and as written in the meeting notice, seconded by Linda Mowers. No questions or discussion. Voting was done via electronic means. There were 64 yays and 0 nays. Motion passed with a 100% vote.

Proposed Bylaws Change #3: Changes Articles VI, VII, and XI

Governing structure more flexible

David made a motion to approve proposed bylaws change #3, as approved by the Board and as written in the meeting notice, seconded by Nina Hemmelgarn.

Discussion: Mark Yount proposed an amendment to this motion to replace the last sentence on dissolving committees with the following sentence: "The Board shall provide timely prior notification to Leadership Council, which shall conduct an advisory vote, which shall be reported to the Board prior to the meeting at which the dissolution will be voted." Mark further clarified that the Leadership Council is our current Council.

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 21, 2023 (Continued)

Chuck asked for someone to second the proposed amendment to the motion, which was seconded by Rev. Carmen Emerson. Voting was done via electronic means. There were 45 yays and 19 nays. Motion passed with a 70.3% vote since Mark's amended motion only needs a majority to pass and not a supermajority.

David made his motion again, with Mark's amendment, seconded by Carole Hawkins. Further discussion was had on the merits of the proposal with the recent amendment and the desire to keep the bylaws simple. Voting was done via electronic means. There were 26 yays and 31 nays. Motion failed with a 45.6% vote.

A point of order was made regarding whether we could re-vote on the original proposal since the amended proposal failed. The parliamentarian confirmed we could. David re-made his original motion to proposed bylaws change #3, as approved by the Board and as written in the meeting notice, seconded by Mike Bernos. Voting was done via electronic means. There were 57 yays and 4 nays. Motion passed with a 93.4% vote.

Proposed Bylaws Change #4: Article XV Minister

Called Minister

David made a motion to approve proposed bylaws change #4, as approved by the Board and as written in the meeting notice, seconded by Tara.

Discussion: Mark Yount made the following motion to amend the current proposal to Section 2, seconded by Carole Hawkins:

- Add the following bullet point after the first one:
A membership vote of preapproval to hire a contract minister is limited to a one-year contract, unless otherwise specified in the meeting notice and motion wording. The Board may extend the term of that contract up to an additional three months. Any continuation, extension, renewal, or replacement of a contract minister beyond 15 months must be approved by the Board, and by membership at a meeting whose notice specifies this vote.
- Add the following to the end of the current second bullet:
Continuation, extension or renewal of a contract for a minister actively under contract with BBUUC does not require a Ministerial Search Committee. In the event a contract minister preapproved by the congregation vacates that position, the Ministerial Search Committee may hire a different contract minister subject to the same terms and conditions as the previous vote of the membership.

Discussion: Concerns were raised that this amended proposal could imply that the congregation does not trust ministers. In addition, with this amendment, we would not be able to hire any minister that needs to complete two years as part of their developmental plan to achieve fellowship status. The contract we have with our next minister could include these constraints, but we do not need to include them in the bylaws. Voting was done via electronic means. There were 2 yays and 57 nays. Vote to amend the proposal failed with a 3.4% vote.

With the vote on the amended proposal #4 failing, a vote on the original proposal was held. Voting was done via electronic means. There were 60 yays and 3 nays. Motion passed with a 95.2% vote.

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 21, 2023 (Continued)

Proposed Bylaws Change #5: Article V Membership, Section 1

Various Membership Updates

David made a motion to approve proposed bylaws change #5, as approved by the Board and as written in the meeting notice, seconded by Kris Kines.

Discussion: Question was raised whether there was always a requirement to make a financial contribution David answered it has been in there for quite a while.

Voting was done via electronic means. There were 62 yays and 0 nays. Motion passed with a 100% vote.

Proposed Bylaws Change #6: Article V Membership, Section 2

Annual Update to Membership Roster

David made a motion to approve proposed bylaws change #6, as approved by the Board and as written in the meeting notice, seconded by Nina Hemmelgarn.

Discussion: Important to go through this process of keeping the membership list current as it skews quorum and the reported number to the UUA.

Voting was done via electronic means. There were 63 yays and 0 nays. Motion passed with a 100% vote.

Proposed Bylaws Change #7: Article V Membership, add section 6 to Article V

Revoking Membership

David made a motion to approve proposed bylaws change #7, as approved by the Board and as written in the meeting notice, seconded by Joani Maskell.

Discussion: Molly Brady made the following motion to amend the current proposal to Article V, Section 6, seconded by Carl Moody.

- Add the following after the first numbered sentence:
 - a) Prior to a final decision, the Board must:
 - i. Notify the Member in writing of their intent to revoke their membership and reasons for the revocation.
 - ii. Provide the Member with an opportunity to present their position to the Board.

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 21, 2023 (Continued)

Discussion: Very lengthy discussion was had over the original proposal and Molly's amendment to the proposal. Those who spoke in favor of Molly's proposal desired having a due process for revoking anyone's membership and that any removal of a Member should be done with extreme caution and care. The Board would still be empowered to immediately remove a Member over serious violations. Those who spoke in favor of David's original proposal stated that the Board would not arbitrarily remove Members and that the congregation should trust the democratically elected Board. The original proposal states that a reason for revoking membership must be documented and provided to the Member. Members could still ask to be reinstated. A concern was raised regarding if what is shared with Member about why they have their membership revoked would be shared widely — would this infringe upon confidentiality, especially if the Healthy Congregation Ministry was involved? Additional discussion was had regarding whether Molly's proposed amendment should be in a Board policy or the Bylaws. Those in favor of Molly's amended proposal feel the process in revoking membership is so important it should be in the bylaws rather than a Board policy that could change each year. A question was raised that if we revoke membership, could that person still attend service? The answer is yes: they could attend service but not vote.

A vote on Molly's proposed amendment was held. Voting was done via electronic means. There were 40 yays and 18 nays. Motion to amend the proposal passed with a 69% vote.

After additional discussion, voting was held on the amended proposal. Voting was done via electronic means. There were 56 yays and 1 nay. Motion passed with a 98.2% vote.

Words from the Floor

Madeline Sims thanked Pam Richards and Peg Christenson for their hard work over the years overseeing the church's finances.

Closing words by Madeline Sims (chalice extinguished by Chuck Smithers)

Meeting adjourned at 2:07 pm

President's Report: Fiscal Year 2023-2024

It has been a great honor to serve as the President of BBUUC for the past two years and to be able to work closely with your BBUUC Board. The Board had another 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 the need to increase our focus on clear and timely communications provided to the congregation and among the various program areas. I want to thank the members of the Board for their dedication to fulfilling their responsibilities this year.

I am very happy to report that we have just completed another successful Stewardship Campaign. We have heard back from about 55% of our members. At this point we have pledges of \$128,480, which is somewhat short of our overall goal. The generosity of our members and friends continues to be amazing and a great testament to the support of the programs and services they value. 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 interests and talents.

