



ANNUAL REPORT

2023

CONTENTS

AGENDA - ANNUAL MEETING April 2, 2023	3
FACT SHEET 2022-2023	4
REPORT OF ITS INTERIM MINISTER	5
PRESIDENT’S REPORT	6
TREASURER’S REPORT	7
FINANCIAL REPORTS	8
ENDOWMENT COMMITTEE	8
FINANCE COMMITTEE	8
PLEDGE DRIVE TEAM	9
COMMITTEE REPORTS	10
BUILDINGS AND GROUNDS	10
YOUTH RELIGIOUS EDUCATION	10
CARING PROGRAM	11
DECOR	12
HOSPITALITY	12
JUSTICE ACTION MINISTRY (JAM)	13
RACIAL JUSTICE SUBCOMMITTEE	14
MEMBERSHIP	15
MUSIC COMMITTEE	16
NEWS TALK	16
SANCTUARY SERVICES GROUP	16
SECOND SATURDAY BOOK GROUP	20
SMALL GROUP MINISTRY PROGRAM (SGM)	21
TRANSITION TEAM	21
NOMINATIONS - MARCH 2023	23
BOARD OF TRUSTEES	23
ENDOWMENT COMMITTEE	23
NOMINATING COMMITTEE	23
COMMITTEE ON MINISTRY	23
BIOGRAPHIC SKETCHES OF THE CANDIDATES	24
PROPOSED ANNUAL OPERATING BUDGET FY 2023-2024	27
ANNUAL MEETING MINUTES, March 27, 2022	30
SPECIAL CONGREGATIONAL MEETING MINUTES, August 10, 2022	31
SPECIAL CONGREGATIONAL MEETING MINUTES, January 29, 2023	32

**Annual Meeting of the
First Unitarian Universalist Congregation
of the Palm Beaches
April 2, 2023**

AGENDA - ANNUAL MEETING April 2, 2023

- I. **Call to Order** - Suzanne Schluter
- II. **Lighting of the Chalice and Opening Words** - Rev. Ed Proulx
- III. **Welcome and Introductions** - Suzanne Schluter
- IV. **Quorum Check** - Barbara Hatzfeld and Janet Fryman
- V. **Approval of Congregational Meeting Minutes** - Suzanne Schluter
 - A. Annual Meeting - March 27, 2022
 - B. Special Meeting - August 10, 2022
 - C. Special Meeting - January 29, 2023
- VI. **Approval of FY 23-24 Congregational Budget** - Suzanne Schluter
- VII. **Leadership Slate Nominations from Nominating Committee** -
Chari Campbell & Barbara Hatzfeld
- VIII. **Benediction and Extinguishing the Chalice** - Rev. Ed Proulx
- IX. **Adjournment** - Suzanne Schluter

FACT SHEET 2022-2023

Staff:

Interim Minister - Rev. Ed Proulx
 Office Administrator - Kim Hetrick
 Music Coordinator - Peilin Ko (Contractor)

Board of Trustees:

President – Suzanne Schluter
 Vice-President – Mary Reynolds
 Treasurer – vacant
 Clerk – Rhonda Kessler
 Trustees: Coleen Conway, Vangie Gruen, Peter Koos, Chris Juhl

	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Membership	84	91	99	111	120	124
Sunday attendance						
Average	69	69	80¹	87/81²	89	71
May-November	65	76	82	78	75	61
December-April	Dec-Feb	68	Dec-Feb	102/86²	112	88
	76		78			
RE registration	4	6	8	13	7	-
Budget	\$272,020	\$272,995	\$294,675	\$285,458	\$263,400	\$230,150
Pledge amount	\$155,121	\$164,512	\$161,000	\$156,500	\$130,000	\$126,900
Endowment contribution (4%)	\$93,739	\$98,720	\$72,400	\$63,700	\$37,414	\$33,850

¹ Switching to online exclusively has complicated the counting process. Because of the ease of moving in and out of a service on both Zoom and Facebook without disturbing others, and because our service remains on Facebook and can be viewed long after the live version of it, the real attendance number is a moving target. Nevertheless, we have been able to conclude that during "off season" "attendance" has been better than the average attendance in our Sanctuary for the past 5 years. During "high season" it has been somewhat lower than the average.

² The 2019-20 attendance includes a higher number which reflects the figures until services were halted due to the Corona Virus. The lower number reflects those Sundays through the end of March when there were no services. Zoom based virtual services began on April 5.

REPORT OF ITS INTERIM MINISTER

February 22, 2023

It is both a joy and an honor for me to submit this report of your Interim Minister for inclusion in the congregation's Annual Report.

As this interim ministry comes to an end, I find myself working on small, but meaningful tasks to "button up" the work we've done over the past two plus years.

When last I wrote to you, I mentioned that we were working on three major initiatives. First was a look at our curriculum, the second was to look at policies and conflict and the third was racial justice. Behind those scenes were also some work on infrastructure.

Our work on curriculum got stalled, with work partially completed while the volunteers who were working on it were pulled onto more urgent jobs. I believe it lies in a state that leaves it ready to be picked up again once other congregational objectives have been met.

Our work on policies and conflict is going well. Our Right Relations Taskforce created both a Behavioral Covenant and a Right Relations Policy. The policy required some changes to the Congregation's By-Laws. The Covenant, Policy and changes to the By-Laws were heard by the congregation and passed without objection at a series of Congregational Meetings. It is my hope that this work will give you a framework to address conflict when it next appears and allow you to be the beloved community you hope to be.

With regard to policies, those policies have been drafted and are in review. These policies are a compilation of model policies provided by the UUA and policies you have drafted. My hope is that they may be passed into existence before my time with you is over.

Our work on racial justice is also progressing well and is getting wider and deeper at every iteration. This work is probably the most important work your congregation could be doing because, done correctly, it involves periods of deep introspection, which is at the core of our faith. As you bring new perspectives into your lives, new perspectives will permeate your racial justice work. I hope that this focus on racial justice will provide more focus to your Justice Action Ministries generally and allow you as individuals as well as you as a congregation to thrive for many years to come.

My wish for you, as it was last year, is that long after I have moved on, I look forward to hearing about your successes. I look forward to your hopes for this place evolving into reality over the years to come, welcoming future leaders, volunteers and professional ministerial and non-ministerial staff into this place of strength, promise and love that it so very much can be.

Yours, in faith

A handwritten signature in blue ink, appearing to read 'Ed Proulx', followed by a period.

Reverend Ed Proulx, Minister

PRESIDENT'S REPORT

March 8, 2023

This year has been a transitional year. We have continued to progress from a way of interacting due to a global pandemic into a way of interacting despite a global pandemic. Were we slower to move as a community than some of us were in our personal lives? Yes. Are some of us still concerned? Yes. Have we moved back into the way we used to be? Partly. Have we moved into a new normal? Yes, and there is still more conscious and thoughtful planning to be done as we go forward together.

Throughout this report you'll see many of the things we've been working on and accomplished this year. I would like to highlight a few:

- We approved using funds from the Endowment to support hiring and retaining a full-time minister in our congregation for the next few years and bringing on a Director of Lifespan Religious Education. For most of us, shared ministry with professionals to support us is important. And most of us feel that professionals will help us to welcome more people into our community and help us share more outside our doors.
- We approved a Covenant of Right Relations and bylaw changes to support a process to come back into covenant if the need should arise. These bylaw changes were passed unanimously! We acknowledge that we are not perfect. We will make mistakes. And we're committed to living and learning and being our best selves through and within this community.
- We continued to improve our hybrid services, continuing to offer on-line options. Whether we like it or not, whether it's easy or not, this is important. This is the direction our society was going even before 2020. We were propelled into quick action and it has served us well. Many of our members and friends are not local for part of the year; for some it's not easy to make it to our campus in person for various reasons. This allows participation in our services and many of the programs from a distance. This is one part of accessibility.
- We identified that we wanted to hire a full time contract minister and we are nearly there. We recognized that we did not have the volunteer hours to enter into a full scale settled ministry search and by searching for a contract minister we maintain the option of calling the minister later.
- We celebrated our 70th Anniversary, with both a special service and a party. Gratitude to all who were involved! It had been a while since we'd had such a wonderful party!

