



Annual Report
2025

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Peace UCC Annual Congregational Meeting Minutes 6/30/2024

Note: *The celebration of Roger Erickson's Retirement, preceded the actual meeting with Pastor Dave and Jane Heyse thanking him for all of his service and invaluable help over the years. They also reminded the congregation that he is retired and not to ask him to do things!*

Lisa Hoelsing, Moderator, called the meeting to order at 12:02

- Check for quorum: Jane Heyse, Congregational Support Committee, and Anne Rogers counted: 44 voting members present (including 2 that were remote). Note: Nick Piediscalzi was present at the start but was not there for all votes, hence a count of 43 later in the meeting.
- Pastor Dave gave the opening prayer, including prayers for those who had passed in the last year: *Candy Tanner, Dorothy Creely, and Alan McLean*
- Pastor Dave gave thanks to outgoing officers, staff, and volunteers. He extended thanks to all who serve in offices and who volunteer. He thanked Tony moving from Secretary to Moderator and Melodee Kistner stepping up to be Secretary. He introduced incoming and outgoing officers and thanked them all. (*Refer to slate below*)

I. Moderator's Message- Song/PowerPoint

- Lisa Hoelsing wrote a song that was distributed on the tables: "Annual Song"—we did not sing it due to time constraints.
- She shared a moving powerpoint of the year in pictures.

II. Annual report:

- Lynn Walton gave an oral report on the Senior Perennials. (*attached*)
- Lisa Hoelsing gave the membership report for the past year: 2 members passed, 2 members joined in matrimony on 12/17/23: David Pattee and Luke Shepherd, and there were 9 new members. There are 158 members in total.
- All committees and ministries have submitted yearly reports that are included in the church's annual report—except for Senior Perennials which was inadvertently left out.
- Moderator -Lisa Hoelsing, asks for questions on the committee reports.
 - The only question raised was about the Ad Hoc P & P Committee. The rest of the committees are just listed from the annual report.
- Question about the Ad Hoc group: David Pattee reports: They are interviewing staff and leadership. They are wanting to create policies and procedures that reflect where we are and that are in agreement with our bylaws. Anna H. joined via zoom and confirmed what David said. They have 2-3 interviews to do and are starting to analyze the results. They will be working on creating and modifying policy as needed. They are hoping to finish in a month or so.

III. List of current ministries, groups, and committees:

- Ad Hoc Policies & Procedures Committee
- Brewery Group
- Buildings & Grounds
- Children, Youth and Families
- Communications Committee
- Congregational Support
- COPA

- Faith Communities Rotation Shelter
- Finance Committee
- Floral Committee
- Green Team
- Housing Implementation Project (HIP)
- Pastoral Care
- Personnel and Pastoral Relations (PPRC)
- Prayer Team
- Santa Clara Assoc. UCC
- *Senior Perennials** (*left out of Annual Report)
- Stewardship
- Vera Taylor Scholarship
- Walking Women

IV. Staff Reports:

- Prophets of Hope
- Chancel Choir
- Jazz Director
- Facilities Manager

Lisa gave thanks to all these committees, groups, ministries and staff.

I. Stewardship campaign report –Maryse Postlewaite, Chair

- 80 households have pledged.
- She thanked Elizabeth, Mary Lois, Jim, Lisa and Julie as well as previous moderators for all of their help.
- She urged people not to be reluctant to serve on this or other committees. She discussed witnessing stewardship in ministries and committees, as well as financial support and said how much she enjoyed being part of this process.
- We have \$210,695 and our goal is \$300,000. She hopes people will pledge if they haven't and possibly raise their pledge if they have.
- She thanked everyone for their support.

II. Discussion on the Endowment fund was included in the Treasurer's report below.

- 3 Purposes of the Endowment Fund: Programs, Outreach, Site Maintenance
- It never reached its \$100,000 goal so may not be restricted any longer.
 - The proposal is to take approximately \$10,000 for plant maintenance for the next two years. ○ Cathy Sarto said it will be determined as to whether this needs to be a congregational vote or not.

III. Financial report and budget for 2024-25.-Cathy Sarto, Treasurer

- \$25,891 deficit budget is being proposed
- Remarks on background, meetings, discussions on Capital Campaign.
- Need for bank loan to bridge time until money for housing project comes in.
- Proposed cuts to World & Community Outreach and Music Programs—reduced by \$10,000 due to Lori Rivera's leaving and then another \$10,000 needs to be cut.
- Questions:
 - Questions on Prophets of Hope—it is not funded directly so there was no cut

- Questions on music cuts---looking at unit cost—per service
 - Dave reports that they are still in conversation
 - Choral Sundays 26 + 2 special probably about \$1,200 per service
 - Jazz would run about \$600 per service
 - They are looking at scheduling seasonally
- Question on budget as to the combining of both jazz and choir—Dave sees it as the only way forward to avoid excruciating cuts and looking at unit costs and states he will not participate if that is separated.
 - Decisions must be made by the end of September
 - Cuts would be made annually so this is for this year
- There will be about 4 years until the housing project produces revenue
- There would be 2 years of using the endowment fund for plant maintenance
- They plan to use the Christian Growth money set aside for Musical Mondays, for Children, Youth, and Families, since MM are no longer happening.
- Grant Erikson spoke to encourage everyone to give a little more and he will donate another \$2000!

The Moderator thanked Cathy Sarto for all of her work and for her presentation.

She then asked for a motion to approve the budget.

- Motion to approve the budget, Elizabeth Schilling
- Second: Bill Walton____
 - Discussion—no further questions
- Vote on Budget passed unanimously:
 - Live: In favor 42
 - Remote: In favor 1
 - No votes against or abstentions

X. Presentation of election slate – Bill Walton, Chair Nominating Committee

- Thanked Roger again and asked that he continue on Buildings and Grounds
- Slate is presented in annual report:
 - Moderator: Tony Augimeri
 - Vice Moderator: No Nominee 1 Year Terms
 - Past Moderator: Lisa Hoelsing

All other Council members serve 2 year terms:

- Secretary: Melodee Kistner (*added after report published*)
- Treasurer: Tom Postlewaite
- Personnel & Pastoral Relations Committee: Anne Rogers
- At Large Position 2: Karen Cozz
- At Large Position 4: Dave Furnish
- Motion to accept the slate, Lynn Walton, Second : Larry Kistner
- Questions and discussion: None and no volunteers for Vice Moderator
- Vote on slate passed unanimously:
 - Vote: In Favor: 42 in person
 - Remote: In Favor: 1
 - No votes against or abstentions

XI: Additional Item:

- Jim Weller raised the issue of reducing the budget deficit by starting with his \$10,000 and asking for others to increase their pledges.
- Ingrid Parker, Jane Heyse, Matt Broadbent, Joyce and Stan Cunningham, Tom Postlewaite, Melodee and Larry Kistner, Susan Thistlethwaite, Dave Pattee and Luke Shepherd, Susie Land, Karen Cozza, and Lisa Hoelsing all responded with donations totaling \$25,100 including Grant Erikson's donation above. In all the excitement we might have missed a few!

XII: Comments from Pastor Dave:

- In other churches people in leadership generally burn out and fade away and yet historically our past moderators have stayed very involved. He was encouraging folks to consider serving as Vice Moderator— and in leadership.
- He then discussed the need for fiscal responsibility and the fact that in spite of people stepping up, we still need to not lose that momentum of our critical purpose and ministry, and this is not the way to solve our financial issues in the future.

XIII: Closing Prayer – Pastor Dave.

Adjournment: 1:15PM *Lynn Walton*, Minute Taker, 6/30/24

Senior Perennials Report 2023-2024

Lynn Walton **Annual Report—Given orally at the annual meeting**

The over 55 group, Senior Perennials, continues to meet on the 3rd Sunday of the month after church in the lounge except for July and August. The size of the group varies but is usually between ten and twenty.

Programs vary from discussion, to speakers, to hands-on activities. For example, in the past year some of the programs were:

- The Chautauqua Institute in New York, presented by Jim Howley and Tony Augimeri
- Susan Thistlethwaite discussed her process and the background on the mysteries she has written
- Lisa Hoelsing led the group in making Monarch Butterfly Zentangles
- At Christmas, Matt Broadbent was joined by Luke Shepherd, in presenting his annual carol history and carol sing
- Susie Land gave a talk about her son-in-law's best-selling novel, *Leave The World Behind*, and what it was like to attend the red carpet premiere for the movie
- Pegatha Hughes gave a talk with some activities, on how to write a memoir
- Valerie Arno from the Bill Wilson Center gave us a presentation on host homes and how to volunteer to be a host

Senior Perennials meets a need for the largest demographic in our congregation. Holding the meeting right after church has been popular in that it does not require another outing. We hope that in the coming year this group will receive more support and increased participation.

Submitted by Tony Augimeri, Council Secretary

Moderator's Report
Submitted by Tony Augimeri

After a short tenure as vice-moderator that began in April of 2024 (following 3 years as council secretary), I my term as church moderator began on July 1, 2024.

The summer months, especially July and August, are the quietest months of the year for our church. With a relatively light schedule, I had a chance last summer to ease into the role and take on tasks one by one instead of dealing with a flow of events and issues.

My first task was to determine a calendar of Fall events, namely our council retreat (held on September 7) and Homecoming Sunday (September 29, to coordinate with the arrival of UCSC students). I was able to plan and carry out both events with help from the staff, council members, and dedicated volunteers. Those who helped with Homecoming Sunday made it a truly welcoming event, with kids' activities, a Mexican buffet, and informational displays that invited members and visitors to participate in our church's ministries and committees.

Capital Campaign and Comprehensive Campaign:

It was also during these summer months that the council received and considered the Capital Campaign Feasibility Study, conducted by the consulting agency Indigo Skies. Our own campaign feasibility group considered the recommendations from the study, and proposed a list of tasks, identified responsible parties and drew up a timeline for the campaign. An official "Capital Campaign Committee" came into being, and the campaign itself was approved and launched with the October 27th congregational vote. The Stewardship and Capital Campaign annual reports will supply the details, but to fast forward to the time of this report, our initial goal of \$500,000 for capital improvements, has been met and surpassed!

In addition, the "Comprehensive Campaign," which also encompasses our annual fund and legacy giving, was presented to the congregation over a number of after-worship gatherings ("Kaffeeklatsches") and officially launched at an after-worship lunch on February 9.

Peace Village Housing:

After years of planning, innumerable meetings, working with the city and with developers, the final signing of the ground lease for Peace Village took place on October 9 of last year. Bill Walton, Jim Weller and John Hall merit thanks and kudos for bringing us to this important juncture in getting housing built on our campus. There is still work to be done, but so much progress has been made. The Peace Village Housing Committee's report supplies more detail.