Our membership numbers have grown nicely this year. As of the end of April we have 147 members, which is an increase of 12 from last year at this time. The Learn About Us classes have graduated 17 during the period July 2023 through March 2024.

I want to applaud the work of the Worship Committee for a job well done again this year. 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.

Lifespan Religious Education program has enjoyed a successful and very active year. Our Director of LRE and the LRE Committee have worked hard to offer a wide variety of educational and fun opportunities for our children, youth, and adults. New volunteers are always welcome to serve as door minders or as teachers/facilitators.

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 47 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 staff are an integral part of the lifeblood of our organization. Whenever you get a chance, say thanks to them for all they do – I could not have done my job without them.

President's Report: Fiscal Year 2023-2024 (continued)

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 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 2023-2024

I remain in covenant with BBUUC as your Affiliated Community Minister. As part of our Covenant, as well as professional ministry ethical guidelines, I also remain in good standing with the UU Ministers' Association (UUMA) and in full fellowship with the UUA's Ministerial Fellowship Committee.

Preaching – I've been in the BBUUC pulpit 9 times this year for our "Second Sunday Spirit in Practice" series about spiritual practices that help us to deepen our UU spirituality, identity, ethics, and faith (covenantal understandings). I also offered the 2023 Christmas Eve service at BBUUC. I will continue to work with the Worship Committee about possible services to offer in the coming year. I also guest-preached twice at the New Vision UCC church in Yulee, Florida, a UU-friendly congregation who often has UUs from Nassau County in their Sunday morning worship services.

Mentoring: Healthy Congregation Ministry – I continue to work with this group of dedicated and skilled UUs who love BBUUC and want all good and healthy things for our beloved community. Their commitment to ongoing learning is inspiring. We are fortunate to have spiritually and emotionally mature people to help us expand our knowledge of covenant and shepherd our efforts to navigate covenantal relationships at tender or conflicting moments.

READI Ministry – I continue to be a part of the READI (Race, Equity, Accessibility, Diversity & Inclusion) Ministry team as we navigate internal landscapes, exploring our experiences and deepening our understandings of AR/AO/MC work (Anti-Racism, Anti-Oppression and Multiculturalism), all in support of outward actions towards multicultural and intercultural equity.

Community Ministry – In January I accepted a promotion from Lead Chaplain at Baptist Nassau Medical Center in Fernandina Beach to Spiritual Support Services Coordinator for the Baptist Health System; I am now working out of the main hospital in downtown Jacksonville. I continue to serve as an on-call chaplain for Baptist Nassau. Two major pieces of my new portfolio have been (1) launching the new Bereavement Service Line within BHS, beginning with bereavement support groups for staff members; and (2) planning our 2024 Restorative Chaplaincy Conference for September 2024, a regional conference for chaplains and other clinical providers in healthcare systems. I performed one inter-faith wedding for staff members of Baptist Nassau. I wrote the liturgy for and coordinated the virtual Easter Service for BHS.

Denomination at Large – I will be attending General Assembly in June 2024 as a BBUUC delegate, and look forward to sharing news of this important GA with you.

Continuing Education – In April I will be in Colorado for a week, attending bereavement training at the Center for Loss & Life Transitions, a continuing education part of my professional work in chaplaincy for BHS. My on-call and coordinator roles often keep me away from BBUUC on Sunday mornings, but I remain a committed member and am glad to be in covenant with you in representing Unitarian Universalism in the larger community.

In our shared faith,
Rev. Carmen Emerson

Nominations for Officers, Trustees and Nominating Committee

Below is the slate of nominees submitted by the Nominating Committee for election to serve in Fiscal Year 2024-2025 (July 2024 – June 2025):

BBUUC BOARD:

Cindi Jorgensen

President (1-year term, limit to 2 consecutive terms, this would be Cindi's first term)

Diane Freeman

Vice President (1-year term, limit to 2 consecutive terms, this would be Diane's first term)

Kristina Altes

Secretary (1-year term, limit to 2 consecutive terms, this would be Kristina's first term)

David Prohofsky

Treasurer (1-year term, no term limits, this would be David's first elected term)

Elizabeth DeCoux

Trustee (2-year term, limit to 2 consecutive terms, this would be Elizabeth's first term)

Don DeStephano

Trustee (2-year term, limit to 2 consecutive terms, this would be Don's first term)

Nathaniel Samuels

Trustee (2-year term, limit to 2 consecutive terms, this would be Nathaniel's first term)

NOMINATING COMMITTEE:

Helen Meatte (2-year term)

2-year term open for nominations, limit to 2 consecutive terms

(The other two Nominating Committee members, Kris Kines and Linda Mowers, will be completing the second year of their 2-year terms)

Respectfully submitted by the 2023-2024 Nominating Committee:

Kris Kines, Claudia Marshall, and Linda Mowers



Buckman Bridge Unitarian Universalist Church Board Nominees for 2024-2025



President: Cindi Jorgensen
(BBUUC member for 6 years)
Nominated for a first term as President
(limit to two consecutive terms)

*The **President** presides over Church meetings, presides over Board of Directors meetings, 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.*

It is an honor to be nominated to serve as Board President of BBUUC. My connection to this church has been the focus of my life, second only to family, since I joined six years ago.

My "conversion" to Unitarian Universalism happened twelve years ago, when I first attended a UU service and realized that the community engagement – on a local and nationwide level – supported my own ideas about the world. I quickly became involved, and was the Chairperson of the Unitarian Universalist Fellowship of Vero Beach (UUFVB) Council for four years, and sat on the nominating committee for two years. I was also the co-runner of our very successful fair trade shop.

My professional life included nursing and teaching in a high school. Both of these professions are people-centered. Besides the knowledge required to be a skilled practitioner, my experience included advanced leadership training. My roles in the hospital included Chairperson of recruitment and retention for Indian River Memorial Hospital and quality management for the Intensive Care Unit.

My wonderful years as a high school teacher afforded me the opportunity to become educated in generational poverty. I was also allowed to use my leadership skills and knowledge of our school system and cohorts involved by chairing our committee to renew our accreditation. Perhaps my most notable leadership accomplishment there was chairing the School Advisory Committee for four years, which brought together 25 various stakeholders involved in our school, which had 3,200 students.

In the community, I have served as a poll watcher for the last four presidential elections and have been an active Guardian ad Litem for six years.

I consider BBUUC my community. I am joyous every Sunday to be with our members and guests. We are a haven for like-minded folks who want to be partners in life – whether it be for Sunday services, giving support during challenging times, or forging friendships. We are a group that depends on the talents and work of many to keep us a healthy congregation, with the goal of celebrating what we have in common and working through our differences, all with respect and kindness. I have served as chair of Membership, and presently I serve as Chairperson of Caring Committee, a position that is authentic for me. Again – people-centered, I have been the lead person for social events and social action activities, and I presently help when possible with RE.

