

Buckman Bridge Unitarian Universalist Church



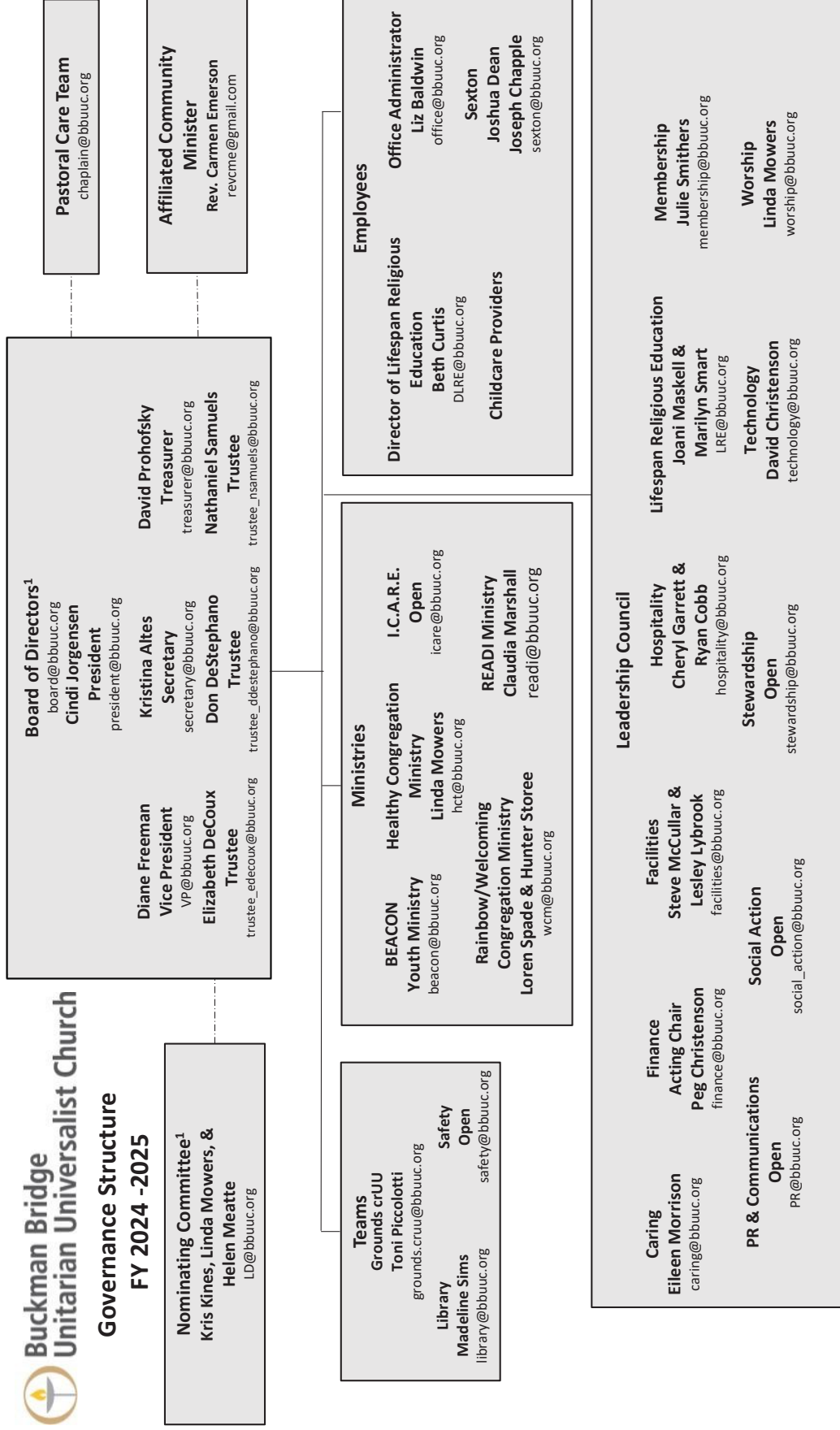
ANNUAL REPORT For Fiscal Year 2024 - 2025

Annual Business Meeting and Election of Officers
Sunday, May 18, 2025



Governance Structure

FY 2024 -2025





Buckman Bridge Unitarian Universalist Church

Annual Meeting Agenda

May 18, 2025

12 PM

Officiating: Cindi Jorgensen, President

Parliamentarian: David Prohovsky, Treasurer

1. Call Meeting to Order
2. Review Safety Plan: Fire, AED, Unwelcome Incident
3. Establish Quorum
4. Chalice Lighting
5. Minutes from the Annual Meeting held on May 19, 2024
 - a. Vote on any Proposed Corrections
6. President's Report
7. Nominating Committee: Place Names in Nomination
 - a. Elections
8. Treasurer's Report
9. Presentation of Proposed Fiscal Year 2025-2026 Budget
 - a. Discussion
 - b. Vote
10. Presentation of proposed by-law changes
 - a. Proposed change to Article III followed by discussion and vote.
 - b. Proposed change to Article II followed by discussion and vote.
11. Words from the Floor
12. 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 19, 2024

Recording of the meeting: <https://youtu.be/PjVxnxRT2kg>

Complete Annual Report: <https://bbuuc.org/wp-content/uploads/2025/02/2023-24-Annual-Report.pdf>

Call to Order

The annual meeting of Buckman Bridge Unitarian Universalist Church was held on May 19, 2024. It began at 12:00 pm and was presided over by Board President Chuck Smithers, with Madeline Sims as Secretary.

Review Fire Escape Plan

Cindi Jorgensen reviewed the church's fire escape plan and where the fire extinguishers are. She also pointed out where the Automated External Defibrillator (AED) device is. The PA system will not work when fire alarms are going off, so it is important to know where the exits are. If children are in RE classes, their teachers will escort them outside so any parents/caregivers of the children will meet them there rather than going into classrooms to get them.

Establish Quorum

There are 147 Members. The quorum for this meeting is 25%, or 37 Members. There were 16 proxies submitted and 52 Members in attendance. The quorum was met with a total of 68.

Chalice Lighting Reading by Diane Freeman (chalice lit by Chuck Smithers)

Approval of Minutes

The minutes from the May 21, 2023 meeting was 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

Chuck thanked all the church's volunteers for their hard work in keeping the church community going. The church has gotten stronger after the pandemic. Chuck thanked Board and Committee Members, even those without a chairperson. He also gave a special shout out to the Worship and LRE Committees for providing quality worship services and religious education programs. Chuck commented that the facilities are well kept and thanked those volunteers who keep the young building in good shape.

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 19, 2024 (Continued)

Nominating Committee Nominations

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

- President – Cindi Jorgensen
- Vice President – Diane Freeman
- Treasurer – David Prohovsky
- Secretary – Kristina Altes
- Trustees – Elizabeth DeCoux, Don DeStephano, and Nathaniel Samuels (all 2-year terms)

The Nominating Committee submitted Helen Meatte to serve on the Nominating Committee for a 2-year term while Kris Kines and Linda Mowers will complete their second year of their elected 2-year term this upcoming fiscal year.

Elections

All elections were uncontested, so bylaws specify that elections be done by acclamation. There were two votes held for both the Board of Directors and the Nominating Committee. Both votes were unanimous.

Treasurer's Report presented by David Prohovsky, Board Treasurer

David reported that salary costs declined, since the church no longer has a minister, but have been rising over time because of the inflationary climate and the need to rely on paid employees over volunteers. He stated that the church has more than adequate reserves if needed in the coming year. Overall, the church is in a solid financial position, especially with investments. David thanked Pam Richards and Peg Christenson for their help in his transition as Treasurer. David shared he will include a quarterly report in the Journey with updates on the church's finances. He also encouraged Members to contact him with any questions.

Budget

- The proposed budget for fiscal year 2024-2025 was distributed to the congregation in the meeting notice.
- The Finance Committee Chair, Chuck Smithers, presented the proposed budget. Chuck thanked all members who pledged and reviewed the budget process. He reported that the proposed budget is about \$20K less than what was pledged last year. However, pledges still can be made during the year. He next reviewed the proposed budget: major expense areas are payroll, insurance, and other functional areas like facilities.
- Opened the floor for questions:
- Carl Moody expressed disappointment that funding the Capital Repair & Replacement (CR&R) is not included in the budget. Chuck replied that he still expects to fund the CR&R next year, even if it is not in the budget, and that the church has consistently funded it in the past. Last year, the church did not budget for the operating reserve

Buckman Bridge Unitarian Universalist Church

Annual Meeting

May 19, 2024 (Continued)

- budget for the operating reserve but still had enough funds to cover it.
- o David Dean asked if the budget includes paying the UUA dues. Chuck responded it is under the board budget in the line item UUA APF (Annual Program Fund). Pam Richards further clarified that the UUA APF is calculated based on the annual operating expenses.
- After questions, Chuck called for a vote to approve the budget. Voting was done by raising voting cards. The budget was approved unanimously.