Community is always evolving. It's sometimes complicated and messy. And when we come together with love and with the common good in mind, we can co-create the beloved community that is joyous, welcoming, and sometimes even life-saving.

Onward!

Suzanne Schluter
President of the Board

TREASURER’S REPORT

Treasurer’s Third Quarter Report

Summary of Accounts – January 31, 2023		
General Operating Account	TD Bank	\$ 144,075.40
Restricted Account	TD Bank	\$ 77,861.01
Merchant Account	TD Bank	\$ 4,283.35
Minister’s Discretionary Fund	TD Bank	\$ 2,465.67
TOTAL Cash		\$ 228,685.43
Endowment Fund	Sound Wealth	\$ 1,790,232.40
Scholarship Fund	Sound Wealth	\$ 36,078.30
TOTAL Sound Wealth		\$ 1,826,310.70

Note: The balance in the general operating account includes \$11,798 prepaid pledges for FY 23-24.

FY 22-23 Income & Expenses

Pledge revenue at the end of the third quarter was \$116,157.49, which is 74.9% of the anticipated \$155,121. Non-pledge donations totaled \$7,995, (159.9% of the anticipated \$5000), rental income was \$2,675.50, (268% of expected \$1,000) and fundraising was \$810, (81% of projected \$1,000). Expenditures are within the budget as adjusted.

The TD Restricted Account included \$3000 to be transferred to the Endowment Scholarship Fund, \$1,979 uncleared and/or undisbursed JAM third-Sunday grant funds, \$50 to be transferred to the Permanent Endowment, \$365.42 for the Memorial Garden, and \$72,466.59 for Facility Improvements, of which \$18,000 is reserved for new Sanctuary doors.

Respectfully submitted: Suzanne Schluter (Acting Treasurer)

FINANCIAL REPORTS

ENDOWMENT COMMITTEE

Committee Members:

Paul Ward, Chair (2023)

Lauren Furst (2024)

Richard Hattwick (2026)

Carol Baxter (2027)

Suzanne Schluter, Acting Treasurer, Ex-Officio

Suzanne Schluter, President, Ex-Officio

Rev. Ed Proulx, Interim Minister, Ex-Officio

Investment Manager, Sound Wealth Management, moved from Raymond James & Associates to Janney Montgomery Scott, LLC in October, 2022. After careful analysis of the options, the Board of Trustees voted to support the recommendations of the Endowment Committee to retain the services of Sound Wealth Management and moved the Endowment Funds to Janney Montgomery Scott, LLC. Funds were transferred on December 28, 2023.

The 4% draw as calculated on the December 31, 2022 Permanent Fund balance of the endowment (per our by-laws) for the 2023 budget was \$67,866. This is significantly below the draw for the previous year due to decline in the value of the fund caused by the significant drop in financial markets during the past year. To avoid major changes in the funds available for the 4% draw, Members of the Endowment Committee are considering recommending a future change to by-laws to allow “An expenditure of up to four percent of the *average* yearly amount in the account on December 31st of the preceding three years.” Using the three year rolling average would smooth these swings in available funds.

As of February 28, 2023, the Endowment Fund balance was \$1,761,720. In addition, the scholarship fund balance held in the account was \$38,134.

I want to express my gratitude for the time and energy the committee members devoted to the work of this committee. Our accomplishments would not have been possible without such commitment. On a personal note, I have been grateful for the opportunity to serve on the Endowment Committee for the past five years and wish members of the committee continued success in managing the funds on behalf of the congregation.

Respectfully submitted,

Paul Ward, Chair

FINANCE COMMITTEE

Committee Chair: Ramsay Laing

Committee Members: Drew Davis, Daniel Melcher, Harry Wolin, Suzanne Schluter, Ex-Officio, Ed Proulx, Ex-Officio

The Finance Committee's duties and responsibilities are set forth in Article 10 of the By-Laws.

The Finance Committee's primary duty is the development of the annual operating budget. A proposed budget is prepared and given to the Board for consideration and amendments. The Board submits its final proposed budget to the Congregation for approval or modifications at the Annual Meeting.

The Finance Committee is also responsible for recommending property and liability insurance coverage and providers. The Committee recommended keeping the same coverage and providers for the new budget year.

At the Board's request, the Finance Committee worked through much of FY 22-23 to develop a comprehensive Financial Policies Manual covering all financial matters of the Congregation. A proposed manual was completed and has been submitted for the Board's consideration.

The Board also requested the Finance Committee to review and update the Congregation's rental policies and schedules. This work will be completed by the end of FY 22-23.

Respectfully submitted by Ramsay Laing.

PLEDGE DRIVE TEAM

Team Members: Lauren Furst, Rev. Ed Proulx, Bob Shipley, Amy Stauber, Suzanne Schluter

Contacting Stewards: Bob Burns, Drew Davis, Dick Hattwick, Barbara Hatzfeld, Pat Knight, Donna McCulloch, Steve Pock, Betty Richards, Betsy Shipley, Bob Shipley (Coordinator)

The pledge drive team has completed the pledge drive for the 2023-2024 budget cycle. The theme of the pledge drive this year was Renewing Our Circle of Belonging, For four consecutive weeks the services touched on how our donations can affect the following aspects of Our Circle of Belonging: Widening, Deepening, and Strengthening. The pledge drive was a success. The Board of Trustees, in collaboration with the Finance Committee set a goal for the pledge drive of \$170,000 and sent pledge opportunity letters to 86 "pledge units". As of this writing, we received 77 (90%) of those pledge opportunities back. The total pledge amongst those 77 respondents was \$178,971 or 105% of the Board's target pledge.

Of the 77 respondents, their average pledge was up \$400 (21% to an average pledge of \$2,324 per pledge unit). 82% of pledges were equal to or higher than last year. There were six new pledging units who pledged \$4,600 between them. We also lost eight pledging units who last year pledged \$4,160 between them for a net gain of \$440.

The team is grateful to the congregation both for their strong commitment to the mission of the congregation and to their support in completing this pledge drive.

COMMITTEE REPORTS

BUILDINGS AND GROUNDS

Chair: Ben Juhl

Acting Co-Chair: Sylvia Ansay & Drew Davis

Board Liaison: Ramsay Laing

Housekeeping:

In order to strip and clean the floors in the Emerson Building, the issue of floor marks by chairs and tables was addressed. “Booties” have been placed on all the legs. We ask that when the furniture is moved and the coverings come off that we all take the responsibility of reinstalling them. It only takes seconds.

Landscaping:

The strangler fig tree was cut down. Henry Gruen is going to try to make a table supported by the existing trunks. The Memorial Garden suffered damage from the Iguanas. Some plants replaced, but more work is needed, including adding the bench, adding “flagstone pavers” and more plants.

Safety and Security:

Bob Maloney continues to monitor and replace batteries as needed. Exit lights were replaced. He has arranged for the Fire Department of the Village of North Palm Beach to give us training on the defibrillator.

New screen, projector, electronics and video camera installed to help facilitate Zoom calls and the showing of films/videos.

Maintenance:

Ben Juhl continued to try to keep our irrigation system functioning . He oversaw all the small but annoying issues in regards to electrical and plumbing issues.