If chosen to serve, I promise that I will do whatever I can to forge relationships, rely on experts on our team, facilitate discussions to find consensus, manage when necessary, and lead responsibly. Our Buckman Bridge Unitarian Universalist Church is, in many ways, my home away from home. I will work to keep it that way for our present congregation and make it that way for those who are following.



Vice President: Diane Freeman
(BBUUC member for 7 years)
Nominated for a first term as Vice President
(limit to 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.

I currently serve as a BBUUC Board Trustee and have been a member since 2017. Born in Ocala and raised in Orlando, I attended the University of Florida and received my bachelor's, master's, and doctorate degrees in Counseling Psychology there. I had a private practice in Ocala where I was also the President of Altrusa, a service organization of professional women and men. I was also a Charter Board Member of the Marion County Literacy Coalition. Before becoming a UU, I was raised as a Presbyterian and was active in the church for much of my adult life, serving in many leadership roles. I am an avid nature lover and love to visit our country's national Parks. My favorite is Denali National Park and Preserve in Alaska. In addition to playing the Native American flute, I am also a weaver. In early 2022, I was declared as legally blind. My adaptable nature has led me to embrace the challenges and utilize the tools that I have explored to engage and live my best life.



Secretary: Kristina Altes
(BBUUC member for 3 years)
Nominated for a first term as Secretary
(limit to 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, ensures an accurate list of Committees, Task Forces, Teams, and Ministries is maintained and available to the membership, and carries out other duties as assigned by the Board.

I have lived in north Florida for over 15 years but have only lived in Jacksonville for about seven years. I work as a contract archaeologist and live in the Avondale neighborhood with my husband and dog. I started attending BBUUC at the beginning of 2020 and have watched this community adapt and respond to the massive events that have shaped the world since then. I am excited to contribute my organizational and written communication skills to the secretarial position for the coming year.



Treasurer: David Prohovsky
(BBUUC member for 1 year)
Nominated for a first elected term as Treasurer,
appointed as Treasurer in July 2023
(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.*

I have been attending BBUUC for two years and have been a member for one. During my first year attending BBUUC, I was an ICARE network member. I stepped in as Finance Chair upon joining the church. I then slid into the position of Treasurer after my predecessor unfortunately had to resign. I have been practicing law for 25 years, and bring my analytical skills and knowledge of financial markets to my role as Treasurer.

How will I serve? I feel that I have learned a great deal this past year, and am excited to bring that experience to next year's Board. Being new to BBUUC has led me to be very active in my listening, hoping to learn more than I need as I integrate into the community. At the same time, I bring a new perspective and active mind to the challenges we face as we grow, and believe I can maintain the high standards of financial openness and probity that have served BBUUC throughout its history.



Trustee: Elizabeth DeCoux
(BBUUC member for 4 years)
Nominated for a first term as Trustee
(limit to 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.

I have been a member of BBUUC since 2019. I have served since 2020 as Chair of the church's Rainbow Welcoming Ministry, working with our church's leaders and members each year to successfully complete the Five Practices of Welcoming Renewal, to maintain our status with the Unitarian Universalist Association as a Welcoming Congregation. Other RWM activities during my tenure have included each year's River City Pride; creation of a memorial quilt; and a 2022 "Senior Prom" celebrating BBUUC's LGBTQ+ members. In my capacity as Chair of RWM, I have served on BBUUC's Council since 2020.

Another area of my participation has been as a member of the Worship Committee. I regularly serve as a Worship Leader for our Sunday services. I have given the sermon on several occasions; my sermon "Seeing Animals" was selected by the Unitarian Universalist Animal Ministry to receive the Schweitzer Prize for the best sermon on our responsibilities to animals.

I completed my training with the Association for Veterinary Pastoral Education in 2022 and became a Certified Animal Chaplain. I have served as BBUUC's Animal Chaplain since then, providing animal-related spiritual care.

I served as a delegate to General Assembly in 2023 and will serve again in 2024. I have followed the work of the UUA's Article 2 Study Commission and have participated in BBUUC events related to the proposed revisions to Article 2.

I spent my career practicing law and then teaching law. I have spoken on animal rights law at conferences throughout the U.S., in Canada, and in Europe. My scholarly articles on evidence law and animal law have appeared in numerous law reviews and journals. I volunteer at Jacksonville Humane Society. I have served on the Board of Directors of the Indianapolis Low-Cost Spay/Neuter Clinic, the Indiana University LGBT Alumni Association, and C.J. Acres Animal Rescue Farm. I am grateful to have found my spiritual home at BBUUC.



Trustee: Don DeStephano
(BBUUC member for 12 years)
Nominated for a first term as Trustee
(limit to two consecutive terms)

I have been a member since 2011, and previously served as Board Trustee for 3 years. I am a long-time member of the Finance Committee, and have been involved in many projects and task forces, including Minister task force twice; Committee on Ministry; Property Acquisition Task Force; Long Range Planning Task Force; Capital Campaign/Note Payoff Task Force, and Endowment Policy Task Force. I am the moderator of the Buckman Bridge Unitarian Universalist Christian Fellowship and will represent the Congregation at the General Assembly this year.

I am a retired physician with many years of experience managing a medical practice, including retirement plans and investments. I am married to Patty (45 years this year), and have 3 children and 7 grandchildren. I discovered Unitarian Universalism shortly before joining BBUUC and it has become the center of my spiritual journey. My interests include gardening, enjoying nature on my small farm in Clay County, and studying the historical Jesus and early Christianity. If elected, I hope to explore ways for the Board and Congregation to be more aware of and involved in the national Unitarian Universalist Association, since I believe there are matters that may be important to our Congregation.



Trustee: Nathaniel Samuels
(BBUUC member for 6 years)
Nominated for a first term as Trustee
(limit to two consecutive terms)

I was born in the country of Panama but I've lived in the Orange Park/Middleburg area for the last nearly 25 years since the age of 5. I currently work online in the fields of SEO (Search Engine Optimization) and AI-assisted content generation. I currently share an apartment with my parents. I've been a member of the BBUUC community since 2018. Ever since I first entered the sanctuary out of curiosity six years ago I was welcomed with open arms and made to feel at home. I early on gravitated towards getting involved with the AV tech team and have spent most services ever since then listening from the AV room. I'd like to say I've got a fair degree of tech savvy that I'd love to further leverage for the good of our community.



Nominating Committee: Helen Meatte
(BBUUC member for 5 years)
Nominated for a first term on the Nominating Committee
(limit to two consecutive terms)

Nominating Committee Members Nurture the long-term health and vitality of the congregation's leadership pool, identify potential leaders, identify support resources for leaders, and perform other duties as specified in these Bylaws.

I was born in St. Louis, Missouri. My husband was a fallen away Catholic and I was a fallen away Jew. We joined the First Unitarian Church of St. Louis in 1979 while we were pregnant with our first child. In my late husband's words: "We needed a religion that our children could ultimately reject." In truth the UU faith felt comfortable the moment we walked in the door. I immediately became active in their Religious Education program.

