



**2026**

Annual Report

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# Peace United Church of Christ 2026 Annual Report

## Congregational Meetings

### Congregational Meeting Minutes | June 29, 2025

*Respectfully Submitted by Lisa Hoelsing, Past Moderator*

#### Meeting called to order at 12:04 by Tony Augimeri, Moderator

- Opening prayer – Pastor Dave. Special mention and prayers for those who have passed. Nancy Walker, Elizabeth Shilling.
- Check for quorum (including members attending remotely) – Congregational Support Committee. Quorum confirmed: 45 members present, 3 online.
- Thanks to outgoing officers, staff, and volunteers - Tony Augimeri
- Welcome to the council: Suzanne McLean and Paula Neef. Others continuing to serve discussed later.

#### Annual Report

- Highlights of the report with any questions regarding the content (excluding questions on the sections of the report for committees and groups that are specifically on the agenda: Stewardship, Peace Village Housing, Financial Report and Budget, Nominating Committee).
- Tony Augimeri declared that he was happy to be moderator. Life at Peace has re-awakened his spiritual life. Tony and Jim were inspired by the community. They were inspired by the prayerful community; a call to worship which brings purpose.
- Tony Augimeri thanked the committee chairs, highlighting an event or achievement for each this year.
- Pastor Dave added a correction to the membership report. Subtract one member. The report was made before Elizabeth Schilling passed away.
- Tony Augimeri called for a vote to accept the annual report with the above correction. Unanimous acceptance.

#### Introduction to Peace Arts committee's proposed changes to sanctuary.

- Tony Augimeri and George Sanderson displayed both the model and pictures of the sanctuary model showing proposed changes to it. These include getting rid of the pulpit, the lectern, the baptismal font, and the choir loft, and adding a lift.
- The model, with movable pieces, will be available in the church library until September.

#### Peace Village Housing Management Committee report – Jim Weller, Bill Walton, John Hall

- Jim Weller discussed the steps toward building the apartments this year. Our partners, Workforce, is presenting a change to the building because of increased cost over the years. The building will now be

a single building, not two. It will save cost by not having to dig into the hillside to create the second building. The building will be taller and have 10 more units to a total of 50 units. There are some other changes like an added amenity of being able to access the rooftop to relax. This is not approved by the city yet, but it seems to be within the allowable limits for being listed a small change that does not require another public viewing, or an approval process through the planning commission.

- There was a question on the floor of when the apartments would be rented. Jim Weller reported that the current plan is to begin renting apartments November 2028 and disbursement to the church in December 2028.

### **Capital Campaign report and celebration – Karen Cozza, Chair**

- Karen Cozza invited each member of the Capital Campaign upfront and lauded their various contributions, including Elizabeth Schilling's contribution, and said that she will be remembered.
- Pastor Dave was given a gift for his support and deep knowledge of Capital campaigns.
- It was a Yoda sculpture. Each table had poppers, and she held up the amount of money that has been raised by Capital Campaign and we all did our poppers to celebrate their great success at raising \$590,000.

### **Stewardship Campaign Report – Stewardship/Annual Fund Team**

- Lisa Hoelsing Discussed the current need for everyone to pledge. We have fewer pledges than last year. Detailed numbers to be presented by the finance committee report. There are pledge forms in the tables if anyone wants to pledge today or update the amount of their pledge.

### **Financial Report and Budget for 2025-26 – Bob Lange**

- First, The Finance team presented the 24-25 budget, income and Expenses, clearly, showing charts for income, expenses, and a chart for restricted funds. Detailed information, and charts in the finance team report in the annual Report.
- Then Bob Lange moved on to the 25-26 proposed budget. Highlights include recognition that we have far fewer people pledging. We are \$75,000 below the amount in the budget as proposed by the finance team.

Motion to approve the budget proposed by Bill Walton, seconded by Lote Sanderson

- **Discussion**
  - Questions confirming that the church is using all our facilities to the best of our abilities, so there's no way to advance that.
  - There was some discussion about changing how we rent to clients. We have made a promise to rent to mission specific clients rather than conferences, for instance. It was stated that to rent to - conferences, we would need to upgrade our facility so that would not be an instant solution. It could push out the mission specific people we rent to.
  - Pastor Dave discussed how he and his staff explored ways to rework the parking for UCSC, bringing in some more funding, which is very helpful.

- Bob continued on to discuss how this year's budget was based on last year's budget, but with some adjustments, for instance insurance went up for the employees, taxes went up. We had a line item in the 24-25 budget for fundraising at \$10,000 and the actual amount of money we raised was \$4,000 so in the 25-26 budget the fundraising line item is at \$4000.
- The Toney fund could be used to balance our budget. There's \$173,000 in the Toney fund.
- Matt Broadbent said that the budget is a statement of intent and an act of Faith.
- The last question was about the church's budget process history and whether we usually gathered enough pledges to cover our budget. Several people talked to that issue. There was a sense that we do commonly pass a deficit budget and we manage to get enough pledges to cover it. Jim Howley called the question.
- Jim Howley called the vote on the budget, Lisa Hoelsing seconded.
- We went back to complete the budget voting.
- The budget proposal was passed with 38 members approving, 3 members voted no and nobody abstaining.

#### **Presentation of election slate – Bill Walton, Chair Nominating Committee**

1. Slate as presented in the annual report.
  - Moderator - Tony Augimeri
  - Vice Moderator - Paula Neef
  - Past Moderator - Lisa Hoelsing
  - Treasurer - Tom Postlewaite
  - Secretary - Melodee Kistner
  - Building and Grounds - Bill Walton, Roger Bowers
  - Personnel and Pastoral Relations (PPRC)-Anne Rogers –
  - At Large: Jane Heyse, Suzanne McLean, Anna Hackenbracht, Karen Cozza
2. Motion to accept the slate proposed by Jane Heyse.
3. Second Lisa Hoelsing
4. Discussion consisted of supporting Anna Hackenbracht continuing on the council, thanking Paula Neef as vice moderator, thanking Tony Augimeri, Lisa Hoelsing for continuing on for a second year in their positions as moderator and past moderator.
5. Vote on slate- The vote was unanimous

#### **Closing Prayer – Pastor Dave**

#### **Adjournment – 1:47 pm**

## Congregational Meeting Minutes | January 25, 2026

*Melodee Kistner, Secretary*

A meeting of the congregation was held immediately after worship on Sunday, January 25, 2026. The sole item on the agenda was a motion to improve the flexibility of the Chancel space for various performance uses and for worship. The Buildings and Grounds Committee proposes to remove the existing unused choir loft, pulpit and lectern structures and refinish the areas exposed by their removal to provide better access and more open space. The existing architectural appearance, including visual design and finishes will be preserved.

The following motion was made:

To approve physical changes to the chancel area of the sanctuary as proposed by the Buildings and Grounds team in the description and schema provided to the congregation, with the understanding that there will probably be minor changes to the plan as the work progresses.

### Discussion

- Has the issue of Accessibility been included in the plan? It has.
- Cost? This is impossible to determine accurately until some of the demolition is done. A very rough estimate is about \$20,000. This money will hopefully come from grants.
- As much of the work as possible will be done by the Building and Grounds Committee.
- A quorum was determined to be present. There were 41 members at the meeting (23 needed for a quorum).
- The vote was unanimous in the affirmative.

**Adjournment – 11:50am.**

# Moderator's Report 2025-2026

*Submitted by Tony Augimeri, Moderator 2025-26*

If you remain in me and my words remain in you, ask for whatever you want and it will be done for you.

By this is my Father glorified, that you bear much fruit and become my disciples.

As the Father loves me, so I also love you. Remain in my love.

- John 15:5-7

In faith, this is the promise we make and strive to keep - to remain in Him, His word, and His Love. It's what brings us together in covenant and fellowship each Sunday. It leads us to see His face in the stranger, the poor and outcast, and it inspires us to follow Him through our works of compassion and mercy.

This is an awesome call that we answer, and it takes work, dedication, generosity of heart, and patience. Since first attending Peace United Church of Christ in 2008, and especially since I've served in various leadership roles for the past 6 years, I have witnessed this congregation's commitment to follow Jesus and remain with Him: in prayer, in support for one another, and in the church's ministries.