Management Company:

With our Sexton leaving, Citywide an area property management firm was hired. We have a Porter twice a week visiting to pick up trash on the property, keep the patio clean, test irrigation system (replace heads as needed), test/fix toilets , empty garbage/trash and other “handyman” projects that we identify. They will also help us identify contractors for larger projects.

YOUTH RELIGIOUS EDUCATION

Chair: Currently Vacant

The youth religious education programs are currently on hold. The children did not return from the pandemic at the same, high rate as the adults did.

Reverend Ed has been working with two youths to complete the Unitarian Universalist Coming of Age Program. That work has stalled, but we are on target to complete it before Reverend Ed’s time with us elapses. Reverend Ed also facilitated an OWL (Our Whole Lives) program in

conjunction with the Boca Raton UU Fellowship. Although initial indications were that some area youth would be participating in the Boca Raton program, that did not happen.

CARING PROGRAM

The Caring Program is comprised of the Lay Pastoral Care Team and the Caring Committee.

Lay Pastoral Care Team Chair: Janet Fryman

Committee: Paul Ward & Henry Gruen

The key role of the Lay Pastoral Care Team is to assess a congregant's problem using active listening skills. The specific problem presented determines what should be done next. It might be a referral to the Caring Committee, to the minister, and/or further discussion. Rev Ed Proulx was available for problems this year, and the Team was really not needed. The Teams' phone numbers are available in the weekly newsletter and in the church's database.

Caring Committee Chair: Janet Fryman

Committee: Sylvia Ansay, Coleen Conway, Diane Curry, Henry Gruen, Barbara Hatzfeld, Rhonda Kessler, Pat Knight, Mary Mansfield, Diana McCulloch, Jim Meyer, Suzanne Schluter, Betsy Shipley, Anne Marie & Frank Smith, & Margaret Wicks

The Caring Committee provides short-term hands-on care including, but not limited to, sending cards, making phone calls, emailing, providing meals and transportation, and running errands. The primary forms of care provided this year included sending cards, making phone calls, and emailing. If there were any problems, the Chair was notified. As part of the committee, Rhonda Kessler continued to write "Milestones" in UU Matters, the Congregation's newsletter. "Milestones" includes happy as well as not-so-happy occasions that occur in people's lives. This has been an effective way to keep everyone abreast of other congregants' cares and concerns.

A meeting of the Committee was held via Zoom on 01/25/23. Various items were discussed including:

1. Mentioning of Milestones from the pulpit.
2. Having a liaison between Zoom and myself to relay any cares and concerns written in "chat".
3. It was suggested we reinstate communication between the committee and all the members/participants excluding those in Small Groups as those groups keep in touch monthly with their members.
4. Rev Ed suggested he create a demographic chart to aid with this.

Also, monthly acknowledgement of birthdays/anniversaries besides the list in UU Matters was discussed.

Respectively submitted by Janet Fryman

DECOR

Co-Chair: Kathe Bannigan & Pat Knight

Members: Henry Gruen, Janet Fryman, Diane Curry, Carol Saunders

After having completed the sanctuary and patio upgrades last fiscal year, this fiscal year was mostly low key.

Now that our facilities are fully open, the Committee is currently in the planning stages for refreshing Minister's Hall and several other rooms in the Emerson Building. Hopefully, we can accomplish this prior to the arrival of our new minister.

We have taken over the duties of providing floral arrangements for the sanctuary and also weekly care of the sanctuary candle table, temporarily.

We received many compliments on the decoration of our Christmas tree this year.

Thank you to the committee for all your help.

Suggestions from the congregation are always welcomed.

Respectfully submitted,

Kathe Bannigan

Pat Knight

Co-Chairs

HOSPITALITY

Acting Chair: Janet Fryman

Acting Committee Members: Sylvia Ansay, Francine Proulx, Betsy Shipley

A Chair and Committee have not been found, but Hospitality has been back to "normal" this year. We are back inside Minister's Hall with food and drink. Congregants step up to bring an item for a certain week that will feed everyone who comes to coffee hour. The number of people participating in coffee hour has increased nicely, and we have a good-sized group coming over most Sundays. I would like to see people donating just \$1.00 each Sunday as that would most likely cover most of the cost for Hospitality. \$1.00 for a cup or two of coffee plus eats is not too much to ask.

Respectively submitted by Janet Fryman

JUSTICE ACTION MINISTRY (JAM)

“Awareness, Compassion, Together” (ACT)

Chair: Barbara Hatzfeld

Team: Dick Hattwick, Sadiqa and Wayne Johnson, Judy Kraft, Sylvia Ansay, Janet Fryman, Larry Stauber, Christine & Larry Carsman, Lois Friel, Shirley Bloomquist, Bob & Lynn Tomlinson, Betsy Shipley, Ruth Cincotta, Donna Valbuena, Ellen Grace and Rhonda Kessler, Lauren Furst and Steve Pock

JAM is the unit of our congregation which encourages and supports social justice education, activities, events and projects. All members of the congregation are considered members of JAM and are encouraged to take an active role in social justice issues through involvement in, or support of, a JAM project or independently in the spirit of the UU Seven Principles.

JAM meets on Third Sundays at Noon, by e-mail. If a time-sensitive issue comes up between scheduled meetings, the JAM chair sends an email to members and asks for a response by a specific date. The chair then acts in accordance with the recommendations of those who reply.

Current Focus Areas:

1. Grants. For the past several years, JAM has authorized a number of grants from funds raised by dedicating the plate collection on the third Sunday of each month. In 2022-2023, we raised \$29,936.00 for general awards. The following received money: 1stUUPB Scholarship Fund, DePorres Place, Planned Parenthood., Black Lives of Unitarian Universalism, PEACE, UUSC Guest at Your Table, Emergency Medical Assistance and Help Me Amy Foundation.
2. Harriet Glasner Justice Scholarships. An anonymous donor pledged \$100,000 to support a ten-year justice scholarship project. We award scholarships annually up to \$5000 each. The scholarship may be used for GED, a private or public college, university or trade school. Major considerations in making the awards are need and social action. The Committee used the JAM Grant collection to add \$22,316 to the fund.
3. P.E.A.C.E. Leader: Barbara Hatzfeld. The Team members this year are Barbara Hatzfeld and Bob Burns. We have nineteen network members.

We are a member congregation of P.E.A.C.E., People Engaged in Active Community Efforts, an organization made up of 22 congregations throughout Palm Beach County which uses the power of large groups of organized people to address and solve critical community problems. There are PEACE gatherings by Zoom during the pandemic throughout the year to work on these issues, and it all culminates in the Nehemiah Action Assembly, where 40 members and friends of our congregation join 1800 others to confront relevant leaders about commitments to action.

This year we are addressing:

1. AFFORDABLE HOUSING: 104,000 families in Palm Beach County are paying more than 30% of their income towards rent. They are one paycheck away from homelessness. We need more rental units for families making below \$48,000 (60% of AMI).

2. POLICE-COMMUNITY RELATIONS: Last year, 135 children were arrested for fighting with their siblings. These children and families need support services, not handcuffs and criminal records. We are asking that children accused of these misdemeanor offenses enter the Civil Citation Program and get the help they need.
3. MENTAL HEALTH: We are researching ways to help with this issue.
4. Gun Violence. Lois Friel is our liaison to community groups and events focusing on gun regulation and gun violence issues that impact southeast Florida.

On March 27th, we'll bring together 1,800 people to do justice! WHEN - Monday, March 27th, TIME - Doors open at 6:00 p.m.; Agenda begins at 7:00 p.m., WHERE - Palm Beach County Convention Center (650 Okeechobee Blvd, West Palm Beach.