Other events and initiatives:

Peace UCC is gearing up for Santa Cruz Pride, which is celebrating its 50th anniversary throughout May, leading up to Pride Sunday with the parade and festival on June 1. Our sanctuary will be the venue for the **50 Years of Gay Pride** concert to be held on Sunday, May 18.

The **Peace Arts Foundation** non-profit (501(c) 3) was incorporated last year. Its mission is to promote our campus as an attractive venue for theater and music performances, at a relatively low cost to Santa Cruz County arts organizations. Part of the mission is to determine lighting, sound and capacity needs and seek funding for any necessary improvements.

The **Chancel Choir** continues to inspire its members and the congregation with music that fills the spirit. The choir's Valentines Day dinner and auction, with all of us singing along to classic Beatles tunes, made for an unforgettable evening!

Jazz on High experienced a period of transition over the past year. For a time, we were without a musical director for this much-cherished part of our music program. Thankfully, Luke Shepherd stepped in with his impressive skills and talents until we hired Aiden Santa Cruz to come aboard as our new director. His tenure with us began in January.

Prophets of Hope continues its jail ministry, and is for many "on the margins" the public face of our church and its commitment to justice.

There's so much more you can read about in the full annual report, including beach clean-up days, Perennials, COPA, the silent retreats, student Sunday lunches, Kids' Night Out, Game Night and other activities and ministries.

On a final note, I want to express just how much this community means to me, especially as our country and the world suffer with continuing war, racism, destruction of our environment, and rampant injustice.

As we listen to Pastor Dave and each other during our Sunday community prayers, I hear - in our supplications, our expressions of gratitude, our joys and our suffering – an acknowledgement that we need each other and recognize our church's essential role as a faith community in meeting the challenges of our times. As people of faith, we follow Christ by walking shoulder to shoulder with each other and with all with whom we share this broken yet beautiful world.

Respectfully submitted by Tony Augimeri, 2024-25 moderator

Pastor

Submitted by the Rev. David Pattee

The leading priorities for this church are worship and praise of God, extravagant welcome, hospitality and mutual care, spirituality and formation of faith, and service and advocacy for social justice. In these areas of ministry and many others, where members of our church serve and witness, it has been a really good year! And a great sign for our future is that, more and more, our different and distinct ministries engage the full range of our priorities: prayer and praise, spirituality and service.

Again this year, it seems appropriate to begin my annual report with the surge of energy and witness that comes at the end of our program year in the Santa Cruz Pride festival. With its theme of *Riding the Waves of Progress – No Going Back*, Santa Cruz Pride is celebrating 50 years of advancement and resilience for the LGBTQ+ community in Santa Cruz and calling for a renewal of our courage and commitment to face the challenges of these times. Peace United Church of Christ is a "silver" sponsor of the festival, was host to the *Fifty Years of Pride* concert on May 18 and, on June 1st, staffed a welcome table in the festival displays area and marched proudly in the parade. Also, we gave significant leadership and support to *Out In Our Faith*, the interfaith alliance of queer-affirming religious leaders and communities, as they led an interfaith PRIDE service downtown at 9:30am on June 1st. I am very grateful for the increasing number and diversity of PUCC

volunteers who represent our church and our witness in the Pride festival. It's a great opportunity to make friends and tell people about our church and, though it's a lot of work, it's great fun!

A huge undertaking last year was the preparation and launching of a comprehensive campaign to raise capital funds for repairs and improvements on our High Street campus, annual funds for the operation and support of all our ministries, and legacy funds (planned giving/estate gifts) for the long-term financial stability of our church. This integrated approach has helped to inform and focus our understanding of "stewardship" as more than one season or any particular contribution but an ongoing commitment to care for and invest in the mission and ministry to which we are called.

On September 15, 2024 the congregation voted to authorize a \$500,000 capital funds initiative and, by May 4, 2025 in our Consecration Sunday celebration, we were able to announce capital funds gifts and pledges exceeding that initial goal along with a heartening number of pledges to the 2025-26 annual fund. As all three initiatives (capital/annual/legacy) continue, it should be noted that a major benefit for the congregation is the campaign process itself, talking with each other about our priorities and passions, clarifying our mission, building up our relationships, our infrastructure, and our capacity for ministry.

Our buildings and grounds team have been nothing short of spectacular in managing the ongoing maintenance, repair and improvement of our facilities on a very tight budget. Cash gifts received so far in the first year of the capital campaign have allowed them to begin some of the "big ticket" projects long deferred. As of this writing, exterior finish repairs and exterior painting are underway on all three of our buildings.

On October 9, 2024 Tony Augimeri, PUCG moderator, and Sibley Simon, our developer partner, signed documents sealing the formal ownership structure of Peace Village Housing for the next century. First envisioned in 2016, our church council, congregational meeting, and Housing Implementation Team guided this process for more than eight years to the point where the project is now fully entitled and moving forward with the final stages of design and engineering. When completed, Peace Village will be a mix of 40 rental units with special provision for affordable housing: nine units reserved for low-income and very low-income households plus two units of co-housing, and the remainder as market rate housing. Privately financed, this project will not only increase the supply of accessible/affordable housing in our community, but also provide a financial return to investors, one of which is our church.

I am grateful and encouraged to see the steady strengthening and growth of our ministries focused on children, youth and families. Along with Kids Night Out and Game Night and our monthly Family Sunday with special programming for children during the worship hour, we now have a video outreach ministry! Joliene Wade regularly creates and sends to families with children short videos designed to inspire conversation and thought around Christian tradition and themes, Bible stories and events of the church year. Also, we're enjoying good energy and consistent participation in our college student fellowship. Second Sunday lunches draw from a core group of ten college students and, beyond that, there's a steady trickle of students attending worship. Coming out of the pandemic three years ago, these ministries had a very modest beginning but, step by step, CYF is building momentum: more program and participation, more leadership and support.

Concluding a months-long search by our personal committee, Aidan Santa Cruz was hired as the new director of Jazz on High, beginning in January 2025. A Santa Cruz native with lots of performance experience, Aidan earned an associate's degree in Music from Cabrillo College, teaches music at New Brighton Middle School, and will complete a Bachelor of Music degree at San Francisco State University, June 2025. Many thanks to Luke Shepherd for filling in as interim director, May through December of 2024.

Beginning with the 2024-2025 budget, there is a new structure for our musical leadership in two distinct seasons. September through May, our Chancel Choir is in the lead for two Sundays a month, with Jazz on High leading the other Sundays. Each program takes one of the Christmas Eve services and for smaller

services we engage a soloist or ensemble in scale with that liturgy. For the summer season, June through August, our jazz director is in the lead, sometimes as a soloist but often collaborating with other musicians, friends and members of the church. On the second Sunday of the summer months there is a “pick up” choir.

In the '24-'25 program year I had opportunity to lead two study groups, one focused on *The Amen Effect* by Sharon Brous which was incorporated into the Wednesday evening Lenten *Services of Reconciliation and Healing*, and another, later that spring, *Living Word*, which was a six-week introductory run through the Gospel of Luke and the Book of Acts. These groups are a joy for me and seem to be connecting well in the community.

The Worship Team organized in the fall of 2023 has continued to develop as a hub of creativity. Focused on the seasons and festivals of the church, it has encouraged and coordinated a variety of individuals and small groups in the enhancement of our worship with banners and flowers and other décor, and with different ways of telling “the story” in festival services. Of special note in this past program year, the team produced a beautiful booklet of devotional poetry, prayers and art for Advent. It was a powerful invitation into the depths of the season.

In the 2024-2025 program year I was able to manage four weeks of vacation, two weeks in the summer and two weeks after Christmas when Luke and I visited family in India.

No summary of 2024-2025 can go without mentioning the politics of our time, the unabashed advance of hatefulness targeting minorities and disfavored groups, and the intense organized challenge to generous values and just causes we hold dear as Christians who would “give ourselves freely and without reserve to Jesus’ ministry.” In these times, our congregation’s participation (and my involvement) in COPA, AFC, OIOF, the Interfaith Alliance, and the wider United Church of Christ are especially important, and focus on justice for immigrants and transgender persons is especially salient. It is crucial that we know and stand with our neighbors, near and far, and organize to effectively respond to that Spirit who calls us all to serve justice. I am so proud of and encouraged by the many efforts of our members in the jails, on the streets, in council chambers and voting booths, at rallies and on our campus, offering hospitality and nourishment, material and spiritual, writing letters, sheltering vulnerable people, providing Christmas gifts for migrant laborer families, offering counsel and care, advocating, serving, bearing witness to the Good News.

It is humbling to think of the many contributions, creative works, sacrificial service going on in our congregation but not appearing in my report and maybe not in any of these annual reports, important things and loving connections that may not be named but can be seen in “the sweet, sweet spirit of this place.” To all our members and friends, to the church’s lay leaders and our small but mighty paid staff, I offer my admiration of your talents and my thanks for your commitment to service. It is an honor and a joy for me to be in ministry with you.

The Rev. David Pattee, pastor

11 June 2025

Buildings and Grounds Committee Report

Submitted by Bill Walton and Roger Bowers

The Buildings and Grounds Committee maintains and improves the church's physical facilities. We do this through the efforts of the Friday Coffee & Grounds team, scheduled church workdays, individual volunteer efforts and (when necessary) contractors and day laborers. We welcome new members or occasional drop-ins – please feel free to join us any Friday at 9:00 AM. We break for coffee, donuts and conversation at 11:30.

The committee co-chairs are Roger Bowers and Bill Walton. Regular Coffee and Grounds participants are Aaron Abeyta, Bill Walton, George Sanderson, Jan Graff, Jane Heyse, Karen Cozza, Mira Haslem, Larry Kistner, Natalia Duarte, Roger Bowers and Roger Erickson.

This year the church entered into a contract with Envision Peace Village, LLC (the lessee of our northern parcel and the developer of Peace Village Housing) under which Buildings and Grounds will perform maintenance on their leased lot in return for payment to the church of a monthly fee. Until construction starts on the housing project, we will earn \$1,000 per month for the church by performing this service.

As of the date this report was prepared (May 22, 2025) and since the previous report (April 30, 2024) the following tasks and projects have been completed:

Buildings

Sanctuary

1. Fascia, rain gutter, and downspout repair on the Sanctuary building.
2. Set up and took down Christmas decorations.
3. Inspected office and sanctuary furnace air filters.
4. Installed a new desk in the office reception area.
5. Moved the old office desk to the Library.
6. Repaired a window broken by a renter.
7. Cleaned the Sanctuary rain gutters.
8. Cleaned the return air grates.
9. Repaired the office furnace blower motor.
10. Inspected for termite damage and infestation.
11. Repaired damaged wood in preparation for painting.
12. Replaced a broken toilet seat in a downstairs bathroom.
13. Repaired a leak in the west corner roof drain (warranty).
14. Added an indicator deadbolt on the men's Narthex bathroom door.