You can read about the particular ministries and committees in the Annual Report and in our Ministries and Committees booklet. You will perhaps find some group that you now want to participate in, from contemplative prayer and meditation gatherings to social justice activism. There are big and small ways you can participate. Sunday social hour clean-up crew can be a lot of fun!

## Highlights of the Past Year

We began this fiscal year 2025-2026 having just completed a very successful Capital Campaign. Some of the capital improvement projects have been completed, and others will begin soon, as we continue to receive pledged donations.

Our campus continues to serve various organizations, groups, and agencies that find our beautiful space here on High Street to be ideal for their purposes. In a typical week, we provide space for music lessons for children, 12-step groups, dance and yoga sessions and the Sunday night shelter in association with AFC. And of course, our major tenant, the Coastal Community Preschool.

Improvements are in the works to enhance our campus as a community center and venue for the performing arts. The buildings and grounds crew, along with our architectural and aesthetics committee, has been drawing up plans for reconfiguring the setup of the chancel area of the sanctuary to make it more attractive for performances and large events. They are in consultation with the newly-formed nonprofit organization, Peace Arts, whose mission is to provide an enhanced performance space for the whole Santa Cruz community. We had unanimous support for these changes, with a vote at a congregational meeting in January. The success of the return of the Sing-Along Messiah in December, and all the other stellar performances in the sanctuary attest to the attractiveness of Peace UCC as a center for the performing arts.

Sunday worship, led by Pastor Dave, and with music from our chancel choir and jazz band, continues to bring us together each week in prayer, song and fellowship. The livestream brings our worship services to those unable to attend in person, both near and far. The Sunday greeters make sure that visitors receive an extravagant welcome, with an invitation to join us for after-worship social hour.

Our church continues to be a public voice and face for social justice issues in our community, state, and nation. Through our membership and representation in COPA we advocate for the rights of immigrants and refugees, and work to ease homelessness with efforts to uphold tenants' rights and support affordable housing. With our participation in the Martin Luther King, Jr. parade and the Pride parade every year, we publicly affirm our commitment to diversity and civil rights.

## Challenges and Opportunities

The past year has not been without challenges and areas of deep concern for our congregation, however. Foremost of those challenges are the risks to the church's financial health over the next few years. The timeline for the Peace Village housing project to start producing revenue has had a number of setbacks. The budget plan we had thought would see us through - to make up shortfalls by tapping into reserves until we started to receive income from Peace Village - is no longer tenable. Our reserves will not see us through 2030 (when Peace Village housing revenue is expected to start).

A number of congregants, along with Pastor Dave, met several times last July, August and September, when it appeared that we were not going to attain the pledge goal that was presented in the approved budget for 2025-26. These meetings were intended to "thresh out" possible ways to cut expenses and increase income. We brainstormed a number of ways we could make some adjustments to our expenses, and came up with some modest ideas for increasing revenue. On December 7, we invited all congregants to attend an after-worship discussion on "bridging the gap" to discuss generating enough income to cover our operating expenses and sustain as many of our current ministries as possible until the rental income from Peace Village starts. Table groups prioritized income-generating ideas that church council and staff are still considering. Many suggestions center on expanding use of our facilities, with fee-based social and cultural events. The departure of our facilities manager, however, has left us in a place where we do not have the bandwidth to handle any major new events.

Church leadership and other members of the congregation are in the process of developing a new staffing model. The congregation will find out more about that when the proposed budget for next year is finalized. The goal is to be able to fulfill commitments we already have in place with renters, as well as consider how we could market our facilities and host more events and groups.

Our ability to meet these challenges now rests with the success of our pledge season, which began in early May. I work on the stewardship team that organizes the pledge drive for the annual fund. We have set a goal of \$300,000 for the upcoming year. Meeting that goal will give us some breathing room by allowing us to come very close to maintaining our current operating expenses and ministries without having to exhaust our reserves.

I hope to report at our annual meeting that we are on our way to meeting our pledge goals for the coming year. That would mean that the congregation can vote, without reservation, to approve the budget as presented, avoiding painful cuts that no one wants to consider.

We may or may not achieve all of our financial goals. The bonds that tie us together, however, are strengthened in the work we do, the generous giving of our time and talents. That's where the Holy Spirit is at work, where we remain in Christ's love, and through that communal effort and commitment, what we ask for is already given to us.

# Pastor's Report

*The Rev. David Pattee*

A pressing concern for church leadership in the 2025-26 program year was to readdress a years-long structural budget deficit while, at the same time, we sustain our mission of worship and service, advancing our excellent ministries. As you will see more fully documented elsewhere in this collection, the church has done well and much progress has been made, but the challenge remains.

It was a decade ago that Peace United Church of Christ established a plan for continuing to worship and serve from the High Street campus, supported by stable finances with a balanced budget. The plan included:

- Increasing the use of – and income from – our facilities as a community center and arts venue;
- Conducting a capital campaign for facility repairs and improvements;
- Developing Peace Village Housing, which would help to increase the supply of affordable/workforce rental apartments in this very expensive neighborhood while producing a new income stream for the church and its ministries.

Adding to our progress with this plan, there was powerfully creative generosity among our members. We were blessed with strong financial giving and fundraising projects, leaders finding more cost-effective ways to do our work, and many thousands of dollars worth of volunteer labor and other in-kind gifts that advanced the cause.

A capital campaign was conducted, exceeding the goal, funding a lot of good work on the facilities that has already been completed. Along with a resident pre-school and a piano studio, our campus is used by more than 60 university students renting parking spaces, and by more than a dozen community and arts organizations, with their fees bringing significant revenue to the church. And, though our housing team leaders and developer partner have engineered impressive progress through the years, the Peace Village Housing project, expected to produce a new income stream, more than enough to balance the budget, is still at least a year from breaking ground. As the saying goes, *Ay, there's the rub!*

The plan was sound and our follow-through has been excellent, but the last decade brought pestilence and fire and unexpected staff changes to an already complicated process that has made the Peace Village Housing project frustratingly slow.

Drawing from reserve funds to cover a budget deficit was expected to carry us through until there was income from Peace Village Housing. The problem is that the housing project has taken so much longer than anyone expected, and by the time we were fully entitled to begin the final phases of design and construction, some of the financial assumptions for the project were no longer valid. Changed financial realities required a slightly larger project, an adjusted design, an additional period of review, amended entitlements, and a longer time of drawing from our reserve funds which are now alarmingly low.

Our aims are worthy, our members are committed, and our leaders are faithfully addressing the challenges we face, honestly, intelligently, committed to our mission. We're so close... and I am confident that together we will find ways to continue in worship and service from the High Street campus... with a balanced budget!

Again this year, Peace United is a "silver" sponsor of the Santa Cruz Pride Festival. We're part of leading the Interfaith Pride Service, June 7<sup>th</sup>, 9:30am, downtown on Plaza Lane, and then marching together in the parade that starts at 11am. The following Sunday, June 14, in our sanctuary, at 3pm, we'll present *Considering Matthew Shepard*. Directed by Cheryl Anderson and involving several members of our Chancel Choir, this is a dramatic work of music that explores the life and legacy of a 21-year-old gay college student whose infamous

murder in 1998 stirred a national movement in support of Queer youth and justice for LGBTQ+ people. Right after the performance there'll be a panel discussion with community leaders and audience participation.

I am very grateful for Joliene Wade's increasing leadership in our ministries with children, youth and families. We now have programming for children on the first and third Sundays of the month, and Joliene regularly produces video curriculum for our families, along with coordinating the monthly Kids Night Out. Also, Joliene has joined in with our Second Sunday Student Lunch for college students.

Early in the spring, Aaron Abeyta gave notice that he would be moving back to southern California, resigning as our facilities manager, effective Easter Monday. The decision was made not to hire a new facilities manager, but to disaggregate and reassign the functions of that role in a way that might serve our needs for less money. This required a comprehensive rethinking of where and how we deploy staff. An outside contractor was hired for weekly cleaning. Scheduling, contracts and customer relations were shifted to our office manager, Devon Obert. To open up time for these new responsibilities in Devon's work week, Joliene Wade agreed, temporarily, to compose and publish our newsletter, and an offshore contractor was engaged to prepare our booklet of committees and the annual reports. Also, we will be hiring a six-hour-per week financial secretary who will take that part of what was Devon's job. Members of our Buildings and Grounds team have picked up additional responsibilities for ordering supplies, setup for congregational events, and making sure the buildings are locked up overnight. We've given keys to smaller groups that use the facility regularly and asked that they take care of their own setup and cleanup. We've asked our part-time custodian, Tyler Brousil, who had worked only on Sunday afternoons and Monday mornings to come in for some Saturday events. And we've made special arrangements with volunteers and/or temporary hires when we needed additional help on the weekends.