4. UU Service Committee (UUSC): We promote membership in the UUSC, the missionary arm of UU, which promotes economic and environmental justice and protects rights at risk around the world. It has a four-star charitable rating.
5. International Day of Peace: The International Day of Peace is celebrated around the world on September 21st.

Submitted by Barbara Hatzfeld

RACIAL JUSTICE SUBCOMMITTEE

The Racial Justice Subcommittee of JAM is focused on two ways to overcome racial inequity, White privilege and structural racism in our world:

Education - to offer opportunities for our congregation to become more informed around the issues of racial justice and intersectionality. This can be accomplished through readings (e.g. books, essays, poems); movies and videos by and about prominent racial and social justice advocates; opportunities for us to explore new perspectives through dialogue and storytelling; and speakers from our Palm Beach and UU communities.

Action - to inspire action from an anti-racist point of view such as partnering with other organizations that share our values and mission; finding out how we can best help our neighbors and offering our members meaningful volunteer opportunities.

This past year we initiated programs in both areas:

Education:

- Congregational Read of *Caste* by Isabel Wilkerson; sharing impressions at last session gave direction to new initiatives from the subcommittee.
- Participated in the UU the Vote training.
- Invited Rev Sheena Rolle from FL Rising to speak to us at a Sunday service in Sept.
- Participated in the UUA's Reproductive Justice Organizing Training for Congregations.
- Read the proposed revisions to Article II of the UUA Bylaws through the lens of racial justice.

- Showed the film *A Stranger At The Gate*, followed by a discussion led by Rev Ed.
- Revived our Racial Justice Film Series with *When They See Us* in parts, followed by a discussion led by Wayne Johnson.
- Started a monthly initiative we call *Black History from the Pulpit*, to familiarize ourselves with local and statewide events that affect all our lives either directly or indirectly.

Action:

- Engaged with PEACE activities through JAM.
- Began a sandwich making ministry to benefit St. George's Center which helps the homeless in our area.
- Helped organize and host an interfaith reproductive rights events with speakers that included Rabbi Barry Silver and ended with a rally outside the congregation. This event got local media coverage.
- Hosted a voter registration drive for the community in Minister's Hall.
- Hosted a UU the Vote postcard writing event resulting in 400 cards written and mailed to voters.
- Attended the annual MLK walk in Riviera Beach with our 1stUUPB banner.
- Participated in Immokalee's farmworkers march in Palm Beach.
- Participated in the Gay Pride Parade.

There are so many people that made the above events possible that listing them all would result in leaving someone out. Thank you to all that gave your time and energy this past year. We have built momentum and our hope is that we continue to make inroads to make our mission a reality.

A special thanks to Rev Ed and Kim Hetrick for their ongoing support.

Respectfully submitted,
Lauren Furst

MEMBERSHIP

Chair: Janet Fryman

Committee: Pat Knight, Steve Pock, & Betsy Shipley

We are a small congregation of 84 at the time of this report. We started the year with 91, however, 7 members were removed due to a removal request or no pledge/non payment of the pledge for a year. We also lost 3 people due to death including Richard Palermo, Margaret Robson, and Christel Gehlert. We did, however, gain 3 new members, Janell Bloodworth and the Gregorys, Deanna and Jim.

There were no Membership meetings or "New to UU" classes as the Membership Committee was fairly dormant. We are in need of a vibrant Membership Chair.

Attendance is taken during the in-house service, and the Zoom and Facebook counts are monitored by the number of devices. The attendance is entered into Breeze, the church's database, and in the Service Log.

Birthdays and Anniversaries are recognized monthly in our newsletter, UU Matters. Congregants are reminded to tell us their special dates as we cannot celebrate them if we don't know when they are.

Pamphlets and information for guests are maintained, and folders for new member sign-ups are kept in the ready.

Respectfully submitted by Janet Fryman

MUSIC COMMITTEE

The music committee, in conjunction with the music director, has worked to provide meaningful music to enhance our worship services this past year. The music committee coordinates with the sanctuary services group to find creative ways to provide meaningful live music that enhances and enriches our services each week.

The committee continues to monitor compliance and meet reporting obligations with regard to copyright licensing. This has also included coordination with the sanctuary services group, to ensure that any recorded music from sources outside of our congregation's music ministry is also compliant.

The committee's priorities for the coming year are focused on improving the quality of the sound, both in our sanctuary and for those viewing the service online. We remain committed to the retention of the musicians in the ministry, and welcoming those interested in joining, and assisting the music director as she continues to enhance our services with a high quality, diverse music selection.

NEWS TALK

NewsTalk, a participatory discussion of local, state, national, and global issues, meets in person and on Zoom every Sunday morning year-round from 9:00-10:00 a.m. This format has allowed our seasonal members to participate from their wonderful and exotic alternate locations. These meetings are both light-hearted and serious and have been well attended. Up to 30 Unitarians and Friends participate. Drew Davis and Bob Burns lead the group with much assistance from so many well informed regulars, including our mentor, Dr. Allen Maxwell, Emeritus Professor of Political Science, Indiana University Kokomo.

SANCTUARY SERVICES GROUP

Committee Chair: Tara Moreno

Committee Members: Janet Fryman, Barbara Hatzfeld, Rachel Melcher, Larry Stauber, David Traupman, Rev. Ed Proulx (ex officio), Suzanne Schluter (ex officio), Harry Wolin (music liaison)

Budget

We had a greatly reduced budget this year compared to last. It was \$2,600, down from \$4,500, a

58% decrease. Our one major purchase was a new digital headset mic (with required system) for \$694. That resolved a major sound issue. And then our approach for staying in budget was to alternate paid guest speakers with unpaid guest and lay speakers to cover Rev. Ed's days off. We also tried some free video services. We are going over budget in the end by \$272, but with the board's blessing.

Speakers

Rev. Ed generally takes off every third Sunday of the month. This year, he was also away for six weeks over the summer, and was out an extra Sunday in February, due to his own ministerial search process. On these occasions, we scheduled coverage for the pulpit with a mix of guest and congregational speakers, plus three video services. We also attempted our first joint service, with the Unitarian Universalist Fellowship of Boca Raton, in September. On a couple of occasions, Rev. Ed invited guests to co-present with him.

Lay speakers from our congregation:

- 06/26/22 - Amy Stauber - Being a welcoming congregation in 2022
- 07/10/22 - Chris Juhl - Blasphemy
- 07/17/22 - Bob Burns - Abortion rights
- 08/21/22 - Daniel Melcher - The Physics of Spiritual Community
- 01/22/23 - Amy Stauber - Deepening our Circle of Belonging
- 02/12/23 - Chris Juhl - Fake News, Real Religion

And for upcoming months:

- 03/12/23 - Chris Juhl - The Religion of Pink Floyd's "Dark Side of the Moon"
- 04/23/23 - Paul Ward - title TBD

Guest speakers:

- 03/20/22 - Rev. Faerie Elaine Silver - In Honor of the New Born Spring
- 03/27/22 - Coalition of Immokalee Workers - Ending Modern Slavery in our fields
- 04/24/22 - Rev. Sally Beth Shore - Creating Hope in the Time of Climate Change
- 05/15/22 - Chaplain Beyssa Buil - Living with intention
- 07/31/22 - Linnea Nelson - Beyond Welcome
- 09/11/22 - Minister Sheena Rolle - Justice on Every Block
- 09/25/22 - Paige Shortsleeves - PEACE
- 10/16/22 - Jim Hennigan - Untapped Power. Unclaimed Joy?
- 12/18/22 - Rev. Kenn Hurto - Peace on Earth, Peace in One's Heart
- 02/19/23 - Rev. Faerie Elaine Silver - All You Need Is Love

And for upcoming months:

- 04/30/23 - Rev. Kevin Jones (title TBD)

Video services/sermons:

- 07/03/22 - GA's Sunday Morning Worship service (full service video)
- 07/24/22 - Woven in a Single Garment of Destiny (full service video)
- 11/13/22 - Adaptive Ministry (video sermon, led by the Ministerial Search Team)

And for upcoming months:

- 03/29/23 - Caring, Connection, and Community (video sermon, led by the Caring Committee)

Attendance

We are keeping three counts: Zoom, Facebook, and Sanctuary. On Zoom, we count the total number of unique devices that log in. On Facebook, we count the same-day, one-minute views. Both of those counts are automatically generated, and we collect them afterwards. In the sanctuary, we count the actual people (of course), and Janet Fryman does that counting.