In 1987, my husband was asked to open a branch office in Jacksonville, Florida for the architectural firm that he worked for and we left family and friends and made a new start. We joined the Unitarian Universalist Church of Jacksonville that year, but to my disappointment children's religious education was a low priority. I then became active in selecting a new minister as the existing one was retiring and fortunately the new minister saw the need for a religious education director and the program was re-born. Once our youngest graduated from high school we felt that our job was done (and yes, our children ultimately fell away from the UU faith) and we quietly left the church.

I decided that I needed a religious home once again in 2018 and joined the BBUUC. It was an excellent decision and I am so grateful for this church and the congregation, as I feel that I have found a spiritual home here.

Treasurer's Report to Congregation as of March 31, 2024

Highlights

We owe a tremendous vote of thanks to the volunteers who recently passed on the reins of our financial management. Pam Richards and Peg Christenson did yeoman's service for many years. To date, we seem to be managing the transition to new leaders without material error, and I for one am grateful for the patience and trust that has been shown to me.

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 restored the Operating Reserve to the Board's established balance of \$60,000. Our spending has not matched our growth in donations, and we should have a surplus at year end to further secure our future by building our CR&R (Capital Repair and Replacement) Reserve towards our goal.

We have streamlined some of our administrative processes, to ease the burden on our volunteers. Primarily, we have eliminated some of the smaller dedicated funds, recognizing that Board approvals required for the use of those accounts made the separate treatment unnecessary.

Statement of Financial Position as of Mar. 31, 2024 vs Mar. 31, 2023 (Prior Year)

Bank Accounts increased by over \$40,000 to ending balance \$219,315. Other Current Assets increased \$70,001 to ending balance \$325,322. Fixed Assets are unchanged, and Long Term Liabilities are zero.

\$17,400 was returned to the Capital Repair and Replacement Reserve replacing approximately 40% of the amount withdrawn last year, leaving balance of \$109,348.

The Congregational Growth and Development Reserve was not drawn on, leaving the balance at \$90,027.

\$1,299 was disbursed from the Emergency Caring Fund, leaving a balance of \$5,541.

Endowment Net Assets increased \$33,349 due to recovery of the financial markets.

Statement of Financial Activity July 1, 2023 to Mar. 31, 2024 vs Prior Year to Date

Total Revenue is approximately \$21,000 higher than last year due to ~\$25,000 increased contributions from pledgers, and a fifty percent increase in plate cash. This offset a decline in general donations of approximately ~\$1,500. Fundraising increased by approximately \$500 to \$4,499.

Treasurer's Report to Congregation as of March 31, 2024 (Continued)

Total Operating Expenses are down more than \$8,200. We decreased spending by more than \$2,600 for administration, and \$10,200 in payroll costs due to not having a minister. We faced increasing costs in Facilities where Board approved purchase of the AED (automated external defibrillator) and the extra tree trimming and yard cleanup costs of \$2,200 and \$2,500, respectively. There was a decrease in Finance expense for insurance of approximately \$1,900 due to the inability to procure hail and wind damage protection, and higher expenses for Lifespan Religious Education (LRE).

Budget vs. Actual Expenditures as of March 31, 2024

Total Revenue is 83% of budget for 75% of the year.

Total Operating Expenses are 65% of budget for 75% of the year.

Respectfully submitted,
David Prohovsky, BBUUC Treasurer

Buckman Bridge Unitarian Universalist Church

Statement of Financial Activities

July 2023 - March 2024

	TOTAL			
	JUL 2023 - MAR 2024	JUL 2022 - MAR 2023 (PP)	CHANGE	% CHANGE
Revenue				
3100 Contributions				
3101 General Donations	2,728	4,172	(1,444)	(35.00 %)
3103 Plate Cash	4,092	2,601	1,491	57.00 %
3104 Pledges Paid	122,347	96,806	25,541	26.00 %
3105 Pledgers' Additional Donations		3,900	(3,900)	(100.00 %)
Total 3100 Contributions	129,167	107,479	21,688	20.00 %
3200 Other Operating Revenue				
3201 Amazon		125	(125)	(100.00 %)
3203 Interest & Dividends	1,071	745	326	44.00 %
3204 Rent		622	(622)	(100.00 %)
3206 Fundraisers for Operations	4,499	4,081	418	10.00 %
Total 3200 Other Operating Revenue	5,571	5,572	(2)	(0.00 %)
Services	40		40	
Total Revenue	\$134,778	\$113,051	\$21,727	19.00 %
TOTAL Revenue	\$134,778	\$113,051	\$21,727	19.00 %
Expenses				
4000 Board Administration	7,710	10,157	(2,447)	(24.00 %)
4080 Caring Committee	79	79		
4200 Facilities	18,093	14,648	3,445	24.00 %
4300 Finance	10,204	12,077	(1,873)	(16.00 %)
4350 Hospitality	720	632	88	14.00 %
4400 Lifespan Religious Education	2,220	435	1,785	410.00 %
4500 Membership	123	167	(44)	(26.00 %)
4590 Payroll Expenses	42,948	53,241	(10,293)	(19.00 %)
4600 Public Relations & Communications	378	651	(273)	(42.00 %)
4700 Social Action		78	(78)	(100.00 %)
4710 ICARE	1,000	500	500	100.00 %
4750 Stewardship		15	(15)	(100.00 %)
4800 Welcoming Rainbow Ministry	325		325	
4900 Worship	8,028	7,477	551	7.00 %
Total Expenses	\$91,828	\$100,079	\$ (8,251)	(8.00 %)
Change in Net Assets from Operation	\$42,950	\$12,973	\$29,977	231.00 %
Other Revenue	\$ (3)	\$0	\$ (3)	0%
NET Other Revenue	\$ (3)	\$0	\$ (3)	0%
Change in Net Assets	\$42,947	\$12,973	\$29,975	231.00 %

Buckman Bridge Unitarian Universalist Church

Statement of Financial Activities

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Buckman Bridge Unitarian Universalist Church