As we learn to make this new way work, I am trusting that everyone in the congregation will understand we do not have any staff who are "generally" available to support your use of the facility. Our very small staff is tightly focused on doing what is necessary to keep the place open and accessible. As you plan to use space at the church for a meeting or event, please be sure you have scheduled through the office, and be prepared to manage your own setup and cleanup.

The worship and spiritual life of this church is a great joy and every service is special, but I want to highlight some things that were new or different in the last year. September 14 we celebrated Founder's Day (September 13, 1857) during our Sunday morning service, with Matt Broadbent presenting an historical program at the Perennials meeting afterward. I hope to make this a tradition for the church, recognizing its history in a way that energizes its ministry for the future. November 9 our service was a Festival of Favorite Hymns and Anthems that certainly wants to be repeated this coming fall. And for Good Friday, April 3, the traditional liturgy was replaced by a liturgical concert featuring the Duruflé *Requiem*. This was very well received, with much more participation than we've been used to having on Good Friday, and I expect we'll repeat the idea next year. Cheryl Anderson is planning to prepare the choir to sing the Fauré *Requiem*.

Phil Spradling took the lead in forming and facilitating a men's fellowship group that started in December and has established itself through the succeeding months. Beverly Brook and I led a group in October reading and discussing *How to Read a Book* by Monica Woods. For the Wednesday evening Lenten services our supplemental text was *How We Learn to Be Brave*, by Mariann Edgar Budde.

The Worship Team organized in the fall of 2023 has continued to develop as a hub of creativity. It has encouraged and coordinated a variety of individuals and small groups in the enhancement of our worship experience. Of special note this year, we have magnificent new Pentecost banners in the sanctuary.

There is so much creative work and sacrificial service going on in our congregation, acts here and there, large and small, that don't appear in my report and maybe not in any of these annual reports. They may not be named, but they can be recognized and celebrated in the spirit and energy of our community!

To all our members and friends, to the church's lay leaders and our stalwart staff, I offer my admiration of your talents and my thanks for your commitment to service. It is an honor and joy for me to be in ministry with you.

# Financials and Budget

## Finance Report | Fiscal Year 2025-2026 & Proposed Budget for 2026-2027

*Respectfully submitted by Tom Postlewaite, Peace UCC Treasurer*

### At the Crossroads

In recent years, Peace United Church of Christ has faced challenges operating on a deficit budget. To address these concerns, the Finance Team and Treasurer recommended keeping the congregation regularly informed about our financial status. We implemented a monthly "weather report" in our weekly e-news, "What's New at Peace," providing a snapshot of our monthly income and expenditures.

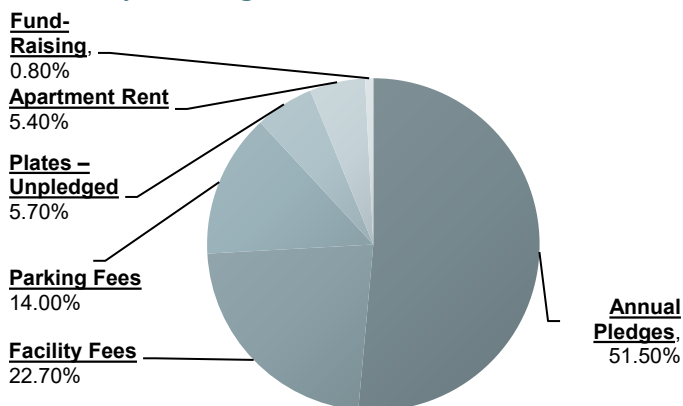
These reports revealed a pattern: at the start of the fiscal year, income often appears strong, thanks to a surge in parking lot rentals and initial pledges. However, as the year progresses, monthly expenditures exceed income, moving from sunny forecasts to cloudy, and eventually stormy conditions. On average, monthly revenues have been \$41,472.87, while expenditures have averaged \$45,383.81, leaving us with a monthly shortfall of about \$4,000. Over the course of the year, this accumulates to a shortfall of approximately \$48,000.

Given these operational demands, the Finance Team recommends maintaining a reserve of three to six months of operating expenses. Unfortunately, to follow this guideline, we had to draw from reserves three times this year, each withdrawal between \$40,000 and \$50,000. As a result, our Peace UCC Toney Fund now stands at \$59,000—short of the recommended three to six months, as we now have just enough to cover one month.

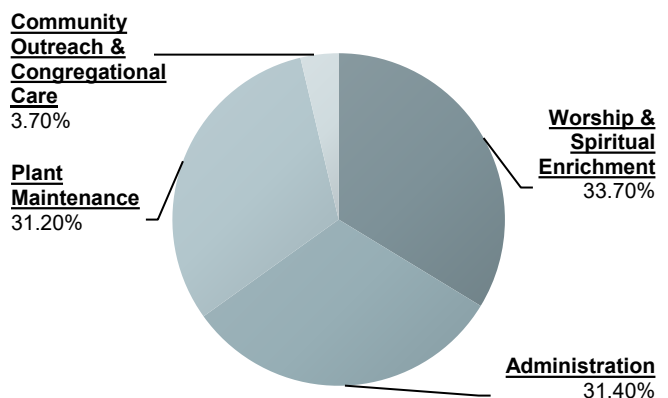
These findings prompted the Finance Team to recommend a meeting of the Council, Finance, Stewardship, the Peace Village Housing Management Team, and our Pastor. Together, we decided to hold two congregational meetings to further inform and engage everyone on the state of our finances.

Below are a couple of circle graphs to illustrate where our revenues come from and how expenditures are dispersed. Please note that the major sources of revenues are the annual pledges (51.5%), then facility rentals, and rental of parking. Note, also, that there are three major areas of expenses: Worship and Spiritual Enrichment, Administration, and Plant Maintenance.

#### Revenue by Percentage



#### Expenditures



In many ways, managing our church's finances is not unlike managing a household budget. Just as a family monitors income from salaries and compares it against monthly expenses like groceries and utilities, we, too, rely on consistent pledge income and must balance this against key areas like worship, administration, and maintenance. Also, just as prudent households keep an emergency fund, we do this with our reserves, ensuring we can weather unexpected costs or downturns. We have invested funds with United Church Funds. We have six funds each with a singular purpose like the Vera Taylor funds. Below is a snapshot of our funds with their amount. These funds are managed by United Church Funds at the direction of the treasurer and our investment team. To be clear, as we move into this next year and succeeding years, the fund we rely on for bolstering our monthly operations is the Peace UCC Toney Fund.

<b>Fund</b>	<b>Current Value</b>	<b>Purpose</b>
Peace UCC Capital Campaign	\$61,276.41	Guided by the mission of the CC.
Peace UCC Maintenance Fund	\$40,961.51	Funds for operational maintenance. Has a projected 3-4 year period of life.
Peace UCC Site Maintenance Reserve	\$53,074.68	Funds non-operational projects, e.g. roofing, infrastructure projects.
Peace UCC Toney Fund	\$59,737.11	This is our operational reserve.
Peace UCC Fund	\$135,920.92	<b>Restricted fund</b> for Vera Taylor. Guided by the behest of Vera Taylor and managed by the Vera Taylor committee.
Peace UCC Vera Taylor Fund (note: Peace has an active loan to pay that has been deferred temporarily.)	\$378,209.22	<b>Restricted fund</b> for Vera Taylor. Guided by the behest of Vera Taylor and managed by the Vera Taylor committee.
<b>Total Invested</b>	<b>\$729,179.85</b>	

## Looking to the Future — the Proposed 2026-2027 Budget

On the following pages is a detailed budget for Peace United Church of Christ, covering both the fiscal year 2025–2026 and the proposed budget for 2026–2027. It breaks down income sources (like pledges, facility fees, and rents) and expenses across categories (worship, outreach, administration, and plant maintenance). It also notes specific changes, such as new appointments and cost adjustments. The new appointments did not exist for the 2025-2026 budget so the comparison between the two budget years is not parallel.