- Total # of services: 53
- Average Sanctuary attendance: 40
- Average Zoom attendance: 21
- Average Facebook attendance: 9
- **Average Total attendance: 70**
- Average % of attendance from online: 43%

Highest Attendance

Notably, we've had our highest attendance in the past two months, breaking triple digits just this week for the first time in years. Before now, the last time we had attendance in the 90s was 2 years ago, in March of 2021.

1. 02/26/23 (**105 total attendance**) - Hope, w/Rev. Ed
2. 02/05/23 (**95 total attendance**) - From Newport News to Memphis to Long Island to London, w/Rev. Ed
3. 02/19/23 (**92 total attendance**) - All You Need Is Love, w/Elaine Silver
4. 01/29/23 (**90 total attendance**) - Strengthening Our Circle of Belonging, w/Rev. Ed

Lowest Attendance

Our lowest attended services were the Christmas Day vespers service, the 2 video services we showed in the summer, and the joint water communion service with UUFBR. Note that #1-3 below were not broadcast on our Facebook page, for different reasons.

1. 12/25/22 (**33 attended**) - Christmas Day vespers (no FB count)
2. 07/24/22 (**39 attended**) - Woven in a Single Garment of Destiny, video (no FB count)
3. 09/18/22 (**45 attended**) - water communion service, joint w/ UUFBR (no FB count)
4. 07/03/22 (**49 attended**) - General Assembly Sunday service, video

Sunday service videos on Facebook

As a result of our broadcasting to Facebook, we have a video archive of our Sunday services (<https://www.facebook.com/1stUUPB/videos>). These are available online for anyone to watch

after the fact. Although we don't count this in the attendance, we can get some relevant statistics from these videos, too. As of this writing, these are the past year's Sunday service videos with the most reach on Facebook:

1. Fake News, Real Religion, w/Chris Juhl - 02/12/23
2. Adaptive Ministry (video sermon, led by the Ministerial Search Team) - 11/13/22
3. Covenant Sunday, w/Rev. Ed - 11/06/22

Technology

Technology continues to play a big role in our Sunday services, presenting both challenges and opportunities.

Opportunities:

This year, all of our services took place in the sanctuary. We never closed for COVID. Nevertheless, we still made use of Zoom to host remote guest speakers. Four out of ten of our guest speakers joined us via Zoom this year, and were seen on the monitors in the sanctuary. That worked very well in 2 of the 4 cases. (We had technical difficulties with Elaine Silver and Jim Hennigan.) So that's a mixed result.

We are also making good use of Zoom for holding hybrid Sunday Conversations. This is a chance for the online attendees and the in-person attendees to discuss the sermon with each other and with the minister following the service. We have tried this 3 times so far, successfully.

Challenges:

Our main technology issue is, again, sound. It was *passable* for most of the year, but, unfortunately, we have been experiencing problems with our online sound over the past several weeks - mainly the music. A few people with sound expertise have been looking into it, but, as of this time, it's not quite resolved yet.

Our camera was non-responsive for the first time on one Sunday in February. Peerson Audio is looking into having it serviced and has not yet gotten back to us about when that might be.

Coverage

We could use more volunteers for these roles, as this affects the quality of the online service. As previously mentioned, 43% of our Sunday service attendance over the year has been online.

- Tech person, for the rotation
- Camera operator for the summer
- Greeters on Zoom and Facebook

Also, we have not managed to tend to the cleaning and decorating of the candle table; folks from the Decor Committee have been covering that.

Respectfully submitted - Tara Moreno 3/1/2023

SECOND SATURDAY BOOK GROUP

Dorie Maxwell

Traditionally our 1stUUPB Second Saturday Book Group has met in person on second Saturdays of November through April, the six months of each year when most of our mobile congregants are actually in Palm Beach County. We gather in a circle in the Sanctuary from 10:00 a.m. - 12:00 p.m. to discuss our book of the month. Several of us usually extend our fellowship after our discussions by going out to lunch at Brio's Italian Cafe in the Gardens Mall.

However, for the past three years, since the pandemic and Zoom arrived in 2020, we zoomed all of our meetings until this new year began—January 2023. How wonderful it felt to finally reconnect and discuss again in person! Nevertheless, we found some things we liked about our zoom meetings, especially being able to attend from wherever we were. This year our first two meetings were on Zoom and the last four are in person—a good blend. So in the future, with our new technology, we may be creating some “new normals,” as well.

We call ourselves a “book group,” not a “book club,” because it's more inclusive. We want all members and friends to feel welcome to attend our discussions—for one or all in any season...

The six books we read and discuss each year are usually connected by a theme that is connected to one or more of our UU principles. Since our congregation was focused on *searching* for a new minister this year, we chose as our first book in November the novel *Search* by Michelle Huneven, in which a UU congregation in California was also on that path. And from that choice, came our year's theme—UU's Fourth Principle: A Free and Responsible **Search** for Truth and Meaning. Also, the death of England's Queen Elizabeth II shortly before our season began reminded us that all of the books we read each year must be written or translated into English, but that language spread throughout the world with the British Empire. In honor of that, we included two British classics, *Heart of Darkness* by Joseph Conrad and *Remains of the Day* by Kazuo Ishiguro. Our other three selections this year are *Horse* by Geraldine Brooks, *Oh William!* by Elizabeth Strout, and *The Last White Man* by Mohsin Hamid.

Although our group often includes a non-fiction book in our season's selections, all of the six books we selected this year are literary fiction, which emphasizes style, character, and theme over plot. Literature is a wonderful place to explore conflicts, from personal to global. And our Second Saturday Book Group finds that by reading and discussing books where characters are wrestling with these issues, we are also exploring our UU principles and problems in our world today.

By the end of our last season 2021-2022, with all meetings on Zoom, the average attendance for our six meetings was 18. For our four meetings so far this 2022-2023 season—two zoomed and two in-person, our average has been 19.

Finally, our group has recently formed a new steering committee to provide our future leadership. I—Dorie Maxwell, a retired high school English teacher—have been leading this group for the past 15 years, the first three alternating with Paul Coleman, the last twelve by myself—selecting the books, leading the discussions, and providing our communication. I am now ending that monopoly and sharing it with other regulars in our group. For now I'll continue serving as a member of our steering committee—leader emeritus?—along with Steve Pock, Nancy Stone, and Lauren Furst. Our current thoughts are that this committee will, with suggestions from other

participants, select the books and themes for upcoming seasons, arrange for different persons in the group to lead the discussions, and share other tasks so we'll continue to serve our congregation well in the future. Come join us!