Words from the Floor

David Christenson thanked Chuck for serving on the Board for three years (one as Vice President and two as President) and appreciates that Chuck is taking over as Finance Chair. David also expressed appreciation to the new Board Members who are willing to serve.

Closing Words by Diane Freeman (chalice extinguished by Chuck Smithers)

Meeting Adjourned at 12:36 pm

President's Report: Fiscal Year 2024-2025

This was a year of discovery for many of us on the Board. Even though there was ample leadership experience and lots of passion, we had a bit of a journey. Thanks to David Prohovsky, Don DeStephano, Peg Christenson, and David Christenson for their institutional knowledge and help. Also, a shout out to Chuck Smithers and Kris Kines for their advice and encouragement to this president.

The Board envisioned building our programs and enabling our volunteers to persevere in their very demanding work. To this end, we hired a part-time bookkeeper, increased the job responsibilities of the Office Administrator, hired babysitters, and an as needed sexton. These actions have helped to relieve some of the tasks required in the respective fields.

As far as facility and safety improvements, we had a survey by JSO with recommendations for enhancing safety. Our rooms are now equipped with door locks and barriers, communication is enhanced and camera upgrades are in progress.

Our outside enhancements are well on their way, under the leadership of our new GroundscrUU. We now have sprinklers, and should be well on our way to having plantings by the time of the annual meeting. We are also in the planning stages for a necessary retaining wall to keep our walkways from eroding.

This year has been spiritually challenging due to the anxiety caused by the changes in our national leadership, and the anticipated and already implemented policies that are a threat to our UU values. This has run a thread throughout our worship, our religious education, our pledges, and our committees that deal with social action. Our little community has afforded its members and visitors a safe place for expression and being our true selves.

I would like to highlight our events this year that brought us together for a good time! We have tremendous volunteers that arranged Halloween, Thanksgiving, Holiday, and Easter events. A bit of fear here naming names in case I omit someone, but I hope they all know how they are appreciated.

Our BBUUC rocks with its infusion of new members, and we are outstanding in attracting families with kids! I am confident that we have a larger proportion of little UUs than many churches, but that does mean we need a greater commitment from our members to give a bit of help with our programs.

So! Onward! We are making attempts to improve our practices to promote inclusiveness in our sanctuary. Our Rainbow/Welcoming Congregation Ministry has been resurrected and READI is indeed ready to lead us in our anti-racism efforts. To fulfill acting on our values, we surely need a few good folks to help us recommit to Social Action and ICARE.

President's Report: Fiscal Year 2024-2025 (continued)

Thank you, all Board members, Committee chairs, members and volunteers for making this a joyful congregation. Thank all of you who have donated your treasure to allow us to maintain our congregation financially.

I look forward to another year as your president. Let's grow together.

Cindi Jorgensen
President, BBUUC Board of Directors

Affiliated Community Minister's Report: Fiscal Year 2024-2025

On 6/19/24 the Board and I renewed our Covenant of Affiliation for the period 7/1/24 to 6/30/25. In accordance with our Covenant, I remain in good standing with the Unitarian Universalist Ministers Association ("UUMA"), a member of the UUMA's Community Ministers chapter, and in full fellowship with the Unitarian Universalist Association ("UUA").

I continue my role as Spiritual Support Services Coordinator for Baptist Health System of Northeast Florida ("BHS"), with a focus on spiritual wellbeing for BHS team members across 6 hospitals and 5 freestanding emergency departments. My job is expanding to include more community outreach. Over the past 12 months my work in this role has included:

- development of bereavement support group curriculum and facilitator training
- plan and execute our 2024 Restorative Chaplaincy Conference in September 2024
- education re: chaplains as clinical care provider members of interdisciplinary teams
- developing and leading resiliency workshops for managers and leaders
- invocation for public grand opening of Nassau Crossings freestanding ED
- continue to serve as an on-call chaplain for BMC Nassau and Nassau Crossings ED
- training and didactics with clinical pastoral education (CPE) interns and residents
- develop and coordinate symposiums on grief, ethics, and moral injury
- joined the board of InterfaithJax (formerly the Interfaith Center of Northeast Florida)
- will be presenting with other department leaders at the annual conference of the Association for Professional Chaplains in June 2025

In terms of direct services to BBUUC, and in accordance with our Covenant, I have:

- Preached the post-2024 election service at BBUUC (11/10/24) and led a memorial service/celebration of life service for one BBUUC member.
- Continued to consult with Claudia Marshall and the READI Ministry Team.
- Continued to consult with the Healthy Congregation Ministry Team, including planning for our 2025 Workshop: Conflict Resolution as a Spiritual Practice (5/3/25). Our HCMT common read was *On Repentance and Repair: Making Amends in an Unapologetic World* (by Danya Ruttenberg). I also studied the work of Amanda Ripley in *High Conflict: How We Get Trapped and How We Get Out*, as well as the work of Dr. Les Carter's #teamhealthy YouTube channel, "Surviving Narcissism."

As a board certified chaplain I am required to complete 50 continuing education credits each year. This year my continuing education includes:

- Continued progress towards a Certification in Grief & Bereavement through the Center for Loss & Life Transition (anticipated 5/2026, 2 of 5 classes completed).
- Earned a Certificate in Moral Injury (MI) through the Shay Institute for Moral Injury.

Affiliated Community Minister's Report: Fiscal Year 2024-2025 (continued)

Finally, as a professional religious leader and fellowshipped UU minister I remain attuned to and informed about denominational matters. Since being ordained in 2010 I have faithfully served as a voting delegate at 11 of the past 14 UUA General Assemblies (GA), including the 2024 GA during which a majority of delegates (80.2%) approved an amended version of Article 2 of the UUA Bylaws, following the three year amendment process required by our Bylaws.

No vote has felt as significant to me as the 2024 vote that refreshed Article 2 with our Shared Values and Covenant. Article 2 has been revised 4 times over the past 64 years (since the merger of the Unitarians and the Universalists). Not only is such review and revision embedded in the UUA Bylaws, their evolution is an appropriate and reasonable expectation for our non-creedal, covenantal, living faith tradition. In my memory no past issue has similarly excited the passions and participation of thousands of UUs, and nothing has matched the efforts and successes of the UUA to engage UUs across the land in both the Article 2 conversations and the democratic process required to change our UUA Bylaws. Having worked for several years on the UUMA Board with Rev. Cheryl Walker, chair of the Article 2 working group, I trust her implicitly and know firsthand of her integrity, her UU theological understandings, and her love for our faith – all of which grounded her as she led the most diverse Article 2 working group in the history of our Association.

The saying is, “as we know better, we do better,” and each change, each evolution, has reflected our understanding of what it means to name and to live our shared UU values. As my colleague the Rev. Victoria Safford said before the final vote, “However we vote, we put love at the center, unflinching, insistent: this free faith we so cherish reveres the past and trusts the dawning future more. We believe in evolution—unfolding always, not unraveling—and revelation is not sealed.”

As I continue to witness the contempt and divisiveness present in our national landscape, I am deeply grateful and incredibly proud to be part of a religious tradition that can engage in robust and respectful dialogue, exploration, discovery, and declaration while simultaneously holding reverence for all we’ve come from and hoping (and committing) to all we yet may be, together. *Revelation is not sealed.*

Respectfully submitted,

Rev. Carmen Emerson

Nominations for Officers, Trustees and Nominating Committee

The BBUUC Nominating Committee (Kris Kines, Helen Meatte, and Linda Mowers) is pleased to recommend the following slate of nominations for Fiscal Year 2025-2026 (July 2025 – June 2026)

BBUUC BOARD

Cindi Jorgensen

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

Robert Clark

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

David Prohofsky

Treasurer (1-year term, no term limits)

Kristina Altes

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

Nathaniel Samuels

Trustee (2-year term, will be second term of two years after completing a first 1-year term, truncated to create staggering of trustees for continuity, limited to 2 consecutive terms)

Note: Other two trustees, Elizabeth DeCoux and Don DeStephano, will complete the second year of the 2-year terms they were elected to last year.