	<b>Budget 2025-26</b>	<b>Budget 2026-27</b>
<b>Income</b>		
Pledges	275,000	270,000
Plate & Unpledged	30,000	28,000
Vera Taylor Loan	-	10,000
Facility Fees (Net)	120,000	130,000
General Fund Raising	4,000	7,500
Apartment Rent	26,184	28,344
Interest General Fund	100	100

## Budget 2025-26

## Budget 2026-27

Income		
Parking Fees (Net)	59,300	59,300
<b>Total Income</b>	<b>514,584</b>	<b>533,244</b>

## Budget 2025-26

## Budget 2026-27

Expenses		
<b>Worship &amp; Spiritual Enrichment</b>		
<b>Senior Minister</b>		
Salary	60,922	60,922
Housing	47,165	47,165
In Lieu of FICA	3,608	3,608
Annuity	14,692	14,928
Health/Disability	5,626	6,020
Professional Expenses	1,000	1,000
Minister Outreach Expenses	1,000	1,000
<b>Total Senior Minister</b>	<b>134,013</b>	<b>134,643</b>
<b>Worship &amp; Spiritual - Music</b>	<b>43,693</b>	<b>43,693</b>
Worship Supplies	\$1,800	\$1,000
<b>Total Worship &amp; Spiritual - Music</b>	<b>45,493</b>	<b>44,493</b>
<b>Total Worship &amp; Spiritual Enrichment</b>	<b>179,506</b>	<b>179,336</b>
<b>Christian Growth</b>		
Christian Growth - Other	-	-
Childcare	-	-
Children's Programs	-	-
<b>Total Christian Growth</b>	<b>-</b>	<b>-</b>
<b>World &amp; Community Outreach</b>		
World & Comm. Outreach - Other	150	-
Gay Pride Outreach	1,150	1,000
AFC Shelter Dues	1,000	1,000
OCWM & Conference Support	8,900	8,900
UCC Camp	-	-
COPA Dues	1,000	1,000
<b>Total World &amp; Comm. Outreach</b>	<b>12,200</b>	<b>11,900</b>
<b>Congregational Care</b>		
Cong. Support Committee & Socials	2,500	1,000
Caring Ministry	-	-

## Budget 2025-26

## Budget 2026-27

<b>Expenses</b>		
Publicity	2,500	1,000
Stewardship Committee Exp	200	200
<b>Total Congregational Care</b>	<b>5,200</b>	<b>2,200</b>
<b>Administration</b>		
<b>Administrative Salaries</b>		
Bookkeeper, consultant	15,660	15,660
Office Manager	70,880	70,880
Office Manager, Health	20,041	21,444
Finance Secretary		7,176
A/V Operator	6,386	6,000
HR Consultant	-	
<b>Total Administrative Salaries</b>	<b>112,967</b>	<b>121,160</b>
<b>Administration - Other</b>		
Office Supplies	6,000	3,996
Copying/Printing	6,000	7,000
Office Equipment	6,000	7,000
Merchant & Bank Fees	800	2,000
Bank Charges	1,000	
Tax Prep/Audit	1,500	1,500
<b>Taxes and Assessments</b>		
State & Fed. Taxes Parking	520	-
Property Assessments	1,200	1,200
<b>Total Taxes and Assessments</b>	<b>1,720</b>	<b>1,200</b>
<b>Total Administration - Other</b>	<b>21,300</b>	<b>21,496</b>
Employer Paid Payroll Taxes	25,645	22,461
Workers Comp	8,100	5,435
Payroll Expenses	1,200	1,200
<b>Total Employer Paid Payroll Taxes</b>	<b>25,645</b>	<b>29,096</b>
<b>Total Administration</b>	<b>161,632</b>	<b>172,952</b>
<b>Plant (Site) Occupancy</b>		
<b>Plant Maintenance - routine</b>	-	7,000
Utilities	57,120	60,547
Liability/Property Insurance	21,853	27,213
Janitorial Supplies & Maint.	1,500	1,250
Grounds Supplies & Maint.	2,200	1,750

	Budget 2025-26	Budget 2026-27
<b>Expenses</b>		
Organ Maintenance	2,000	2,000
<b>Plant Occupancy - Other</b>	<b>84,673</b>	<b>99,760</b>
<b>Facilities Manager Expenses</b>		
Custodian1 Wages	81,339	20,800
Custodian2 Wages	10,300	15,136
Custodial Service	64,272	30,600
Total Custodial Expenses	<b>91,639</b>	<b>66,536</b>
<b>Total Plant (Site) Occupancy</b>	<b>176,312</b>	<b>166,296</b>
<b>Total Expenditures</b>	<b>534,850</b>	<b>532,684</b>
<b>Transfer from Peace UCC Plant Maintenance Fund</b>		
		<b>7,000</b>
<b>Net Operating Revenue</b>	<b>(20,266)</b>	<b>7,560</b>
<b>Diverted to Site Maintenance fund - long term 10% of facilities &amp; apartment rent</b>		
	<b>7,309</b>	<b>7,917</b>
<b>Total Deficit/Surplus</b>	<b>(27,575)</b>	<b>(357)</b>

**Notes:**

- A 7% increase was used for health and disability for all full time employees .
- The line for Plant Maintenance has a UCF investment that covers these expenses for 3 years. The UCF Plant Maintenance Fund has \$41,000.
- Liability and Property Insurance has a 25% increase over last year. Payments are made quarterly.
- There are designations In Plant Maintenance do not match those of the 25/26 budget as there are new positions and past ones that have been dropped.
- The line below Net Operating Profit is an amount deposited into Peace UCC Site Maintenance Reserve. While it appears to represent an added deficit. It is a commitment to build the Site Reserve Account.

## Capital Campaign Committee

*Submitted by Karen Cozza*

### Purpose

The Capital Campaign, which was part of the Comprehensive Campaign, was charged with soliciting donations for the long overdue maintenance and updates to our Peace UCC facilities. The goal was to raise \$500,000 in pledges over three years.

### Accomplishments

The campaign started in November of 2024 with visits to supportive donors during our quiet phase in which we raised approximately \$200,000.

In February 2025, we kicked off the campaign to all members and continued reaching out to our community audience until the end of June. We surpassed our goal by raising \$590,000 in pledges and celebrated with a luncheon for everyone on June 29, 2025.

We continued our campaign using a Go Fund Me webpage (<https://www.gofundme.com/f/support-peace-united-churchs-capital-campaign-a-place-for>) which has received over \$1700.

Thanks to our generous donors, Peace UCC facilities have all been repaired and painted. All the stonework has been power washed. Also, the railing on the west side of the Sanctuary was upgraded and a new outdoor water fountain installed. The total paint and repair cost was \$224,650.

The termite extermination project proved to be three times more expensive than our original estimate. All the buildings and the passage ways between the buildings had to be tented as well as treatment for subterranean termites. The total fumigation cost was \$72,414.

An unanticipated repair to the sewer line from the education building to the main sewer line resulted in a maintenance cost of \$10,000. A generous donor covered this cost to protect our capital campaign funds for other projects.

Capital Campaign expenses came to \$10,970 which included new computers for the office and a new church management software program called Church Meetings. We received a loan from the Toney Fund for our consultant, Indigo Skies, which is being repaid over the next two years as pledges are received.

The committee will continue meeting quarterly to oversee project expenses, follow up on pledges over the next two years and handle other business that might arise. The next project will be to replace the old boiler so we will have reliable heat in the fellowship hall, lounge, kitchen, and education building.

### Dedicated committee members include

Liz DeFrancesco, Susie Land, Jane Heyse, Suzanne McLean, Karen Cozza, Grant Erickson (honorary chairman) and Rev Dave Pattee (advisor)

## Stewardship Annual Report 2026

*Submitted by Maryse Postlewaite*

Throughout this past year, the Stewardship Committee has honored the time, talent, and treasure of our friends and members. The sense of community and building relationships, reflecting our faith community is inspiring.

This year's Annual Fund drive has a new look. Coordinating with Devon, we created a trifold to include the pledge letter and form. Lisa Hoelsing made our display which shows the rise of a hot air balloon as the pledge amount increases. Our goal is \$300,000 to match the Finance Committee's proposed budget for 2026-2027, which expects to be a balance budget. Help get us "over the rainbow."

