

# 2026 Annual Report



**First Unitarian Universalist Congregation of the Palm Beaches**  
635 Prosperity Farms Rd., North Palm Beach, FL  
1stUUPB.org   

## CONTENTS

<b>AGENDA - ANNUAL MEETING April 12, 2026</b>	<b>2</b>
COVENANT OF RIGHT RELATIONS	3
<b>FACT SHEET 2025-2026</b>	<b>4</b>
<b>REPORT OF ITS MINISTER</b>	<b>5</b>
<b>DIRECTOR OF SPIRITUAL DEVELOPMENT'S REPORT</b>	<b>7</b>
<b>PRESIDENT'S REPORT</b>	<b>8</b>
<b>TREASURER'S REPORT</b>	<b>10</b>
<b>FINANCIAL REPORTS</b>	<b>11</b>
ENDOWMENT COMMITTEE	11
FINANCE COMMITTEE	13
PLEDGE DRIVE TEAM	13
<b>COMMITTEE REPORTS</b>	<b>14</b>
BELOVED CENTER	14
BUILDINGS AND GROUNDS	14
CAPITAL IMPROVEMENT PLAN (CIP)	15
CARING PROGRAM	16
COMMITTEE ON MINISTRY	18
DÉCOR	19
HARRIETTE GLASNER SCHOLARSHIP	20
HOSPITALITY	21
JUSTICE ACTION MINISTRY (JAM)	22
MEMBERSHIP	25
MUSIC COMMITTEE	26
NEWS TALK	27
SANCTUARY SERVICES COMMITTEE	27
SECOND SATURDAY BOOK GROUP	29
<b>NOMINATIONS - MARCH 2026</b>	<b>31</b>
BOARD OF TRUSTEES	31
ENDOWMENT COMMITTEE	31
NOMINATING COMMITTEE	31
COMMITTEE ON MINISTRY	31
BIOGRAPHIC SKETCHES OF THE CANDIDATES	31
<b>PROPOSED ANNUAL OPERATING BUDGET FY 2026-2027</b>	<b>34</b>
<b>CONGREGATIONAL GROWTH SUPPORT ENDOWMENT GRANT RESOLUTION</b>	<b>36</b>
<b>PARSONAGE PURCHASE PRESENTATION &amp; RESOLUTIONS</b>	<b>36</b>
<b>ANNUAL MEETING MINUTES, April 6, 2025</b>	<b>37</b>
<b>SPECIAL CONGREGATIONAL MEETING, November 9, 2025</b>	<b>38</b>

# **AGENDA - ANNUAL MEETING**

## **First Unitarian Universalist Congregation of the Palm Beaches April 12, 2026**

- 1. Call to Order**
- 2. Lighting of the Chalice and Opening Words - Rev. Latifah Griffin**
- 3. Quorum Check**
- 4. Approval of Congregational Meeting Minutes**
  - a. April 6, 2025 Annual Meeting
  - b. November 9, 2025 Special Congregation Meeting
- 5. Financial Presentations & Approval**
  - a. FY 2026-27 Congregational Budget
  - b. Congregational Growth Support Endowment Grant Resolution
- 6. Parsonage Purchase Presentation & Resolutions**
  - a. Parsonage Purchase Congregational Support Resolution
  - b. Parsonage Purchase Closing Cost & Contingency Resolution
  - c. Parsonage Maintenance Fund Resolution
- 7. Leadership Slate Nominations - Sylvia Ansay**
- 8. Benediction and Extinguishing the Chalice - Rev. Latifah Griffin**
- 9. Adjournment**
- 10. Congregational Lunch - Ministers Hall**

## **Covenant of Right Relations**

In the spirit of right relations, we covenant to:

- Acknowledge and celebrate our differences.
- Listen compassionately, speak respectfully, and take responsibility for our actions and feelings.
- Speak from personal experience, use “I” statements, and avoid judgment, generalizations, and offering unsolicited advice.
- Deal directly with others to resolve conflict.
- Strive to stay in relationship through conflict.
- Fulfill our commitments, complete our tasks, admit our mistakes, praise each other’s successes, and say “thank you”.
- Ask for help when needed and give help as able when asked to do so.
- Assume the good intentions of others.

This Covenant is used in substantial part by the 1st Unitarian Universalist Congregation of the Palm Beaches with the permission of First Church Cambridge, Massachusetts.

Adopted October 2022.

## **FACT SHEET 2025-2026**

### **Staff:**

Minister – Rev Latifah Griffin  
 Director of Spiritual Development – Greg Knight  
 Office Administrator – Kim Hetrick  
 Director of Music – Patrick Norris  
 Child Care Coordinator – Medgine Beldor  
 AV Technician – Rafael Oviedo/Emma Wright  
 Porter – Santiago \_\_\_\_\_/Cesar Ponce

### **Board of Trustees:**

President – David Traupman  
 Vice-President – Sandy Troiano  
 Treasurer – Paul Ward  
 Clerk – Kathe Bannigan  
 Trustees – Patricia Andino-Pabon, Jim Gregory, Vangie Gruen, Chris Juhl

	2025/26	2024/25	2023/24	2022/23	2021/22	2020/21
<b>Membership</b>	96	97	89	84	91	99
<b>Sunday attendance</b>						
<b>Average</b>			88	75	69	80 <sup>1</sup>
<b>May-November</b>	69	81	82	69	76	82
<b>December-April</b>	Dec-Feb	Dec-Feb	94	82	68	76
	87	72				
<b>RE registration</b>	7	8	8	4	6	8
<b>Budget</b>	\$424,220	\$401,768	\$330,475	\$272,020	\$272,995	\$294,675
<b>Pledge amount</b>	\$191,000	\$179,509	\$170,862	\$155,121	\$164,512	\$161,000
<b>Endowment contribution (4%)</b>	\$80,003	\$83,336	\$67,866	\$93,739	\$98,720	\$72,400
<b>Ministerial Endowment</b>	\$129,372	\$124,445	\$71,797			

<sup>1</sup> 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.

## MINISTER'S REPORT

Dear Members of the Board and Congregation,

I hope this message finds you well, and if not, at least well enough to make it through one more church email. (I promise, this one has some good news in it.)

As we continue navigating both the holy and the slightly chaotic life of the First Unitarian Universalist Congregation of the Palm Beaches, I'm delighted to share this third-year overview of our ministry.

First, the headline: we are in a **settled ministry** for the foreseeable future. Yes, that means I'm not going anywhere, and neither are you. (Take a deep breath. Or a celebratory sip of coffee.) This is good news. It means we get to deepen, not just maintain. Build, not just patch.

And speaking of growth, we've welcomed **11+ new members** this year! The Membership Committee has been experimenting (faithfully and bravely) with new ways of engaging folks. Some ideas worked beautifully, some, well, build character. But overall, we are growing, and more importantly, we are becoming.

Worship this year has been rich, varied, and, dare I say, technically improved. Yes, beloveds, we took on the sacred work of addressing our tech issues. We prayed, we planned, we unplugged and plugged back in again. Progress has been made! And beyond the cables and cameras, we've leaned more intentionally into our **pluralist roots**, exploring the intersections between Unitarian Universalism and other faith traditions. It turns out: we are not just open-minded, we're spiritually curious in the best possible way.

Our small groups have also evolved. Many are now meeting out in the community, closer to where people live. This means we're not just saying "all are welcome", we're actually making it easier to show up. Accessibility and visibility? That's good ministry.

Justice work remains the heartbeat of this congregation. Our Justice Action Ministry is thriving, with new and continuing community engagement and racial, immigration, democracy, reproductive, and LGBTQ+ justice work. This year saw the launch of our period pantry in addition to our ongoing work for reproductive justice as clinic escorts. And we are justifiably proud to have adopted the 8th Principle – by a unanimous vote no less! Our commitment to dismantling institutions of systemic racism within ourselves and the community will begin its intentional work this upcoming year. We continue to show up with **PEACE**, working on issues like mental health, addiction, affordable housing, community policing, and immigration, and I have been proud to take on a leadership role in that interfaith work, joining the mental health steering committee and the executive committee. In response to the current political climate, we've been active in demonstrating for democratic principles, and we've deepened our commitment to immigration justice, partnering with local groups to provide food, clothing, and support to children whose parents have been deported. This is sacred work. And while it is not always easy, it is always necessary.

Now let's talk about the **Beloved Center**, because something beautiful is happening there. We've secured **\$29,000 in grant funding** (yes, that deserves a little praise break), and the initiative is thriving. Our Queer Support Groups are now active in two locations through our partnership with COMPASS. Our quarterly "pack with purpose" events continue to grow, with our period pantry

distribution expanding from 5 to 11 sites across the county. What started as an idea is becoming a movement, and we are just getting started.

Financially, we fell a bit short this pledge year, but we are stable, thanks to your generosity and thoughtful stewardship. And also, we are not pretending money grows on palm trees (even in Florida). We remain committed to careful budgeting and active fundraising, including the pursuit of additional grants.

This year has also brought staffing changes; we have lost one full-time staff member and anticipate another transition ahead. While change is never easy, it does offer us a moment of clarity: what do we truly need, and what have we simply gotten used to? A committee is forming to help us discern this and make recommendations for the future.

Through it all, the everyday work of ministry, meetings, emails, committees, and the occasional “Did we already decide this?” continues... thanks to the dedication of our staff and volunteers. Truly, this congregation runs on love, commitment... and a surprising number of Google Docs.

Looking ahead, I am filled with hope. We are beginning to recognize something powerful: **everything we need to deepen our impact is already within us.** Through the launch of our “community center” vision, we are stepping into a new model of ministry, one that could serve as a template for other UU congregations seeking to live more fully into their values. We will continue to adapt, innovate, and respond to the world as it is, while staying grounded in who we are.