NOMINATING COMMITTEE

Adele DeSavio

Nominating Committee (2-year term, limited to 2 consecutive terms, this would be Adele's first term)

Chuck Smithers

Nominating Committee (2-year term, limited to 2 consecutive terms, this would be Chuck's first term)

Note: The other Nominating Committee position, Helen Meatte, will be completing the second year of her two-year term.

Buckman Bridge Unitarian Universalist Church

Board Nominees for 2025-2026



President: Cindi Jorgensen

(BBUUC member since April 2018)

**Nominated for a second elected term as President
(limit: two consecutive 1-year terms)**

The first year of my term as President is coming to an end. It seems that every day there has been a new thing to find out I had to do, learn to do, then actually do. It has been such an opportunity to keep a brain of a certain age active and engaged.

The Board exists to provide the financial and physical infrastructure to allow the various committees and ministries to fulfill their missions as the innovators and caretakers of your Church. I am proud of what the Board accomplished this year. The outside influences have caused our community spiritual and financial strife. We have gained new members, and lost some dear friends. Our activities have brought our congregation together in ways that nurture friendship and support.

I am excited about what the Board can do to promote BBUUC's liberal religious community next year, and hope that all feel comfortable approaching me with ideas or concerns.

The **President** presides over Church meetings and the 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 the Bylaws.



Vice President: Robert Clark

(BBUUC member since April 2023)

Nominated for a first elected term as Vice President
(limit: two consecutive 1-year terms)

It is an honor to be nominated to serve as Vice President of BBUUC. The Church has meant so very much to me since my wife, Janice, and I joined two years ago. It has been a source of support, inspiration, friendship and love. While I have volunteered for various activities at the Church I have not served as an officer and look forward to that opportunity if

elected. My faith tradition is Christianity, but I found that it did not provide what I needed for a truly meaningful spiritual life. I have found a community of like-minded friends in the Church.

I have lived in Florida since I was three. I grew up in Orlando, Florida. I attended the University of Florida and received a Bachelor of Design (Architecture). I worked at a number of Architectural firms before accepting an offer from the Jacksonville Electric Authority which led to a varied and interesting career with them. I worked as a designer and engineer as well as a key account rep and project manager. My experience there allows me to develop a wide range of skill sets which I hope I can use in service to BBUUC.

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



Secretary: Kristina Altes
(BBUUC member since July 2020)
Nominated for a second elected 1-year term as Secretary
(limit: two consecutive 1-year terms)

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.

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.



Treasurer: David Prohofsky
(BBUUC member since May 2023)
Nominated for a second elected 1-year
term as Treasurer
(no term limits)

I have been attending BBUUC for three years and have been a member for two. 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.

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.



Trustee: Nathaniel Samuels

(BBUUC member since March 2018)

**Nominated for a second elected term as Trustee
(limit: two consecutive 2-year terms*)**

I was born in Panama, but I've lived in the Orange Park/Middleburg area for nearly 26 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 have been 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 of my services since 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.

The Trustees keep abreast of the Church's business and programs, participate in meetings of the Board of Directors, and carry out other duties as assigned by the Board.

* Nathaniel's first term was truncated to a one-year term to create a staggering of Trustees for continuity. His second term will be 2-years.



Nominating Committee: Adele DelSa vio
(BBUUC member since December 2022)
Nominated for a first elected term on the Nominating
Committee
(limit: two consecutive 2-year terms)

I've been a UU since 2016 and was a member of UU fellowships in Greeley, Colorado, and St. Augustine before joining BBUUC in 2022. I grew up in Brooklyn, NY, and have lived in California, Oregon, Washington State, Hawaii, Central NY, and Colorado. I'm retired from an eclectic mix of jobs, including freelance writing and proofreading, newspaper reporting, and nonprofit work. Special interests, mainly from life experience, include adoption, racial issues, disability, bereavement, and child welfare. I love to read—mostly nonfiction—and take long, long walks.

I met my husband at a Catholic high school dance in 1968; we were married for 30 years before cancer took him in 2004. We have two sons, two daughters, and three grandsons. Our oldest son died in a swimming accident in 1994 when he was 17. His death sent me on a deep spiritual search. I began reading about other religious traditions and eventually began to feel that I had outgrown any one religion and its beliefs. At the same time, I felt that the Catholic Church was going backward from the progress made after Vatican II, becoming more and more conservative. I continued to go to Church and even worked for the Church at one point, but my heart wasn't in it.

I left the Roman Catholic Church for the Ecumenical Catholic Communion (ECC), but even that seemed too dogmatic. I kept going back in my mind to UU -- I had attended a funeral at a UU church in the 1980s and remembered being struck by the lack of dogma and the casual, accepting ambiance. I began researching UU and was impressed by its respect for all beliefs, lack of specific tenets, and emphasis on social justice. When I joined UU it felt like coming home, like I was among people who think outside the religious "box." I'm thankful now to be part of BBUUC and to have this opportunity to be on the nominating committee.

<p>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 the Bylaws.</p>
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Nominating Committee: Chuck Smithers
(BBUUC member since December 2020)
Nominated for a first elected term on the Nominating Committee
(limit: two consecutive 2-year terms)

I was born and raised in Jacksonville. As a child I attended (not so regularly) the Episcopal church and converted over to the United Methodist Church when I met my wife to be (Julie) in high school. After finishing college at FSU in 1973, we moved to Orange Park and became long-time members of the Orange Park United Methodist Church until the political climate there changed. We found it necessary to look for a new church home, and we were lucky to find BBUUC in 2019.

I am a certified public accountant but have spent most of my professional career in the health care industry as an administrator and consultant. I sort of retired in 2013 but have kept active doing consulting and working with several nonprofit organizations in the area and nationally, usually in a financial capacity. I enjoy the opportunity to volunteer my time and to give back to the community in this way.

At BBUUC I started volunteering immediately upon joining the church. I was Vice President of the Board in 2021-22 and served as President 2022-24. I now serve on the Membership Committee and the Grounds CRUU. I find the community we have at BBUUC to be what makes me happy and energized.

<p>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 the Bylaws.</p>
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Treasurer's Report to Congregation as of March 31, 2025

Highlights

Statement of Financial Position as of Mar. 31, 2025 vs Mar. 31, 2024 (Prior Year)

BBUUC remains in a strong financial position. We have no debt. Our bank balances have significantly decreased, as we took proactive measures to improve the returns on our reserves. We transferred \$140,000 from our bank accounts to our investment account to take advantage of high money market interest rates and to be prepared to invest in CDs to secure these higher rates in a manner that will not undermine our cash flows if the market turns towards lower interest rates.

We spent approximately \$7,000 to update the furniture in our meeting rooms, and a further \$1,000 to upgrade the security of our building with new locks from our Capital reserve. Despite this, we have been able to grow the Capital Repair & Replacement (CR&R) reserve fund, that ensures our ability to maintain and repair our building and other physical infrastructure, to approximately \$138,000 as of 3/31/2025. This is an improvement of approximately \$29,000 toward our desired balance of \$150,000.

We have not needed to transfer any money from the Operating Reserve for FY 2024 operations. Our spending has increased, but not so much as to exceed our donations. Our current projections are to write off approximately \$5,000 in pledges, but we still expect to be very close to having revenues roughly equal to our expenses for the year.

Our Fixed Assets are unchanged, and we have no Long Term Liabilities.

The Congregational Growth and Development Reserve was not drawn on, with interest growing the balance to \$92,535. \$1,250 was disbursed from the Emergency Caring Fund, leaving a balance of \$4,291. Endowment Net Assets increased by more than \$11,000 due to the previous strength of the financial markets. We note that current turmoil may reduce our endowments for the near term.

Statement of Financial Activity July 1, 2024 to Mar. 31, 2025 vs Prior Year to Date

Total Revenue is down by approximately \$17,000 year to date. This is mostly a drop off in pledged donations.

Treasurer's Report to Congregation as of March 31, 2025 (Continued)

Total Operating Expenses are up approximately \$12,000. We spent approximately \$1,000 for our facilities, but that has been offset by over \$7,800 in payroll, and nearly \$2,000 for a bookkeeper. Payroll costs will continue to rise as we are hiring employees for services lacking volunteer support, and increasing wages in response to information about UUA guidance on appropriate wage scales. Payroll costs will be higher in the next fiscal year reflecting a full year of the pay increases. Board expenses also increased by nearly \$3,000, driven by expenses for our DLRE training. The expense increase also reflects the Board's investment in our Stewardship campaign.

Budget vs. Actual Expenditures as of March 31, 2025

Total Revenue is 78% of budget for 75% of the year.

Total Operating Expenses are 69% of budget for 75% of the year.