We make weekly announcements during Sunday worship and in a post in the newsletter to keep our church members and friends updated. Three members shared their testimonials during the offertory providing encouragement and inspiration.

Following Consecration Sunday on June 14th, follow up calls and emails will be initiated to encourage those who have yet to pledge.

For the 2025-2026 fiscal year, household's pledges were \$244,000 toward the operating budget of \$275,000. Through end of April 2026, we have received \$213,383 of that pledged amount. We project receipt of a total of \$244,350 by the end of June. Thank you.

For the 2026-2027 fiscal year, as of mid-June there are **58** households that have pledged. We have a pledge amount of **\$220,578.11**. Our goal of \$300,000 would give us a balanced budget as proposed by the Finance Committee.

We have continued the monthly Featured Ministry. It's highlighted on the bulletin board in the Narthex, information is posted in the newsletter and featured during the offertory. Although many ministries have been featured, we invite ministries to be featured again. This is a simple way to highlight the many activities in the life of our faith community.

The booklet of our Ministries, Committees, and Groups has been updated with the help of Karen Cozza and a contract writer.

We continue to accept pledges for the 2026-2027 fiscal year. Please consider pledging an amount which reflects your financial situation, if you have not already done so. If you have already pledged, thank you. As we approach the end of June, please consider increasing your pledge if we have yet to meet our goal. Help us get "over the rainbow" as shown by our display in the Narthex. We invite and value all pledges.

Thank you for all the ways you support Peace United Church of Christ.

# Committees and Ministries

## Buildings and Grounds Committee

*Submitted by Roger Bowers and Bill Walton*

### Purpose

Maintain and enhance PUCC's buildings and grounds

### Accomplishments

Project	Cost
Contracted for painting the exterior of all PUCC buildings. Worked with the Architectural Aesthetics committee for selection of colors.	\$ 225K
Contracted for termite fumigation and subterranean termite treatment.	\$72K
Contracted for replacement of a broken section of sanitary sewer pipe.	\$9K

The following projects, repairs, and maintenance were accomplished by our skilled and dedicated Buildings and Grounds crew. These volunteers give hundreds of hours of volunteer time and expertise at considerable cost savings to Peace United to ensure that our facilities are maintained and in good working order.

- Designed and requested congregational approval for chancel modifications.
- Contracted to mow upper meadow for lessee (earning \$1,000/month).
- Rebuilt railing on the west side of the sanctuary.
- Created a secure and out of the way location to store propane barbeque.
- Removed juniper and relandscaped main church entry.
- Seasonally reset boiler and timers for lighting and irrigation.
- Refurbished handbells.
- Repaired various doors, locks sets, lights, outlets, sinks, and toilets.
- Maintained grounds landscaping, including planting, pruning, weeding, mulching, fertilizing, and watering.
- Cleaned outside walkways, stairs, rain gutters, drainage swales, furnace air grates, furnace filters, hot water heaters, and windows.
- Repaired cleaning equipment, installed office furniture, and modified office doors.
- Worked with the A2A committee to identify short- and long-term improvements needed to enhance facility and site accessibility.

## Accessible to All (A2A)

*Submitted by Lisa Hoelsing*

### Purpose

The Accessible to All (A2A) Committee supports the A2A designation that we earned from the UCC church. The A2A committee hopes to bring information and understanding to our Peace UCC community around issues of accessibility. Each year we plan an accessible Sunday, which is the second Sunday of October.

### Accomplishments

This year we focused on Mental Health accessibility. For the October accessibility Sunday we had three people come to speak. Two were from NAMI, and one person spoke openly about his personal mental health problems and journey.

After the service, we had a small fair where people could get pamphlets about where to find resources for mental health issues and purchase items that supported Mental Health in Santa Cruz County.

We have begun planning for next October's accessibility Sunday which will focus on physical accessibility. Again, we plan to have a focused Sunday service, followed by a business fair afterwards.

We've been reading liturgical passages that discuss accessibility and listening to songs that support accessibility. We hope to use these in the October accessibility Service.

## Chancel Choir at Peace United

*Submitted by Cheryl M. Anderson, Director of Music*

### Purpose

The purpose of the Chancel Choir includes, but is not limited to:

- Providing choral/vocal music for the worship service that reflects the topic of the sermon and message of the day
- Choose music that is interesting, challenging, appealing to both choir and congregation
- Strive for musical literacy and fluency to allow the singers and congregation to derive inspiration, consolation, and joy from the Anthems and special musical events

### Accomplishments

The challenges of an all-volunteer church choir include wide range of abilities, fluid attendance, mobility, and unfamiliarity with the level of engagement required to sing well in an ensemble. These challenges pale in comparison to the joys and accomplishments of working together. PUCC Chancel Choir works hard, loves to laugh and have fun, members are 100% supportive of one another and of the process we use. They are kind, funny, honest, creative, and have been, throughout the years, willing to do anything to help advance the church and its mission.

Through the music we sing, we cross-train. I choose music that allows them to learn what is appropriate in each period of music history, how worship is expressed by great classical composers or gospel, folk, pop,

unaccompanied and with organ and/or orchestra. We sing in English, Italian, German, Spanish, Latin, African dialects, and more. We always work to keep things interesting. Use of the voice and style of writing differs with each piece of music; we sing beautiful texts that stay with us long after the music has been.

While we usually have orchestra or brass for Christmas and Easter, this year we only hired two instrumentalists for Easter. A quartet of Handbell players from the choir: Roger Bowers, Larry Kistner, Scott Campbell, and Bill Walton, rehearsed, practiced assiduously, and played with the choir on a processional for Palm Sunday.

Usually we produce the Valentine Soiree, a themed event with food and drink, music from the choir and live/silent auctions. This event helps fund the various projects of the choir (instrumentalists for services at certain occasions) and the needs of the church.

The church year, 2025-26 we did not do the Soiree but focused on other projects designed to expand our knowledge and skill in other ways. We hoped to serve PUC and the wider Santa Cruz community through music to draw people to participate and enjoy the singing, the facility, and the workings of the church.

For the Christmas Season 2025, the Choir sponsored the return of the Messiah Sing-Along with orchestra as a community event. Each movement was conducted by a conductor from the community, we rented out Messiah scores for those who didn't have them so everyone could sing along; the church sanctuary was filled to overflowing, and we provided a reception for everyone in the Fellowship Hall after the event. It was fabulous. We had a great committee of people composed of choir members and non-singers who helped plan and provide support for this community event.

This year instead of the Soiree, we also chose to sing the Duruflé Requiem on Good Friday. It is a 45-minute, standard repertoire for choirs, masterwork using the Requiem text from the Catholic liturgy. It was a huge learning experience for the singers and the music was gorgeous. Instead of orchestra we focused on using our organ with Vlada Moran playing the accompaniment. We hired a Mezzo Soprano, Michele Rivard, soloist, (Voice Faculty, Santa Clara University), and Aria DiSalvia, cellist.

On June 14 we will produce Considering Matthew Shepard, a secular oratorio detailing the life and death of Matthew Shepard, a young gay man in Laramie, WY. It is a profound work from the tragic story that allows us insight about turning unthinkable acts of hate and cruelty into active acts of love. The work is of great worth with a gorgeous libretto and extraordinary music composed by Craig Hella Johnson. Members of the community are joining us to sing in the Choir; members of the church are building the "fence" on which Matthew was left to die, and Joseph Ribiero is our Stage Director. This work shines light on issues revealing the dark side of bigotry, hate, vengeance, and anger turned on, in this case: LGBTQ plus.