Social Hall

1. Set up and took down Christmas decorations.
2. Inspected the boiler and apartment air filters.
3. Repaired water-damaged balcony floor.
4. Seasonally fired up and shut down the boiler and water circulation pumps.
5. Repaired the portable shade canopies.
6. Repaired southwest corner window blind.
7. Inspected for termite damage and infestation.
8. Repaired damaged wood in preparation for painting.
9. Replaced the drinking fountain.

10. Repaired plexiglass cover and window frame above the doors to the deck (in preparation for painting).
11. Installed a donated 54" TV in the Lounge to replace the older, smaller one.

Education

1. Replaced two classroom door locksets.
2. Fixed the Upper Room closet light switch (stuck on).
3. Removed the wall mounted TV from the Youth Room.
4. Replaced the sink in classroom 1 (work done by Preschool).
5. Replaced insulation on heat pump refrigerant tubing (work done by Preschool).
6. Drained and flushed the water heater.
7. Cleared a major sewer line blockage.
8. Reset exterior light timers.
9. Repaired Upper Room window sash springs (multiple times).
10. Inspected for termite damage and infestation.
11. Repaired damaged wood in preparation for painting.
12. Cleaned and repaired a roof drain on the northwest corner.
13. Cleaned deck drains on the second level deck.

Grounds

1. Rebuilt the redwood bench on the deck outside the church office.
2. Seasonally reset timers for outdoor and parking lot lights.
3. Replaced the main entrance sign (warranty).
4. Replace the sign near the exit drive (warranty).
5. Mowed lawns and upper terrace several times in the Spring.
6. Repaired a leaking backflow prevention valve on the main water supply line.
7. Trimmed juniper impinging on the parking near Fellowship Hall.
8. Installed new lighting at the main entrance sign.
9. Repaired the Preschool fence (work done by Preschool).
10. Cleaned both street signs.
11. Removed juniper at the south end of the Sanctuary Building.
12. Regraded the area where the juniper was removed and spread mulch to prevent erosion.
13. Added new plantings and decorative stonework behind the carved brown sign (the area where the juniper was removed).
14. Installed drip irrigation north of Fellowship Hall.
15. Add supporting stakes to the rock wall by the exit drive.
16. Cleaned the drainage swales and ditches.
17. Removed the juniper and refreshed plantings around the tower.
18. Cleaned up chips and dirt in parking lot spaces in the upper lot.
19. Removed the dead cherry tree by the entrance driveway.
20. Removed shrubs damaged by deer in the succulent rock garden.
21. Planted new deer-resistant native shrubs to replace the ones we removed.
22. Moved the steel goats to fresh pasture weekly.
23. Installed drip irrigation south of the Sanctuary Building.
24. Raked and shoveled dirt away from exterior walls in preparation for painting.
25. Pruned the maple tree outside the apartment.
26. Reattached a board on the bench nearest the Kitchen.

27. Added two cane latches on the dumpster gates.
28. Pruned the Liquidambar tree north of the east side pedestrian walkway.

In Progress

The following major and minor items are in progress:

1. Painting the exterior of all buildings on campus.
2. Planning for potential additional parking in the area fronting High Street.
3. Planning for roof replacement on the Education building.
4. Planning for replacement of the boiler that provides heat for the Fellowship Hall and the upper floor of the Education building.
5. Planning for termite treatment.
6. Continuous weeding, mulching, pruning, and planting in all landscaped areas.
1. Mowing and pruning, and maintenance of drainage facilities on the lot leased to Envision Peace Village, LLC

Architectural Aesthetics Report

Submitted by Karen Cozza

George Sanderson (chair), Lisa Hoelsing, Karen Cozza

Our group meets as needed to monitor and guide changes and improvements to Peace United Church of Christ facilities to preserve its original architectural style of mid-century modern in Frank Lloyd Wrights style of organic architecture.

After touring the existing painted areas around the church, we discussed the original color scheme and how it has faded or changed with the last 30 years. The original color scheme represented the natural colors found in the native limestone and the redwoods. We agreed that it is important to stay true to the original color scheme and will work with the professional design and color specialist of the painting contractor to achieve that objective.

We plan to work closely with the Peace Village project to adhere or at least be compatible with the architectural style of our existing campus.

We will continue to receive suggestions and monitor architectural and aesthetic changes to our campus as new projects and improvements move forward.

Children, Youth, and Families
Submitted by Ingrid Parker & Maryse Postlewaite

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

This year we continued our popular Kids' Night Out program. One Friday a month, we host 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.

Our monthly Family Sunday is the Sunday after Kids' Night Out. The theme for Kids' Night Out is coordinated with Family Sunday, and when possible we incorporate the children into the service. Recent examples have included leading the congregation in song, creating an adaptation of the scripture lesson, and contributing art to the decoration of the sanctuary. The children also like to help with projects needed by the church; for example, they joyfully assembled all of the candles for our Christmas Eve service.

This fall, Jim Howley helped our church and CYF team meet compliance with state policies, specifically providing training for our staff and regular volunteers to be state-mandated reporters for child abuse and neglect. All of our regular volunteers are fingerprinted and background-checked. We are always eager to embrace all practices that ensure the safety of children in our programs.

Game Night is another activity 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.

Faithfully submitted by Ingrid Parker and Maryse Postlewaite

Stewardship Committee Report
Submitted by Maryse Postlewaite and Lisa Hoelsing

Throughout this past year, the Stewardship Committee has come to understand more fully how stewardship impacts all of church life. We have honored the time, talent, and treasure of our friends and members. A recent PowerPoint presentation by Lisa Hoelsing featured many who volunteer their time and talent. The sense of fellowship, reflecting our faith community is flourishing.

Lisa Hoelsing has taken the lead with our Featured Ministry. Each month one of the ministries is highlighted. Lisa coordinates with the chair the writing of posts in the newsletter, information and photos for the bulletin board, and a time to witness during the offertory on the last Sunday of the month. Thanks to George Sanderson for the new bulletin board in the Narthex.

The booklet of our Ministries and Committees has been updated. In addition, the trifold brochure was updated recently. Both are available in the Narthex for all, especially our visitors.

This year's Annual Fund drive began earlier to coordinate with the Comprehensive Campaign. The collaborative efforts and energy was significant. We have had a puzzle of our church displayed in the Narthex to mark our goal of 100 households. Our goal is \$275,000 in pledges. We continue with our follow up calls, email reminders, and regular announcements.

For the 2024-2025 fiscal year, households pledges were \$252,000 toward the operating budget of Peace United Church of Christ. Through May 2025, we have received \$260,464 of that pledged amount. For the 2025-2026 fiscal year, as of mid-June 64 households have pledged. We have met a pledge amount of \$172,248. Again, our goal is \$275,000.

We continue to accept pledges for the 2025-2026 fiscal year. Please consider pledging an amount which reflects your financial situation, if you have not already done so. We invite and value all pledges. Thank you for all the ways you support Peace United Church of Christ.

Faithfully submitted,

Maryse Postlewaite and Lisa Hoelsing
Co-chairs

Congregational Support Committee

Submitted by Jane Heyse

Members: Jane Heyse, Chair; Anne Rogers; Mira Haslam; Susie Land; Liz DeFrancesco; Mary Lois Comeskey; Lote Sanderson; Pastor Dave Pattee

Volunteers: Sunday Greeters; Sunday Socials Setup; Sunday Socials Cleanup; Student Lunch Setup; Sunday Communion Setup; Welcoming Tables organizers and Group Leads, Kitchen Help for church events.

Peace's Congregational Support Committee is the secret sauce that makes our Sunday Extravagant Hospitality pop! Our members love to serve our congregation. We also enjoy offering to all in our church's extended family opportunities to connect through service. Greet! Set up snacks! Cleanup! Collect name tags! Invite others to your home for a meal! Interview new members! Shop for food! Organize a potluck after church! Donate goodies for Sunday Socials!

The committee members' responsibilities center around the Sunday church social experience, excluding the worship service (Pastor, Music, AV Techs) and excluding Sanctuary decor (Floral Committee and Busy Hands).

We schedule and train the Greeters and all who bring you Sunday Socials, in all their forms.

Our hospitality trajectory also created Welcoming Tables — supper clubs of 5 - 9 folks — who dine together off campus throughout the year. We hope to go for year #3, starting in Fall, 2025.

Membership is the second focal point. Through name tags, visitors information forms, and data requested directly from congregants, we maintain a Directory of Members and Friends. This document is shared between Church Leaders, in digital and printed form, and is updated in July and January with critical support from the Office Manager. We also maintain a yearly official list of Church Members, updated every July, at the beginning of our program and fiscal year. This membership list is used to verify the voting status of attendees at our Congregational Meetings, as well as applicants for Vera Taylor Scholarships.

Congregational Support meets most first Wednesdays of the month at 4pm on Zoom. We're a friendly, dedicated, creative group. Join us!

Pastoral Support

Submitted by Maryse Postlewaite

Every two months, a small group of us meet with Pastor Dave to consider how we can best support his needs as well as the needs of the congregation.

After an initial check-in, we discussed one of the On Being guiding virtues. This leads us in our conversations.

We regularly hear from Pastor Dave on matters of pastoral care and the needs of the congregation. He has an opportunity to share with us his experiences with any recent retreats he has attended. We conclude with a review of action items moving forward.

The members of the Pastoral Support Committee include Pastor Dave Pattee, Lynette Adelson, Lanakila Iesu, Ingrid Parker, Maryse Postlewaite, and Philip Spradling.

Please feel free to contact any of us to share items related to the needs of the congregation.

Faithfully submitted,

Maryse Postlewaite

Communities Organized For Relational Power in Action (COPA)

Submitted by Cathy Sarto

This year, our work with COPA has focused primarily on solutions to housing and immigration issues.

COPA's work on housing was instrumental in preventing the eviction of 90 seniors from St. George's apartments downtown. Additionally, in conversations with members of COPA institutions, we learned that landlords were collecting application fees on apartments that weren't even available. We initiated conversations with state elected officials which resulted in passage of an assembly bill that prevents this practice and further clarifies a landlord's obligation to return deposits. We also worked to qualify a housing

measure for the November ballot to prevent homelessness and build more affordable housing for very-low and low income residents.