As of the end of March, we have a residual of \$12,000. If we do end up with a positive balance at year end, since a CR&R contribution was not budgeted, any positive balance will be transferred to the CR&R reserve to bring it closer to the goal of \$150,000.

Respectfully submitted,
David Prohovsky, BBUUC Treasurer

Buckman Bridge Unitarian Universalist Church
Total Budget vs. YTD Actual Expenses
FY 2024-2025 as of March 31, 2025

	Actual July - March	Annual Budget	Budget \$ Remaining	% of Budget
Income				
Contributions	109,145	141,160	32,015	77%
Other Operating Revenue	7,047	7,700	653	92%
Total Income	\$ 116,192	\$ 148,860	\$ 32,668	78%
Gross Profit	\$ 116,192	\$ 148,860	\$ 32,668	78%
Expenses				
Board Administration	10,856	17,047	6,191	64%
Caring Committee	0	200	200	0%
Facilities	17,178	22,107	4,929	78%
Finance	11,991	11,162	(829)	107%
Hospitality	806	1,500	694	54%
ICARE	0	1,500	1,500	0%
Lifespan Religious Education	1,550	3,750	2,200	41%
Membership	162	450	288	36%
Payroll Expenses	50,810	73,554	22,744	69%
Public Relations & Communications	550	850	300	65%
Social Action	227	700	473	32%
Stewardship	1,810	500	(1,310)	362%
Welcoming Rainbow Ministry	0	500	500	0%
Worship	7,310	15,040	7,730	49%
Total Expenses	\$ 103,252	\$ 148,860	\$ 45,608	69%
Net Operating Income	\$ 12,940	\$ -	\$ (12,940)	
Net Income	\$ 12,940	\$ -	\$ (12,940)	

Statement of Financial Activity

July 2024 - March 2025

	July 2024 - March 2025	July 2023 - March 2024 (PY)	\$ Change
Revenue			
Contributions			
General Donations	3,280	2,767	514
Plate Cash	3,653	4,092	(439)
Pledges Paid	102,212	120,868	(18,656)
Total Contributions	\$ 109,145	\$ 127,727	\$ (18,582)
Other Operating Revenue			
Fundraisers for Operations	1,219	4,499	(3,280)
Interest & Dividends	4,767	1,071	3,696
Rent	1,061	0	1,061
Total Other Operating Revenue	\$ 7,047	\$ 5,571	\$ 1,476
Total Revenue	\$ 116,192	\$ 133,298	\$ (17,106)
TOTAL Revenue	\$ 116,192	\$ 133,298	\$ (17,106)
Expenses			
Board Administration			
Total Administration	5,549	2,557	2,992
Total Denominational Dues & Affairs	5,308	5,106	202
Total Board Administration	\$ 10,856	\$ 7,663	\$ 3,194
Caring Committee	0	79	(79)
Facilities	17,178	18,140	(962)
Finance	11,991	10,204	1,787
Hospitality	806	720	86
ICARE	0	1,000	(1,000)
Lifespan Religious Education	1,550	2,220	(670)
Membership	162	123	39
Payroll Expenses	50,810	42,948	7,862
Public Relations & Communications	550	378	172
Social Action	227	0	227
Stewardship	1,810	0	1,810
Welcoming Rainbow Ministry	0	325	(325)
Worship	7,310	7,908	(598)
Total Expenses	\$ 103,252	\$ 91,708	\$ 11,544
Change in Net Assets from Operation	\$ 12,940	\$ 41,590	\$ (28,650)
Other Revenue		(3)	3
Change in Net Assets	\$ 12,940	\$ 41,587	\$ (28,647)

Monday, Apr 07, 2025 12:00 PM GMT-7 - Cash Basis

Statement of Financial Position

As of March 31, 2025

	As of Mar 31, 2025	As of Mar 31, 2024 (PY)	Change
ASSETS			
Current Assets			
Bank Accounts			
Ameris Bank	66,587	134,421	(67,834)
Vystar Credit Union	16,067	83,573	(67,507)
Total Bank Accounts	\$ 82,654	\$ 217,995	\$ (135,341)
Other Current Assets			
Endowment	154,098	142,411	11,687
Schwab (TD Ameritrade)	161	160	1
Undeposited Funds	209	0	209
Vanguard Funds	195,087	182,711	12,376
Vanguard MMA	144,466	0	144,466
Total Other Current Assets	\$ 494,021	\$ 325,282	\$ 168,739
Total Current Assets	\$ 576,674	\$ 543,277	\$ 33,398
Fixed Assets	\$ 1,076,017	\$ 1,076,017	\$ -
TOTAL ASSETS	\$ 1,652,692	\$ 1,619,294	\$ 33,398
LIABILITIES AND NET ASSETS			
Liabilities	1,102	1,053	49
Total Liabilities	\$ 1,102	\$ 1,053	\$ 49
NET ASSETS			
Net Assets without Donor Restrictions	1,044,034	1,044,075	(40)
Accumulated Market Value Adjustments	123,425	111,049	12,376
Board Designated Reserves			
Capital Repair & Replacement Reserve	138,011	109,184	28,826
Congregational Growth & Development	92,535	90,027	2,508
Operating Reserve	60,000	60,000	0
Total Board Designated Reserves	\$ 290,546	\$ 259,211	\$ 31,334
Donor Restricted Net Assets			
Beacon	1,463	1,129	334
Emergency Caring Fund	4,291	5,541	(1,250)
Funds Held for Next Fiscal Year	12,255	4,700	7,555
Rev Ray Scholarship Fund	3,250	3,250	0
Teen Travel Scholarship Fund	4,687	4,687	0
Welcoming Congregation Ministry	602	602	0
Total Donor Restricted Net Assets	\$ 26,548	\$ 19,909	\$ 6,639
Endowment Net Assets			
Endowment Fund	87,565	87,565	0
Market Value Adjustments	66,533	54,846	11,687
Total Endowment Net Assets	\$ 154,098	\$ 142,411	\$ 11,687
Change in Net Assets	12,940	41,587	(28,647)
Total NET ASSETS	\$ 1,651,590	\$ 1,618,241	\$ 33,349
TOTAL LIABILITIES AND NET ASSETS	\$ 1,652,692	\$ 1,619,294	\$ 33,398

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Proposed Budget for Fiscal Year 2025-2026

	Amount		Amount
Revenue		Lifespan Religious Ed	
Contributions		Curricula	600
Pledge Commitments	140,000	Social Activities	400
Unfulfilled Pledges	(10,150)	Supplies	1,400
Total Pledge Donations	\$ 129,850	Teacher Training	300
Donation General	4,200	Field Trips/Programs	650
Plate cash	5,000	Total LRE	\$ 3,350
Pledgers' add'l donat.	5,000	Board Administered	
Total Contributions	\$ 144,050	Administration	
Other Revenue		Awards & Recognition	250
Interest Income	6,000	Background Checks	360
Rental Income	1,200	Minister Prof Expenses	600
Annual Fundraising	6,000	DRE Prof Expenses	3,000
Total Other Revenue	\$ 13,200	Office Supplies	600
Total Revenue	\$ 157,250	Postage and PO BOX	320
		Printer Lease	2,200
		Training for Office	100
		Print Annual Report	300
Expenses		Total Administration	\$ 7,730
Caring Committee		Denominational Affairs	
Chaplain Supplies	50	General Assembly Del	840
Recognition/Training	200	Total Denom. Affairs	\$ 840
Funeral Receptions	50	Denom. Contribution	
Total Caring Committee	\$ 300	UUA APF	7,785
Facilities		Total Denom. Contrib.	\$ 7,785
Building Inspections	800	Payroll Expenses	
Building Repairs & Maint.	1,000	Nursery Care	3,400
Grounds Maintenance	5,000	Office	15,000
Cleaning Service	3,468	DRE	46,200
Cleaning Eq & Supplies	700	Sexton/Custodian	6,000
HVAC	800	Employer Taxes	5,447
Piano Tuning	140	Insurance LTD, GTL	989
Alarm Monitoring	720	Total Payroll Expenses	\$ 77,036
Utilities: Electric, water	4,000	Total Board Admin	\$ 93,391
Utilities: Solid Waste	179	Membership	
Total Facilities	\$ 16,807	Materials, Packets	450
Finance		Total Membership	\$ 450
Bank Fees	700	Public Relation & Comm	
Bookkeeper Services	7,200	Community Events	250
Fees - Govt	62	Literature & Promotions	400
Insurance - P&L, WC	8,000	Total PR & Comm	\$ 650
Total Finance	\$ 15,962	READI Ministry	
Hospitality		Community Activities	100
Coffee Hour	600	Total READI Ministry	\$ 100
Annual Meeting Lunch	400	Social Action Committee	
Supplies	500	Social Action Events	250
Total Hospitality	\$ 1,500	Justice Florida	150
ICARE		Total Social Action	\$ 400
ICARE Dues	500		
Training & Transportation	0		
Total ICARE	\$ 500		