The special services and projects required adding some outside musicians, advertisement in local media, posters, materials:

### **Messiah Sing-Along**

	<b>Expenses</b>	<b>Income</b>
Orchestra	\$1,200	
Gifts for Guest Conductors	\$150	
Advertisement	\$1,600	
Refreshments	\$138	
Tickets at the door		\$150

	Expenses	Income
Checks		\$1,291
QR code advance sales		\$3,823
Ensemble Monterey check		\$285
Auditioning conducting		\$600
Gift for Ads (Ingrid Parker)		\$1,000
Gift		\$250
<b>Total</b>	<b>\$3,038</b>	<b>\$8,255</b>
<b>Net Income</b>		<b>\$5,217</b>

### Durufié Requiem

	Amount
Extra musicians	\$1,500
Gifts for leads	\$100
Advertisement	\$1,000
<b>Total Expenses</b>	<b>\$2,600</b>

*There was no charge at the door but there was a basket for gifts. The amount collected is not yet known.*

### Considering Matthew Shepard

	Expenses	Income
Musical Scores	\$300	
Pianist (Projected)	\$1,750	
Stage Director	\$1,000	
Sub conductor (Mike Locke-Paddon)	\$225	
Costume consultant	\$100	
The Fence	\$200	
Advertising	TBD	
Ticket sales (240 seats @ \$25)		\$6,000
<b>Approximate Total</b>	<b>\$3,575</b>	<b>\$6,000</b>

### Perspective and Looking Forward

The Chancel Choir at Peace United Church of Christ meets regularly every Monday night to prepare for the coming Sunday and music in the future. The members are diligent about being on time, marking their music, and giving the best they have for the cohesion of the church, the reflection of the text reading and sermon topic, and the enhancement of the worship service. Music allows another portal for processing the message offered. The deeper the involvement in the days' ideas, the longer they will last throughout the week and more.

## Sacred Music Festival

Because of our program, this choir is highly regarded in the area for choral music and bringing relevance and import to the worship service. Because of our desire to draw everyone into a community of trust, acceptance, and relevance, we desire to host a Sacred Music Festival. It would involve:

- Welcome and message from Rev. Pattee
- Guest choral clinician
- Invited choirs from around the area
- A day of singing:
  - Each church presents 2-3 anthems
  - All choirs combine under the direction of the clinician for a Vesper Service
- We end the day with a simple dinner

This is a format we used in past years with a lot of success before Covid.

## Other projected events

- Messiah Sing-Along December 15, 2026
- Soiree
- Masterwork: Fauré Requiem performance with chamber orchestra and local choirs
- Choir Retreat in the fall
- Classes outside rehearsal for Vocal Training, Rhythm, Pitch Reading, Sight-Singing
  - Many of the choir members do not read music and have no vocal training
  - Such classes would help immensely
- Choral Scholars - Students who are voice majors and with performance experience to Be given a stipend to be section leaders. This format is common practice with most congregations with choral programs. In the past I've used my Teaching Assistants from Cabrillo College; virtually all of those students now have church choirs of their own or sing in a church choir where they never had prior to singing at Peace.

## Children, Youth, and Families

*Submitted by Joliene Wade and Ingrid Parker*

### Purpose

The CYF team is committed to creating community for children and youth at Peace United Church of Christ and to supporting families in their faith formation.

### Accomplishments

Our Children, Youth, and Families team of Joliene Wade and Ingrid Parker focuses on building relationships, providing age-appropriate programming, and meeting families where they are. We are always interested in hearing new ideas for how we can be a welcoming place for children and their families. We are grateful for the enthusiastic participation of many church members ready to support this ministry.

### Kids' Night Out

One Friday a month, the CYF team hosts children at the church while parents enjoy an evening for themselves. Kids' Night Out starts with free time during which the children play ping pong and corn hole, while cultivating friendships. The children make their own pizzas, and while these are baking we have a small-group discussion about the theme for the month. After dinner we do a craft, learn a new song, and read a story together.

### Family Stories for Peace

CYF co-chair Joliene Wade produces weekly spirituality videos for Peace UCC families through her YouTube channel Divergent Spirit Ministries. These programs, theologically progressive and created with love, meld children's story time with bible lessons. They are available to all through the weekly newsletter and nourish seekers of all ages.

### Family Sundays

The Sunday after Kids' Night Out is Family Sunday, which includes a special time for children during the church service ("Word made plain") and a Sunday school program during the second half of the service. The theme for Kids' Night Out is coordinated with Family Sunday, and when possible we incorporate the children into the service. In 2026 we have been experimenting with a twice-monthly schedule for Sunday school programming; we are challenged by the need for extra volunteers during church services and welcome anyone who might have an interest in spending time with our children.

### Game Night

Also sponsored by the CYF team, game night brings together folks of all ages and all walks of life to share a little fun and some light bites. It is a great place to bring a friend and introduce them to our open and friendly faith community.

### Special Events

The CYF team pitches in to support family-friendly elements for holy days and special events throughout the year, including Advent crafts, the annual Christmas caroling party, Easter Egg hunt, and Homecoming Sunday.

# Congregational Support Committee

*Submitted by Jane Heyse, Chair*

## Purpose

This committee's goal is to extend extravagant hospitality to church members, friends, and visitors, focusing on Sundays at Peace UCC church. We organize and rely on a large volunteer base for Greeting in the narthex and sanctuary, and for Sunday Socials in the lounge, patio, and occasionally the hall. We also support maintenance of up-to-date data to facilitate the health of our congregation.

## Activities

We view hospitality as group endeavors: friendships grow by working together. Our Scheduler creates Volunteer schedules for two months at a time. For April-May, 2026, for example, 19 people were on the Greeter Schedule, and 22 were listed for Sunday Socials. In each arena, for each Sunday, there is a Lead Greeter, a Lead for Socials Set-up, and a Lead for Socials Clean-up. Teams then work under the guidance of their Leads. Procedures are written up as well as taught on the spot or through example. Greeters also conduct the Offering and help the pastor with Communion. A Kitchen Supervisor makes sure all supplies are present for beverages, snacks, and occasional meals. A Reminder texts all upcoming Sunday volunteers, and helps arrange for substitutes. Maintaining the Name Tags Boards is a weekly duty. When new members join, we make sure each is interviewed and photographed for an e-news bio. Further, our Pastor connects with this committee to arrange for support for planning and facilitating Memorials for church members.

## Data

In conjunction with the Pastor and our church's Office Manager, we maintain the following data:

<b>Visitors</b>	So they can receive a welcoming note, the weekly e-news, and then be contacted about their stated areas of interest
<b>Sunday Worship attendance</b>	The Lead Greeter counts heads on Sundays, and a committee member checks "hits" online on Facebook and YouTube
<b>Congregants</b>	Via a Directory of contact information, available to church leaders, updated in July and January
<b>"Major Life Events/Changes to Membership/Church Status"</b>	
<b>Current Members</b>	With a total count, and the 15% quorum number, all to verify voting in Congregational Meetings

Sunday Worship In-person Attendance, 2025-2026 ranged between **mid 60's to mid 70's**. Christmas Eve and Easter services were significantly higher. Online attendance occurred on Facebook and YouTube. We don't have data to determine the time length of the "hits". Facebook was viewed more than twice as often as YouTube. An example of a month's averages from Fall, 2025 was Facebook- 79 and YouTube- 33. Pastor Dave has received word of people viewing our services from all over the country and Canada.

	Members	Quorum (15%)
<b>2025–2026 (Official)</b>	145	22
<b>2026–2027 (Unofficial*)</b>	151	23

\*Unofficial count; official membership will be confirmed in July 2026.

## Special Events

We provide hospitality, relying on our volunteer base, for all-church potlucks, Second Sunday Student Luncheons, special Sunday meetings called for by the Church Council, Church Holy Days, and Congregational Meetings.

## Accomplishments and Challenges in 2025-26

As people come and go through our doors, we have continued to welcome new volunteers as others have stepped away. This spring we have had to reimagine Sunday Socials because of both a shift in volunteers and financial belt-tightening. We found that extravagance can be elegantly simple, as well as abundant. New Leads have emerged, as old regulars asked for lighter loads. We are gratified by some of our volunteers who wear both Greeter and Sunday Socials hats. We get excited when new volunteers join in the fun.

The committee met monthly on Zoom except for July/August and January. Pastor Dave Pattee joins our meetings. This year we have had seven additional members. We are looking for two or three new committee members to join our friendly, insightful hour-long monthly discussions!

The Kitchen Supervisor, with permission from the Office Manager and Bookkeeper, handles the ebb and flow of Sunday Socials donations cash, and turns in receipts for reimbursement that are not covered by the weekly cash intake. The annual budget allocated \$2,500 for the committee, but with generous donations of food and beverages, and a tight rein on expenses, we will probably end the year spending 1/4 to 1/3 of that amount.