SMALL GROUP MINISTRY PROGRAM (SGM)

"Circles of Caring and Sharing"

Program Coordinator: Chari Campbell

Facilitators: Robert Streb, Chari Campbell

Small Group Ministry (SGM) is a UUA program; it is Ministry in a small group setting. Our Steering Committee was formed in 2002, and we began offering small groups here in the Spring of 2003. We currently have three groups that meet once or twice a month on zoom, with 7 to 9 members per group. SGM groups differ from other groups in that there is more intentional sharing, with the emphasis on integrating the spiritual and the intellectual. SGM represents a different level of commitment; there is a covenant that goes with it: to create a safe space in which to explore issues that are spiritual from a UU perspective and to attend regularly. The intent of the program is for SGM to provide ongoing ministry to its members and to provide a connection with the minister, when we have one. A goal of SGM is to foster understanding and acceptance of the various religious languages that UU's speak; another goal is to foster service to the congregation and to the community.

The SGM Handbook, a one page flier (which briefly describes the program), and a registration form are available on our congregation's Web Page, in Minister's Hall (when we are open) and in the church office. The Handbook describes the purpose and policies of the SGM program. Posters with a brief description of SGM and a list of sample topics are displayed in Minister's Hall. Our one page registration form and a letter of invitation to join SGM are included in new member packets, distributed by the congregation's Membership Committee.

The SGM Facilitators' responsibilities include leading groups, participating in peer supervision meetings, working with the minister to strengthen the program, communicating the program's goals to the congregation and prospective SGM members, placing members in groups, selecting session topics, and helping to identify and train new facilitators.

SGM members continue to share that they appreciate the opportunity to get to know other members and friends of the congregation on a more personal basis than is possible in other group settings. SGM welcomes new members all year long. Please contact the program coordinator, any SGM facilitator, or our minister if you would like more information about the program.

TRANSITION TEAM

Transition Team Chair: Amy Stauber

Transition Team Members: Bob Burns, Rhonda Kessler, Steve Pock

Purpose of the Team: The purpose of the Transition Team is to support the Interim Minister in achieving the goals of the Congregation during the interim period and to assess on a continuing

basis the effectiveness of shared ministry and the progress of the Congregation toward its goals. The Transition Team will also guide the Congregation through a review of its heritage, so that it may better understand its past and its present in order to leverage itself for a bright future.

Covenantal Statement: *We gather in a spirit of unity, love, and kindness to serve the good of the Congregation by supporting the interim ministry process. May we guide, listen, and facilitate. May we do our part to promote healthy, stable ministry at 1stUUPB.*

Congregational Year May 2022-April 2023

In addition to our annual tasks of completing and submitting appraisals to the UUA Transitions Office and the Ministerial Fellowship Committee (MFC), the main work of the Transition Team (TT) during the Congregation's third and final year of interim ministry has centered on preparing the Congregation for its next ministry.

The UUA Transitions Office appraisals have been a way for the Board of Trustees (BoT) and Rev. Ed to keep track of the Congregation's progress toward its interim ministry goals. Click the following link or copy and paste it into your browser for a full listing of the 1stUUPB 2020-2023 Interim Ministry Goals: <https://1stuupb.org/interim-ministry-extension/>. The MFC appraisals have been part of Rev. Ed's initial ministerial fellowshiping process.

In the fall of 2022, the TT worked with the Right Relations Task Force to present the Covenant of Right Relations and Policy for Restoring Right Relations to the Board. The TT also assisted in rewriting Article 13 off the 1stUUPB By-Laws to authorize the Committee on Ministry (CoM) to administer the policy as the Right Relations Committee. The new Article 13 also makes the CoM a committee of the Congregation elected by the Congregation at the Annual Meeting.

It has been our privilege and pleasure to serve Rev. Ed and 1stUUPB during these growth-filled years of Congregational life.

Respectfully submitted by Amy Stauber

NOMINATIONS - MARCH 2023

The Nominating Committee is pleased to present candidates for the 2023-24 Board of Trustees, the Endowment Committee and the Nominating Committee as follows:

BOARD OF TRUSTEES

Officers: (One Year Terms)

President: David Traupman (2023-24) - Year One

Vice President: Robert Streb (2023-24) - Year One

Treasurer: Bob Shipley (2023-24) - Year One

Clerk: Deanna Gregory (2023-24) - Year One

Trustees: (Four Year Terms)

Returning Member: Chris Juhl (2026)

Returning Member: Coleen Conway (2024)

Returning Member: Vangie Gruen (2026)

Returning Trustee: Peter Koos (2025)

ENDOWMENT COMMITTEE

(Five Year Terms)

Incoming Member: Chris Carsman (2028)

Incoming Member: Jesse Walters (2028)

Returning Member: Carol Baxter (2027)

Returning Member: Lauren Furst (2024)

Returning Member: Dick Hattwick (2026)

NOMINATING COMMITTEE

(Three Year Terms)

Incoming Member: Sylvia Ansay (2026)

Returning Member: Barbara Hatzfeld (2024)

Returning Member: Chari Campbell (2025)

COMMITTEE ON MINISTRY

(Three Year Terms)

Incoming Member: Chris Carsman (2026)

Returning Member (from the Transition Team): Bob Burns

Returning Member (from the Transition Team): Rhonda Kessler

BIOGRAPHIC SKETCHES OF THE CANDIDATES

David Traupman - Candidate for President

- **USG in Philadelphia (2001-2007)**
Member of the charter worship associate program
- **UU Miami (2008-2017)**
Chair, Worship Committee
Chair, Board of Trustees for 2 years during tenure of 2 interim ministers (main accomplishment: rewrote bylaws and revised congregation committee structure)
Member, Board of Trustees for 1 year several years after being Chair
- **1stUUPB**
Chair and Program Coordinator, Children & Youth Faith Development Program
- **Community Involvement**
Miami: InterfaithOUT! Co-Founder (interfaith group supportive of LGBTQ+ causes)
Jupiter: Planting Coordinator, Community Outreach, and Environmental Book Club Leader for Abacoa Community Garden
West Palm Beach: Mentor for Take Stock in Children for 2 years

I keep up-to-date on many of our regional and national UUA initiatives and have gained an even deeper knowledge of our congregation while writing our most-recent ministerial package and through our current Ministerial selection process.

I bring lots of energy, creativity, ability to listen, organize, and build consensus, and am eager to share that more within our congregation. In addition to wishing to serve on our board, my focus this year is on establishing an LGBTQ+ teen and parent support group in partnership with the LGBTQ+ Compass Center on our campus and helping coordinate UUMeetups for the next few months in advance of hiring a part-time DLRE.

Robert M. Streb PT, PhD - Candidate for Vice President

Most importantly, Robert is a husband, father, uncle, son, nephew, and friend. Professionally, he is a Physical Therapist, Physical Therapist educator, and Yoga teacher. Robert was on the board of directors for the New York Physical Therapy Association for six years, including one year on the executive committee and two years as the Speaker of the NYPTA's Assembly. He was a Delegate to the American Physical Therapy Association's House of Delegates for 8 years.

Spiritually, Robert has spent his life as a wanderer, worshiper, and lover of leaving (apologies to Jelaluddin Rumi). His most recent and longest wandering has been as a yogi. His four-year membership in the 1st UU Congregation of the Palm Beaches has perfectly blended with and enhanced his spiritual journey. From day one, he has felt welcomed and at home in the 1st UUPB community. He currently serves the 1st UU as a facilitator of one of the ministry's small groups and would be honored to further serve the congregation in the future as the Board Vice President.

Bob Shipley - Candidate for Treasurer

I retired from Sears, Roebuck with 29 years of service. During my career I had a number of management positions in several locations. I took an early retirement and now have had the same number of years in retirement. Besides tennis, during retirement I spent several years doing taxes for H and R Block and after that voluntary tax work. I served as Treasurer for our Lincoln UU Church and on several other committees. My wife Betsy grew up in West Palm Beach and we inherited her parent's condo. We spend the winters here in Florida. With 1stUUPB I have served on the Endowment Committee, and as part of several year's fund-raising committees.