Proposed Budget for Fiscal Year 2025-2026 (continued)

	Amount		Amount
Stewardship		Worship	
Social Activities	500	Music Honorarium	4,320
Printing	250	Speaker Honorarium	7,575
Total Stewardship	\$ 750	Team Resources	1,360
Technology		Worship Team Training	1,740
A/V Equipment	600	Total Worship	\$ 14,995
Computers/Equipment	1,200		
Utilities: Phone, internet	2,935	Total Operating Expenses	\$ 157,250
SaaS Software	2,700	Change in Net Assets	\$ 0
Website & Internet	160		
Total Technology	\$ 7,595	Transfers to Reserves	
Rainbow Welcoming Min		Capital Repair & Replacement	0
Social Activities	500	Total Expenditures	\$ 0
Total RWM	\$ 500		
		Total Expenses & Expenditures	\$ 157,250
		Change in Net Assets After All	
		Expenses & Expenditures	\$ 0

Proposed change to Bylaws Article II.

Current version:

Article II. PURPOSE

The purpose of the Church is to foster liberal religious living through worship, study, service and fellowship, as contained in the Seven Principles of Unitarian Universalism, outlined below:

1. The inherent worth and dignity of every person.
2. Justice, equity and compassion in human relations.
3. Acceptance of one another and encouragement to spiritual growth in our congregations.
4. A free and responsible search for truth and meaning.
5. The right of conscience and the use of the democratic process within our congregations and in society at large.
6. The goal of world community with peace, liberty and justice for all.
7. Respect for the interdependent web of all existence of which we are a part.

Proposed version:

Article II. PURPOSE

Section 1. Purpose

The purpose of the Church is to foster liberal religious living through worship, study, service and fellowship, and to promote the values of Unitarian Universalism, as reflected in Article II Purposes and Covenant of the Unitarian Universalist Association bylaws, as amended through June 23, 2024.

Section 2. Link to UUA's Article II

The full text of Article II Purposes and Covenant of the Unitarian Universalist Association bylaws can be found at this link: [File Link](#)

Reason for change:

The UUA changed their Article II and the Seven Principles are no longer part of it.

Note: The link goes to a file in **Official Documents > Bylaws**, named **UUA ARTICLE II Purposes and Covenant**

Proposed change to Bylaws Article III.

Change “Unitarian Universalist Association of Congregations” to “Unitarian Universalist Association” in the two places it appears.

Current version:

Article III. DENOMINATIONAL AFFILIATION

The Church shall be a member of the Unitarian Universalist Association of Congregations and the Southern Region of the Unitarian Universalist Association of Congregations.

Proposed version:

Article III. DENOMINATIONAL AFFILIATION

The Church shall be a member of the Unitarian Universalist Association and the Southern Region of the Unitarian Universalist Association.

Reason for change:

The UUA changed its name several years ago.

Council: Committee & Ministry Annual Reports

Fiscal Year 2024-2025

Caring Committee

Chair: Eileen Morrison

Committee Members: Joann Carollo, Diane Freeman, Judy Holmes, Debby Jones, Cindi Jorgensen, Lee Plumb, Helen Meatte, Ellen Miceli, Jessica Selby

Mission Statement:

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 church members.
3. Communicate with Pastoral Care.
4. Confidentially disperse funds to those who have need within the discretion of the Board President and Treasurer.
5. Be a vehicle for promoting expressions and acts of nurturing for our BBUUC community.

Accomplishments:

- The Caring Committee guided congregants in reaching out to members in need of support, sending cards, supplying meals, and offering rides to church and medical appointments.
- The Emergency Caring Fund was used appropriately as outlined in the Caring Committee Policy and Procedures.
- This year we said goodbye to several members: Portia Halsey, Grace Lindewirth (Emeritus), Pete Olevnik, Friend of BBUUC, John Giordano and Friend of BBUUC, Brian Sibson.

Facilities Committee

Chairs: Steve McCullar & Lesley Lybrook

Grounds crUU: Toni Piccolotti

Sextons: Joshua Dean, Joseph Chapple

Committee Members: David Christenson, Barry Mowers, Jason Chapple

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

Major Initiatives and Accomplishments:

- The Board created a Grounds crUU team with Toni Piccolotti as lead. The team oversees the landscaping of the grounds. The Facilities committee is still responsible for the hardscape.
- Installing new computer in the office.
- Replace the kitchen, office and classroom locks so they can be locked from the inside.
- Replaced podium microphone
- Put in new outdoor LED lighting. There are no compact fluorescents left in the building, but there are still quite a few fluorescent tubes in the classrooms.
- Joseph Chapple was hired as a second Sexton.

Challenges:

- Additional inside lighting 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.
- Putting in a deck has be discussed.

Thanks To:

- Joshua Dean and Joseph Chapple for their great work as Sextons

Finance

Leaders: Peg Christenson, Acting Finance Chair; David Prohofskey, Treasurer

Committee Team Members: Kristina Altes, David Christenson, Don Culpepper, Don DeStephano, Pam Richards, Jim Wood

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

Vital Signs (statistics): See Financial Reports

Major Initiatives and Accomplishments:

- Planning & executing a pledge drive without a designated Stewardship chair or committee.
- Retained bookkeeping services to relieve some workload on Treasurer & Finance Chair

Challenges:

- Leadership succession...we really need a plan!
- Recruit, train, and support successors for Finance Chair & Treasurer

Thanks to:

- Our Congregation for their dedication to the financial well-being of BBUUC. This spring's pledge drive brought in the largest dollar amount of pledges in BBUUC history!
- Linda Mowers, Cindi Jorgensen, Don DeStephano, and Bruce Kristol for planning & executing a pledge drive without a designated Stewardship chair or committee.
- Chuck Smithers for becoming Finance Chair while still President.
- Jason Chapple and Stacy Asimos for conducting the bylaw required annual review of the church's financial records.
- Committee chairs and ministry leads, for responsibly managing budgets.

Healthy Congregation Ministry

Leader: Linda Mowers, Ministry Lead

Team Members: Helen Meatte, Ellen Miceli

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, and to live our Unitarian Universalist Values as best we can.

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.

Major Initiatives and Accomplishments:

- Training is ongoing for the members of this Ministry. This year, we had a common read and discussion of *On Repentance and Repair: Making Amends in an Unapologetic World* by Rabbi Danya Ruttenberg.
- We will conduct a Workshop on Saturday, May 3, 2025 for congregation members entitled "UU Spiritual Practices for Transforming Conflict." It will be a collaborative learning program on the elements of conflict transformation, which affects relationships in personal, business, and community life. It fosters better communication, builds trust, and creates opportunities for growth and deeper connection. Conflict can lead to stronger, more resilient relationships by encouraging empathy, understanding, and collaborative problem-solving when handled constructively.
- Members of our Ministry have met privately with congregation members, when requested, to facilitate resolving or reconciling 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: Cheryl Garrett

Hospitality Committee Members: Peg Christenson (Kitchen Manager), Ryan Cobb, Cheryl Garrett, Lee Plumb, John Wrightington

Vital Signs:

- Contributions to our potlucks have been delicious examples of cuisines from different cultures and show thought was given to the special needs of our congregation.
- Cleaning up is no longer a chore thanks to volunteers who jump in to assist. Your efforts to wash our dishes and stack the dishwasher are gratefully appreciated.

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.

Thanks To:

- Ryan Cobb for stepping up to become co-chair this spring.
- Judy Holmes and Beverly DeHoniesto and for all the times they 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 for being there, every week.