## Benefits to the Congregation

Our congregation is well cared for at worship, and enjoys the socials both before and after worship. We receive many compliments, yet are always open to suggestions and critique, as we want to offer our faith community extravagant hospitality with inviting, attractive, joyous generosity.

## COPA

*Submitted by Cathy Sarto*

### Purpose

*Founded in 2003, COPA (Communities Organized for relational Power in Action) is a regional non-profit organization consisting of 28 dues-paying member institutions across Monterey, Santa Cruz and San Benito Counties. Within these member institutions - congregations, schools, non-profits, unions - COPA develops leaders capable of working together to address the issues affecting families in our community. PUC is a founding institution of COPA.*

## Activities

Walking the talk of our faith: This year's work has focused on housing, health care and immigration.

About 50 COPA leaders traveled to Sacramento in June to testify regarding the cuts to MediCal. In November, about 100 engaged with California Speaker of the Assembly Robert Rivas to describe the pressures on families in our area. Our work on this resulted in a reduction of the drastic proposed increases to MediCal premiums.

Many of our church members attended Rapid Response trainings to support our immigrant neighbors during immigration raids. In addition, many of us participated in trainings to support families in creating family care plans in case families are separated. This work is ongoing.

Peace members were instrumental in the development and passage of Measure C in the city of Santa Cruz, which is expected to garner \$100 million over 20 years for homelessness prevention and affordable housing!

## Communications Committee

*Submitted by Karen Cozza*

### Purpose

To coordinate, develop, and distribute communications about church events to members and to reach out to our larger community using newsletters, announcements, brochures, banners, social media and radio.

### Accomplishments

#### Peace United Website

Our committee provided news and information for webpages for Devon Obert to update our website. Devon updated our calendar for small group meetings and church events with input from those groups.

#### Publicity

Our committee publicized Christmas and Easter events in the Santa Cruz Sentinel newspaper and KAZU and KSQD radio with our budget funds of \$2000.

Notices were placed in all these free media for PUCC activities around Easter and Christmas, as well as other special activities such as the Messiah-Sing-Along:

- Lookout Santa Cruz
- Good Times Santa Cruz
- [santacruz.com](http://santacruz.com) (connected to Good Times)
- City Spark /Daily Pajaronian
- Patch.com
- The Sentinel
- Nextdoor
- The Humanities Institute Calendar (UC Santa Cruz)
- Facebook Group: The Santa Cruz Community
- Facebook Group: Santa Cruz Events
- PUCC Santa Cruz Facebook page
- Reddit/Santa Cruz

## Brochures, Banners, Newsletter

Devon prepared trifold brochures describing events for Advent and Lent seasons. These brochures were mailed to members who don't attend church in person and were available in the narthex for people attending concerts and other community events.

Our banners for Advent and Lenten season and special concerts are displayed under our Peace UCC sign at the church entrances.

The weekly digital newsletter sent by email provides information about the church services, announcements about church and community events, contacts for participating in church activities or reaching staff, and a prayer list for members. Members submit articles to the office by Thursday morning.

## Social Media

Our church service is streamed live on YouTube and Facebook every Sunday morning and can be viewed on those websites anytime.

We encourage you to share your pictures of events or news related to church activities by submitting them to Devon. She will post them on our Instagram and Facebook pages.

## Peace Arts Board

*Submitted by Rev. David Pattee and Rev. Dr. Susan Thistlethwaite*

### Purpose

Peace Arts is a registered 501 c3 (not for profit) organization with the state of California and has applied for tax exempt status. Peace Arts focus is to provide quality affordable venues for artistic rehearsals, performances and arts education for the Santa Cruz Community.

### Accomplishments

#### Peace Arts Board Meeting Minutes | April 12, 2026

<b>Chair</b>	Susan Thistlethwaite, Chair
<b>Board Members</b>	Matt Broadbent, Karen Cozza, George Sanderson

### Discussion

- Susan reported on her research. The National Endowment for the Arts is the best fit for our project and yet is having its grants and budget gutted by the Trump administration. Nevertheless, Susan will submit a grant.
- We should submit grants to the Arts Council, the Community Foundation of Santa Cruz, the Union Pacific Foundation and the ETC Performing Arts Grants.

## Action Items

- George will investigate the cost of a lift to add to the requests.
- Susan will contact Luke and ask about lighting costs.
- Matt and Karen will contact groups that have rented before and indicate our renewed direction with an eye to possible future rentals.

## Follow-up notes

Since the board meeting, Susan has submitted an inquiry to the Henry Cowell Foundation making our case for an additional grant from them. It was sent the third week of April and we have received no reply. Susan will follow up with an email to the Cowell Foundation the week of May 3.

The National Endowment for the Arts releases its guidelines for the next funding cycle on May 15 and Susan will circulate those to the Board.

Once we see what the NEA might cover, we should submit to the Arts Council, the Community Foundation of Santa Cruz, the Union Pacific Foundation and the ETC Performing Arts Grants. All of these have limited grants (averaging \$1,000) so we should consider them wrap-around grants once we submit to the NEA.

## Peace Village Housing Management Committee

*Submitted by Jim Weller, Co-Chair*

### Purpose

Generally, to manage the functions of Peace United Church of Christ and Peace Village Housing LLC (“PVH”) in relation to Envision Peace Village, LLC (“EPV”), which is the developer/owner/operator of the Peace Village Housing project.

### Accomplishments

- In October 2025, Sibley Simon, the managing member of EPV, presented a modified design for the Peace Village Housing project to the congregation, following updated construction cost estimates. The modified design is for a five-story building on a compact rectangular “footprint.”
- In collaboration with our PVHMC committee, EPV’s architectural firm, Workbench, and its engineering consultants, developed an application to the City of Santa Cruz planning department for what the City deems to be a “major modification” of our development entitlements.
- The application submittals to the City were deemed complete in February 2026. A city-sponsored community-oriented presentation of the modified project plans was held on April 30, 2026.
- The City Council will have approved our modified project plans by early June 2026, resulting in a new set of final project entitlements.
- EPV is working to secure funding for the project's costs, including preparing building plans and construction financing. Among other potential lenders and investors, EPV has discussed options for

construction loan financing and equity investment with the United Church of Christ (“UCC”) Building & Loan Fund and the UCC Cornerstone Fund.

- EPV continued to pursue various aspects of project development during the approval process. Entitlement will enable a variety of work processes, including equity and debt financing, preparation of construction documents, building permit approval, and initiation of construction.

## Benefits

- The Peace Village Housing Project will benefit the wider community by providing much-needed affordable housing, and it will benefit PUCG by generating a long-term revenue stream to support the church.
- The timeline for achieving project completion and full occupancy, after which revenue will begin to flow to the church, could reasonably be expected to take until July 2030, the beginning of the 2030-2031 fiscal year.

## Personnel Committee

*Submitted by Anne Rogers*

### Purpose

The Personnel Committee, formerly known as Personnel and Pastor Relations (PPRC) ensures that Peace UCC’s employee-related procedures are legally sound and meet the church’s needs for maintaining an effective and productive staff. We support staff with Human Resources related tasks, including recruitment and hiring, payroll costs and benefits budgeting, and organize the Pastor’s annual assessment.

### Accomplishments

- We developed and ensured completion of the pastor assessment (performance review) for our minister, Rev. David Pattee, during autumn of the current fiscal year.
- Jim Howley researched medical plan options and was able to avoid a large increase by switching Aaron and Devon to Kaiser.
- We conducted Facility Manager Aaron Abeyta’s exit interview, and members participated in the study of his role in an effort to eliminate the position to save money.
- Subsequently, we recommended giving Office Manager Devon Obert a reasonable salary increase to compensate her for taking on some of the Facility Manager responsibilities.
- We also recommended a salary increase for our assistant custodian, Tyler.
- We continued to give input to the Finance Committee on staffing levels and salaries to ensure our pay practices are competitive with those in the community.
- We continued to serve as a resource to Church Staff on various employee relations issues, keeping in mind updated legal requirements as well as our Christian values in making our recommendations.

- We gave input to the Pastor and Church Council to ensure Peace's HR-related procedures meet current state and federal regulations as well as our stated Personnel Policies and Procedures.
- We worked with our bookkeeper, Susan Robinson, providing general support in the area of Personnel Administration.