In the fall, we initiated meetings with the new sheriff to introduce ourselves to him, and to understand how his office will approach potential ICE interventions. Currently we are assisting our immigrant community to prepare for the possibility of family break-ups: for example, helping non-citizen parents learn how to assign another adult to care for their citizen children if the parents are whisked away while the children are at school.

In conversation with Pastor Dave, we're imagining how a "house meeting," or "listening" campaign" might fit into our busy congregational life. These meetings encourage deeper commitments internally and externally, and energize us to support one another and act together to address issues that arise.

Personnel and Pastoral Relations Committee

Submitted by Anne Rogers

Committee Membership

- The PPRC members are: David Bush, Jane Heyse, Jim Howley (past chair), Bob Lange, Paula Neef and Anne Rogers (chair).

Pastor Assessment

- The PPRC developed and ensured completion of the pastor assessment (performance review) for our minister, Rev. David Pattee, during October of the current fiscal year. This process was refined from last year's and will continue to be fine-tuned to ensure an accurate and complete annual assessment.

Staffing Plans and Budgeting – a busy and eventful year!

- The PPRC was tasked with recruiting and interviewing/auditioning candidates for our new Jazz Director after Art Alm's resignation. In collaboration with Pastor Dave, we hired Aidan Santa Cruz, who joined our staff in January.
- We also recommended offering office manager Devon Obert a salary increase mid budget year, in order to retain her, because she was being actively recruited by another employer.

The PPRC continued, as it has in the past, to give input to the Finance Committee on staffing levels and salaries to ensure our pay practices are competitive with those in the community.

Employee Relations

- The PPRC continues to serve as a resource to Church Staff on various employee relations issues, keeping in mind legal requirements as well as our Christian values in making its recommendations.

Benefits

- The PPRC continues our current plans provided through the UCC Pension Boards.

HR-Related Procedures

- The PPRC gave input to the Pastor and Church Council to ensure Peace's HR-related procedures meet state and federal regulations as well as our stated Personnel Policies and Procedures. In addition, the PPRC worked with our bookkeeper, Susan Robinson, as she expanded her duties to include providing general support in the area of Personnel Administration.

Peace Village Housing Management Committee

Submitted by Roger Bowers

Our committee members are Roger Bowers, John Hall, Tom Postlewaite, Bill Walton, and Jim Weller.

As we reported last year, the Peace Village Housing project received City Council approval on February 12, 2024, thus securing our "entitlements" to construct our planned apartment building. At the congregational meeting in June 2024, the congregation approved a group of legal documents necessary for the project to proceed.

Our Peace Village Housing Management Committee (PVHMC), the successor to the former Housing Implementation Project (HIP) Committee, was established by the Church Council to manage the Church's role in the ongoing housing development project and to administer our Church's functions under the reciprocal easement agreement with our developer partner, Sibley Simon's Envision Peace Village, LLC (EPV). Additionally, PVHMC oversees the role of our Church entity, Peace Village Housing, LLC (PVH), as Landlord under the ground lease with EPV as the Lessee.

Over the past year, we have made progress on various fronts, taking steps essential for initiating construction. These can be summarized as follows:

- In July 2024, we filed our Minor Subdivision Parcel Map for public record, dividing the church's 5.94 acres of land into two separate parcels: a 2.24-acre ground lease parcel for the PVH apartment project and the remainder, which comprises the Church campus buildings and grounds.
- Between July and October 2024, we worked with EPV and the City of Santa Cruz to finalize the affordable housing regulatory agreement for the Peace Village Housing project. We negotiated with EPV the final revisions of the seven separate real property documents required for the project's implementation.
- On October 9, 2024, in a formal signing ceremony, Church Moderator Tony Augimeri and EPV Manager Sibley Simon signed the implementation documents.
- In December 2024, we negotiated and implemented an insurance side letter agreement among the Church, PVH, and EPV.
- In January 2025, we negotiated a reimbursement of \$44,742 from EPV to the Church, covering the developer's share of legal fees incurred and paid by the Church during the pre-development period. We received the payment on February 12, 2025.

- In January 2025, based on updated construction cost estimates, EPV determined that the project design needed to be changed from a four-story “V”-shaped structure to a five-story building on a compact rectangular “footprint.” In collaboration with our PVHMC committee, EPV’s architectural firm, Workbench, and its engineering consultants, are developing a proposal to the City planning department for a “minor modification” of our development entitlements, which would obviate the need for any further public hearing process.
- Based on a Workbench presentation of a revised conceptual design for the PVH project, we provided extensive feedback and advice concerning building design, unit mix, and layout, and concerning logistical issues during the construction phase.
- EPV anticipates applying to the City for the minor modification by July 2025, with an expected City Planning staff decision by August 2025.
- EPV is working to secure funding for the project’s costs, including the ongoing preparation of building plans and construction financing. Among other potential lenders and investors, EPV has discussed options for construction loan financing and equity investment with the UCC Church Building & Loan Fund and the UCC Cornerstone Fund.
- Current cost estimates indicate that the total “all in” project cost may be on the order of \$38 million. EPV anticipates that construction work could commence in 2026, and apartments will be ready for occupancy approximately two years after construction begins.
- At present, we are negotiating a post-construction parking charge agreement concerning existing Church parking spaces that will be rented to PVH residents.
- We anticipate engaging in discussions with EPV and Workbench in the fall of 2025 concerning detailed and specific architectural and landscape designs for the PVH apartment building and grounds, including color palettes, exterior materials, and design features. We plan to engage interested members of the congregation in this process.

Peace Arts

Submitted

by Susan Thistlethwaite

Peace Arts is a registered 501 c 3 (not-for-profit organization) with the State of California since the beginning of 2025. It has made application for tax exempt status. Its purpose, as stated in the state documents, is to provide "quality, affordable venues for artistic rehearsals, performances and arts education for the Santa Cruz community."

The idea for a NFP arose from the capital campaign study. The study indicated we needed to expand our fund-raising capacity to accomplish all our goals. Foundations are a good source of funds, of course, but the majority of foundations will not give to organizations that have a primary religious function.

Peace Arts as an organization is free-standing and its mission, as stated above, is not religious.

To make our facilities appeal to an even wider group of arts organizations than is already the case for rentals, grant proposals for renovation need to be written.

The Peace Arts committee has joined with the Buildings and Grounds Committee and the Architectural Aesthetics Committee to come up with a list of essential renovations and prices for completing them.

Two meetings have been held and a list of needed renovations has been completed. Two members of the group will be scheduling cost consultations with contractors to get pricing.

Once the numbers are determined, grant proposals will be written and submitted.

Pastoral Care Committee
Submitted by Philip Spradling

The Pastoral care committee's purpose is to provide support for our church family, so no one feels alone during times of crisis. We provide ongoing support for individuals who are experiencing short or longer-term life challenges.

The members who serve on the committee currently are: Philip Spradling, lead, Pastor Dave, Mary Lois Comeskey, Peggy Kelly, Felicity Rosenkranz, Faith Jackson and Anne Rogers in close collaboration as coordinator of the Prayer Ministry. The team has become smaller as the months have gone by and we welcome new members.

Our team is currently finding a new regular meeting time where most members can attend, likely a Saturday at 10AM. The committee meets in person in the church lounge. Please reach out to Philip Spradling for date and time.

The following is a list of ways we have provided ongoing support for individuals who are experiencing short term or longer-term life challenges:

- **Card Ministry:** Peggy Kelly sends cards to those on our prayer request list as a tangible way of informing members of the PUCC community that we are praying for and supporting them.
- The **Meal Train** is an online system where PUCC members may sign up to provide meals when someone is recovering from a hospital stay, going through medical treatment, experiencing a death/loss in the family or some other serious challenge.
- **Pastoral Visits:** the Pastoral Care Team meets monthly to review and add to our care list. Team Members provide support by in-person visits and phone calls on an ongoing basis.
- Each committee member makes monthly calls to those who are unable to attend church, yet want to remain connected to our faith community.

We see our work as one part of a web of caring relationships among all members of the Peace United community.

We invite you to join our committee should it speak to you. Please feel free to reach out to us when your family at PUCC may assist you.

Contact Person: philipspradling@gmail.com

Vera Taylor Scholarship
Submitted by Chris Wellens

The Vera Taylor Scholarship Fund awarded nine scholarships to Peace United Church of Christ students in 2024-2025:

Eight students received support for full-time studies at four-year colleges or community colleges for the Fall Semester.

Seven students received support for full-time studies at four-year colleges or community colleges for the Spring semester:

- Arthur Kumalo Alm is attending College of the Redwoods, Eureka, California
- Elias Gilbert is attending the Peabody Conservatory at Johns Hopkins University, Baltimore Maryland
- Stew Jenkins attended the Pacific School of Religion, Berkeley, California and graduated
- Anthony Javier Jenkins-Sorenson is attending Williams College, Massachusetts
- Marisol Jenkins-Sorensen is attending Smith College at Northampton, Massachusetts
- Michelle Miracle is attending University of the Pacific, Stockton, California
- Levi Mulder is attending Loyola Marymount University, Los Angeles, California
- Alexandra Guerrero is attending the University of California Santa Cruz

A “mini” grant was awarded to: Beverly Brook for a three day conference at Homeboy Industries to learn modern best practices for supportive services for individuals and their families following incarceration.

For the Fall semester, we disbursed a total of **\$12,618**

For the Spring semester, we disbursed **\$10,647**

The total amount of funds granted to students in 2024-2025 was **\$23,265**

Some funds were set aside for anticipated legal expenses and contractor expenses.

The Vera Taylor Committee contracted with Upwork to supply administrative assistance with processing the scholarship applications. This was necessary because some members of the Committee do not have sufficient technical skills to handle the required tasks. In addition to the administrative tasks, the Upwork administrator created two web pages describing the program:

<https://www.peaceunited.org/verataylor>

<https://www.peaceunited.org/verataylor-minigrant>

Expenses from the Upwork contract for the year were: \$469.66

Applications are accepted from those who are members at Peace United or whose families are active members. 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.

Each week, the enews “What’s New at Peace” spotlighted one scholar with a picture and their educational and personal goals. More information is here: <https://www.peaceunited.org/verataylor>

Members of the Vera Taylor Scholarship Team this year were: Tom Postlewaite, Karen Cozza, Chris Wellens, Azra Simonetti, Christy Hightower, Tammy Simo, and Mary McGranahan. Chris Wellens was the representative on the Finance Committee and chaired the team this past year. In the coming year, 2025-2026 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.