So I invite you, each of you, to imagine what comes next. To bring your gifts, your ideas, your questions, and yes, even your constructive complaints. (That’s how we grow, too.) Together, we are building something meaningful, something resilient, something deeply needed.

Thank you for your ongoing support, your generosity, and your willingness to keep showing up.

Because of you, this congregation is not just surviving, it is becoming.

In faith and justice,  
Rev. Latifah Griffin  
Minister, First Unitarian Universalist Congregation of the Palm Beaches

## **DIRECTOR OF SPIRITUAL DEVELOPMENT'S REPORT**

I have to admit, I was not anticipating my second annual report article to be my last as the Director of Spiritual Development at 1stUUPB. However, I also know that life has a funny way of changing things up when you least expect it. I will miss being a part of the community on a regular basis, but I know that your incredible energy and generous spirit will carry you to amazing places. So, this report gives me the opportunity to throw around a bunch of “thank yous” while also highlighting the various programs we built over the past year.

It's impossible to start without mentioning the extraordinary events we've been able to pull off for our community and beyond. From the 2nd Annual Trunk or Treat and Oscars Weekend Movie Marathon to new initiatives like the Wellness Retreat Day and Program Fairs, these large-scale offerings have brought in a host of new people and opportunities for hospitality to our campus. These events would be impossible without the unflagging help of Kristin Sears who has been an invaluable partner to me personally and a tremendous resource for 1stUUPB as a whole. Quite simply, these events wouldn't happen without her time, commitment, and creativity.

I've been so grateful to have the opportunity to work with our young people each Sunday. I regret not being able to grow our children and youth programs right out of the blocks, but I'm confident that solutions to attracting young families are right around the corner. To that end, during my time, the brilliantly talented Medgine Beldor, and I have built a wonderful curriculum engaging children in the principles and values of Unitarian Universalism week in and week out. It's my hope that the next step will be creating social justice and community engagement projects that will attract progressive parents and showcase that the values of our community are being lived out by all ages.

For adults, we have seen steady growth over the last year in participation for program offerings. We reconfigured our Teaching Thursday classes from weekly offerings to featuring monthly guest speakers. I'm excited to say that we have been able to feature some big names in community activism from a variety of different organizations including Emergency Medical Assistance, the Palm Beach County Food Bank, Rohi's Liberation Station, and The Lord's Place. All of these offerings have highlighted the various leaders that are “meeting the moment” locally and have served as an inspiration for our own congregation.

Of course, Teaching Thursday isn't the only source of education at 1stUUPB. I am always blown away by the leadership of our longtime offerings like News Talk and Second Saturday Book Group. I've been grateful to be a part of new initiatives like Wisdom Wednesday and the monthly Nature Outings group. And, I'm always happy to see what new insights can be gleaned from First Friday Films or Coffeehouse nights when learning meets fun.

Finally, I want to express my gratitude to the 1stUUPB community. I was a stranger and you welcomed me. That is a sacred and holy act and I will never forget your graciousness to me and my family. I look forward to checking back in periodically and will hold this community in my heart for the rest of my life.

Greg Knight  
Director of Spiritual Development

## **2026 PRESIDENT’S REPORT**

*“The world needs us to show up, every day, with a vision of the Beloved Community, no matter what we do ... We need examples of mission-driven work ... realistic, struggle-and-all role models.”*

— Excerpt from the introduction of *Care for the World: Reflections on Community Ministry* written by Rev. Erin J. Walter.

Fellow Beloveds,

During my three years as President of this Congregation, I have taken the above quote to heart to “*show up, every day, with a vision of the Beloved Community ...*” and embrace governance as my spiritual practice. Being present, thinking big, and acting boldly to realize our mission and vision to change lives and change the world.

It has been incredibly rewarding - for our Congregation and for me personally. When we stated “We are SO ready for what’s next!” in the ministerial search packet that brought us Rev. Latifah, we were coming out of the severe disruption of COVID. Unsure of how things would change and what the future would look like; but committed to taking a leap to try new things in a bold way.

But it hasn’t been easy. We are living in liminal and challenging times — from COVID to our current social and political climate to deep uncertainty and anxiety about how AI will transform the world and humanity. The tried, true, and traditional are disappearing. Paradigms are rapidly shifting within every aspect of our lives. The macrocosm of these global factors affect the microcosm of how our Congregation operates. We can respond to these shifts with curiosity, courage, and creativity — or let anxiety, fear, and contraction limit us. As history proves, our Congregation has been “meeting the moment” as a beacon of liberal religion and social justice for the past 75 years. I have faith that we will continue meeting big challenges as our forebears did, including:

- What does spiritual community look like in the 21st century?
- What does “growth” look like when traditional “membership” is declining?
- How do we redefine “membership” to meet seekers where they are and address their needs within a radically welcoming and inclusive community?

Addressing these challenges requires deep and sometimes difficult conversations. Personal introspection. Facing uncomfortable truths. Listening and learning. Not speaking and rushing in to solve. Opening our hearts and minds. Embracing allyship. Supporting leadership when things get tough. Each of us doing our part in love, service, and humility. Celebrating the big (and small) victories. Keeping the momentum moving forward.

All you have to do is read the reports in the following pages and you will see the MANY ways we have been meeting this past year's moments. For a small group of committed members — we are making a big impact. And it's being noticed! We were featured in video presentations at 2025's UU General Assembly in Baltimore. An article highlighting our social justice work for women's reproductive rights was published in *UU World* magazine. We received several grants to launch our BeLoved Center project. Rev. Latifah was accepted into another education cohort to deepen her skills and expand our opportunities to meet the needs of our wider community. As Rev. Erin J. Walter states in the quote at the beginning of this letter, "*We need examples of mission-driven work ... realistic, struggle-and-all role models.*"

Our Congregation should be very proud that we ARE role models for the mission-driven work that is needed. The struggle is making a difference.

Thank you for your trust, support, love, and encouragement during my terms as President. I am ever grateful for the spiritual growth I have experienced and will take it forward with me as I continue my journey within our beloved community.

Embracing abundance,

David Traupman  
President, Board of Trustees

**ANNUAL TREASURER'S REPORT**  
**Summary of Accounts at February 28, 2026**

<b>Summary of Accounts</b>		
General Operating Account	TD Bank	100,659.70
Restricted Account	TD Bank	130,034.28
Merchant Account	TD Bank	5,374.33
Minister's Discretionary Fund	TD Bank	4,067.92
Professional Expenses Account	TD Bank	3,917.87
<b>Total Cash</b>	<b>TD Bank</b>	<b>\$ 244,054.10</b>
<b>Summary of Investments Accounts</b>		
Endowment Fund	Sound Wealth	2,360,231.35
Scholarship Fund	Sound Wealth	73,775.67
<b>TOTAL</b>	<b>Sound Wealth</b>	<b>\$ 2,434,007.02</b>
<b>Summary of Bank Accounts</b>		
General Operating Account	TD Bank	100,659.70
Merchant Account	TD Bank	5,374.33
Professional Expenses Account	TD Bank	3,917.87
<b>Subtotal: Operating Accounts</b>		<b>109,951.90</b>
Restricted Account	TD Bank	130,034.28
Minister's Discretionary Fund	TD Bank	4,067.92
<b>Subtotal: Restricted Accounts</b>		<b>134,102.20</b>
<b>Total Cash</b>		<b>\$ 244,054.10</b>

Note: The balance in the general operating account includes \$1,500 prepaid pledges for FY 2026-27.

**FY 2025-26 EOY Income and YTD Expenses (This fiscal year ends 4/30/26)**

Estimated overspend for the 2025-26 budget year is in the region of \$47,000. This overspend is primary due to unexpected essential Repair & Maintenance and Telecommunications expenses. This deficit will be covered by cash-in-hand from budget surpluses of recent years.

Pledge income through the month of February was \$187,684, which is 98.26% of the budgeted full year income of \$191,000. Building rental income through the month of February was \$9,966, which is 166% of the full year budget of \$8,000. Parking rental income for the year is \$8,345 which is 100% of the budgeted income. Non-pledge income through the end of February was \$9,678 (mostly from the offertory), which is 138% of the full year budget of \$7,000.

Income from the endowment for the year will be as budgeted: endowment grant (the 4%) is \$80,003; the additional Ministerial Grant approved by the congregation is \$129,372 which leaves \$76,466 which will be applied to the 2026-27 operating budget.

Respectfully submitted: Paul Ward, Treasurer

## **FINANCIAL REPORTS**

### **ENDOWMENT COMMITTEE**

#### **Background from our Investment Policy Statement (IPS):**

##### The Purpose of the Overall Endowment

The Overall Endowment may be invested in equity and fixed income securities, alternatives, cash or real estate. The purpose of the Overall Endowment is to maintain investable assets and generate current income that, when combined with the revenue from other sources, will support the programs and ministries of the Congregation; ensure the future sustainability of its programs and ministries; and provide a foundation for the long term growth of the Congregation.

##### The Financial Goals of the Overall Endowment

The long-term investment objective of the Overall Endowment is to return an annual average rate of at least 4% plus the rate of inflation and fees, as projected by the Investment Advisor, in order to meet the obligation of preserving the real value of the Endowment. The relative rate of the risk-adjusted return (net of fees) must compare favorably with comparable market indices or composite benchmarks.

Any investments will be made in a way consistent with the Congregation's status as a tax exempt not for profit organization (IRS Code Section 501(c)(3)).

#### **Portfolio Values and Performance of Overall Endowment:**

12/31/22	\$1,732,680
12/31/23	\$2,144,461
12/31/24	\$2,351,295
12/31/25	\$2,445,676

Based on the calendar year-end values our annual rate of return is 13.7%. Our Investment Policy Statement has set a goal of a 4% real rate of return. Adding in an annual inflation rate of 3%, our total long term annual rate of return target is 7%. As we are exceeding that target, our investment advisor, Sound Wealth Management, has been performing to our satisfaction and in compliance with our Investment Policy Statement.