Statement of Financial Position Vs. Prior Year

As of March 31, 2024

	TOTAL		
	AS OF MAR 31, 2024	AS OF MAR 31, 2023 (PP)	CHANGE
ASSETS			
Current Assets			
Bank Accounts	\$219,315	\$178,690	\$40,625
Other Current Assets	\$325,322	\$255,321	\$70,001
Total Current Assets	\$544,637	\$434,011	\$110,626
Fixed Assets			
1320 Manresa - Land	99,756	99,756	0
1330 Manresa - Building	914,972	914,972	0
1340 Equipment, Fixtures, and Furniture	61,289	61,289	0
Total Fixed Assets	\$1,076,017	\$1,076,017	\$0
TOTAL ASSETS	\$1,620,654	\$1,510,028	\$110,626
LIABILITIES AND NET ASSETS			
Liabilities			
Current Liabilities	\$1,053	\$724	\$328
Total Liabilities	\$1,053	\$724	\$328
NET ASSETS			
Net Assets without Donor Restrictions	1,044,075	1,064,812	(20,737)
2410 Accumulated Market Value Adjustments			
2451 Market Value Adjustments VSMGX	28,077	20,108	7,968
2452 Market Value Adjustments VFTSX	82,972	54,017	28,955
Total 2410 Accumulated Market Value Adjustments	111,049	74,125	36,924
2500 Board Designated Reserves			
2501 Capital Repair & Replacement Reserve	109,184	91,784	17,400
2502 Operating Reserve	60,000	56,727	3,273
2504 Congregational Growth & Development	90,027	90,027	0
Total 2500 Board Designated Reserves	259,211	238,538	20,673
2600 Donor Restricted Net Assets	0	0	0
2602 Beacon	1,129	1,437	(308)
2604 Emergency Caring Fund	5,541	6,840	(1,299)
2606 Memorial Garden Fund	0	84	(84)
2616 Teen Travel Scholarship Fund	4,687	4,687	0
2619 Welcoming Congregation Ministry	602	750	(147)
2621 Funds Held for Next Fiscal Year	4,700	5,470	(770)
2622 Rev Ray Scholarship Fund	3,250	3,500	(250)
Total 2600 Donor Restricted Net Assets	19,909	22,768	(2,859)
2700 Endowment Net Assets			
2701 Endowment Fund	87,565	86,890	675
2703 Market Value Adjustments	54,846	22,171	32,674
Total 2700 Endowment Net Assets	142,411	109,061	33,349
Change in Net Assets	42,947		42,947
Total NET ASSETS	\$1,619,601	\$1,509,304	\$110,297

Buckman Bridge Unitarian Universalist Church

Statement of Financial Position Vs. Prior Year

As of March 31, 2024

	TOTAL		
	AS OF MAR 31, 2024	AS OF MAR 31, 2023 (PP)	CHANGE
TOTAL LIABILITIES AND NET ASSETS	\$1,620,654	\$1,510,028	\$110,626

Buckman Bridge Unitarian Universalist Church
Proposed Detail Budget - 2024-2025

	Amount		Amount
Revenue			
Contributions		Hospitality	
Pledge Commitments	\$ 136,000	Coffee Hour	700
Unfulfilled Pledges	(10,040)	Paper Prod & Supplies	400
Total Pledge Donations (Actual cash rec'd)	125,960	Meetings, Meals, Leadership Retreats	400
Donation General	4,500	Total Hospitality	1,500
Plate cash	5,500	Lifespan Religious Education	
Pledgers' additional donations	5,200	Chalice Camp	600
Total Contributions	141,160	Curricula	600
Other Revenue		Social Activities/Team Building	200
Interest Income	1,500	Supplies	1,200
Rental Income	1,200	Training & Development	500
Annual Fundraising	5,000	Field Trip/Speciality Education Program	650
Total Other Revenue	7,700	Total Lifespan Religious Education	3,750
Total Revenue	148,860	Board Administered	
Operating Expenses		Administration	
Caring Committee		Awards & Recognition	500
Chaplain Supplies	50	Special Events	1,200
Special Recognition/Training	100	Background Checks	200
Funeral Receptions	50	Ministerial Professional Expenses	600
Total Caring Committee	200	DRE Prof Exp, Training & Dev	3,000
Facilities		Office Supplies	500
A/V Equipment	600	Printer Contract	2,150
Building Inspections	800	Postage and PO BOX 844	300
Bldg Repairs & Maint	1,200	Training for Office Staff	100
Grounds Maint & Improvements	5,000	Printing Annual report	300
Cleaning Service	3,468	Total Administration	8,850
Equipment & Supplies	700	Denominational Affairs	
Computer/IT Equipment	1,500	Gen Assembly Delegates	1,120
HVAC	600	Total Denominational Affairs	1,120
Piano Tuning	140	Denominational Contributions	
Security/Fire Alarm Monitoring	720	UUA APF	7,077
Utilities: Electric, water	4,800	Total Denominational Dues	7,077
Utilities: Solid Waste	179	Payroll Expenses	
Utilities:Telephone, internet	2,400	Nursery/Child Care (EE 2017)	2,500
Total Facilities	22,107	Office Assistant - Gross Wages	12,000
Finance		DRE - Gross Salary	43,200
Bank Fees	700	Sexton / Custodian (EE 2021)	9,600
Fees - Govt	62	Payroll Taxes	5,149
SaaS Software - QBO, CMS, Zoom, Payroll,	2,400	LTD, GTL Insurance	1,105
Insurance: Property, Liability, WC	8,000	Total Payroll Expenses	73,554
Total Finance	11,162	Total Board Administered	90,601

Buckman Bridge Unitarian Universalist Church

Proposed Detail Budget - 2024-2025

	Amount
Membership	
Class Material, Packets/Gifts	370
Training Materials	80
Total Membership	450
Public Relation & Communication	
Community Event Exposure	300
Literature & Promo Swag	400
Website & Internet	150
Total Public Relation & Communication	850
Social Action	
Social Action	550
Justice Florida	150
SAC Total	700
ICARE Ministry	
ICARE Dues & Donations	1,000
Program Training, Seminars, Transportatio	500
ICARE Ministry Total	1,500

	Amount
Stewardship	
Stewardship Printing	250
Stewardship Supplies	250
Total Stewardship	500
Welcoming Congregation Ministry	
Social Activities/Team Building	500
Total Welcoming Congregation Ministry	500
Worship	
Music (special) Honorarium	3,600
Speaker	10,440
Worship Resources	500
Worship Team Training	500
Total Worship	15,040
Total Operating Expenses	148,860
Change in Net Assets	\$ -

Buckman Bridge Unitarian Universalist Church
Proposed Budget Summary - 2024-2025

	Amount
Revenues	
Pledges	\$ 125,960
Other Contributions	15,200
Other Revenues	7,700
Total Revenues	148,860
Expenses	
Caring	200
Facilities	22,107
Finance	11,162
Hospitality	1,500
Lifespan Religious Education	3,750
Board Administered	90,601
Membership	450
Public Relations & Communications	850
Social Action	700
ICARE Ministry	1,500
Stewardship	500
Welcoming Congregation Ministry	500
Worship	15,040
Total Expenses	148,860
Change in Net Assets	\$ -

Council: Committee & Ministry Annual Reports For Fiscal Year 2023-2024

Caring Committee

Leader: Cindi Jorgensen

Committee Members and Participants: Kristina Altes, Tara Crisp, Debby Jones, Marie Lybrook, Helen Meatte, Ellen Micelli, Eileen Morrison, and Lee Plumb

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:

- An important observation is the way our members have maintained relationships without formal procedures. The year has shown that our BBUUC family is closely connected. Thanks to teamwork, our members enjoy many activities that foster camaraderie.
- In concrete, practical ways, the Caring Committee guided congregants to reach out to members who needed support, to send cards and caring thoughts, to help with food, and to offer rides for medical visits. The Emergency Fund was used appropriately.
- Memorial service options have been made clear in policies and procedures.
- This year we said goodbye to David Johnson. David and his wife, Joyce, were long time Unitarian Universalists, and members of BBUUC from 1995. David was an advocate in social action causes. His last wishes were that people vote, and that they take part in activities that promote social justice.