## Policies and Procedures Committee

*Submitted by Anna Hackenbracht*

### Purpose

Revise and update the Policy and Procedures Manual for Peace UCC

### Accomplishments

This year, the Policies and Procedures Ad Hoc Committee has moved ahead in several areas to reach the "completion goal line." We have a set of seventeen policies/procedures that will be in the Policies and Procedures Manual. They are based on interviews with PUCC staff and key members. The topics are:

- Accounting
- Building and Grounds
- Children, Youth, and Families
- Church Council
- Communications
- Congregational Support
- Donor Privacy
- Facility Emergency
- Facilities Management
- Gift Acceptance
- Guest Minister Speaker
- Office Procedures
- Pandemic
- Pastoral Care
- Personnel
- Photo and Video
- Records Retention
- Vera Taylor Scholarship

We developed a Policy and Procedures Manual outline for the final report.

We developed a template for the topics that would produce a common format.

### Next Steps

We will review each draft policy/procedure with the individuals we initially interviewed and other key people to ensure that it captures the essential elements of the policy/procedure, can be easily implemented, and identify other elements that should be included.

Following the review period, make necessary revisions to develop a final set of policies/procedures and incorporate them in a final Manual.

## Prophets of Hope

*Submitted by Rev. Beverly Brook*

### Purpose and Goal

To advocate for and to accompany our siblings incarcerated in Santa Cruz County.

Prophets of Hope jail ministry team provides an outward sign of radical hospitality. Jesus invites us to come out of ourselves to receive the guest, the inmate, the stranger, the youth, and the immigrant. We are called to see each person as a new revelation of the face of God.

When offered radical hospitality, a sacred space is created in our hearts, a place of reverence for the other person that enriches us as much or more than it touches the guest, the inmate, the youth. As we receive the guest with love and empathy we open ourselves to the possibilities of a transformative relationship.

In these challenging times, POH's radical hospitality graces us with Hope - with hearts open, there are endless possibilities in our radical encounters.

### Accomplishments

POH continues to provide five spiritual services for individuals incarcerated in the Santa Cruz County Jail and Juvenile Detention Center. We offer a compassionate and listening presence, reflections on sacred texts, singing, communion, and prayer.

POH provides support and radical hospitality for the families visiting individuals who are incarcerated and those who are being released from incarceration. We offer coffee, tea, homemade cookies, snacks, crafts, and books for the youngest visitors.

### Our Projects

<b>Women's Reentry Project</b>	Provides women being released from jail a small knapsack of new clothing and hygiene products. In 2025 POH provided a total of 130 bags to the county jail and to Monarch Services. Our Clothing Project team shares that each bag costs approximately \$35.
<b>Prayer and Advocacy team</b>	Meets monthly to debrief, inspire, share and brainstorm how we can support our siblings in jail.
<b>Resource Guide</b>	For individuals returning to the community with contacts to assist them and their families in navigating the system. The Guide was compiled and produced in conjunction with the National Alliance on Mental Illness (NAMI) to support families whose loved ones are incarcerated.
<b>Holiday Initiatives</b>	<ul style="list-style-type: none"> <li>• Tamale dinner at the juvenile hall facilities</li> <li>• Holiday snacks for individuals incarcerated in the county jail</li> <li>• Holiday gifts for youth incarcerated in the juvenile detention center</li> </ul>

POH co-hosted a book study group reading "How to Read a Book." The novel was based on a book study group inside a women's prison.

POH ministry is financially supported by PUCC members and outside grants. This year POH received two grants totaling \$2,500. Our main expenses are clothing for the women's clothing project, the lobby ministry and holiday expenses.

POH continues to be challenged in recruiting new volunteers who will go inside the facilities to provide spiritual services.

POH has benefited Peace by shedding a light on the families and siblings who are incarcerated in our county. Incarcerated individuals are an unseen community without a voice. Through our advocacy and radical hospitality, Peace hears the voices from inside.

## Vera Taylor Scholarship Committee

*Submitted by Chris Wellens*

### Purpose

The Vera Taylor Scholarship Committee administers the Vera Taylor Fund. The Committee receives and reviews scholarship applications, then awards funds to eligible applicants who have qualified for such grants.

Scholarships can be granted to full-time students at a community college or university or enrolled in certified programs that train for trades, such as culinary schools, dental hygiene, construction, electrician or plumbing. Scholars must maintain a GPA of at least 3.0.

### Accomplishments

- The Vera Taylor Scholarship Fund awarded six scholarships to Peace United Church of Christ students in 2025-2026:
- Six students received support for full-time studies at four-year colleges or community colleges for the Fall Semester.
- One of the six students did not qualify for the scholarship for the Spring semester.
- Five students received support for full-time studies at four-year colleges or community colleges for the Spring semester:

Student	College / University
Elias Gilbert	Peabody Conservatory at Johns Hopkins University, Baltimore Maryland
Levi Mulder	Loyola Marymount University, Los Angeles, California
Judah Mulder	Loyola Marymount University, Los Angeles, California
Jonah Blackburn	University of Utah in Salt Lake City, Utah
Nicola Ross Hall	Reed College in Portland, Oregon

- A "mini" grant was awarded to: Aidan Santa Cruz for music direction and singing coaching.

- Each week, the enews, "What's New at Peace", spotlighted one scholar with a picture and description of the scholar's educational and personal goals. More information is here: <https://www.peaceunited.org/verataylor>
- In October 2025, the Church Council approved a Pilot Program to grant one scholarship to a "Rising Scholar" this Fall 2026. Cabrillo College administers the "Rising Scholars" program, designed to support formerly incarcerated individuals with their studies.

## Financial Information

Disbursement	Amount
Fall semester	\$13,104
Spring semester	\$12,156
<b>Total disbursed 2024-2025</b>	<b>\$25,260</b>

### *OTHER DISBURSEMENTS*

Disbursement	Amount
Contractor Fees	469.66
Legal Fees	Brereton Law Firm provided their services pro bono

## Membership

Members of the Vera Taylor Scholarship Team this year were: Tom Postlewaite, Karen Cozza, Chris Wellens, Angela Meeker, and Tammy Simo. Chris Wellens was the representative on the Finance Committee and chaired the team this past year. In the coming year, 2026-2027 Chris Wellens will continue as the Chair. Membership on the Vera Taylor Scholarship Team is open to any interested Peace UCC regular attendee. Contact the Chairperson about serving on the committee or about the scholarship.

# Membership Report

Current information on the status of Peace United Church of Christ membership as of June 14, 2026. Last year the membership total was 148.

## Changes to Membership in 2026

<b>Deaths of Members</b>	1
<b>Transferred/Resigned/Moved/Removed</b>	6
<b>New Members Joining Through Reaffirmation</b>	8
<b>New Members Joining Through Baptisms</b>	1
<b>Current Membership</b>	<b>150</b>

## Council Nominations

*Submitted by Tony Augimeri, on Behalf of the Nominating Committee*

Peace UCC held its Congregational Annual Meeting to conclude the 2025-26 Church Year on June 29, 2025. The election for Church Council in the 2025-2026 Church year was held at that meeting. Council members elected were:

Moderator	Tony Augimeri	1 Year Term
Vice Moderator	Paula Neef	1 Year Term
Past Moderator	Lisa Hoelsing	1 Year Term
Secretary	Melodee Kistner	2 Year Term
Treasurer	Tom Postlewaite	2 Year Term
Personnel	Anne Rogers	2 Year Term
At Large Position 2	Karen Cozza	2 Year Term
At Large Position 4	Suzanne McLean	2 Year Term

The 2025-2026 Peace UCC Council is **nominating the following slate** of Council members for Congregational approval at the Congregational Annual Meeting to be held June 28, 2026

Moderator	Paul Neef	1 Year Term
Vice Moderator		1 Year Term
Past Moderator	Tony Augimeri	1 Year Term
Secretary	Melodee Kistner	2 Year Term
Treasurer	Tom Postlewaite	2 Year Term
At-Large Position 1	Anne Rogers	2 Year Term
At Large Position 2	Karen Cozza	2 Year Term
At Large Position 3	Jane Heyse	2 Year Term

Council members with an elected term that extends to the end of the 2026-27 church year are:

Personnel	Jim Howley
At Large Position 4	Suzanne McLean
Buildings and Grounds co-Chair	Bill Walton