As of March 16, 2026 the Overall Endowment's value was: \$2,366,963 and consisted of the following component funds:

Permanent Fund (on which we calculate our annual 4% drawdown):	\$2,261,730
Ministerial Support Fund:	\$31,749
Scholarship Fund:	\$73,493

#### **Year in Review:**

The Endowment Committee held 4 meetings in 2025, as required by our IPS, on January 31<sup>st</sup>, March 20<sup>th</sup>, July 8<sup>th</sup> and October 8<sup>th</sup>. We held our first meeting in 2026 on February 11<sup>th</sup>.

Much of our work this past year focused on two requests from the Board:

- to provide financial projections and recommendations on ministerial housing options,
- to conduct a 5-year financial impact study on withdrawing additional endowment funds in excess of the 4% annual drawdown for extending ministerial support; providing for capital expenditures; and establishing a sabbatical fund.

Over the summer, the committee completed both projects and presented our findings to the Board. Our conclusion was that purchasing a parsonage outright was optimal. Our impact study showed the effects of withdrawals that exceeded the 4% drawdown on both the endowment and the annual budget.

Two observations from our work that were communicated to the Board are worth highlighting here. First, the fact that we have moved from calculating the 4% drawdown using a Dec. 31<sup>st</sup> value to using a 12-quarter rolling average has resulted in reducing the volatility of our annual drawdowns from year to year and serves to smooth out and lessen any negative effect of additional withdrawals from the endowment.

Second, any financial proposals presented to the congregation should begin with a philosophical discussion about what our goals are for the endowment. Do we want to use it to fund our mission-related goals and provide seed money for the future growth and vitality of the congregation? Or are we content to manage the money to maintain the value of the 4% drawdown for the budget?

In October, the committee recommended to the Board that \$100,000 be transferred from the Permanent Fund to the Capital Reserve Fund to provide funding for capital repairs and improvements. In November, the congregation voted unanimously to approve that transfer.

In February, the committee reviewed and revised our Investment Policy Statement to update it and to add real estate as an investable asset class in preparation for acquiring a parsonage.

In April we will host a seminar on testamentary and lifetime giving, presented by our investment advisor, Sound Wealth Management. Our congregation has greatly benefitted from the generosity of past members, and we must re-commit to our legacy of giving to continue fulfilling our mission and making a difference in our world.

We want to extend our gratitude to Kim Hetrick for her support to the committee, Rev Latifah for her participation, and Paul Ward, Treasurer, for his ongoing engagement and guidance.

Respectfully submitted,  
Lauren Furst, Chair

Members: Chris Carsman, Drew Davis, Jesse Walters, Ebony Williams

## **FINANCE COMMITTEE**

**Acting Committee Chair:** Paul Ward

**Committee Members:** Dick Hattwick, Daniel Melcher, Suzanne Schluter, Ex-Officio, Rev. Latifah Griffin, Ex-Officio, David Traupman

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 duties and responsibilities also include those additional advisory responsibilities as the Board may from time-to-time request or assign, including recommending property and liability insurance coverage and providers.

## **PLEDGE DRIVE TEAM**

**Co-Chairs:** Ebony Williams, Paul Ward

**Committee Members:** Sandy Troiano, David Traupman, Jesse Walters, Rev. Latifah Griffin

The 2026-27 Pledge Drive, with the theme "Meeting the Moment with Radical Generosity" launched on January 11, 2026, with a presentation during the service and a theme-based coffee hour and lunch provided by Jesse Walters. On each of the four Sundays of the Drive, a different committee member gave a presentation which expressed that member's experience and hope with regard to our Congregation. Important aspects of this Drive were the tireless efforts of the committee, the ease of pledging on our web site, and above all the generosity of our congregants.

Despite the tireless efforts of the Stewardship Committee, neither the 2026-27 pledge goal of \$210,000 nor last year's goal of \$197,000, was reached. With the expected increase in estimated expenditure, this resulted in a budget deficit. The congregation will be asked to approve a withdrawal from the Endowment fund to meet the deficit for the coming year.

## **COMMITTEE REPORTS**

### **BELOVED CENTER COMMITTEE REPORT 2026**

**Committee Chair:** Harry Wolin

**Committee Members:** Deb Bauer, Kai Charron, Kristin Sears, Sandy Troiano, Paul Ward

The BeLoved Center Committee was chartered by the Board earlier this year with its primary purpose to establish and guide a community resource center to address local needs including a new initiative of programs and services that “meet the moment” to address the needs of our neighbors and the wider community. It is our intent that the Center will solidify and grow our community partner relationships, heighten our visibility and reach, and allow our vision of the world to unfold in Palm Beach County, Florida. Our intent is to engage with a diverse, intergenerational community of participants who may or may not join us in church, but who will know 1stUUPB and the Center as a place for community care, wellness, and support.

Our initial focus is in the areas of mental health support, reproductive health, and intergenerational socially-engaging relationship-building programs. The Committee has applied for several grants for our programs and have successfully obtained two grants totaling \$29,000.

### **BUILDINGS AND GROUNDS**

**Committee Chair:** Vacant

**Committee Members:** Ben Juhl, Vaughn Simon, Bob Mahoney, Andie Laing, Marilyn Tiedemann, Brian Claycomb, Warren Twyman, Lois Lambrinos

**BUILDINGS:** The Buildings side of B&G is a group of individuals who advise Kim and our Board on building matters; and take on modest-sized jobs that we can do in-house, such as new security lights behind Ministers’ Hall and, in general, keeping everything in the buildings in working order. Most jobs that we do, such as changing a light bulb or replacing a faucet, are too small to bother listing here. Our buildings are reaching middle age, and there is always something to do.

With the assistance of a contractor, all of the overhead lighting in the sanctuary was changed this year, giving us a uniform light color, finally fixing flashing lights, and replacing energy-hog old-technology ceiling spotlights with LED retrofit modules.

Henry Gruen led a project to install an accessibility ramp up to the Sanctuary stage. The end result is beautiful! Plus he designed it so that we still have access via both stairways.

Your B&G committee needs help! Try as they might, we are gradually losing the services of several first-generation stalwarts. Do you have building trades skills to offer, amateur or professional? If so, please make yourself known! Most of all, Building and Grounds needs an organizer, a people-person, a spark plug, a meeting-leader, a cat-herder to serve as our committee chair. Not a person to actually "swing the hammer" or "turn the wrench", but a person to make sure that the hammer gets swung and that the wrench gets turned! Discussions are underway to reorganize this Committee with a shared leadership structure similar to JAM. For example, have three co-leaders to coordinate:

- Plan and manage landscaping, grounds, and exterior signage projects
- Monitor and coordinate ongoing repair and maintenance
- Project manager(s) for capital improvement projects

Further discussion and planning by the Board and interested leaders is needed.

**GROUND:** In January 2026, several young men who live near UUPB approached Rev. Latifah regarding doing volunteer work at UUPB. Rev. Latifah asked Marilyn Tiedemann to coordinate their efforts. In early February, the group met to tour the property and define tasks to get started. The group has been meeting every Saturday since from 12:00 p.m. to 2:00 p.m. to work. Marilyn provided cold waters and fruit snacks. She also bought a few tools for the UUPB that were lacking – a saw, gloves, eye protection. Lois Lambrinos joined the efforts in February and purchased drinks and snacks for future Saturdays. Sylvia Ansay has been helping the group from a distance. Marilyn asked volunteers to sign liability waivers to protect the Congregation. Marilyn has been writing notices for Kim to include in UUPB’s weekly newsletter regarding the Saturday yard work.

Warren, who originally approached Rev. Latifah, attended on Saturdays with up to four friends, some of whom have attended Sunday services. In three meetings, the gang made huge progress on cleaning out and cutting back bushes and trees behind the building on the south side of the property. In addition, the group cleaned up the Cactus landscaping along with the bushes that line the front entrance (north) to the church. Warren has arranged for his supervisor to donate 25 bags of mulch for our grounds that will be delivered by 3/13/26 for the group to distribute on 3/14/26. The same person will also donate supplies for raised beds. In addition to the back yard, the young men and women replanted scores of plants around the south entrance to the church and other places where landscaping was lacking. More work is planned. Several snowbird members of UUPB asked if they could be involved with the Grounds Committee from a distance. This committee is happy that it attracts new and young attendees to UUPB services since increasing membership is desirable.

*Going forward, items to consider:*

1. Continue developing a master landscape plan within the Capital Improvement Plan (CIP) working group to better define priorities, projects, budgets and timelines.
2. Decide how snowbirds could participate.
3. Grounds may need a pamphlet with instructions for volunteers (including waiver, rules about being on grounds (with members only), transportation, change of times to work to avoid summer heat, plans for summer break to avoid extreme heat, clothes for yardwork, safety, and gratitude from entire UUPB). Marilyn can write it.