Facilities Committee

Chair: Steve McCullar & Lesley Lybrook

Landscaping Lead: Toni Piccolotti

Sexton: Joshua Dean

Committee Members: Jason Chapple, David Christenson, and Barry Mowers

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:

- Clean-up day on February 3rd was a great success.
- Lights in the hall, kitchen, restrooms, and several storage areas were converted to LEDs. LED bulbs use half the energy compared to the original fluorescent bulbs.
- Installed an HDMI connection from near the TV to the opposite corner in Olympia Brown room.
- Purchased and installed a new projector in the sanctuary. It can display in both standard and widescreen formats. It can also project wirelessly from tablets or laptops.
- Trees were trimmed and underbrush was cleared by our new landscape contractor.
- Installed an AED (automated external defibrillator) in the hall near the drinking fountains.
- Purchased and assembled four cast aluminum benches for the Memorial Garden.
- Replaced grab bars over tanks in both handicap stalls that had rusted due to chlorine from the water.

Challenges:

- Additional outside and inside lighting to be upgraded to LEDs.
- Artist corner lighting needs to be upgraded to LEDs.
- A retaining wall or other option is needed to protect the walkway from erosion.
- Hall entry touchpad needs to be replaced.

Thank-Yous:

- All the people that came out for the February cleanup day: René Berberich, Joann Carollo, Heather Chapple, Jason Chapple, Joseph Chapple, David Christenson, Peg Christenson, Ted Clisby, Beth Curtis, Joshua Dean, Elizabeth DeCoux, Don DeStephano, Wanda Frazee, Judy Holmes, Lori Johnston, Cindi Jorgensen, Bruce Kristol, Lesley Lybrook, Stephen McCullar, Eileen Morrison, Toni Piccolotti, David Prohofsky, Julie Smithers, Jonas Walter, and Julian Walter
- Joshua Dean for his great work as Sexton

Finance Committee

Leaders: Chuck Smithers, Finance Chair; David Prohovsky, Treasurer

Committee Team Members: Kristina Altes, David Christenson, Peg Christenson, Don Culpepper, Don DeStephano, Pam Richards, and 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 and executing a pledge drive without a Stewardship chair or committee.
- Successfully transitioned to a new Finance Committee Chair and added 3 new members to the committee.

Thanks to:

- Our Congregation for their dedication to the financial well-being of BBUUC. This spring's pledge drive was not quite as successful as last years, but was still strong and should be sufficient to fund our programs and maintain our facilities.
- Linda Mowers, Chuck Smithers, and Beth Curtis for planning and executing a pledge drive without a Stewardship chair or committee.
- Lee Plumb and John Wrightington 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, Ministry Lead

Team Members: Manny Andrade, Helen Meatte, Ellen Miceli, Linda Mowers

Mentor/Advisor: 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 faithful communication and creative conflict based on values of mutuality and consent.
- We provide virtual and in-person confidential 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.
- In the coming year, we plan to conduct additional training opportunities on healthy congregation practices for BBUUC leaders and members. We are currently planning a Saturday workshop (date to be determined) on "Healthy Leadership and Managing Conflict." Topics for the workshop include:
 - Triangulation
 - Differentiated Leadership (*Maintaining a non-anxious presence in the face of anxious others.*)
 - Family Systems
 - Healthy Boundaries
 - Leadership Nuts and Bolts: Healthy Meetings, Effective Minutes, Finding and Nurturing Volunteers.

Major Initiatives and Accomplishments:

- Training is ongoing for the members of this Ministry. This year, we began the UU Institute's training for Healthy Congregation/Right Relationship teams entitled: "Tending Covenant: Training for Right Relationship Teams," which will be completed this summer. It contains nine robust modules that include videos, reading, and reflection. We meet after each module for activities, discussion, and role-play. The topics covered include Covenant as group spiritual practice, knowing ourselves, boundaries, shaping restorative culture, support and accountability, trauma, team building, and congregational resources.
- Members of our Ministry have met privately with members of the congregation, as requested, to facilitate resolution or reconciliation of conflicts.

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.

Hospitality Committee

Chair: Lee Plumb

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

Vital Signs:

- Contributions to our potlucks have been delicious examples of cuisines from different cultures and show that 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.

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.
- 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:

- We need volunteers to sign up ahead of time, both for Sunday and potlucks. We cannot plan without knowing who is there to help and who is bringing what.

Thank-Yous:

- Judy Holmes: Thank you for all the times you rescued us from the pile of dishes.
- The Moore Family for stepping up to help us in the kitchen.
- John Wrightington: Thank you for all the contributions!
- 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

Leadership Team: Carole Hawkins, Viqui Hilliard, Mike Ludwick, Helen Meatte, Cathy Prohofsky, and Chuck Smithers

BBUUC ICARE Justice Ministry Network members: Ted Clisby, Beth Curtis, Wanda Frazee, Carole Hawkins, Viqui Hilliard, Marilyn Jones, Cindi Jorgensen, Mike Ludwick, Helen Meatte, Job Meiller, Judy and Pete Olevnik, Stephanie Peters, Toni Piccolotti, Cathy Prohofsky, Nate Samuels, Madeline Sims, Chuck Smithers, Lynn Wadley, Lucy Warner, and John Wrightington

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 4 House Meetings attended by 30 BBUUC members and friends in September and October. Twenty-one persons became BBUUC Justice Ministry Network Members.
- 5 BBUUC Network Members attended the Community Problems Assembly Oct. 30.
- 3 attended the ICARE Research Kickoff Dec. 4, and 4 became research committee members.
- 11 attended the BBUUC Justice Ministry meeting Feb. 24.
- 9 attended the citywide Rally March 4.
- Rev. Adam Gray, lead pastor of Riverside Church at Park & King, gave a sermon *And Never Give Up* April 7.
- 47 BBUUC members, friends and family attended the Nehemiah Action Assembly April 15. 3 BBUUC members served in leadership roles.

ICARE Actions in 2023-24:

- This year's Nehemiah Action addressed three issues:
 - **Care for Creation**, to prepare for the impacts of sea level rise by supporting a countywide flood vulnerability assessment.
 - **Mental Health Response**, to de-escalate and divert people suffering from a mental health crisis into 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.
- ICARE held three press conferences, a prayer vigil, and a phone campaign to the Jacksonville Sheriff's Office, calling on Sheriff T.K. Waters to engage with us on the issues of group violence intervention and mental health response. Thirteen BBUUC justice ministry network members participated in these extra actions.
- **Issue Won! Care for Creation.** Jacksonville Chief Resilience Officer Anne Coglianese reported the city this year completed its flood vulnerability assessment. This shows the people, land and infrastructure that would be impacted by increased flooding due to sea level rise and gives the city new tools to plan for the future. Any city that completes a flood vulnerability assessment qualifies to compete for \$100 million in annual funding from the Florida Department of Environmental Protection for resilience projects.