Deanna Gregory - Candidate for Clerk

My husband, a retired physician, and I, a registered nurse, have lived in Florida since 2019. We had, as snowbirds, visited our daughter who lives here with our grandchildren for several years prior to our move. We also have three other children, a son in Florida, a son in Clemson SC and a daughter and family in St Louis, MO

An openness to change as expressed in the UU Covenant has been a helpful attitude in transitioning from lifelong residence in Illinois to Florida life.

The UU church was an easy choice for me because of its inclusivity, liberal philosophy, dedication to social justice, and sense of community.

I've always enjoyed reading, gardening, traveling and volunteering whether it be in school activities, the arts, organizational philanthropy and for a time as a CASA. I also spent time as Office Manager in my husband's practice.

I look forward to being a contributing member of this congregation.

Jesse Walters - Candidate for Endowment Committee

Jesse Walters has been a member of our congregation since 2017. Previously he has served us as Treasurer and Board Member. He was a member of Unitarian congregations in Miami and Philadelphia, previously. Retired from a career in tourism promotion and management, he lives in West Palm Beach with his husband David Traupman and their daughter Faith Walters. In his spare time he can be found at his alma mater Barry University's basketball games, yelling at the referees.

Chris Carsman, Candidate for Committee on Ministry & Endowment Committee

Chris has been a Unitarian Universalist since 1995 and joined 1stUUPB after she and her musician husband Larry became Florida residents in 2019. As snowbirds, they spend October – June in Florida, and the summer months at their home in Stockbridge, Massachusetts. They were drawn to 1stUUPB for its music and the Congregation's engagement in social justice action. Chris is actively involved in PEACE, is a member of JAM's Racial Justice Subcommittee, served on the Right Relations Task Force and most recently, on the Ministerial Search Committee. Before moving to Florida, Chris served in leadership in her prior UU congregation in Wellesley,

Massachusetts, Chairing the Standing Committee (Board) and serving on both the Search and Endowment Committees.

Chris retired last year after 35 years as an attorney, specializing in global investment management law and regulation, most recently for Affiliated Managers Group, Inc. (NYSE:AMG). In addition to managing a team of attorneys and other professionals around the world, she provided counsel to and served on multiple corporate and non-profit boards. Prior to becoming a lawyer, she spent a decade as a social worker in both Massachusetts and in the Virgin Islands, where she supported a caseload of families of children with special needs across three islands.

Chris resides in Jupiter with her husband, Larry, her partner since 1972. They have a married daughter (Sarah and Andre) and two grandchildren, Otis (9) and Juniper (5) who live in Kittery, Maine. In retirement, Chris enjoys all manner of outdoor activities, monthly visits with her grandchildren, world travel, pottery, volunteering with PEACE and Legal Aid, and doing whatever other work needs doing to help make the world a better place.

Sylvia Ansay - Candidate for Nominating Committee

My name is Sylvia Ansay and I've been a member at 1stUUPB since autumn of 1999. I came here by chance and stayed because of the love I feel throughout our congregation and because of our strong commitment to Social Justice. I serve as a coordinator of Building and Grounds and as Chairperson of the Harriette Glasner Social Justice Scholarship Committee. In the past, I served on the Committee on Ministry and, more recently, I worked with Mary Reynolds and Chris Carsman on the task force on Right Relations. I am a current member of the Ministerial Search Team. I spent the first 15 of my adult years as an elementary teacher in Port Washington, Wisconsin and also worked with my husband, Dick, as a Broker in our real estate company. I moved to Fort Myers, Florida in 1988, where I volunteered as a Guardian ad Litem in Florida's 20th Circuit Court District for four years. I fulfilled a commitment to myself during the 1990s and received a Ph.D. in Sociology from the University of Florida in 1999. My dissertation research was based on in-person interviews with 32 felony offenders on house arrest in Alachua and surrounding counties. After moving to South Florida, I worked as a consultant on the annual and 5-year evaluation of the Healthy Families Florida program. Much of that work involved interviewing mostly very low income families and agency staff around the state. My husband Dick and I have been married 63 years. Our family includes our daughter and SIL in Erie, Colorado and our son and DIL in Lake Worth. Our three grandchildren are among the best the world has to offer. I have accepted the nomination to be on the Nominating Committee because I believe it is one of the most important committee positions in the congregation. It is a wonderful challenge to seek out the people who will carry the mission of this congregation forward.

PROPOSED ANNUAL OPERATING BUDGET FY 2023-2024

Proposed Annual Operating Budget for Fiscal Year 2023-2024			
	<u>FY 21-22 BUDGET</u>	<u>FY22-23 BUDGET</u>	<u>Proposed FY23-24 BUDGET</u>
<u>Category</u>			
Pledge Revenue	\$165,000	\$156,421	\$176,146
(Less Uncollected)	-\$10,000	-\$4,693	-\$5,284
Net Pledges	\$155,000	\$151,728	\$170,862
Non-Pledge Contributions	\$5,000	\$5,000	\$8,000
Fund Raising Revenue	\$5,000	\$1,000	\$3,000
Rentals - Building	\$5,000	\$1,000	\$2,500
Rental - Parking	\$5,700	\$5,700	\$6,450
Endowment Grant - 4%	\$98,720	\$93,739	\$67,866
Ministerial Endowment Grant			\$ 71,797
TOTAL INCOME	\$ 274,420	\$ 258,167	\$ 330,475
<u>Category</u>	<u>FY21-22</u>	<u>FY22-23</u>	<u>FY23-24</u>
Administration Salary	\$18,750	\$20,500	\$22,550
Sexton Salary	\$12,600	\$13,268	\$0
Director LRE Search/Relocation	\$20,000		\$10,000
Payroll Taxes	\$2,375	\$2,525	\$1,725
Payroll Fees	\$3,000	\$1,000	\$1,000
Transaction Fees	\$2,000	\$500	\$500
Staff ER Retirement Contribution		\$3,301	\$2,255
Workers Comp	\$1,700	\$1,417	\$1,500
Postage	\$400	\$425	\$400
Software Fees	\$700	\$700	\$2,750
Program Supplies Admin	\$2,900	\$1,000	\$500
Telecommunication	\$3,800	\$4,000	\$4,620
Equipment Lease	\$1,800	\$1,800	\$1,800
Office Supplies	\$200	\$200	\$250
Fees & Taxes		\$500	\$250
EXPENSES TOTAL - ADMINISTRATION	\$ 70,225	\$ 51,136	\$ 50,100

First Unitarian Universalist Congregation of the Palm Beaches

2023 Annual Report

Page 28 of 32

Proposed Annual Operating Budget for Fiscal Year 2023-2024			
	<u>FY 21-22 BUDGET</u>	<u>FY22-23 BUDGET</u>	<u>Proposed FY23-24 BUDGET</u>
<u>Category</u>	<u>FY21-22</u>	<u>FY22-23</u>	<u>FY23-24</u>
Property Management			\$14,532
Lawn Care and Landscaping	\$8,000	\$7,000	\$7,000
Housekeeping	\$5,000	\$9,000	\$9,000
Utilities	\$7,500	\$8,500	\$11,000
Repair & Maintenance	\$5,000	\$5,000	\$9,000
Alarm Fire/Sprinkler System	\$2,670	\$3,080	\$3,480
Pest Control	\$1,000	\$1,000	\$1,000
Trash	\$5,000	\$5,000	\$5,500
Contract A/C	\$1,615	\$1,615	\$1,754
Insurance Bldg & Liability	\$27,486	\$25,183	\$27,702
EXPENSES TOTAL - BUILDING AND GROUNDS	\$ 63,271	\$ 65,378	\$ 89,968
<u>Category</u>	<u>FY21-22</u>	<u>FY22-23</u>	<u>FY23-24</u>
Décor	\$300	\$150	\$300
Marketing/Advertising			\$500
Small Group Ministry	\$250	\$250	\$250
Membership	\$500	\$500	\$300
Caring Committee	\$100	\$100	\$200
Stewardship	\$200	\$200	\$200
Hospitality	\$500	\$500	\$750
Sunday Services	\$4,500	\$2,600	\$4,000
Music Director	\$17,710	\$18,649	\$20,514
Music Ministry Supplies	\$1,290	\$1,200	\$1,200
Children's Program Staff	\$2,500	\$7,900	\$9,000
Lifespan Religious Education Supplies	\$2,000	\$2,000	\$2,000
Dues - UUA/SE Cluster	\$16,332	\$13,800	\$12,200
JAM (PEACE)	\$1,500	\$1,500	\$2,250
EXPENSES TOTAL - PROGRAMS	\$ 47,682	\$ 49,349	\$ 53,664