## **CAPITAL IMPROVEMENT PLAN (CIP) WORKING GROUP**

**Coordinator:** David Traupman

**Participants:** Brian Claycomb, Janet Fryman, Rev. Latifah Griffin, Henry Gruen, Ben Juhl, Andie Laing, Vaughn Simon, Marilyn Tiedemann, Paul Ward

This working group formed as an outcome from discussion at the 2025 board retreat to help inform a larger 5-year strategic plan and how our endowment can be leveraged within it. It started meeting in August 2025 and continues to meet (almost) monthly. The CIP group’s objectives are:

- Gather board and ministry leadership, buildings/ grounds and decor committee members, and interested volunteers to reinvigorate our commitment to creating and maintaining a safe, welcoming, and actively-used campus to meet our needs and to be a resource to our community
- Draft a 5-year, 2026-2030 Facility Capital Improvement Plan (CIP) to provide Endowment Committee with a target number to create a Capital Expenditure Fund and inform capital and operating budget planning by the Finance Committee and Board of Trustees

The group is taking the following into consideration in discussions:

- How much money do we want to invest in Emerson Building vs. create a long-term plan to build a larger and more efficient social and program building space?
- How to maximize the spaces we have for expanded programming and to serve diverse groups
- Consider accessibility and disability experiences (sight/hearing/movement)
- Explore working toward LEED certification with improvements and consider Green Sanctuary 2030 initiative.
- Explore capital funding grants through UUA & Beloved Center grantors
- Inform and define possible capital campaign(s) (e.g. for 75th Jubilee in 2027 or 2028) and/or create donor-specified funds

Accomplishments:

- Gathered all existing data from office files, vendor invoices and quotes, estimates, and member memory and added project suggestions to create a master working document
- Prioritized master document to help define immediate and near-term improvement needs
- Proposed to the Board that we invest in facility and mold inspections and assessment reports for objective, professional, and expert input. Approved and were performed fall/winter 2025.
- Priority list presented to Board, Endowment committee suggested setting aside \$100k to restricted facility improvement fund, Congregation approved November 2025, and immediate priorities being scheduled for 2026 (roofing, locks/security, and possible street sign).

Next Steps:

- Work with volunteer landscape architect to develop master campus exterior space usage/landscape plan, cost estimates, and timeline
- Revisit objectives, deliverables, and process with new Board leadership

## **CARING COMMITTEE**

**Committee Chair:** Rhonda Kessler

**Committee Members:** Sylvia Ansay, David Blumberg, Becky Brown-Ryan\*, Rhona Collins, Diane Curry, Henry Gruen, Janet Fryman, Rev. Latifah Griffin, Marie Guedenet, Barbara Hatzfeld, Rick Haydan, Pam Howell,\* Diane Klimas, Bonnie Libby\*, Steve Pock, Betsy Shipley, Anne Marie Smith, Frank Smith, Bea Terrell, Marilyn Tiedemann, Jeri Wise  
 (\* Designates new member)

## **MISSION:**

The Caring Committee supports our members and friends in times of need and joy. They fulfill an essential element of our congregation's covenant: Provide acts of care, compassion, and celebration for one another along life's setbacks, transitions, and milestones.

The Caring Committee meets once a month to discuss member care needs. There is follow up, as needed with those members who may be homebound or express the need for additional support. There is ongoing communication amongst members and the chair, as well as, Reverend Latifah Griffin, who serves as a mentor and committee liaison. Rev. Latifah also serves in a pastoral care role and is available on an emergency basis in times of need. All information shared is handled with discretion and confidentiality.

The Caring Committee provides short-term hands-on care including, but not limited to, sending cards, making phone calls, emailing, making hospital visits, providing meals, occasional transportation, and running errands.

The *Caring Chefs* is now an established group of members who have volunteered to cook food for members facing acute medical issues or food insecurity. Food is provided on a temporary basis only.

Milestones are announced and published in the weekly newsletter as a means of informing church members at large about the well being of our members so that the community may participate in extending outreach and care beyond the members of the committee. Milestones may include celebrations and ceremonies such as coming of age, weddings, and memorial and funeral services. But there are many other meaningful moments that can be shared and honored within the religious community. They may include the events that bring us joy, call forth our prayers, challenge us, bring sorrow, and inspire hope.

**A Memorial Procedure** was recommended by the Caring Committee and adopted by the Board of Trustees on 5/23/24 and a new policy was implemented. Subsequent to the Memorial service held for our member, John Considine last year, there were services held offsite for Janell Bloodworth, who passed in February 2025. Rev. Latifah attended the memorial service along with members of 1stUUPB.

**A collective resource guide for the members of the 1stUUPB** has been established. It includes recommendations by members; i.e. doctors, specialists, dentists, physical therapists, mental health professionals, acupuncturists, home health care aides, etc. who may benefit others in their search for excellent care.

**A “Five Wishes” interactive workshop was held on 5/23/25.** Approximately thirty members were in attendance. The group was able to exchange ideas and personally explore end of life choices and decision making. The five wishes which are contained in this important document will inform family, doctors and caregivers exactly what one wants and doesn't want at the time of death.

## **Budget:**

The budget for 2025-2026 was increased to \$500.00. The projected budget for 2026/27 will remain the same.

## **Opportunities: New Initiatives:**

1. **Continue to update the collective resource guide with new referrals from members.**
2. **Educating the community about 211 community resources including local, state and federal resources available** which may be of help in times of need. Arrange for Patrice Schroder, Community Relations Specialist at 211 to provide an inservice to our members.
3. **Consider other inservice opportunities that explore end of life decision making** including a discussion with a death doula or hospice care worker.

**Wishes:** A loving, welcoming community of members who continue to provide support for one another in times of joy and sorrow. The warmth that is shared with others can be so appreciated and also so gratifying and personally rewarding to do this kind of outreach.

“We can’t heal the world today but we can begin with a voice of compassion, a heart of love, an act of kindness.” *Mary Davis*

Respectfully submitted,  
Rhonda Kessler, Chair

## **COMMITTEE ON MINISTRY**

**Committee Members:** Chris Carsman (2026), Bob Burns (2025), Steve Pock (2026)

**Purpose of the Committee:** The purpose of the Committee on Ministry (COM) is to help the Congregation carry on and strengthen the quality of the shared ministry. It functions as a committee of the Congregation, not as a committee of the Board.

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

**Report:** In service of our purpose and covenant, COM meets with Rev. Latifah at least monthly, and whenever the need arises. Now in her second year of shared ministry with us, our Congregation continues to be enlivened, enriched, and strengthened by Rev. Latifah’s presence in our pulpit, in our community and in our lives. She is at the center: running programs, leading discussions, and creating bonds within our community, and always with an open door. With our expanded staffing, including the hiring of a Director of Spiritual Development and Child Care Assistant, and with twenty new members in 2024 – our Congregation is vibrant and growing. It continues to be a testament to the new energy we have with Rev. Latifah, and to all the good happening in our community with our shared ministry. It is no surprise then, that the Congregation voted unanimously in November to call Rev. Latifah as our settled minister.

Rev. Latifah’s calm and steady guidance has also served us well in difficult conversations and in times of conflict, as we lift up our Covenant of Right Relations. This important work is a necessary component of a healthy community. When an issue arises and COM is asked to intervene, our role is simply to engage and assist in facilitating a path to right relations. With Rev.

Latifah’s leadership in conducting regular “Healing Conversations” and our support of the Covenant, we believe we have both a needed outlet for sharing as well as a process in place to affirm those important principles.

As we come to the close of this church year, we find ourselves again grateful to have Rev. Latifah as our minister, and for the community we share. We are pleased to report that the state of our shared ministry is strong.

Joyfully submitted,

Bob Burns  
Chris Carsman  
Steve Pock

## **DÉCOR**

**Sub-Committee Chair & Members:** Not Active

**Acting Coordinator:** David Traupman

This group hasn’t functioned over the past two years due to lack of leadership and active members despite David asking several people to serve as coordinator. Due to this lack of interest and engagement, it is suggested that the tasks previously done by this sub-committee be analyzed, revised, and transitioned into an expanded and reorganized Buildings & Grounds Committee structure.

Despite not being active, decor projects were planned and accomplished, including:

- **Office and Minister’s Study Renovations:**
  - These spaces had not been repainted or refurbished for many years and it showed. Objectives for the renovation were:
    - Brighten spaces to be more inviting, modern and welcoming
    - Provide a more professional and polished working space for office staff and counseling for Rev. Latifah
    - Position new furniture to maximize use of spaces and create defined areas for meetings, counseling, and socializing
  - David coordinated with Kim, Rev. Latifah, and our Atlantic Blue property management team to create a design plan, budget, and timeline to upgrade the spaces in summer and fall of 2025.
  - A color palette of soft greys, purple, teal, “UU Yellow”, and black were agreed upon. Space designed to shift away from desk-oriented office setups to more flexible, multi-use, and conversation-focused spaces with soft seating and conference/meeting tables.
  - Online: [View slide show of project by clicking here](#)
  - Print: [https://www.canva.com/design/DAGp5RpCgtY/W\\_MR7iTAKecy2bYq6qNErQ/view](https://www.canva.com/design/DAGp5RpCgtY/W_MR7iTAKecy2bYq6qNErQ/view)
- **Artwork Donations:**
  - Two paintings by Pat Knight’s late husband Lee Kuller were found in an Emerson Building storage area. Pat donated them to the congregation and they are now hanging in the office and the minister’s study.

- Two paintings by Norm Robeson were donated by his daughter Marilyn Tiedemann and are now hanging in minister study's landing area and the Fuller Room.
- A painting by Deborah Fairchild, "Blue Boat Home", was donated to the congregation and is now hanging in the Sanctuary's ADA side entrance.
- All paintings still need donation and information plaques created and installed.
- **Sanctuary:**
  - Coordinated accessibility ramp design and installation with Henry Gruen and contractor.
  - Coordinated first stage of new candle table design and installation with Henry Gruen. Additional table area and chalice section still needs to be completed.
  - Oversaw interior and exterior painting, cleaning, and upgrades from Oct-Dec 2025 to refresh campus for Rev. Latifah's installation ceremony and celebration
- **Banners**
  - Designed, produced, and installed 8 principle banners in our Sanctuary and flag banners with messages and logos that reflect our values to be placed around the exterior of our campus in coordination with Justice Action Ministry initiative and a member's financial donation for the project.
- **Future Projects and Priorities:**
  - Design , produce, and install a campus directional and identity signage system based on new congregational brand and explore digital street sign options
  - Explore ways to make the Ross Room (Minister's robing room and bathroom) and the Choir Room more functional and flexible for more uses.
  - Redesign Sanctuary A/V area to make equipment and cabinetry more aesthetically pleasing
  - Consider the idea of adding murals to the interior and/or exterior of Emerson Building

## **HARRIETTE GLASNER SOCIAL JUSTICE SCHOLARSHIP (HGSJ)**

Co-Chair: Sylvia Ansay, Steve Pock

Members: Bob Burns, Diane Curry, Rhonda Kessler,

The Harriette Glasner Social Justice Scholarship was created in 2014 through an anonymous member donation of \$100,000 in the form of an Annuity, to be distributed in the amount of \$10,000 annually for scholarship awards to area high school students. The newly formed scholarship committee of that time decided on the name, the Harriette Glasner Social Justice Scholarship, in honor of Harriette Glasner, a founding member of this congregation, whose life was devoted to the cause of social justice. The HGSJ Scholarship continued to distribute \$10,000 per year from the annuity through 2024.