Lifespan Religious Education Committee

Leaders: Joani Maskell and Marilyn Smart

Director of Lifespan Religious Education: Beth Curtis

Committee Members: Tara Crisp, Annabelle Gallois-Bernos, Judy Holmes, Cindi Jorgensen, Lesley Lybrook, Helen Meatte, Toni Piccolotti, and Erin Rogers

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

Children's Religious Education Activities and Highlights:

- Shark Week RE Activity Day
- Family Movie Night
- Parent Orientation and Teacher Training
- Monthly Children's RE Newsletter
- Blessing of the Backpacks
- OWL Grades 4-6 (lead by Annabelle Gallois-Bernos and Erin Rogers)
- Trunk or Treat with Bonfire and Haunted House
- RE Informational Video for Learn About Us Classes
- Kids activities and games for Jingle Mingle Holiday Party
- Parents Night Out
- Youth D&D (with a UU twist) Group (lead by Hannalora and Heather Chapple)
- "Art-In-The-Park – Chalkfest" Multi-Generational Field Trip
- Easter Egg Hunt
- End of School Year Party
- Three RE Classes (by age) plus Nursery
- Spirit Play (3.5-K) – Source Stories
- Spirit Explorers (Ages 6-10) – Custom Curriculum
- Youth (Ages 11 and up) – D'oh God/Simpsons and Custom Curriculum
- Nursery (ages up to 4)

Adult Religious Education:

- Journey Circles (3)
- Started "Drop In" Journey Circles
- "The Committee" Documentary and Discussion (with Rainbow Welcoming Congregation)
- "Teaching A Stone to Talk" reading and discussion group (led by Eric Moore)
- "Art-In-The-Park — Chalkfest" Multi-Generational Field Trip

Social Action:

- Socktober, new sock drive — Sulzbacher Center
- Children created Pet Gift bags for First Coast No More Homeless Pets Shelter
- Children collected Clean Water Bill signatures
- Annual Food Drive — Orange Park Clothes Closet
- "The Committee" Documentary and Discussion (with Rainbow Welcoming Congregation)
- Pennies From Heaven Collections
- Children's RE Classes on Animal Activism, Water and Environmental Justice, Clean Water Rights, Eco/Environmental Awareness and Activism, Racial and LGBTQ Issues

Lifespan Religious Education Committee (continued)

RE / Worship Collaborations:

- Blessing of the Backpacks
- Water Communion Family Service
- Family Heritage Sermon
- Thanksgiving Family Service
- Christmas Pageant / Family Service
- Easter Family Service and Egg Hunt
- Earth Day and Flower Communion Family Service
- Religious Education Family Service
- Weekly "Time for All Ages" Stories in the Service

Professional Development:

- New DRE: Settling in Series Fall 2023
- LREDA member and SELREDA member
- UU Institute Classes and Workshops

Thanks to:

- Joani Maskell and Marilyn Smart for serving as LRE co-chairs!
- Thank you to LRE committee members and all the volunteers, parent volunteers and teachers in children's and adult RE, for their commitment over the last year. LRE exists and thrives because of you!
- Tara Crisp for organizing the Nursery schedule and to the Nursery workers and volunteers for taking care of our littlest ones!
- Hannalora and Heather Chapple for leading the Youth D&D workshops!
- Eric Moore, Julie and Chuck Smithers, and David Rulison for leading adult RE and Journey Circle Groups.
- All the Board and the Council members for your encouragement and your support in all things RE.

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, Adele DelSavio, 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—4/30/2024

- First Visits (per Guest Registries): 64
- Members as of 4/30/2024: 147
- Members Emeritus: 4 listed
- Active Non-Members: 28
- Active Former Members: 4
- Removed by Board Action due to inactivity: 2
- Resigned: 0
- Joined: 13
- Completed Learn About Us Class Requirements: 17
- How First Time Visitors Found us:
Website: 25 / Referrals: 11 / Facebook: 2 / Other (Google Search+): 4

Initiatives and Accomplishments:

- Provides Learn About UU and Learn About BBUUC Classes
- Maintains Membership Forms on Breeze
- Recruits an active and reliable group of Greeters/Offertory Ushers
- Recruits Members and Friends to engage visitors during the Fellowship Time
- Maintains Breeze database
- Maintains UUA BBUUC Member Roster
- Provided Board input for Annual Update to Membership Roster
- Provided Board input for UUA Congregational Certification
- Restructured Gifts of Service Survey and provides results to appropriate leaders
- Plans and executes Circle Suppers and Mini Mixers
- Two committee members are attending *Tending Congregational Life: Guiding the Membership Journey* training provided by the UUA

Challenges:

- Current classrooms are not comfortable or accommodating for a group of people viewing a screen.

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: Liz Baldwin, David Christenson, 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 2024-2025:

- Transitioning to new PR Chair.

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

- Beth Curtis & Liz Baldwin 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.
- Our tremendous AV Tech Team: Joseph Chapple, David Christenson, Lesley Lybrook, John Salemi, Nate Samuels, and Madeline Sims.
- 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

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 church year. This renewal was made possible by the support of the leadership, committees, and members of BBUUC.
- **River City Pride Fest:** The Pride Parade was moved to Sunday this year, and participating would have interfered with attendance at BBUUC's regular worship service. So we opted to have a booth at the Saturday Pride Fest instead. BBUUC's booth was staffed by dedicated, hard-working members who did a wonderful job of representing our church to the community.
- **Welcoming Worship Services and Days of Observance at BBUUC:** BBUUC has two Welcoming Worship Services scheduled this church year.
- **Welcoming Religious Education Event:** The Welcoming Religious Education event, "The Committee," was held on March 24, 2024. The topic was discrimination against LGBTQ+ people in public education in Florida, historically and in the present. Beth Curtis, Alyssa Halliday, and Elizabeth DeCoux made presentations on the topic, as well as showing videos. Thirty-five people attended; the discussion was informative and lively.

Challenges: Involving new members in the ministry while continuing to serve existing members; engaging the community at large; developing leadership.

Thank-Yous:

- Linda Mowers, the Worship Team, DLRE Beth Curtis, the Board, Council, Alyssa Halliday, and BBUUC members, for centering LGBTQ+ people in worship and religious education (and as a result helping renew Welcoming Congregation status).
- Linda Mowers for designing and creating our wonderful new banner, snazzy tote bags, and other promotional materials.
- The whole congregation, for supporting the Pride Fest, Welcoming Religion Education event, and other programming.
- Madeline Sims and Public Relations, for providing bling, paying registration fees, participating, 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 Josh Dean and Facilities, for supporting our events.
- The Board, for supporting RWM financially, by attendance, and otherwise.
- Beth Curtis and Liz Baldwin, for helping us publicize events.
- The wonderful volunteers and allies who stepped up to make our 2023 Pride Fest booth a resounding success: Manny Andrade, Wanda Frazee, Linda Mowers, Mike Ludwick, Lesley Lybrook, Claudia Marshall, Toni Piccolotti, Chuck Smithers, Julie Smithers, Rusty Turner.