Peace Home Church 2025 Annual Report

Submitted by Matt Broadbent

Peace Home Church is a weekly online gathering of members and friends of Peace UCC. We meet from 6-7 p.m. each Wednesday for up to an hour. Each week a Spiritual Prompt is sent out and participants are invited to reflect on the prompt and share their thoughts with one another. This is not a discussion group but a time of quiet reflection, active listening, and sharing in prayer. If you are interested please contact Matt Broadbent at revmattbroadbent@gmail.com.

Typically, there are 6-10 who gather via Zoom each week, drawn from a total of 40 people on our email list. Several who are not members of the church, and two who are out of state. We meet regularly September to June, taking a hiatus in the summer months of July and August. Because our conversations are confidential this is not an open drop-in group. However, it is easy to join by just asking Matt Broadbent to put you on the list. Each person who joins is given this description of our process. For those who participate it has been a richly rewarding experience.

What We Do:

- **We share leadership**
 - by suggesting spiritual prompts, offering prayer, leading a session.
- **We tell our own story**
 - Our pathway to God is discovered by listening to our life's narrative.
- **We listen to each other**
 - Listening is a sacred gift we offer to each other, our spiritual practice.
- **We hold confidences**
 - What is shared in the group stays in the group.
- **We pray for and with each other**
 - Prayer is the gift of opening to the Spirit in our midst.

How We Do it:

- **Gathering**
 - Once we are present, we read the Spiritual Prompt and Question.
- **Silent Meditation (5 minutes)**
 - We sit with the Prompt and consider the question for the day.
- **Response to Spiritual Prompt**
 - Everyone is given a few moments to share their reflections.
- **Spoken Prayer**
 - We pray for the people in our lives, our world, our church, ourselves.
- **Communion**
 - We prepare our own bread, crackers, cookies, etc. and wine, juice, water.
- **Benediction**

Faith Community Rotating Shelter

Submitted by Lisa Johnson

Peace United is in its 12th year as a Sunday night host site for the Association of Faith Communities nightly rotating homeless shelter, the Faith Community Shelter. Lynette DuClose-Adelson, sister Julie and friends have faithfully prepared and served a group of 6-12 unsheltered neighbors every first Sunday of the month since 2021 (some ups & downs and creative sheltering through the pandemic). Peace UCC members have also prepared and served on the fifth Sundays of the month since 2021. Both Christ Lutheran and St Andrews Presbyterian had been serving 2nd and 3rd Sundays but have had to stop, we are so grateful for their volunteers and serving in this mission. Chadeish Yameinu continues to serve on the 4th Sunday at our host site.

Our very own facilities coordinator Aaron, is now an AFC staff member and helping to oversee the expanding Safe Parking Program. Thank you Aaron!

Peace UCC did not participate in this year's annual chili cook off sponsored by the mid county coalition faith communities. This group runs the mid county shower trailer program.

The Mid County Homeless Coalition of Faith communities are seeking another church/organization/volunteer looking for a wonderful ministry to serve in the Shower the People program. Presently Twin Lakes Church, Congregational Church of Soquel, Resurrection Catholic Church and St John's Episcopal all participate and share a Saturday shift. If anyone is interested or would like to visit a shower site please let me know. I will get you in contact with the shower trailer team.

Thank you,
Lisa Johnson, volunteer

Accessible to All (A2A)

Submitted by Lisa Hoelsing

The Accessible to All (A2A) Committee has worked hard this year.

First, they worked with buildings and grounds and other groups to fill out the multi-page application form to send in to the national UCC church to get the registration for A2A.

We got a letter in early October saying that they were meeting that week to discuss our application and then that Friday we got an announcement that our application for A2A had been approved.

That worked out really well since along with filling out the form and sending it in, we had been planning our first "Access and Ability" Sunday, on October 12, 2024. The national UCC assigns a Sunday in October every year to be the "Accessible Sunday", we had three presenters discuss their life with handicapped people either themselves or their loved ones.

Each speaker was well prepared and did a great job. The speakers were me, Lisa, Hoelsing, Liz DiFrancesco, and Cory Ybarra.

With the help of buildings and grounds, we managed to find a small table and get it sanded and stained to look like our chairs. We have a frame with a sign on it saying, "Please sit here to hear or see better". These are placed at the front left side of our sanctuary...

We are working with the AV group to purchase new headphones that work with our AV system for people who have trouble hearing. There are only two working sets left of the original 12 we had bought; the rest have all broken. There are at least three people who need to use them weekly, so we hope to purchase new ones quickly.

We have also been preparing for this year's Access and Ability Sunday in October.

Respectfully submitted, Lisa Hoelsing

Communications Committee

Submitted by Karen Cozza

Members are Lisa Hoelsing Cathy Sarto, Chris Wellens, Devon Obert, and Pastor Dave Pattee

We meet as needed to organize and coordinate communications to our church members and to reach out to our larger community by using our Peaceunited.org website, e-newsletter, "What's New at Peace", brochures, banners, print media, social media, and radio.

Peace United Website

Devon Obert updates our website:

- Cathy Sarto and I provided new input to keep our website current.
- Devon updates a calendar showing small groups and church events with input from these groups
- Pastor Dave reviews and approves new content for our website

Publicity

Lisa, Chris and Karen used our budget to publicize Christmas and Easter events in print and radio media.

- Chris Wellens provided information to free communications such as: Next Door, Patch, Santa Cruz Local and other bulletin boards and newsletters.
- For Christmas and Easter, Lisa and Karen arranged for print ads in the Santa Cruz Sentinel. In addition, we bought radio spots on KAZU and KSQD for these events

Facebook and Instagram:

We see social media as the way to reach our younger population. We are investigating using volunteers and possibly a paid service that could update these media on a regular basis.

E-Newsletter, Brochures, and Banners

Devon and the staff displayed our banners for Advent and Lent seasons and prepared brochures describing seasonal activities. These brochures were mailed to people who don't attend services in person and were available in the narthex for people attending concerts and other events.

Marketing Strategy

Looking to the future, we want to form a marketing team to investigate and create a marketing strategy for Peace United. We seek help with this opportunity and welcome anyone who wants to assist with our communication efforts.

Floral Committee

Submitted by Lynette DuClos Adelson

There is no committee who has more constructive, delightful, accepting, laughter-filled meetings than the Floral Committee! Anyone is welcome to join us at our meetings which we have timed to coincide with the church's liturgical seasons. Current members of the committee are Chrissi Brewer, Karen Cozza, Elizabeth Shilling, Suzanne McLean and Lynette DuClos Adelson. Pat Lindstrom's spirit remains close even after her move out of the area. Lote Sanderson joins our love of flowers with the leis she creates for special events in the congregation.

This year the Floral Committee has worked closely with the Busy Hands group to coordinate the Sanctuary environment with the liturgical year. We have table coverings, banners in the Sanctuary and narthex and other decor centered on those seasons with space for special Peace United events interspersed.

Beginning with Advent and Christmas we continued the tradition of building throughout the season of waiting for the Child and the return of the Light with adding Advent candles, wreaths, boughs, the tree and chrismons .

Lent, Holy Week and Easter saw our interpretation of transformation from the difficulty of waiting, watching the limb gradually covered with caterpillars which became chrysalises, through the darkness, emptiness and grief of Holy Week to the glorious rejoicing of Easter with a flower covered cross, a lily banner and butterflies everywhere!

Pentecost and Pride month brought color! The Pride draping and Pentecost red enlivened our worship experience.

Throughout October and November the Sanctuary was filled with reminders of the bounty of Fall, completing the liturgical cycle. Fall vegetables and plants were displayed and then the non-perishable food items took over. This generous congregation, once again, surprised and delighted Gray Bears food pantry with an entire car full of food for their program.

Prayer Team

Submitted by Anne Rogers

Lynn Walton monitors our email inbox prayers@peaceunited.org, and I write a weekly email to our 13 member prayer team that also appears in the weekly enews. We also receive prayer requests from the church office and occasionally during Sunday worship services. Urgent requests from whatever source are immediately sent to the team.

Prayer Team members are Pat Lindstrom, Susan Ezequelle, Pat Heidt, Mira Haslam, Philip Spradling, Rev. Matt Broadbent, Lynn Walton, Kerry Skyles, Melodee Kistner, Chrissi Brewer, Larry Kistner, and Rev. David Pattee.

Please contact me to join the team.

Senior Perennials

Submitted by Lote Sanderson & Lynn Walton

The over 55 group, Senior Perennials, continues to meet on the 3rd Sunday of the month after church in the lounge. The size of the group varies but is usually between ten and twenty. Programs vary from discussion, to speakers, to hands-on activities. The following were this year's events:

- **September:** Welcome back lunch and Susan Thistlethwaite spoke on how to write effective letters and columns.
- **October:** John Hall spoke about canvassing for Kamala Harris in North Carolina (and getting home after the hurricane.)
- **November:** Susie Land shared one of the concerts and talked about the choir's trip in Europe
- **December:** Matt Broadbent and Luke Shephard led us in the singing and the history of our favorite carols,
- **February:** Bill Walton and Roger Bowers spoke and answered questions on the work and upcoming projects for Buildings and Grounds.
- **March:** We had a meeting on what "We Can Do" with Cathy Sarto and Pastor Dave. We also had a guest speaker explaining the YARR (Your Allied Rapid Response) program which trains people in different levels of response to the presence of ICE in our county.
- **May:** We will have an end of the year luncheon and discuss plans for next fall.

(Note: Holidays fell on our meeting dates in January, April, and June)

Senior Perennials meets a need for our seniors to socialize without having to undertake another outing. Sunday afternoon right after church seems to be the most convenient time. The current group has been consistent and enjoys both the activities and the socializing. We also have invited the rest of the congregation to join us when the topic is one of wider interest.

Since seniors make up the majority of our congregation, our recommendation would be that the church endeavor to be more supportive and in fact to "market" the group. We have moved from the 2nd to the 3rd Sunday due to conflicts and have still found that the date and time are not always protected even though it is on the calendar. Perennials' meetings are a benefit to the life and community of our congregation.

Poems at Peace - Sunday
Submitted by Pegatha Hughes

Chairperson: Pegatha Hughes (pegathahughes@gmail.com) organizes the poetry host.

Meetings: Sunday mornings at 9:00-10:00 AM (upper room of the Christian Education Building). This in-person meeting has grown to about 10 regular attendees.

Purpose: Together we deepen our spirituality and connection to one another through sharing poems and meditation.

Members share a turn at bringing a poem that is the focus for the Lectio Divina, or Divine Reading, a contemplative reading and meditation practice rooted in early monastic Christian tradition

Walking Women Group
Submitted by Susie Land

We meet weekly on Tuesday at 8:30 AM for an hour long walk. We have been exploring different places to meet and plan the next week's walk at the end of each walk. We enjoy good conversation and the beauty of our area from the forest to the ocean. We walk on West Cliff Drive on the last Tuesday of the month where the walk originally began. As of May 2025, we are now open to anyone wanting to walk with us. Mary Male, who started this group, used to say "We walk at a perky pace."