In 2021, the Scholarship Committee, working with the 1stUUPB Board of Trustees, presented the congregation with a proposal to include the HGSJ Scholarship as a formal outreach program of this congregation. At the annual meeting in 2022, the congregation voted to donate \$10,000 annually from the Endowment Fund to build and maintain the scholarship. Starting in 2025, the HGSJ Scholarship is being fully funded through our 1stUUPB endowment and through continuing generous donations from our members.

Each year, the names of our scholarship recipients are presented for display in Ministers Hall, along with a picture of Harriette Glasner. You will note that over the years several names are repeated. This represents an evolution in the policies of the Scholarship Committee as we began to see scholars requiring on-going support to reach their goals. Our policy was revised to allow for annual re-applications to be filed, along with an update showing both financial need and progress toward success.

## **HOSPITALITY**

**Committee Chair:** Janet Fryman (Acting Chair)

**Committee Members:** Sylvia Ansay, Kathe Bannigan, Diane Curry, Deanna Gregory, Frank Smith, Laura Streb

This Committee's purpose is to provide coffee and provide or secure food for the Sunday Social or Coffee Hour including set up and clean up.

The committee is still without a Chair. Janet Fryman is Acting Chair. Congregants have stepped up to provide snacks and occasionally full meals for everyone to enjoy. There has been a wide variety of foods offered.

Donations toward Hospitality are still encouraged by the use of a basket each week, but proceeds continue to be slim.

Cesar Ponce, our current porter, does most of the clean up, and he is worth his weight in gold!

We continue to celebrate birthdays and anniversaries once a month by having someone donate a cake for the occasion.

A new 100 cup coffee pot has been purchased to replace the old, noisy one we have used for years. Other smaller articles have also been added to the kitchen to enhance the service.

Thank you to everyone who has donated food or spent time helping out.

### **Budget:**

2025-2026: \$750.00

2026-2027: \$750.00 requested

### **Opportunities:**

It provides congregants the opportunity to volunteer in an easy and fun way by bringing in their special foods and getting the recognition for their talent and generosity. The committee builds camaraderie.

### **Challenges:**

It can be a challenge to get people to supply the food if they have to supply it all. It would be a lot of work and costly.

### **Wishes:**

I wish for a person to step up to be Chair of the Committee. We hope that, by asking people for only one item instead of one person supplying it all, we will have a better response to our requests for food.

## **JUSTICE ACTION MINISTRY (JAM)**

**Committee Leads:** Chris Carsman, Lauren Furst and Barbara Hatzfeld

**Committee Members:** All are welcome to participate in our Committee: we currently have a distribution list of over 60 members.

### **Background**

JAM is the Committee of our Congregation responsible for leading, encouraging and supporting social justice education, activities, events and projects. All members of the Congregation are encouraged to take an active role in social justice issues through involvement in, or support of, JAM activities and projects, or may suggest a project for JAM.

In April of 2024, JAM reorganized to assume leadership and oversight of all justice engagement, including the work of the Racial Justice Subcommittee, that previously had operated as a unit of JAM. Beginning in May of 2024, JAM's agenda has included: Racial Justice, Community Outreach and Engagement (JAM Grants and St. George Table), PEACE, Democracy Justice, Reproductive Justice, LGBTQ+ engagement and the Immokalee Workers. In 2025 we added Immigration to our list of areas of engagement. Members of JAM are free to propose engagement in other areas.

JAM meets the first Saturday of the month at 10:30am on Zoom via the other meetings channel on our website 1stuupb.org.

### **Summary of Activities**

This has been a very active year for JAM, with a high level of engagement across members of the Congregation, particularly relating to reproductive justice, racial justice and mutual aid.

### ***Community Outreach/Engagement***

**JAM Grants:** In 2025-26, JAM continued its practice of “sharing the plate,” which moved to the second Sunday of each month. JAM authorizes grants from funds raised through its dedication of the plate collection on the second Sunday of each month and accepting donations online for the whole month. From May 2025 until January 2026, we collected \$17,946.62, disbursed to the following charities: Harriette Glasner Justice Scholarship, St. George Table, Legal Aid, Palm Beach County Food Bank, Guatemalan-Maya Center, Unitarian Universalist Service Committee, The Lord's Place and Mothers Against Murderers. We also collected JAM Grant funds to defray the cost of EMA Travel Care Kits as well as school backpacks distributed through Club 100

**Harriette Glasner Justice Scholarship:** An anonymous donor pledged \$100,000 to support a 10-year justice scholarship project. We award scholarships annually up to \$5,000 each. The scholarship may be used for GED, a private or public college, university or Trade school. Major considerations in making the awards are financial need and the candidate's involvement in social action. The committee used the JAM Grant collection to add \$7,000.45 to the fund in 2025.

**St. George Table:** JAM has continued to organize and support month sandwich-making for St. George Table, a food program in Riviera Beach. Each month, members of our Congregation gather to make sandwiches, which are delivered to the program on Monday. We are one of a

number of congregations to support the program, and several of our members volunteer to help package and distribute the food. St. George Table serves approximately 200 meals, five days a week.

We also collect personal care items for St. George clients and provide a weekly distribution of period supplies for their clients.

### **UU Service Committee (UUSC)**

Through our participation in the “Guest At Your Table” program, 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.

### ***P.E.A.C.E. (People Engaged in Active Community Efforts)***

Led by Barbara Hatzfeld and Bob Burns, we have 13 network members in our Congregation. We are a founding member of this inter-faith coalition, now made up of 29 congregations throughout Palm Beach County. PEACE uses the power of large groups of organized people to address and solve critical community problems. PEACE Research meetings are held monthly in person; various meetings with public officials and other allies take place either via Zoom or in person. PEACE activities during the year culminate in the Nehemiah Action Assembly held in the Spring. The next Nehemiah will take place on March 24, 2026.

This year PEACE has been working on the following issues:

**Affordable Housing:** At this year’s Nehemiah Action Assembly, PEACE is renewing its call for County Commissioners to mandate the building of affordable housing units by developers. Affordable rental housing is housing for those making at or below 60% of the area median income.

**Police Community Relations:** Every year, thousands of African-American and Hispanic residents of Palm Beach County experience “investigatory” stops for minor things like rolling stops, failure to signal a turn or lane change. It is a national best practice to collect and analyze data on ALL traffic stops – including race and ethnicity of the person and why they were stopped. At the 2024 and 2025 Nehemiah Actions, Sheriff Ric Bradshaw committed to collect and analyze this data. That data has now been provided to consultants for analysis and a preliminary report will be presented at the upcoming Nehemiah.

**Mental Health:** In Palm Beach County, one in five adults faces mental illness each year, yet less than half receive the necessary care. In its search for a solution, PEACE discovered Florida Assertive community Treatment (FACT). FACT programs offer numerous benefits and are recognized as best practices and priority by the state of Florida. Despite this recognition, Palm beach County has only 1.25 Fact teams serving just 126 individuals. PEACE has continued to work on translating this recognition into a commitment for additional FACT teams for our County. Rev. Latifah is a member of the mental health steering committee, and in November, 5 members of UUPB traveled with PEACE to Tallahassee to advocate for these mental health resources. At the upcoming Nehemiah, PEACE will ask that the local health care district commit to providing additional FACT teams.

### ***Racial Justice***

Racial Justice has been an active area of our JAM mission since 2020, when, in response to the murder of George Floyd, a special committee organized to focus on racial justice. Beginning

with the congregational reading of Caste, we have sponsored educational and engagement opportunities to combat racism and raise up racial justice awareness within the Congregation. Over 20 members of the Congregation participated in the annual MLK Parade in Riviera Beach. Also in 2025-26, the committee continued to sponsor “Black History from the Pulpit” – comments during a service one Sunday a month intended to bring to light stories about black history in Florida and we expanded this initiative to include other commemorations in 2025.

In the spring of 2025, a working group formed to promote the adoption of the 8 th Principle by the Congregation. During the late spring and again in the fall, the group sponsored multiple Teaching Thursday sessions to reflect and discuss the 8 th Principle – first, sponsoring a Congregational read of Widening the Circle of Concern, and then hosting facilitated conversations and exercises on the topic. At a Congregational meeting held on November 9, 2025, the Congregation unanimously voted to adopt the 8 th Principle. As a follow-on to the vote, a working group has formed to work on implementation of the 8 th Principle, and that work is ongoing.

### ***Immigration***

The current administration’s immigration enforcement crackdown has deeply affected our County. In the spring of 2025, we hosted the Guatemalan-Maya Center for a presentation on the issues and how we could support our immigrant neighbors. We initiated a mutual aid program soliciting donations from the Congregation for food, diapers and children’s clothing. In December, in response to a large enforcement raid in Lake Worth, we joined with PEACE to participate in several vigils in support of immigrants unjustly targeted by Immigration and Customs Enforcement (ICE), or by Florida Highway Patrol, acting on ICE’s behalf. Several members of the Congregation have been trained by the ACLU as legal observers, and we maintain close contact with the Center on ongoing needs. As previously noted, we are also working with PEACE to identify immigration issues that can be addressed locally.