Lifespan Religious Education Committee

Leaders: Joani Maskell and Marilyn Smart

Director of Lifespan Religious Education: Beth Curtis

Committee Members: Annabelle Gallois-Bernos, Lesley Lybrook, Cindi Jorgensen, Erin Rogers, Tara Crisp, Judy Holmes, Jessica Selby, Rylan Sitter

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

- Three RE Classes (by age) plus Nursery
 - Spirit Play (4 – 1st grade) – Spirit Play Source Stories
 - Spirit Explorers (Ages 2nd through 6th grades) – Custom Curriculum
 - Youth (Ages 7th grade and up) – Custom Curriculum
 - Nursery (ages up to 4)
- OWL Grades 7-9 (led by Annabelle Gallois-Bernos, Erin Rogers and Beth Curtis)
- Pirate Week RE Activity Day
- Family Movie Nights
- Parent Orientation and Teacher Trainings
- Nursery Staff Meeting and Safety Updates Review
- Monthly Children's RE Newsletter
- Blessing of the Backpacks
- Trunk or Treat with Bonfire and Haunted House
- RE Informational Video for Learn About Us Classes
- Mystery Elf Buddy Note Exchange
- Kids activities and games for Jingle Mingle Holiday Party
- Parents Night Outs throughout year.
- Church Picnic at Ravine Garden State Park in Palatka
- Art-In-The-Park – Chalkfest Multi-Generational Field Trip
- Easter Egg Hunt
- End of the Year Pool Party

Adult Religious Education

- Journey Circles (3)
- Coffee and Conversation early morning discussion Group
- Drop In Journey Circles
- *Suppressed and Sabotaged* film viewing with Speaker Rosemary McCoy from Harriet Tubman Freedom Fighters
- *All Creatures Great and Small* Animal Stewardship Event
- "How to Create a Welcoming City – Refugee Resettlement In Jacksonville" discussion event

Lifespan Religious Education Committee (continued)

Social Action

- Socktober, new sock drive- Sulzbacher Center
- Annual Food Drive- Orange Park Clothes Closet
- 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+ Justice and Equity
- After-service events featuring Voter Suppression, Animal Stewardship, Refugee Resettlement, Welcoming Congregation Topics.

RE / Worship Collaborations

- Blessing of the Backpacks
- Water Communion Family Service
- Thanksgiving Family Service
- Christmas Pageant / Family Service
- Founder's Day Presentation
- Spring Solstice/Flower Communion Service
- Easter Family Service and Egg Hunt
- Religious Education Family Service
- Weekly "Time for All Ages" Stories in the Service

Professional Development

- LREDA member and SELREDA member
- UU Institute Classes and Workshops
- OWL Training – Grades 7-9 / 10-12
- OWL Training – Grades K-1 / 4-6

Thank-Yous:

- Thank you to Joani Maskell and Marilyn Smart for serving as LRE co-chairs!
- Thank you to LRE committee members and all the volunteers in children's and adult RE, for their commitment over the past year. LRE exists and thrives because of you!
- Thank you to Tara Crisp for organizing the Nursery schedule. Thank you to the Nursery workers and volunteers for taking care of our littlest ones!
- Thank you to our Sextons and Office Administrator, to the AV Tech Team, David Christenson and David Dean.
- Thank you to all the Board and the Council members for your encouragement and your support in all things RE.

Membership Committee

Chair: Julie Smithers

Committee Team Members: Beth Curtis, Adele DelSavio, Marie Lybrook, Lynn Wadley, Erin Reidy and Luke Milson

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): 7/1/2024 to 4/2/2025

- First Visits (per Guest Registries): 77
- Members: 143
- Members Emeritus: 5
- Active Non-Members: 28
- Active Former Members: 3
- Removed by Board Action due to inactivity and inability to contact: 2
- Resigned due to move from area: 5
- Resigned due to contact after inactivity: 8
- Joined: 11
- Active Non-Members Eligible to Join: 8
- How First Time Visitors found us:
Website: 31 / Referrals: 12 / Facebook: 1 / Other (Google Search, Substack, Reddit, UUCJ, UUA): 9

Initiatives and Accomplishments:

- Provided 11 In-person and Zoom Learn About UU and Learn About BBUUC Classes
- Recruited an active and reliable group of Greeters/Offertory Ushers
- Recruited Members and Friends to engage visitors during the Fellowship Time
- Maintained Breeze database
- Maintained Membership Forms on Breeze
- Maintained 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 provided results to appropriate leaders
- Planned and executed Circle Suppers/Mini Mixers
- Worked with Technology Committee to arrange for videos to be viewed comfortably in the Forrest Church Room

Challenges:

- Scheduling rooms due to the increase in number of groups meeting.

Thank You:

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

Racial Equity, Accessibility, Diversity, and Inclusion (READI) Ministry

Ministry Leaders: Claudia Marshall, Mike Ludwick

Ministry Members: Peg Christenson, David Christenson, Elizabeth DeCoux, Rev. Carmen Emerson, 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:

- Participated in our General Assembly and held discussions on the events, observing the implementation of Article II. We will continue this work with enthusiasm and welcome the changes that make us more human.
- Collaborated with Religious Education to host a congregational discussion featuring Rosemary McCoy from the Harriet Tubman Freedom Fighters, who discussed voter suppression. Additionally, we assisted her with sending postcards to formerly incarcerated/returning citizens to help them regain their right to vote.
- Dedicated our new Banned Book Library on March 23, 2025. The library was physically installed on the front porch in October. This little library caters to young adults and adults.
- Banned Book Discussion group started in January. We are following through every month by discussing books that are challenged in our community. Books discussed or planned include *Fahrenheit 451*, *How to Be an Anti-Racist*, *The 1619 Project*, and *How to Stand Up to a Dictator*.
- Dr. Rudy Jameson, Executive Director of the Jacksonville Human Rights Commission, spoke to our congregation about the work of the JHRC. We plan to work with him in the future to create programs for our community.
- Twenty petitions were collected in support of a constitutional amendment initiative to expand Medicaid in Florida that would be on the 2026 ballot. We plan to collect more.

Challenges:

- Illiberal forces in our communities

Thanks To:

- Jennifer Bacmeister who obtained the physical library box to hold banned books.
- Beth Curtis for coordinating the meeting on voter suppression.
- The Board for allowing READI Ministry members to represent the congregation at General Assembly.
- The congregation for supporting the READI Ministry and attending events.

Rainbow/Welcoming Congregation Ministry

Joy!! Lore Spade and Hunter Storee have accepted the job of leading our Rainbow/Welcoming Congregation Ministry. Lore grew up at BBUUC, and Hunter is a new member. They have a common interest in activities in and outside of the church, that promote safety, dignity, and happiness for the LGBTQIA+ community.

They will need our support, ideas, and commitment as allies as they design programs to meet the needs of BBUUC as we honor the values of Unitarian Universalism.

FYI: We are one of the few congregations that consistently complete all the requirements to maintain the official Welcoming Congregation certification. Yay for us!!

Stewardship Committee

In truth, we did not have a formal Stewardship Chair this year, but the combined efforts of Don DeStephano, Bruce Kristol, Linda Mowers and her worship squad, and Peg Christenson made for quite the event. I am grateful to all those who work so hard for our Investfest Kick-off, to the donors who make it possible, and to those who responded with time or treasure.

The final report and budget will be revealed at the Annual Meeting.

Remember that the need for Stewardship is ongoing. It is never too late to commit to our little church so we can have the resource to remain the liberal religious community that is essential in these rocky time.

Technology Committee

Chair: David Christenson

Committee Members: Joseph Chapple, Peg Christenson, Ryan Cobb, Lesley Lybrook, Nathaniel Samuels, Madeline Sims, and Rich Toupin

Mission: Maintain software and hardware that supports the overall mission of BBUUC.

Major Initiatives and Accomplishments:

- The committee was created when the Board approved its policy on August 20, 2024.
- All BBUUC computers have a "Computer Support" login that can be used by team members.
- Replaced podium microphone because of background static with more advanced one that looks the same.
- Nate is working on website analytics.
- Project to document all AV and other equipment procedures. QR codes will be displayed near the equipment to open the online documentation.

Challenges:

- Dealing with phishing emails sent to bbuuc.org addresses
- Microphone issues

Thanks To:

- All the committee members and others that help out.
- Rich Toupin for hosting our website on his servers.
- The Board for approving the creation of the committee.

Worship Committee

Leader: Linda Mowers, Worship Chair

Worship Team members: Jennifer Bacmeister, Beth Curtis, Elizabeth DeCoux, Alyssa Halliday, Kris Kines, Claudia Marshall, Donna Zimmerman, Hannalora Chapple (Youth Worship Leader).