I am the contact person for the group and send the weekly reminders through the Peace-Walkers Google group. The walk is open to any and all so contact me for information -susietrip@gmail.com.

It is a meaningful and wonderful part of my week. Come join us. Happy Tuesday!

Susie Land

Peace Brewery Group
Submitted by Susie Land

We meet once a month at a pub/brewery or restaurant in our area on the last Tuesday of the month at 6PM. You don't need to be a beer drinker to join the group. We enjoy getting together for conversation and fun. We plan the next outing at the end of the current gathering.

Here are some of the places we have been

- Santa Cruz Mountain Brewing
- Laughing Monk Brewing and Gastropub
- Beer Thirty Bottle Shop & Pour House
- Balefire Brewing Company
- Woodhouse Blending & Brewing

- Rosie McCann's Irish Pub & Restaurant
- Parish Public House
- El Palomar

I send the reminders and announce our gathering in church. All are welcome. Email me for the reminders at susietrip@gmail.com. Susie Land

Busy Hands

Submitted by Lisa Hoelsing

The Busy Hands group works to celebrate our liturgical seasons with sanctuary decorations. In the past we have made Chrismons for our Christmas tree, both Felt and stained glass.

We moved into banners next. We have 8 finished banners. All sanctuary banners are 9 ft long by 5 ft wide, out of long-lasting fabrics with Chrismons on them. This year we focused on Banners for Pentecost and Advent.

The Pentecost banners were installed and I hope that you enjoyed them, red, yellow and orange with flames and doves.

The Advent banners are in process and will be ready for Advent 2025.

We have had banners in the Narthex for Advent and Easter this year. We will have a Pride banner in the narthex in June.

We are beginning a new ministry, Prayer Shawl Ministry. Members are gathering knitting needles and yarn to create shawls that are made with prayers instilled in them. We wish to have shawls available in the Sanctuary to begin and then to give as gifts for warmth and healing.

Respectfully submitted

Lisa Hoelsing

Chair

Ad Hoc Policies and Procedures Committee

Submitted by Anna Hackebracht

As a refresher, in Summer 2023 the Church Council commissioned the Policy and Procedures Team to tackle a long overdue effort to evaluate, update, and revise our Policies and Procedures manual. The purpose is to have a document that reflects how we currently manage and/or implement major operational functions but also provides guidance on other functions for which we need to define clear policies/procedures. The outcome of this effort will be an operational manual that will be a reference to guide how various functions are conducted.

Possible areas include our facility rental policies/procedures, policies related to financial controls, buildings and grounds procedures, and various personnel-related procedures.

For the last year we have interviewed a number of key folks in PUCC involved with functions at the church. Based on the interviews and material from various church-related websites, we have developed a number of draft policy/procedure documents. Over the coming months, we will complete the draft documents and develop a comprehensive piece that has a uniform template and reads like one writer wrote it. We will also develop a roll-out review strategy that will include the Church Council, key members, and the congregation. Stay tuned!

Submitted by Anna Hackenbracht; Team Members include Bob Lange and Jim Howley.

Contemplative Sabbath
Submitted by Tony Augimeri

On Saturday, December 7, 2024, and then on Saturday, March 22 of this year, Lanakila Iesu organized and led silent retreats for all interested community members. These days of reflection on our church campus included prayers, songs, sacred readings, and quiet meals in community. Attendees had time for solitary walks, reading, journaling, along with opportunities for spiritual practices involving movement and the arts. Participants experienced, through silence, a sense of fulfillment in community.

Respectfully submitted by Tony Augimeri

Prophets of Hope - A Ministry of Presence
Submitted by Rev. Beverly Brook

Prophets of Hope (POH) is a trauma-informed jail ministry team that serves as a witness to the love of God in action. The POH team is the heart and hands of God in places often forgotten or ignored. We accompany, advocate for, support, respect and nurture individuals meeting them where they are in their faith journey.

POH engages with the incarcerated community through faith and meditation programs, a jail lobby ministry on visiting days and a vibrant prayer team. The team also provides support for families of individuals who are incarcerated. POH team members engage in caring conversations so those they meet may discover a sense of the presence of God in themselves.

Some of POH's accomplishments over the past year:

- Our English and Spanish Resource Guide for families of loved ones who are incarcerated was made into an official brochure by the Sheriff's Office. We continue to update the resource guide which can be found in the jail lobby or online and is shared with families on visiting days.
- POH hosted a half day retreat at Villa Maria del Mar in Santa Cruz in July. Other faith providers in the jail also attended. The guest speaker, Liz Milner, is the director of the Correctional Institutions Chaplaincy in Santa Clara County. Her presentation on trauma-informed ministry was invaluable.
- Our jail lobby ministry is flourishing thanks to the dynamic leadership of Jane Heyse. We serve two Saturdays a month during visiting hours. Next month this ministry will be highlighted as the Ministry of the Month at Peace. Jane is still looking to expand this ministry to another Saturday
- The Sheriff's Office acknowledged POH volunteers, Natalie Blackburn, Beverly Brook and Patricia Castagnola for their service.
- POH received a grant from the St John's Episcopal Church's Helpful Shop. POH was honored at a luncheon along with another POH team member, Cory Ybarra, for her organization, Building for Generations.
- POH continues to provide clothing and hygiene backpacks for women leaving jail. We also provide backpacks to Monarch Services' Safe Release program. Kathy Fahl and her team of helpers make this ministry possible. This fiscal year we have provided over 100 backpacks to the jail and Monarch Services.
- POH provided holiday goodie bags to the jail and holiday gifts to juvenile hall. Our annual tamale dinner at juvenile hall was held on Christmas Eve. The new chef worked closely with RevBev to make the evening as festive as possible. Thank you to Mary Jo May who continues to support our juvenile hall ministry.
- POH team members attended an October town hall meeting in Watsonville regarding probation's proposal to add an additional carceral program at juvenile hall.
- Teams members attended a Board of Supervisors meeting opposing the proposed ranch camp at juvenile hall.
- Team members spoke at a Board of Supervisors meeting to support continued funding for the Gemma Women's Residential program.

In all that POH does we hope to enable caring conversations that provide our 'congregants' with a sense of the presence of God in themselves. The team is a witness to the fact that hope arrives in many disguises, a bag of chips, books, tamales, clean clothes, a backpack, a cup of coffee, a prayer or by showing up. God calls us to move forward holding the seed of hope in our hands.

Chancel Choir

Submitted by Cheryl M. Anderson, director

The Chancel Choir continues to fulfill its central mission of enriching and deepening the worship experience at Peace United Church of Christ. This is to serve the congregation, the choir members themselves, and the greater community. In order to keep this mission we provide a program including a focus of skill and vocal growth, a background of styles, periods, and languages in liturgical and sacred repertoire, and creating an atmosphere of welcoming warmth, growth, joyousness, caring, and excellence.

The Chancel Choir has been growing and flourishing, singing great literature, keeping communication, encouraging new singers, contributing to the church as a group, creating a joyous and productive place to be, increasing musicality/language/music literacy skills, and participating in the work of the church as a whole.

Some highlights of our year:

Valentine Soirée – The Soirée focus was “All You Need Is Love (and The Beatles!)”. It was held on Feb. 14, with the choir singing a number of favorite Beatles songs, the audience participating in the ‘sing-along,’ and our DJ, Joey Kuhfield, playing every other Beetle’s tune. We served the usual: delicious desserts, coffee/tea, beer, wine, and champagne. People entered on a Red Carpet, there was a photo booth, silent and live auction, a raffle, and Dinah Phillips as our auctioneer. We had help with the front door, the ‘bank,’ and with clean-up from a number of people from the church. It was a great evening with lots of fun, laughing, and dancing, and we made just short of \$10,000 for the church. No surprise, the food was just outstanding thanks to choir members and some generous members of the church as well. Choir members were the Planning Board, designers, decorators, advertisement, treasurer, and chefs.

Rehearsal – Choir rehearsals on Monday nights have been excellent; the choir’s music reading abilities have improved markedly, allowing us to access ever more challenging and beautiful music at a higher level. We continue to gain members, and past members who have moved away consistently return to join us again. Some Cabrillo students who are now at Conservatory or singing professionally return to join the choir and occasionally do solo work. Warm-ups are musicianship-based with solfege exercises, rhythmic and diction focus, and ensemble-building.

Carnegie Hall – Mozart Requiem - Cabrillo Choirs were invited to sing at Carnegie Hall on April 13. Many of the Chancel Choir sing with Cabrillo, and many others opted to join for the trip. We performed the Carnegie Hall premiere of a new work by Jocelyn Hagen: *The Notebooks of Leonardo Da Vinci*. It is significant in many ways, but especially for the visual projections inspired by the text. We performed it twice with Ensemble Monterey Chamber Orchestra: once at Monterey Presbyterian and once here at PUCC, and then we headed to New York, where we met Jocelyn Hagen at the performance. All performances were met with wild ovations. The standing ovation in Monterey was 6 minutes long, and at PUCC it was 7 minutes. It was a mountain-top experience for each and every one of us.

Two weeks later many church choir singers remained in symphonic chorus to sing Mozart’s *Requiem*, his final composition before his death. It was performed twice: Santa Cruz Civic Auditorium and Mello Center in Watsonville. Both performances were sold out, both were gigantic successes. The soloists were from the Metropolitan Opera. These experiences deepened and inspired us in many ways: community involvement, improved skills, exposure to new music, performance with world-class organizations, and the satisfaction of deeply challenging and enlightening music at its best.

Worship Services – We love preparing for the worship service. Choosing musical literature commensurable with the Church year and focus of the message allows for a powerful impact. There is a strong Zeitgeist of being present on Sundays when we sing, at rehearsals, and being prepared musically and personally. They are

happy to be of service, to give to the church in many ways, and to illuminate/express the message of the liturgy and sermon. At the Advent Season we sang the Christmas Cantata by Daniel Pinkham with brass and organ.

Pinkham recently passed away, but left a legacy of some of the best liturgical music of the later 20th Century. His Christmas Cantata is iconically interesting, a bit challenging, and extremely satisfying. For Easter the Brass (playing with Organ) returned for Easter Sunday, repeating the wonderful Strauß *Feierlicher Einzug*, played for the prelude, and we ended with Handel's *Hallelujah Chorus*.

The more classical genre of music is juxtaposed with folk or hymn settings, spirituals, small ensembles, pop, gospel, and contemporary settings. This variety builds both the ability to learn differing styles and interest for the congregation. Our singers are committed, versatile, nimble, intelligent, funny, and unfailingly willing to engage at any level for the benefit of the church.