### ***Democracy Justice***

Our Congregation is active in the community in supporting various “No Kings” protests and demonstrations to support democracy. We expect this will continue throughout 2026 as we head into the midterm election cycle.

### ***Reproductive Justice***

We continue to be active in our efforts for reproductive justice in our state and to supporting those in our state in need of care given the current 6 week abortion ban. We remain connected to Floridians for Reproductive Freedom, the coalition of non-profits in Florida working on reproductive issues. Our current ongoing initiatives include:

- Responding to a call from the Presidential Women’s Center, a clinic providing abortion care in West Palm Beach, in early 2025, we hosted training for volunteer escorts at the clinic. The escorts are needed to offset the impact of protestors, who are present at the clinic every day that abortions are performed. Currently, eight members of UUPB are volunteer escorts.
- Responding to a call from EMA, we have supplied travel care kits that are given to persons needing to travel for abortion care. Under the 6 week ban, many people need to travel to another state for care, and the kits contain travel essentials and other comfort items for someone having an abortion. During 2025-26 we held two events where volunteers packed specially made backpacks with supplies. The kits then go to Presidential Women’s Center for distribution.

- Early in 2005 we learned that there was an urgent need for period supplies in our County, and that while there were active efforts to support period hygiene in Broward and Miami, there was no similar resource in Palm Beach County. We responded by creating a period pantry, using space in the utility closet in Ministers Hall. Our first event was in March 2025, and since then, we've held 3 additional period packing events and have distributed thousands of period products to those who need them in our community. Distribution partners for the products include St. George Table, the Lord's Place, Arms of Hope, the Compass Center, the Boys and Girls Clubs of Palm Beach County, Rohi's Readery and several middle and high schools.

### ***LGBTQ+***

Our Congregation's connection to the Compass Community Center in Lake Worth continues, with Rev. Latifah collaborating on an adult Queer Support Group. Plans are underway for our Congregation to participate in the annual Pride Parade in Lake Worth on March 29 th . We will again be planning to hold our Sunday service offsite in Lake Worth as part of that event.

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We are grateful for the participation and support of the Congregation for JAM's activities and events and look forward to another active year. We are also grateful for the counsel and support of our Minister, Rev. Latifah, who is with us everywhere!

Joyfully submitted,  
Chris Carsman  
Barbara Hatzfeld  
Lauren Furst

### **MEMBERSHIP**

**Committee Chair/Leader:** Marika Stone, Laura Streb (Co-Chairs)

**Committee Members:** Janet Fryman, Barbara Hatzfeld, Rick Haden, Steve Pock, Mary Reynolds, Joe Suhrbur

Reverend Latifah has held one session of "1stUUPB and You" in the fall. She has a spring class taking place and has held two sessions so far on Feb 15th and 26th.

Leanne Demus has signed up to become a member. She has not made a pledge at this point.

In the spring 2026 we are expecting folks to participate in the New Member ceremony. The names are listed below:

Lois Lambrinos	Robin Barnes
Donna Valbuena	Warren Twyman
Bobby Renz	Chad Cordoma
Kris Serbesoff-King	Becky Brown Ryan
Diane Klimas	

Membership provides information/pamphlets for guests, and monitors the Visitor's Table. Guests sign in, the pages are photographed and new information is added to Breeze. Guests are called, emailed or sent a card to thank them for joining us that Sunday. The in-person and on-Zoom Sunday attendance is added to Breeze so that if someone doesn't show for either venue for

4 weeks, they are sent an email or are called to let them know they have been missed.

The Membership sign in area has been moved closer to the entrance for safety reasons. The new location has been more optimal in helping the greeters to interact with visitors.

**Budget:**

2025-2026: \$500

2026-2027 (requested): \$500

**Opportunities:**

Being on this committee allows one to get more familiar with the congregants, to get to know who is who. It is exciting greeting guests, and then watching them choose to become members.

**Challenges:**

While we are encouraged that there is now a leadership team in place it would be beneficial to grow this committee, especially as our congregation seeks to grow in numbers with Reverend Latifah's leadership.

We would also like to create more opportunities for new members to gather, get to know each other and our congregation in a social setting. We have had several new member "evenings" and feel they have been successful.

**Wishes:**

It would be nice to have a newcomer on the committee as they could offer insight about how this committee could better serve folks interested in our community.

**MUSIC COMMITTEE**

**Committee Chair:** Harry Wolin

**Committee Members:** Becky Brown-Ryan, Larry Carsman, Adrienne Coffin, Jim Gregory, Vangie Gruen, Rhonda Kessler, Ken Pernezny, Lynn Pernezny, Kristin Sears, Bea Terrell, Patrick Norris (ex-officio), Emma Wright (ex-officio)

Under Patrick's leadership, we continue to coordinate with the Sanctuary Services Team to provide a diverse mix of live music to enrich our weekly services.

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 & Communications Team, to ensure that protected lyrics and any recorded music from sources outside of our congregation's music ministry is also compliant.

This past year, we were very excited to welcome Emma Wright as our new AV Technician. Emma replaced Rafeal Oviedo who left 1stUUPB for other opportunities. We continue to work to improve the quality of sound, both in the sanctuary and online.

We are very happy to have welcomed Rhonda Kessler and Becky Brown-Ryan to our committee. We remain committed to the retention of the musicians in the ministry, and

welcome those interested in joining and assisting as we continue to enhance our services with high quality, diverse music selections.

**Budget:**

2024-2025: \$1,200.00

2025-2026: \$1,200.00

**NEWS TALK**

**Committee Chair/Leader:** Co-Leaders Drew Davis and Bob Burns

NewsTalk, a participatory discussion of local, state, national, and global issues, meets in person and on Zoom every Sunday morning year-round from 9:00-10:10 a.m. This format has allowed our seasonal members to join our year-rounders 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** – March 2025 through March 2026

**Members:** Aaron Williams, Kai Charron, Janet Fryman, Barbara Hatzfeld, Suzanne Schluter, Robin Barnes, Rev. Latifah Griffin (ex officio), Chris Juhl (ex officio - Board Liaison)

**Speakers:**

We had a mix of paid guest speakers, non-paid guest speakers, and members or friends to fill in the days Rev. Latifah was out during the year.

Lay speakers from our congregation:

06-29-25	David Traupmann
07-13-25	Music Service
07-27-25	Sandy & Rick Troiano
08-03-25	Chris Juhl
08-10-25	Harry Wolin
08-24-25	David Traupmann
01-04-26	Dr. Duffy Spencer
02-01-26	Chris Juhl

Guest speakers:

04-13-25	County Commissioner Joel Flores
05-04-25	Rev. Bob MacDonald
06-01-25	Greg Knight & UU Kids Service
07-06-25	Angela Williams, MAMAS
07-20-25	Raquel V. Reyes, UU and Author
10-05-25	Rabbi Feivel Strauss
10-26-25	Rabbi Feivel Strauss
11-02-25	Rabbi Feivel Strauss

11-30-25 Rabbi Feivel Strauss  
12-07-25 Cantor Abbie Strauss  
03-01-26 Rev. Kevin Jones

Live Streamed service:

06-22-25 GA Worship Watch Party

Joint Service:

03-30-25 Joint service with UU Fellowship of Boca Raton at the Lake Worth Pride Festival

### **Attendance (March 2025 - Feb 2026):**

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 have counted the same-day, one-minute views, however Facebook stopped providing these numbers in June 2025. In the sanctuary, we count the actual people (of course), and Janet Fryman does that counting with others stepping in when she's out (notably Betsy Shipley and Barbara Hatzfeld).

- Total # of services: 51 (no attendance taken for UUA GA service or Pride Service)
- Average Sanctuary attendance: 64
- Average Zoom attendance: 13
- Average Facebook attendance: 15 (Facebook stopped reporting in June)
- **Average Total attendance: 79**
- Average % online attendance: 19% (note: no longer includes Facebook attendees after June)

### **Technology:**

Rafael, our paid technician, who had been with us for almost two years, left us at the end of November. Before he left, he trained Harry Wolin who stepped up to provide tech service for us for December and into January, when Emma Wright came on board. Emma has been providing tech service since.

### **Budget:**

**2025-2026:** We had a total budget of \$3,300. We used a mix of paid guest speakers, lay speakers, and non-paid guest speakers. We expect to end the year with a surplus of about \$300.

### **Opportunities/Challenges/Wishes:**

We welcomed Arron Williams, Kai Charron and Robin to the committee. Aaron accepted the position of Chair of SSC. There is still an opportunity for other congregation members and friends to join this committee and help shape the guests and types of services we see over the next year and beyond.

The candle table is being cared for by the SSC member, Barbara Hatzfeld, we hope to find more people able to assist with this in the future.

Respectfully submitted – Suzanne Schluter 3/24/2025

## **SECOND SATURDAY BOOK GROUP**

**Committee Chair/Leader:** Steve Pock

**Committee Members:** Dorie Maxwell, Lauren Furst, Nancy Stone

Our participants like our funny name of the Second Saturday Book Group for two reasons: 1- It helps us remember when we meet! 2- To us, “group” sounds more inclusive and welcoming than the usual “club.”

So this UUPB book group meets six months of each year on the second Saturdays of November through April from 10:00 am until noon—or so. However, because many of our participants are seasonal and don’t arrive in Florida until the beginning of each year, we hold our November and December meetings exclusively on Zoom. But from January through April we meet only *in person* in the Channing Room of the Emerson Building where we have good access to technology for showing slides and videos related to our books— as well as access to the coffee pot in the kitchen. (And thanks to Greg Knight for being our coffee maker!) We have explored the possibility of having those last four meetings hybrid, but have come to the firm conclusion that for this kind of gathering, if we did that, more would be lost than gained.