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

Worship Mission Statement: To deepen the spiritual journey of our congregation by creating and presenting shared worship experiences that center on Unitarian Universalist Theology, our Values, and the Inspirations of our faith, all of which call us to our better selves. (rev. 7-18-24)

Vital Signs:

- We are a team of trained and experienced worship leaders who collaborate effectively. We are responsible for planning, creating, and conducting the weekly worship services for our lay-led congregation, which a professional minister would traditionally perform.
- Worship has weekly meetings every Thursday night. We hold special meetings as needed for training and special service planning.
- Speakers and sermons are scheduled, providing the anchor for our Worship services. We subscribe to Soul Matters Sharing Circle, a network of UU congregations that follow the same monthly themes, sharing materials, support, and resources for Worship, Small Group Ministries, and Religious Education programs. The network provides Worship with relevant choices of liturgy, inspirations, and sermons written by professional, fellowshipped UU ministers who allow us to present their sermons to our congregations and create our own services around them.
- In addition to our Soul Matters themes each month, we also integrate an occasional recorded sermon that we receive through the UUA's Sermon of the Month series, featuring a sermon presented by various members of the UUA Congregational Life staff, other UUA staff groups, or guest ministers from around the country. This allows us to hear the prophetic voices and wisdom of many excellent religious professionals and leaders within our faith tradition.
- Participation of BBUUC member musicians and live guest musicians from the larger community are engaged for Worship with the help of Lynn Wadley as the scheduler. Music continues to be an essential element of our services, and we have been so fortunate to have featured a wide array of excellent musicians.
- We are also very fortunate to have member Dr. Gary Smart, pianist, as our volunteer accompanist, who also provides us with his own performances and often accompanies some of our guest musicians and member musicians. We are also grateful for Eileen Morrison, who has generously stepped in to serve as accompanist whenever Gary takes an occasional day off or is otherwise unable to attend.
- Periodic "family" Worship services are conducted for special holidays, ceremonies, or Worship that involve all ages in the congregation. Worship collaborates with our DLRE, Beth Curtis, for family services and our Time for All Ages throughout the church year.
- Worship services are recorded, edited, and posted on our YouTube channel.

Worship Committee (continued)

Major Initiatives and Accomplishments:

- A commitment to keep Worship focused on sermons that center 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 are committed to supporting the annual renewal of our Welcoming Congregation Status by incorporating Welcoming Worship Services into our worship calendar. We also support our renewal by recognizing and celebrating the Welcoming Days of Observance (Days and seasons that are important to LGBTQ+ communities) in our worship services throughout the year.
- We worked with the Board and the Stewardship team to integrate our stewardship theme, "InvestFest," into the March services, including a new "Founders' Day" service, and another service featuring a sermon written and delivered by Jennifer Bacmeister on *Generosity*.
- We have followed the progress of our upcoming new UUA Virtual Hymnal which will roll out this year in June at General Assembly. We have discussed how we will utilize it in our worship services.
- We organized and conducted the annual poinsettia sale for decorating the chancel and sharing the names that the plants were in memory of on Christmas Eve.
- The worship team has put together a Worship Survey that will be distributed to the congregation in the coming weeks, before the end of the fiscal year.
- We are committed to the continued education of our worship team members and are focused on creating, improving, and evolving worship for our faith community. We also hold retreats, group outings, and social gatherings, fostering team bonding, morale-boosting, and enhancing communication. Since we all work so closely together throughout the year, these activities create a relaxed and informal setting where team members can connect personally, build trust, and develop a strong camaraderie.
- Plans are underway for a new sermon series focused on various World Religions or Religious Traditions through the lens of religious pluralism. The series will begin this summer and run through the next fiscal year. We will be bringing in local clergy from various religious communities in our area to present sermons on their faith traditions, allowing us to learn how we might be similar and different, as well as developing skills for engaging views different from ours. Rev. Carmen Emerson, BBUUC's Affiliated Community Minister, is a new Board member of Interfaith Jax and is helping us find and meet speakers who will participate in our series. We hope to designate one Sunday a month as "Interfaith Sunday."

Worship Committee (continued)

Thank-Yous:

- Thanks to the members of our Worship Team (listed above) for their hard work and continued commitment over the last year! The love and support—for one another and our work for the congregation—have helped us remain a reliable, healthy and functional team.
- Thanks to our Audio Booth Team for their help on Sunday Mornings in making our services work: Joseph Chapple, David Christenson, Lesley Lybrook, Nate Samuels, and Madeline Sims. Thanks to David Christenson for his tech assistance. Thanks to our sextons, Joshua Dean and Joseph Chapple, for creating an excellent space for our Worship services.
- Thanks to Liz Baldwin, our Office Administrator, for her work on the weekly Order of Service for Worship.
- Thanks to David Dean for his many contributions to Worship, including delivering sermons, as our video editor for recordings used in the services, and the service videos posted on our YouTube channel.
- Thanks to all of the members throughout the year who volunteer as Offertory Ushers and Chalice Lighters on Sunday mornings and our younger congregants who take up the monthly Pennies from Heaven collection.
- Thanks 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 who have participated in our Family Worship services throughout the year.
- Thanks to our Pastoral Care Team members, under the leadership of our Chaplain, Donna Zimmerman, for sharing the Joys and Concerns with the congregation each Sunday during Worship, along with the work they all do to care for our members with grace and compassion.
- Thank you to our fantastic and dedicated accompanists, Dr. Gary Smart and Eileen Morrison. They have donated their time throughout the year to accompany our worship services and often perform special music for our services.
- Thanks 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 this year, including Jennifer Bacmeister, Mike Bernos, Diane Freeman, Adero Harrison, Debby Jones, Pete Jorgensen, Emily Rose Ludwick, Mike Ludwick, Job Meiller, Dr. Gary Smart, and Lynn Wadley.
- Thanks to Viqui Hilliard for coordinating our volunteer “Song Leaders,” and thanks to those volunteers who lead the congregation from the chancel in singing our hymns throughout the year.
- Thank you to Marilyn Smart for organizing and leading our Christmas Choir for the Christmas Eve service, Dr. Gary Smart as accompanist, and all of our volunteer choir members who participated.
- Thanks to our Affiliated Community Minister, Rev. Carmen Emerson, for her sermons and for representing our values in her work as a chaplain at Baptist Hospital.
- Thanks to our amazing Hospitality Committee chaired by Cheryl Garrett and soon-to-be-chair Ryan Cobb, along with members Peg Christenson, Lee Plumb, and John Wrightington, and all of the other volunteers who put together a fabulous fellowship hour after the service, for delicious refreshments and beverages, including birthday celebrations, other special celebrations, luncheons, and potlucks. You all help to facilitate a welcoming atmosphere for fellowship and conversation after the service.

Worship Committee (continued)

- Thanks to our fantastic Membership Committee, chaired by Julie Smithers, who schedules our weekly greeters and offertory ushers and warmly welcomes all our members, friends, and guests to every Sunday Service.
- Thanks to our Treasurer, David Prohovsky, who cuts the monthly checks for our guest musicians and speakers.
- Thanks to Peg Christenson for her Breeze expertise in creating our poinsettia order form and to Julie Smithers for her Breeze expertise in creating our Worship Survey.
- Thanks to Beth Curtis, our DLRE, who has begun to bring in speakers to offer interesting and relevant programming on occasional Sunday afternoons. Since the one-hour worship service centers on sermons and elements of a more spiritual or theological nature with a limited time, we value having opportunities to hear guest speakers of interest offer informational presentations, allowing more time for the speaker and time for the audience to ask questions or have discussions that the Worship Service can't accommodate. We hope there will be support in developing a more robust schedule of speakers and topics in the future, to address areas of interest or topics that speak to our values.
- *There are so many folks at BBUUC who deserve thanks from Worship, whom we may have overlooked in our annual report, so we hope you will be forgiving and know you are appreciated!*

In Memoriam



John Giordano

October 2, 1949 -- September 20, 2024

John Giordano, age 74, of Saint Johns, Florida, passed away on Friday, September 20, 2024. He is survived by his loving husband of 24 years, Ken Weintraub, and his many wonderful close friends and family.

John retired after holding an extended position with the City of New York as Commissioner of Purchasing. His early career path included teaching in a Montessori school and teaching children with severe and multiple disabilities.

A long-time Unitarian Universalist, John enjoyed studying theology and exploring life and its meaning. He loved music of all kinds and had an extensive collection of recordings. He also played several musical instruments and could always be found listening and sharing his eclectic mix with friends. John loved to travel and had many opportunities to visit destinations worldwide throughout his life.

John is greatly missed by his beloved husband, family, friends, and much-loved canine companions Remy and Champs.



Portia McNally Halsey

September 2, 1932 — May 26, 2024

Portia McNally Halsey, beloved wife, mother, mother-in-law, grandmother, great grandmother and friend, died peacefully surrounded with love Sunday, May 26th, 2024, at Baptist Medical Center South. She was 91.