Choir Retreat – The fall Choir Retreat was at John's and my home last September. We read through piles of potential anthems, did a hymn sing, did a guided "idea" session by breaking into smaller groups, made lists on poster board for ways to do just about everything better, and enumerated our own top priorities for a happy, healthy, engaged, satisfied, challenged, inspired, and worthy experience AND gift to the congregation. Matt Broadbent, retired PUCM Minister, gave a deeply moving talk about the essential role of Music In Worship. People brought food, we barbecued, sat on the deck, and enjoyed one another's company. We were in agreement that this was going to be a wonderful year. And it has been.

Lighting - It is brighter in the Sanctuary since the Friday Guys: Bill Walton, Roger Bowers, Roger Erickson, and others, put more lights in the ceiling. We still need standing lights for rehearsal, which Roger Erickson dutifully arranges behind the singers on chairs. It still isn't enough, but many people bring their own clip-on lights.

Especially helpful people - Everyone. People pull together to get the job done and use the myriad skills they have. This group has opinions, they express them, and when it is over, everyone is on board with what decision was reached. People are hard-working, gracious, kind, resourceful, and have follow-through.

Extra services – We continue to be available and prepared to sing for memorial services. Sadly, Lynn Comeskey, former tenor and husband of Mary Lois, alto, has passed away and we sang at his service May 31. His wife, Mary Lois, also sings alto with the Choir.

Ideas for 2025-26 – Since I've taken retirement from Cabrillo College as Director of Choral/Vocal Studies, my time will be much more open. I'm understanding that there may be people joining the choir from the Cabrillo Choirs to continue some of the work we've done there. Whether or not that happens, we have identified some projects that we feel will make us better, serve the church by presenting high quality music, and continue to be the standard-bearer for church choral music on the Central Coast. Some things we'd like to do next season include:

- Fall Choir Retreat
- Oktoberfest (instead of/along with and similar to Soireé)
- A Handbell choir
- Do literature involving more instrumental musicians
- Sing in the Maundy Thursday service
- Do a Hymn Sing Program
- Host an Inner-Faith Sacred Music Event with a guest clinician, ending with a service and reception
- Host or co-host Messiah Sing-Along
- Sing the Durufié Requiem with organ and chamber orchestra

- Have a “Choral Scholar” program (I’ve done this through Cabrillo as long as I’ve had a church choir, but I’m not going to be at Cabrillo anymore.). Literally EVERY student who sang in my church choir has, at some point, either sung with or conducted a choir of their own. Without the experience they probably would not have ever sung in a Church. Doing so broadens their view on ways music can serve communities, and it is a means of employment for them. It is important for them to have a strong background before working for a Church.
- Continued deepening of the texts and topics used in worship by choosing commensurable and appropriate music. Music should be for contemplation, enlightenment, enthusiasm, beauty, expressiveness, vocal development, and intellectual engagement.

After a long discussion with Rev. Pattee, we agreed to work toward an autumn Sunday celebration of favorite hymns and anthems, perhaps followed by a festive meal. We also discussed ideas of future events and plans including choral masterworks, as we’ve done, that are specific to the Church year.

I am interested in the growth of the church and the continued growth, and excellence of the Chancel Choir, and its role in that process. That improvement for ensembles means skill growth in vocalism, music reading, musicality, language, stylistic authenticity, ensemble skills, variety of literature, and consistent/regular singing in Sunday services.

Gratefully Submitted by Cheryl Anderson

Facilities Manager

Submitted by Aaron Abeyta

It has been a privilege to work with the PUCS Staff as your Facilities Manager for almost five years. I’m grateful for our staff, leadership, members, and friends who contribute to the church. I would also like to thank everyone in the Buildings and Grounds crew for all the hard work you put in. Our beautiful landscape and building maintenance would not be possible without the help from our crew. Amongst this hard working crew, I would like to give a special thanks to Roger Bowers for all the extra work and effort put in these past years as the head of the Buildings and Grounds crew. Also, I would like to give a big thanks to Jane Heyse for doing an amazing job managing the kitchen.

Facility rentals have been steady, keeping us busy during the Spring, Fall, and Winter months. Concerts, recitals, and larger events have been on the rise, but once again our Summer months are when we slow down a bit. We are still not receiving as many rental requests for receptions and parties in the Fellowship Hall but I’m hopeful we will see an increase in these types of events as we get closer to Summer. Overall, I feel we are still heading in the right direction!

This September will be 4 years working with the Housing Authority and our tenant Perry Brown. Perry has been a great tenant, keeping the apartment clean and kept up. Perry always informs me of any unusual activity on church campus or issues with the apartment. We have not had any problems with payment or communication between the Housing Authority or Perry. Hoping we can continue this into the future.

New editions on campus include the repairs and repainting of the fascia on the Sanctuary roof, repairs to the Fellowship Hall roof for water leaks and many upgrades to the landscape on campus. We have also started the process of repainting the buildings. Tyler Brousil, our new Assistant Custodian, has just celebrated one year working here at Peace United. Tyler has done a great job helping us with all the events, cleaning, Sunday service and church events on the weekends. Much thanks to Roger Erickson for always stepping in when needed and for passing down all his knowledge regarding maintenance, procedures and hosting events. I really appreciate all you do for the church!

Many thanks to the amazing PUCC Team, Rev. David Pattee, Office Manager Devon Obert, Bookkeeper Susan Robinson, Custodian Tyler Brousil and Moderator Tony Augimeri.

Membership Report

Submitted by Devon Obert

Last Year's Membership (2024 Annual Report) - 158

Deaths of Members - 1

Nancy Walker

Transferred/Resigned/Moved/Removed - 10

New Members Joining Through Letter of Transfer - 0

New Members Joining Through Reaffirmation - 7

Debby Carroll, Lois Lawson, Danielle Carlin, Dan Carlin, Jeanie Trigg, Jessica Arnold Hinkel, Jaren Hohmann

New Members Joining Through Baptisms - 0

New Members Joining Through Confirmations - 0

Current Membership - 148

Church Council - 12

Finance Report

Fiscal Year 2024-2025 and Proposed Budget 2025-2026

Looking Back, at Present, and Looking Forward

Submitted by Tom Postlewaite

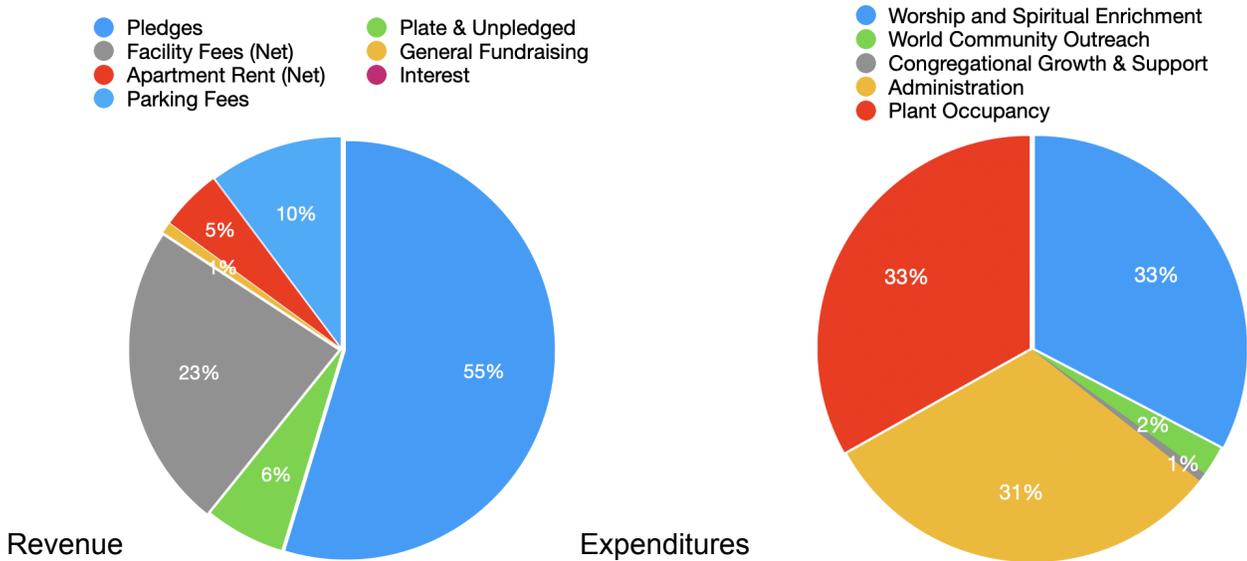
Our budget approach guides how we manage our finances, prioritize financial goals, and make spending decisions. Grounded in a set of values, a clear mission, we align our spending with desired outcomes. We set goals and make conscious choices about how we use our money to achieve our mission.

We keep our eyes on both the short term and the long term. While we acknowledge the persistent anxiety caused by a recurring deficit, we seek to alleviate that anxiety through pledging, tithing, and gifting. We are continually aware of the generous gifts from our community and the work of love reflected in how we steward our revenues.

At the start of the year, we reviewed our recurring deficit and explored the possibility of securing a bank loan to bridge the gap until we begin receiving income from Peace Village Housing, LLC. Unfortunately, we learned that a bank would not authorize a loan due to our recurring debt. We would first need to show three years of a balanced budget.

2024-25 OPERATION BUDGET

We remain disciplined and careful in our spending. Based on budget-to-actual comparisons for 2024-2025, our average monthly revenue is approximately \$41,700. This includes pledges, plate offerings, donations, facility fees, general fundraising, apartment rent, and parking fees. Our average monthly operational expenditures are \$44,000, resulting in a shortfall of about \$2,300.



How do we address this shortfall?

We have drawn on various reserves, which we can do in the short term. *While our asset base remains strong, we must exercise prudence as we draw down the wealth held in our reserves and equities.* Our focus should remain on closely monitoring cash flow and exploring ways to increase revenue

2024-2025 BALANCE SHEET

The Balance Sheet reports on Equity Reserves and Checking Account Reserves.