The six books we read each year are mostly literary fiction— current or classic, with an occasional non-fiction included. And every year we select a theme that fits life’s current mood. Last summer’s UUA General Assembly theme “Meet the Moment” inspired us to adopt that same theme for our book group this season. As Lauren Furst said in her introduction to this season: “Political, economic, religious and social landscapes change over time and place. Solutions that make sense in one era often no longer apply in another era. It impels us - and the characters we will come to know in our book selections - to evolve to *meet the moment* we find ourselves in, especially when the stakes are incredibly high, as they are today.”

So what six books did we choose this year, with characters who had to meet their moments?

**November 8th** (Zoom): *Tomorrow, and Tomorrow, and Tomorrow* by Gabrielle Zevin (416 pp) (Audiobook - 13 hrs, 52 mins)

**December 13th** (Zoom): *Sense and Sensibility* by Jane Austen (depends on edition, approximately 350 pp) (Audiobook - 12 hrs, 43 mins)

**January 10th** (in person): *Small Things Like These* by Claire Keegan (128 pp) (Audiobook - 1 hr, 57 mins)

**February 14th** (in person): *The Sentence* by Louise Erdrich (400 pp) (Audiobook - 11 hrs, 49 mins)

**March 14th** (in person) : *The Safekeep* by Yael van der Wouden) (288 pp) (Audiobook - 9 hrs, 30 mins)

**April 11th** (in person): *Yes, I Can Say That* by Judy Gold (224 pp) (Audiobook - 6 hrs, 32 mins)

The discussions of each of these books is led by a designated facilitator within our group. This year those leaders are Greg Knight, Steve Pock, Laura Streb, Shirley Bloomquist, Sandy Troiano, and Robert Streb.

To help our participants plan their time needed each month to read these books, when we publish the list of our annual readings, we include the number of pages in each book. In addition, because of the increasing number of people who read our selections in audible form, for the first time this

year we added the amount of time needed to listen to these books in audible form. And since many excellent books are long and hard to read in a month, we assign the longest books either to our first month—November, or to the months with five weeks between second Saturdays.

After our rather serious book discussions each month, especially those in-person, several of us usually go out to lunch at Brio's Italian Restaurant in the Gardens Mall to continue exploring our conversations and to enrich our fellowship.

How does all of this happen? Each summer our steering committee meets by Zoom and selects the year's theme, books to be read, and meeting facilitators. They also manage communication and other administrative tasks. With our two Zoom meetings and four in-person ones, our average attendance so far this year has been 14. This group also will be hospitality hosts for Sunday morning social hour some week soon.

Our meetings are open to members of our congregants and to friends, as well. And people are welcome to attend whether they've read the books or not!

**Budget:**

2025-2026: \$0

2026-2027: \$0

**Opportunities:**

- To transform lives through our religious community by the serious reading and discussion of books that connect us to our UU values.
- To provide a place for personal growth and companionship at 1stUUPB.
- To maximize participation of seasonal members by scheduling our meetings from November through April (with in-person meetings January through April).

**Challenges:**

- Choosing themes and books that fit issues of our times.
- Balancing the number of Zoom meetings with the number of in-person meetings in order to maximize attendance (so far, we have not found a viable way to have hybrid meetings).
- Narrowing a long list of possible books down to only six!

**Wishes:**

- To interest more 1stUUPB members and friends in joining our book group.
- To involve more of our group attendees in leadership roles at our meetings (e.g. facilitating and/or giving reports on background information related to the books).
- To apply to our own lives and communities the insights gained from our readings.

## **NOMINATIONS - MARCH 2026**

The Nominating Committee is pleased to present the following candidates for open leadership positions:

### **BOARD OF TRUSTEES**

**Officers:** (One Year Terms)

President: Harry Wolin

Vice President: Robin Barnes

Treasurer: Paul Ward

*Clerk: Open\**

**Trustees:** (Four Year Terms)

New 4-year: Suzanne Schluter

New 4-year: Sandy Triano

Fill 3-year: Kathe Bannigan

*Year 3 of 4: Jim Gregory*

### **ENDOWMENT COMMITTEE** (Five Year Terms)

New: Rick Troiano

*Year 2 of 5: Lauren Furst (Chair)*

*Year 3 of 5: Drew Davis*

*Year 4 of 5: Chris Carsman*

*Year 5 of 5: Ebony Williams*

### **NOMINATING COMMITTEE** (Three Year Terms)

New: Chris Juhl

Fill 2-year: Sylvia Ansay

*Year 3 of 3: Jeri Wise*

### **COMMITTEE ON MINISTRY** (Three Year Terms)

New: Chris Carsman (second term)

*Year 2 of 3: Robert Streb*

*Year 3 of 3: Bob Burns*

*\*Per By-laws 7.5 Vacancies — If vacancies occur among officers, trustees or elected committee members during the course of the fiscal year, they shall be filled by appointment of the President with approval of the Board until the following Annual Meeting when the unexpired terms will be filled by the procedure set forth in this Article. At the Annual Meeting, members appointed by the Board to fill vacancies will be eligible to be nominated to complete that unexpired term.*

## **BIOGRAPHIC SKETCHES OF THE CANDIDATES**

### **Harry Wolin – Candidate for President**

Harry Wolin moved to Palm Beach County following a 40 year career serving in leadership roles at hospitals and healthcare organizations in Illinois, Indiana, and Missouri, where he was recognized as one of our nation's leading experts in Rural Healthcare Delivery. Wolin graduated with a BA from Knox College in Galesburg, IL and received his Masters with Honors in Health Administration and Planning from Washington University in St. Louis. Wolin served as the Chief Financial Officer of the Legal Aid Society of Palm Beach County until his retirement in 2024.

Since he and his wife Karen joined 1stUUPB, Wolin has become active in several congregational activities. He currently serves as Chair of the Music Ministry and the BeLoved Center Committees.

### **Robin Barnes – Candidate for Vice President**

I was introduced to this community at the First Unitarian Society of Madison, WI many moons ago. After life in the halls of St. Vincent primary school, and 'Praising the Lord' with evangelical Christians during high school, UU was a very new (i.e., strange) experience. Many congregations later, as one who has lived and traveled far and wide, the world appears to have come full circle. The freedom and respite savored at SUSSI before the massacre at Virginia Tech's campus feels like a dream. According to Hopi Elders, we have reached *THE* hour: There is a river now flowing so swift and fast that some will try to hold on to the shore, fearful of being torn apart and will suffer greatly. Know that the river has its destination. LET GO of the shore, push off to the middle of the river, eyes open, head above the water. See who is there and celebrate. At this time in history, we are to take nothing personally, least of all ourselves, lest we halt our spiritual growth. The time of the lone wolf is over. Gather yourselves in sacred space!  
We ARE the ones we've been waiting for. June 2000

### **Paul Ward – Candidate for Treasurer**

Paul has been a member of 1stUUPB since 2010. He has served on the membership, caring, and endowment committees, and on the Board of Trustees where he was President for three years, 2016-2019. For the past year, he has served as Treasurer on the Board of Trustees, Acting Chair of the Finance Committee, co-chair of the Stewardship Committee, and leader of the Ministerial Housing Task Force.

Paul is a leadership coach and a midlife transitions coach, and is on the faculty of the University of Phoenix Online teaching organization design and leadership. Paul is the principal owner of 2Young2Retire, LLC. He is the author of the book, *The Inner Journey to Conscious Leadership*, and co-author of *Midlife New Life: Living Consciously in Midlife and Beyond*.

You can learn more about Paul on his website, <https://drpaulward.com/>

### **Sandy Troiano – Candidate for Board of Trustees**

After graduating college and law school, I practiced law for forty years. I was associated with special counsel to and a partner in private law firms in both Manhattan and Washington, DC, specializing in corporate and real estate law. I retired in 2019 from serving as a managing member of BW Realty Advisors LLC which structured financing for complex commercial real estate projects.

Since last August I have served as 1stUUPB's Vice President. I have served on the stewardship and parsonage committees. I currently serve on the BeLoved Center committee and will serve on the newly created hiring committee.

Prior to coming to 1stUUPB, I was a member of the UUFBR congregation. At UUFBR, I served on its Board of Trustees for five years, serving as Secretary for one year and as Co-President for three and a half years. During this time, we ran a successful capital campaign which raised significantly more than the sum that was requested. Prior to leaving UUFBR I was the chair of its Endowment Committee.

Since 2014, I have been involved with the Alliance on Aging and Vision Loss (AAVL), a special interest affiliate of the American Council of the Blind, having served on its Board of Directors for four years before my term ended last July due to term limits. I facilitate a weekly Zoom support group sponsored by AAVL for people losing sight later in life. I also developed and for ten years oversaw the content of the AAVL web site.

I also am a member of the PEACE strategic (steering) committee for affordable housing and try to attend as many PEACE sponsored meetings as possible. I volunteer on Tuesday mornings at St. George's Table.

### **Kathe Bannigan – Candidate for Board of Trustees**

I have been a member of 1stUUPB since 2007, the year my husband and I retired and moved from NY to Jupiter, Florida.

During those 18 years I held many committee positions including Chair of Endowment and Chair of Finance. I also was Co-Chair of the Thrift Shop Committee as well as the Decor Committee. I previously served as a Trustee on the Board of Trustees.

Currently, I serve on the Hospitality Committee and have been Clerk of the Board of Trustees from mid-fiscal year 2024-2025 through the 2025-26 church year.

### **Suzanne Schluter – Candidate for Board of Trustees**

Suzanne started attending 1stUUPB in 2002, shortly after moving to the area with her husband, Patrick and two young daughters. She was searching for a like-minded community with socially conscious, cooperative values. Suzanne was involved with RE at 1stUUPB early on when her children were attending, serving as teacher, committee member, and eventually Chair of the RE Committee. She co-facilitated the Nurture Nature Discussion group at 1stUUPB for a few years. She has served on the Board of Trustees, (2007-2009 and again from 2020-2023), as trustee, clerk, vice president, acting treasurer, and president. Suzanne has worked in administrative positions in a variety of educational and governmental organizations, most recently having assisted with environmental sustainability communication, projects, and programs. Currently, Suzanne is enjoying reading, taking long walks in the forest, exploring Reiki and other spiritual pursuits, and traveling.