READI Ministry / Social Action Committee

Chair: Claudia Marshall

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

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:

We have been involved with the Article II initiative for General Assembly. We will be participating with UU the Vote. Social Justice is working with the organization Indivisible, to ensure our congregants are aware of their voting rights. Some of our other initiatives we are in the process of addressing are the book bans, and we recently acquired our Black Lives Matter sign. We want to get to the status of addressing community concerns. Please contact us when you want to help.

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, and Donna Zimmerman

Adjunct Team/Support: Beth Curtis (DLRE), David Dean (video editing, production, sermon reader), Lynn Wadley (schedules in-house and guest musicians for Worship Services)

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.
- Weekly meetings are held every Thursday night. 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.
- BBUUC member musicians and in-person 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 fortunate to have featured a wide array of excellent musicians.
- Periodic "family" Worship services are conducted for special holidays, ceremonies, or Worship that involve all ages of the congregation. Worship collaborates with our DLRE, Beth Curtis, 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 on our theology, values, UU initiatives, and inspirations, including the sacred, secular and scientific. 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, sermons, 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)

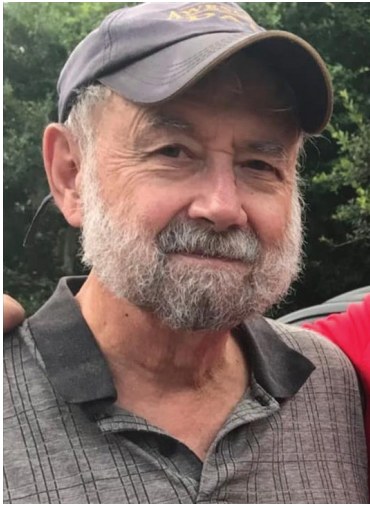
Major Initiatives and Accomplishments:

- Our Worship Team completed UUInstitute's "Worship for Transformation" training program, consisting of twelve sessions created and facilitated by Rev. Erika Hewitt, Minister of Worship Arts for the UUA. The class was a combination of independent study and group meetings where we reviewed the materials, did the activities and exercises together, and had discussions. The series was overwhelmingly beneficial to the team, and we are already utilizing the lessons learned. We hope to continue our education to assist in improving and evolving Worship in our faith community.

Thank-Yous:

- 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.
- 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.
- To **Liz Baldwin**, our Office Administrator, for her work on the weekly Order of Service for Worship.
- To **David Dean**, for his many contributions to Worship, including delivering sermons, as our video editor for incoming recordings from guest speakers and the service videos posted on our YouTube channel.
- 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.
- To **Beth Curtis**, our DLRE, for her collaboration and presentations of the Time for All Ages. Thanks to **Beth** and the **RE teachers** and **children** participating in our Family Worship services throughout the year.
- 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.
- To our fantastic and dedicated accompanists, **Dr. Gary Smart, Eileen Morrison, and Sydney Crisp**. They have donated their time throughout the year to accompany our worship services and often perform special music for our services.
- 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 **Mary Avery, Jennifer Bacmeister, Mike Bernos, Sidney Crisp, Diane Freeman, Tyler Kidd, Emily Rose Ludwick, Mike Ludwick, Job Meiller, Eileen Morrison, Caitlin Regan, Dr. Gary Smart, Marilyn Smart, and Lynn Wadley**.
- To **Viqui Hilliard** for coordinating our volunteer **Song Leaders** and to all of those volunteers who lead the congregation from the chancel in singing our hymns.
- 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, Caitlin Regan, Kate Smart, Molly Smart, and Jim Wood**.
- To our Affiliated Community Minister, **Rev. Carmen Emerson**, for her sermons (including the Spirit in Practice sermon series) and special services, including our Christmas Eve service.

In Memoriam



Arthur David Johnson

September 23, 1942 — September 16, 2023

David Johnson, 80, died peacefully in his sleep on Saturday, September 16, 2023 in Jacksonville, FL. He is survived by Joyce Grader Johnson, his wife of 59 years; siblings Peter and Odette; sons Tim and Phil; daughters-in-law Silvia and Marina; grandchildren Sarah, Alyona, Nikita, and Tony; and great-grandchildren Katy and Arian. He was also loved by many close friends, extended family, and in-laws.

David was born in Pittsburgh, PA on September 23, 1942. He graduated from Columbia University with a BS and MBA, and met his future wife Joyce, who graduated from St. Luke's Nursing College "across the street." Once they were married, David's career path took them to Corning, NY, where

Phil joined the family; Amherst, NH where Tim joined them; then they spent 16 years in Pittsfield, MA. Joyce's quest for warm weather and diving took them to Orange Park, FL for 30 years, where Dad retired from Lafarge in Palatka, FL. He accomplished his dream of owning a company — a machine shop in Keene, NH for a short time. He chose to work for smaller companies during his career as an industrial purchasing agent, including Columbia Bicycles, which allowed him to take samples of the latest toys home to his sons after the annual Toy Show each year; Gowdy-Shandoff's, and Bicron Electronics.

David was an active camper and took several canoe camping trips with family and friends to the Allagash River in Maine and other exotic places. He was an Eagle Scout and was a scout leader and sustaining member for years. He was an avid game player, including Hearts and Scrabble. He equally enjoyed a quiet weekend at home (installing a dishwasher or other projects "on the list") or a hike down into the Grand Canyon. He loved to cook and tend the garden, often picking fresh tomatoes for dinner once arriving home from work.

David was committed to social action work, including participation in the Fresh Air Fund, hosting a 1980 Presidential Candidate's campaign team at the family home, and hosting an International Student exchange student. More recently, he taught English to immigrants; participated and led discussions with the Jacksonville Human Rights Commission; dedicated countless hours to Wage Peace, and tirelessly contacted his Senators' offices to advocate for legislation he felt was important. He found active fellowship with his chosen faith, the Unitarian Universalist Church, in three of the communities where he lived.

David was challenged by three different cancer diagnoses since 2013, and an untreatable lung infection in 2023. He lived his life to the fullest even despite his medical issues: A year after his first cancer, he marched with Joyce in a Martin Luther King Jr. parade. A year after his second, he rebuilt a wood chipper, chipped brush from the yard, and placed the chippings around the yard. He was determined to stay in their house until he couldn't and moved to an Independent Living Facility with Joyce earlier this year — with stress on the word *independent*.

Please remember David in the following ways: 1) vote, contact your representatives frequently to tell them how they are doing, and vote again; 2) participate in one of the above-named organizations, or a similar one. Consider a financial contribution to the same.

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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