Portia is survived by Kent, her husband of nearly 69 years; their son Mark (Johanna Garry) Halsey of Red Hook, and daughter Elizabeth (Alan) Sproul of Goshen. Portia also leaves to cherish her memory four grandchildren: Justin (Nicole Blasetti) Halsey of New Hope, PA; Trevor Halsey of New Hope, PA; Wesley (Thomas) Mills of Bloomfield, NJ and Mackenzie (Chris) Anderson of Dobbs Ferry, NY. Also surviving are great-grandchildren Alice Renee Halsey and Darby Christine Anderson, and a great grandson due in July.

Born on September 2, 1932, in St. Louis, MO to Eva Moore & Sherman J McNally, Portia knew early that she would be a teacher.

She received her Philosophy degree in 1953 from Grinnell College in Iowa. She and Kent met on the train out of New York City on the way to Grinnell in 1950, and eventually Kent “pinned” her with his Langan Hall pin. They became engaged in 1954 and were married in 1955. Portia’s brightest legacy is the tight-knit family she made with Kent in their Nanuet home filled with children, love and laughter.

Portia went on to receive her master’s degree in teaching from Montclair State University, NJ. She taught at S. Madison Elementary School in Spring Valley, NY.

Portia had an unshakable faith in the abilities and delighted in the successes of all her students. The annual Halsey family camping trips produced original songs and jokes still quoted verbatim today. Portia listened in such a way that people told their best stories. She enjoyed people coming together in friendship. Always inquisitive, Portia was an avid reader, teaching her children and grandchildren the magic of books.

She excelled at bridge and loved spending time with her family. She adored the ocean and spending days at the beach surrounded by family and friends. She was also an avid cook, always searching out or inventing the next great recipe.

She and Kent built a home and circle of friends in Eastham, Cape Cod, and again in St. John’s, Florida.



Grace Josephine Lindewirth

November 15, 1930 - March 30, 2025

Grace Lindewirth, born in Pittsburgh in 1930, was the eldest of four children to Frank and Josephine Richert. She spent her early years alongside her three brothers—Joe, and twins Frank and John—on a farm near Zelienople, PA, before moving to West Palm Beach, FL for her college years.

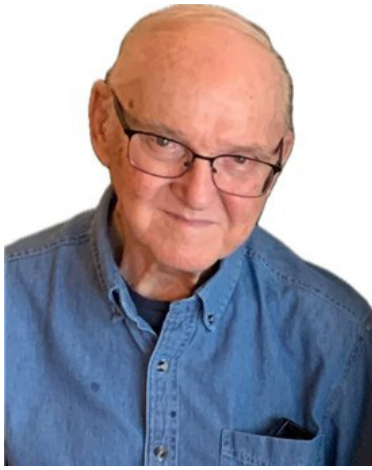
A talented artist, Grace pursued her passion by enrolling in art school in New York City. She later married Donald Lindewirth, also of Pittsburgh, and together they returned to the Zelienople area, where they established the Golden Rooster Restaurant. The restaurant became well-known for its “Broasted Chicken and Red Magic Steaks,” and it was adorned with many of Grace’s original artworks. Alongside her roles as hostess, bartender, and waitress, she used her baking talents to enhance the dessert menu.

Grace and Don raised three children—Suzanne, Donald (Del), and Andy—who quickly became part of the restaurant’s pleasant and cohesive workforce. After 30+ years as restauranteers, they retired to Florida to welcome Suzanne and Howard’s sons, Jarrett and Gradon. Summers were spent at the Chautauqua Institution, where Grace and Don built cherished memories until Don’s passing in 1995.

Grace’s family continued to grow with the arrival of grandchildren Zach and John from Del and Mary in New Jersey. Andy, ever the adventurer, made his home in Colorado with Helene Hall. She was also blessed with three great-grandchildren: Arthur, from grandson Gradon and his wife Emma, and Ismael and Olivia, from grandson Jarrett and his wife Veronica.

Throughout her life, Grace remained devoted to her art, creating stunning portraits, landscapes, and pottery. Her home became a gathering place for friends, where she served as both a gracious host and a mediator of spirited debates.

Grace passed away on March 30, 2025, in her 95th year. She leaves behind a legacy of love, creativity, and resilience, carried on by her children, grandchildren, and great-grandchildren.



Peter P. Olevnik

December 23, 1934 -- December 3, 2024

Peter P. Olevnik, age 89, died on December 3, 2024, in Jacksonville, Florida. Peter was born in Fort Wayne, Indiana, on December 23, 1934. He was the son of Peter Olevnik, Sr. and Sophie (Kratowicz) Olevnik.

He was preceded in death by his two sisters, Irene Banning and Jeannette Gazler.

Peter is survived by his beloved wife, Judith (Judy) of 63 years, and their children: daughter, Janna Jones and her husband, Wesley, of Boulder, Colorado; son, John Olevnik, and his wife, Lynne, of Jacksonville, Florida; and daughter, Catherine Forbes and her husband, Steven Ahladas, of Highland, New York. He is also survived by five grandchildren: Divya Forbes, Nathan and Tessa Olevnik, and Ellory and Haile Jones.

Peter graduated from Central Catholic High School in Fort Wayne, Indiana, in 1952. He continued his education completing a two-year certificate program at the Fort Wayne (Indiana) Art School. This he followed with both undergraduate and graduate degrees from Saint Francis College (now Saint Francis University) in Fort Wayne. In 1967 he attained a degree in Library Science from Rosary College (now Dominican University) in Chicago, Illinois. Peter retired as a college librarian and teacher with 21 years of service while serving as Head of Information Services at the State University of New York at Brockport. In 1978 he received the SUNY Chancellors Award for Excellence in Librarianship. While serving as a member of the SUNY faculty senate, Peter was instrumental in establishing the State University of New York librarian rank of Distinguished University Librarian in 1995. After earning a PhD from the University of Buffalo, he was appointed as guest lecturer at the University's School of Information and Library Studies. He became an accomplished artist, serving as a member of the Asheville (North Carolina) Gallery of Art, and writer of published books in bibliography and poetry. A cold war veteran, Peter was stationed with the United States Army in Germany from 1957 to 1959.



Brian Scott Sibson

October 28, 1959 - June 17, 2024

In memory of Brian Sibson, a man whose life was woven with threads of innovation, humor, and an unyielding spirit. "Everything is a mythical, cosmic battle between faith and chance," a sentiment from one of Brian's favorite films *Children of Men*, resonates deeply in Brian's life. A brother to Tim, Jean, Laura, and Sandra; a father to David, Chris, and Lara; a partner to Carole, Brian loved the people in his life with his whole heart. His brilliance illuminated every corner of his life.

Brian's love for 1950s sci-fi was not just a hobby but a lens through which he viewed the world — a world where creativity knew no bounds and imagination took flight. A comedian and philosopher, one of his best friends recalls that Brian possessed a mind akin to a supercomputer, with a photographic memory that captured every detail of his vast pursuits. There was no challenge too great for him, no problem too complex to solve. From his innovative designs — a semi-prone bicycle and Hunter Fans' ceiling fans — to his thrilling ventures like the electric race car that raced at Atlanta Motor Speedway, Brian's creations mirrored his boundless ingenuity.

Yet, despite his accomplishments, Brian faced a relentless adversary in the form of Myasthenia Gravis — a rare, cruel disease that tested his strength and resilience. Despite enduring its debilitating effects — moments where swallowing, breathing, or even opening his eyes became monumental tasks — Brian fought back. His battle was not just against illness but against the limits imposed upon him. His recent endeavor — the meticulous restoration of a 1950s Comet trailer — stands as a testament to his enduring passion and vision.

Those of us who knew him will remember his larger than life personality and the marvels he created. His life was indeed a mythical battle — a testament to the enduring struggle between faith in possibility and the unpredictability of chance.



Statement of Values of the Unitarian Universalist Association

As Unitarian Universalists, we covenant, congregation-to-congregation and through our Association, to support and assist one another in our ministries. We draw from our heritages of freedom, reason, hope, and courage, building on the foundation of love.

**Love is the power that holds us together and
is at the center of our shared values**

We are accountable to one another for doing the work of living our shared values through the spiritual discipline of Love.

Inseparable from one another, these shared values are:

Interdependence: We honor the interdependent web of all existence. With reverence for the great web of life and with humility, we acknowledge our place in it.

Pluralism: We celebrate that we are all sacred beings, diverse in culture, experience, and theology.

Justice: We work to be diverse multicultural Beloved Communities where all thrive.

Transformation: We adapt to the changing world.

Generosity: We cultivate a spirit of gratitude and hope.

Equity: We declare that every person is inherently worthy and has the right to flourish with dignity, love, and compassion.



Buckman Bridge Unitarian Universalist Church

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

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