**PROPOSED ANNUAL OPERATING BUDGET FY 2026-2027**

	Total 2025-6	Total 2026-7
	Budget	Budget
<b>Revenue</b>		
4000 PLEDGE REVENUE-CURRENT YEAR	191,000.00	182,000.00
4030 NON-PLEDGE REVENUE-OFFERTORY	7,000.00	8,000.00
4100 FUNDRAISING REVENUE	2,500.00	1,500.00
4200 RENTALS-BUILDING	6,000.00	12,000.00
4205 RENTALS-PARKING	8,345.00	9,070.00
4300 ENDOWMENT GRANT	80,003.00	86,446.00
4350 ENDOWMENT MINISTERIAL GRANT	129,372.00	76,366.00
4350 ENDOWMENT CONG GROWTH SUPPORT GRANT - New		56,000.00
xxxx BELOVED CENTER GRANT ALLOCATION		16,000.00
<b>Total Revenue</b>	<b>\$ 424,220.00</b>	<b>\$ 447,382.00</b>
<b>Gross Profit</b>	<b>\$ 424,220.00</b>	<b>\$ 447,382.00</b>
<b>Expenditures</b>		
5000 ADMIN-SALARY	36,400.00	38,220.00
5200 DSD-SALARY	56,650.00	58,349.50
5210 DSD-HOUSING (deleted)		
5220 DSD PROFESSIONAL EXPENSES	2,575.00	2,650.00
5400 PAYROLL FEES	1,500.00	1,500.00
5500 PAYROLL TAXES	10,823.00	11,147.69
5600 INSURANCE-DISABILITY		
5605 INSURANCE-HEALTH & DENTAL		
5705 RETIREMENT-ER CONTRIBUTION	4,179.50	4,304.89
5710 RETIREMENT-ER MATCH	4,179.50	4,304.89
5805 DUES-PEACE	1,500.00	1,500.00
5810 DUES-SE CLUSTER	200.00	200.00
5815 DUES-UUA	13,039.00	14,343.00
5820 FEES-MISC.	250.00	250.00
5825 FEES-SOFTWARE	4,000.00	4,000.00
5830 FEES-TRANSACTION	500.00	500.00
5840 EQUIPMENT LEASE	1,500.00	1,500.00
5850 MARKETING & ADVERTISING	500.00	500.00
5860 OFFICE SUPPLIES	250.00	300.00
5865 POSTAGE & MAILING	400.00	300.00
5870 PROGRAM EXP-ADMIN	500.00	500.00
5890 TELECOMMUNICATIONS	5,500.00	3,000.00
6000 MINISTER-SALARY	52,757.00	65,267.00
6005 MINISTER-HOUSING	35,171.00	36,577.00
6100 MINISTER FICA-IN LIEU OF TAXES	6,726.00	4,992.93
6200 MINISTER INSURANCE-DISABILITY	1,404.00	1,143.00
6205 MINISTER INSURANCE-HEALTH & DENTAL	14,406.00	18,306.00
6210 MINISTER INSURANCE-LIFE	604.00	740.00
6305 MINISTER RETIREMENT-ER CONTRIBUTION	4,396.50	4,572.36
6310 MINISTER RETIREMENT-ER MATCH	4,396.50	4,572.36
6500 MINISTER EXPENSES & EDUCATION	8,000.00	8,000.00
6600 MINISTER SEARCH, RELOCATION & INST'N	5,000.00	0.00
6700 MINISTER SABBATICAL FUND		5,000.00

<b>7000 A/C CONTRACT</b>	1,600.00	1,600.00
<b>7100 ALARM-FIRE/SPRINKLER SYSTEM</b>	5,166.00	5,166.00
<b>7200 HOUSEKEEPING SUPPLIES</b>	900.00	900.00
<b>7300 INSURANCE-BLDG &amp; LIABILITY</b>	28,190.00	28,190.00
<b>7305 INSURANCE-WORKMENS COMP</b>	2,050.00	2,050.00
<b>7310 INSURANCE-FLOOD</b>	6,350.00	6,350.00
<b>7400 LAWN &amp; LANDSCAPING</b>	10,000.00	12,000.00
<b>7500 PEST CONTROL</b>	1,025.00	1,025.00
<b>7600 REPAIR &amp; MAINT</b>	14,000.00	14,000.00
<b>7610 FURNITURE, FIXTURES &amp; EQUIP</b>	3,000.00	3,000.00
<b>7700 TRASH</b>	5,228.00	5,860.00
<b>7800 UTILITIES</b>	11,275.00	12,000.00
<b>7900 PORTER/PROPERTY MANAGEMENT</b>	16,640.00	17,472.00
<b>8005 PROGRAM EXP-CARING</b>	500.00	500.00
<b>8010 PROGRAM EXP-DECOR</b>	400.00	400.00
<b>8015 PROGRAM EXP-HOSPITALITY</b>	750.00	500.00
<b>8020 PROGRAM EXP-JAM</b>	1,200.00	1,200.00
<b>8025 PROGRAM EXP-LRE CHILDREN'S STAFF</b>	3,900.00	3,900.00
<b>8030 PROGRAM EXP-LRE SUPPLIES</b>	2,000.00	2,000.00
<b>8035 PROGRAM EXP-MEMBERSHIP</b>	500.00	500.00
<b>8040 PROGRAM EXP-MUSIC DIRECTOR</b>	21,129.00	21,762.87
<b>8045 PROGRAM EXP-MUSIC SUPPLIES</b>	1,200.00	1,200.00
<b>8050 PROGRAM EXP-SANCTUARY SERV</b>	3,300.00	3,300.00
<b>8055 PROGRAM EXP-SMALL GROUP MIN</b>	250.00	250.00
<b>8060 PROGRAM EXP-STEWARDSHIP</b>	400.00	400.00
<b>8065 WORSHIP SERVICE TECHNICIAN</b>	5,460.00	4,680.00
<b>8070 LEADERSHIP DEVELOPMENT</b>	500.00	500.00
<b>Total Expenditures</b>	<b>\$ 424,220.00</b>	<b>\$ 447,246.48</b>
<b>Net Operating Revenue</b>	<b>\$ 0.00</b>	<b>\$ 135.52</b>
<b>Net Revenue</b>	<b>\$ 0.00</b>	<b>\$ 135.52</b>

**Congregational Growth Support Endowment Grant Resolution (7b)**

*Be it resolved, the members of the First Unitarian Universalist Congregation of the Palm Beaches approve an additional drawdown of up to \$200,000, as determined by the Board, from the Permanent Fund of the Endowment to supplement the FY 2026-27 and 2027-28 operating budgets in support of strategic staffing and congregational growth initiatives.*

**Parsonage Purchase Congregational Support Resolution (8a)**

*Be it resolved, the members of the First Unitarian Universalist Congregation of the Palm Beaches support the purchase of a parsonage by the Endowment Committee as an investment of the Permanent Fund.*

**Parsonage Purchase Closing Cost & Contingency Resolution (8b)**

*Be it resolved, the members of the First Unitarian Universalist Congregation of the Palm Beaches approve the use of funds from the Permanent Endowment Fund at Janney, to be withdrawn as needed, to cover closing and contingency costs for the purchase of a parsonage property. The total amount shall not be more than 10% of the purchase price of the property.*

**Parsonage Maintenance Fund Resolution (8c)**

*Be it resolved, the members of the First Unitarian Universalist Congregation of the Palm Beaches approve an allocation of funds, as determined by the Board, from the Permanent Fund to the Capital Expense Fund to cover maintenance and capital costs relating to the parsonage not met by any adjustment to the ministerial compensation package.*

**1stUUPB Annual Meeting Minutes  
April 2025**

**TO COME**

**1stUUPB Special Congregational Meeting Minutes**  
**November 9, 2025**  
**11:30 a.m. - In the Sanctuary and on ZOOM**

CALL TO ORDER: (David Traupman) - 11:35 a.m.

QUORUM CHECK: (Kathe Bannigan) - 48 members present in the Sanctuary, 8 members present on ZOOM. We have a quorum. 40 members needed ( 98 total members of record.)

CHALICE LIGHTING/OPENING WORDS: (Rev. Latifah)

CALL TO COVENANT:

PURPOSE: Congregational vote needed for the passage of the proposed UU 8th Principle. Rev. Latifah, Chris Carsman, Lauren Furst spoke in favor of adding the proposed 8th Principle to our existing 7 Principles. David Traupman presented the Resolution as follows:

*“We, the First Unitarian Universalist Congregation of the Palm Beaches, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”*

Motion made by Larry Carsman, seconded by Robert Streb. Motion passed unanimously. (56 votes)

CAPITAL RESERVE FUND ALLOCATION:

Presented by Lauren Furst (Endowment) and David Traupman (President)

Purpose: To move \$100,000 from the Permanent Endowment Fund to the depleted Capital Reserve Fund.

*“Resolved, to authorize The Endowment Committee to transfer \$100,000 from the Endowment’s Permanent Fund to the Capital Reserve Fund no later than December 31, 2025. Up to \$100,000 of these funds may be applied to maintain or improve the physical plant of the Congregation including, but not limited to, emergency repairs, maintenance of buildings, and capital improvements or renovations, per the Congregation’s Investment Policy Statement.”*

Motion made by Drew Davis, seconded by Adrienne Coffin. Motion passed unanimously. (54 votes)

BELOVED CENTER UPDATES: Patricia-Andino Pabon briefly explained the purpose of the center and announced programs will begin in 2026. We have won a grant of \$29,000. A second grant of \$20,000 may be forthcoming.

CHECK OUT & EXTINGUISH THE CHALICE (Rev. Latifah)

ADJOURN: 12:10 p.m.