First Unitarian Universalist Congregation of the Palm Beaches

2023 Annual Report

Page 29 of 32

Proposed Annual Operating Budget for Fiscal Year 2023-2024			
	<u>FY 21-22 BUDGET</u>	<u>FY22-23 BUDGET</u>	<u>Proposed FY23-24 BUDGET</u>
<u>Category</u>	<u>FY21-22</u>	<u>FY22-23</u>	<u>FY23-24</u>
Minister Salary and Housing	\$70,000	\$73,750	\$80,370
FICA	\$5,445	\$5,642	\$6,273
Minister Health/Dental Insurance	\$1,820	\$1,820	\$17,330
Ministerial Expenses / Education	\$5,000	\$5,000	\$8,200
Retirement	\$7,182	\$7,375	\$8,200
Life/Disability	\$1,370	\$1,370	\$1,370
Sabbatical Fund	\$1,000	\$1,000	
Minister Search/Relocation		\$10,000	\$15,000
TOTAL MINISTERIAL	\$ 91,817	\$ 105,957	\$ 136,743
<u>Category</u>	<u>FY21-22</u>	<u>FY22-23</u>	<u>FY23-24</u>
EXPENSES TOTAL - ADMINISTRATION	\$ 70,225	\$ 51,136	\$ 50,100
EXPENSES TOTAL - BUILDING AND GROUNDS	\$ 63,271	\$ 65,378	\$ 89,968
EXPENSES TOTAL - PROGRAMS	\$ 47,682	\$ 49,349	\$ 53,664
EXPENSES TOTAL - MINISTERIAL	\$ 91,817	\$ 105,957	\$ 136,743
EXPENSES - TOTAL ALL	\$ 272,995	\$ 271,820	\$ 330,475
INCOME TOTAL	\$ 274,420	\$ 258,167	\$ 330,475
NET PROFIT / LOSS	\$ 1,425	-\$ 13,653	\$ 0

DRAFT - Approved by Board April 19, 2022

**First Unitarian Universalist Congregation of the Palm Beaches
ANNUAL MEETING MINUTES, March 27, 2022
(1:30 p.m.) Via Zoom**

Call to Order: Rachel Melcher, President of the Board of Trustees, and Chair of the Annual Meeting.

Quorum Check: Ramsay Laing confirmed that there was a quorum.

Lighting of Chalice and Opening Words: Reverend Ed Proulx

Welcome and Introductions: Rachel Melcher

Steve Pock - Recorder of Meeting Minutes
Ramsay Laing - Quorum Check and Vote Counter
Janet Fryman - Quorum Check and Vote Counter
Suzanne Schluter - Chat Queue Organizer
Rhonda Kessler - Video Queue Organizer
Daniel Melcher - Zoom Tech

Approval of Minutes for Annual Meeting Held on March 28, 2021: Ramsay Laing proposed that the minutes be approved; Bob Burns seconded. Motion passed unanimously.

Approval of FY22-23 Congregational Budget As Presented in the Annual Report: Rachel Melcher explained one change made in the budget since publication of the Annual Report - - the total pledge revenue increased slightly to \$156,421, and the overall shortfall number decreased to (\$15,278). Pat Knight proposed that the budget be approved as amended; Pam Hughes seconded. The motion passed, with one abstention.

Approval of Leadership Slate Nominations from the Nominating Committee As Presented in the Annual Report: Ramsay Laing proposed that the leadership slate be approved; Jim Meyer seconded. Motion passed unanimously.

Benediction and Extinguishing the Chalice: Reverend Ed Proulx

Adjournment: The meeting was adjourned at 2:10 p.m.

Respectfully submitted,
Steve Pock, Clerk

DRAFT

**First Unitarian Universalist Congregation of the Palm Beaches
SPECIAL CONGREGATIONAL MEETING MINUTES, August 10, 2022
(7:00 p.m.) Via Zoom**

Call to Order: Suzanne Schluter

Quorum Check: Ramsay Laing confirmed that there was a quorum.

Lighting of Chalice and Opening Words: Reverend Ed Proulx

Welcome and Introductions: Suzanne Schluter

Parliamentarian - Bob Burns
Quorum Check - Janet Fryman and Ramsay Laing
Chat Queue Monitor - Coleen Conway
Video Monitor - Vangie Gruen
Vote Counting - Peter Koos and Janet Fryman
Notes/Minutes - Steve Pock
Tech Assistance - Chris Juhl

Presentation of the Issue: Suzanne Schluter

Motion to Support Ministry at 1stUUPB:

Steve Pock made the following motion:

"Motion to approve the expenditure of funds from the Permanent Endowment Fund pursuant to Article 12.3.2 to support the hire of a full-time UUA fellowshipped minister for fiscal years 2023-24, 2024-25, and 2025-26 plus the hiring of staff as recommended by the minister for robust religious education/community outreach programs and administrative support, the total of all such expenditures to be no greater than \$ 400,000, which amount shall be transferred at the direction of the President of the Board of Trustees from the Permanent Endowment Fund to a new investment fund within the Overall Endowment Fund to be called the Ministry Support Fund."

The motion was seconded by Ramsay Laing. Following a discussion, the vote was taken.
The motion passed with one abstention.

Benediction and Extinguishing the Chalice: Reverend Ed Proulx

Adjournment: The meeting was adjourned at 8:10 p.m.

Respectfully submitted,
Steve Pock

DRAFT - Approved by the Board February 23, 2023

**First Unitarian Universalist Congregation of the Palm Beaches
SPECIAL CONGREGATIONAL MEETING MINUTES, January 29, 2023**

- I. **Call to Order:** Mary Reynolds

- II. **Lighting of the Chalice and Opening Words:** Rev. Ed Proulx

- III. **Welcome and Introductions:** Suzanne Schluter

- IV. **Quorum Check:** Barbara Hatzfeld and Janet Fryman

- V. **By-Law Revisions - Proposal:** The Board of Trustees have embarked on revisions to the by-laws based upon the work of The Right Relations Task Force in collaboration with the Ministerial Transition Team. Suzanne Schluter reviewed the proposed changes to by-law articles 13, inclusive of articles: 13.1, 13.2, 13.3, 13.3.1, 13.3.2, and 13.3.3. The proposed changes shall be to help the congregation carry on and strengthen the quality of the shared ministry. The changes reflect that this committee shall function as a committee of the Congregation, not as a committee of the Board.

Betty Richards made a motion from the floor to approve the proposed by-law changes. David Traupman seconded the motion and it was unanimously approved by the congregation, at large.

- VI. **Benediction and Extinguishing the Chalice —** Rev. Ed Proulx

- VII. **Adjournment —** Mary Reynolds