Restricted Funds in CHECKING RESERVES

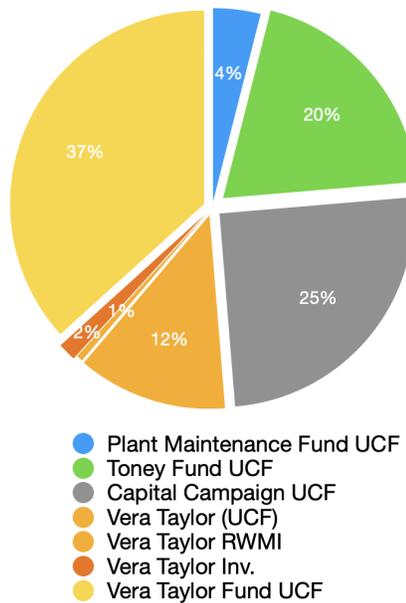
We are in the process of revising the Balance Sheet with the following actions:

- **Hiding restricted funds** in checking reserves that have been spent or reduced to zero (e.g., the Gutter and Fascia Fund).
- **Re-characterize funds** to align with current programming (e.g., “Musical Mondays” is now labeled the “Children, Youth, and Family Fund”).
- **Merge funds** — with Council and donor approval—such as combining the Don Johnson Memorial Fund and the Youth Group Mission Trip Fund into the Children, Youth and Family Fund.

UNITED CHURCH FUND EQUITIES

The Investment Team met this year to review the strategy for each fund, considering market volatility and the specific goals associated with each.

CURRENT UCF ASSETS	
Plant Maintenance Fund UCF	\$36,275.45
Toney Fund UCF	\$180,777.04
Capital Campaign UCF	\$229,969.26
Vera Taylor (UCF)	\$114,670.50
Vera Taylor RWMI	\$4,892.11
Vera Taylor Inv.	\$14,009.62
Vera Taylor Fund UCF	\$337,002.45
Total Other Current Assets	\$917,596.43



Peace UCC VERA TAYLOR UCF Fund

Refer to the Vera Taylor Scholarship committee annual report.

Peace UCC TONEY Fund UCF

This fund has functioned—and continues to function—as a reserve account for non-operating expenses. This year saw notable inflows and outflows:

Inflows:

- We received the highly anticipated *Employee Retention Tax Credit (ERTC)*, a refundable credit for eligible tax-exempt organizations affected by the Covid-19 pandemic. The net amount received was \$89,834.58. This money was not processed through operations but deposited directly into the Peace UCC Toney Fund.
- We received \$47,242 from Workbench to cover half the legal expenses related to establishing PVH, LLC.

Outflows:

- We completed the contract with Donny Alcocer Construction for the gutter and fascia work.
- We paid legal fees to Stephen Cassidy for his legal assistance related to PVH, LLC.
- Finally, we transferred \$50,000 from the Toney Fund to the Capital Campaign Fund, in accordance with the original intent and request of the donor.

Peace UCC ENDOWMENT Fund

Now referenced as Plant Maintenance Fund (UCF), this fund serves as a reserve for building and maintenance. Each year, a drawdown from this fund covers the operational plant maintenance.

Peace UCC CAPITAL CAMPAIGN

Regarding the Capital Campaign Fund, the Investment Team opted to keep approximately 80% in Cash and Equivalents, ensuring funds are readily available for the goals outlined in the Comprehensive Campaign. The remaining 20% is held in equities.

2025-2026 BUDGET PROPOSAL

Peace United Church of Christ Proposed 25-26 Budget

(Numbers in parentheses are negative numbers)

	Budget 2024-25	Budget 2025-26	Delta
Income			
Pledges	248,000	275,000	27,000
Plate & Unpledged	30,000	30,000	-
Gifts & Bequests	-	-	-
Facility Fees (Net)	131,000	120,000	(11,000)
General Fund Raising	10,000	4,000	(6,000)
Apartment Rent	26,184	26,184	-
Interest General Fund	100	100	-
Parking Fees (Net)	51,000	59,300	8,300
Total Income	496,284	514,584	18,300
Expense			
Worship & Spiritual Enrichment			
Senior Minister			
Salary	59,148	60,922	1,774
Housing	45,792	47,165	1,373
In Lieu of FICA	3,305	3,608	303
Annuity	14,692	14,692	-
Health/Disability	5,258	5,626	368
Professional Expenses	1,000	1,000	-
Minister Outreach	1,000	1,000	-
Total Senior Minister	130,195	134,013	3,819
Worship & Spiritual - Music	42,420	43,693	1,273
Worship Supplies	1,800	\$1,800.00	-
Total Worship & Spiritual -	44,220	45,493	1,273
Total Worship & Spiritual	174,415	179,506	5,091
Christian Growth			
Christian Growth - Other	-	-	-
Childcare	-	-	-
Children's Programs	-	-	-
Total Christian Growth	-	-	-
World & Community Outreach			
World & Comm. Outreach -	-	150	150
Gay Pride Outreach	500	1,150	650
AFC Shelter Dues	500	1,000	500
OCWM & Conference	8,900	8,900	-
UCC Camp	-	-	-
COPA Dues	1,000	1,000	-
Total World & Comm.	10,900	12,200	1,300
Congregational Care			
Cong. Support Committee &	1,500	2,500	1,000
Caring Ministry	-	-	-
Publicity	2,500	2,500	-
Stewardship Committee Exp	200	200	-
Total Congregational Care	4,200	5,200	1,000
Administration			
Administrative Salaries			
Bookkeeper, consultant	14,500	15,660	1,160
Office Manager	60,880	70,880	10,000
Office Manager, Health	18,730	20,041	1,311
A/V Operator	6,200	6,386	186
HR Consultant	-	-	-
Total Administrative Salaries	100,310	112,967	12,657

Administration - Other			
Office Supplies	6,000	6,000	-
Copying/Printing	5,320	6,000	680
Office Equipment	5,000	6,000	1,000
Vanco (Merchant Fees)	600	800	200
Bank Charges	800	1,000	200
Tax Prep/Audit	1,172	1,500	328
Taxes and Assessments			-
State & Fed. Taxes Parking	470	520	50
Property Assessments	1,200	1,200	-
Total Taxes and Assessments	1,670	1,720	50
Total Administration - Other	18,892	21,300	2,408
Employer Paid Payroll Taxes	22,000	25,645	3,645
Workers Comp	8,018	8,100	82
Payroll Expenses	1,200	1,200	-
Total Employer Paid Payroll	31,218	25,645	(5,573)
Total Administration	152,090	161,632	9,542
Plant (Site) Occupancy			
Plant Maintenance - routine	-	-	-
Utilities	54,000	57,120	3,120
Liability/Property Insurance	19,102	21,853	2,751
Janitorial Supplies & Maint.	2,000	1,500	(500)
Grounds Supplies & Maint.	2,200	2,200.0	-
Organ Maintenance	2,000	2,000	-
Plant Occupancy - Other	79,302	84,673	5,371
Facilities Manager Expenses			
Facilities Manager Salary	62,400	64,272	1,872
Fac. Man. Health/Dis	15,950	17,067	1,117
Assistant Custodian	7,200	10,300	3,100
Total Custodial Emp.	85,550	91,639	6,089
Total Plant (Site) Occupancy	164,852	176,311	11,459
Total Expenditures	506,457	534,849	28,393
Net Operating Revenue	(10,173)	(20,265)	(10,093)
Diverted to Site Maintenance fund	15,718	7,309	(8,409)
Total Deficit	(25,891)	(27,575)	(1,684)

NOTES:

Revenue:

Pledges came in strong for 2024-25 that has guided the proposal for 2025-2026.

Facilities and Events are maxed out at \$120,000.

Fund-raising cannot be the expected to balance the budget unless there is a plan.

The Parking Fees revenue is raised due to increase in some fees and the number of spaces available.

Expenditures:

The increase in "Total Worship & Spiritual" reflects increasing in insurance and staff salaries.

Christian Growth will be funded by the checking reserve of Children Youth and Family.

World Community and Outreach total has an increase of \$1,300.

Congregational Care has an increase of \$1000.

Total Administration is increased because of insurance, office expenses, and staff salaries.

Plant (Site) Occupancy reflects an increase in Liability/Property insurance, increase custodial expenses.

Plant Maintenance will continue to be funded by the Plant Maintenance Fund (aka Peace UCC Endowment Fund).

Diverted to Site Maintenance has been reduced to 5% this year.

Nominations

Submitted by Tony Augimeri, on Behalf of the Nominating Committee

Peace UCC held its Congregational Annual Meeting to conclude the 2024-25 Church Year on June 30, 2024. The election for Church Council in the 2024-2025 Church year was held at that meeting. Council members elected were:

Moderator	Tony Augimeri	1 Year Term
Vice Moderator	No Candidate Nominated	1 Year Term
Past Moderator	Lisa Hoelsing	1 Year Term
Secretary	Melodee Kistner	2 Year Term
Treasurer	Tom Postlewaite	2 Year Term
Personnel and Pastoral Relations Committee	Anne Rogers	2 Year Term
At Large Position 2	Karen Cozza	2 Year Term
At Large Position 4	Dave Furnish	2 Year Term

In January 2025, Dave Furnish left the council. Suzanne McLean agreed to fill the vacancy for At Large Position 4. In May of 2025, Paula Neef was appointed by the council to fill the vacant vice-moderator position.

Council Members with an elected term that will extend to the end of the 2025-26 church year are:

Secretary	Melodee Kistner
Treasurer	Tom Postlewaite
Personnel and Pastoral Relations Committee	Anne Rogers
At Large Position 2	Karen Cozza
At Large Position 4	Suzanne McLean

The 2023-2024 Peace UCC Council is **nominating the following slate** of Council members for Congregational approval at the Congregational Annual Meeting to be held June 30, 2024. *Tony Augimeri and Lisa Hoelsing (per church by-laws Article V, Section 5, item C.) agreed to extend their terms as moderator and vice-moderator, respectively, for 1 year).*

Moderator	Tony Augimeri	1 Year Term
Vice Moderator	Paula Neef	1 Year Term
Past Moderator	Lisa Hoelsing	1 Year Term
At Large Position 1		2 Year Term

At Large Position 3	Jane Heyse	2 Year Term
Buildings and Grounds Chair	Bill Walton, co-chair	2 Year Term
Buildings and Grounds Chair	Roger Bowers, co-chair	2 Year Term

Respectfully Submitted,
 Tony Augimeri, on Behalf of the Nominating Committee.

Committee Members

<p><u>Buildings & Grounds</u> (Co-Chair) Roger Bowers (Co-Chair) Bill Walton Karen Cozza Roger Erickson Mira Haslam Larry Kistner Jan Graff Jane Heyse George Sanderson Natalia Duarte Aaron Abeyta, Facilities Manager</p>	<p><u>Church Council</u> Tony Augimeri - Moderator Paula Neef - Vice Moderator Lisa Hoelsing - Past Moderator Melodee Kistner - Secretary Tom Postlewaite - Treasurer Ann Rogers - Parish Personnel Resource Comm. Roger Bowers - Buildings & Grounds Co-Chair Bill Walton - Buildings & Grounds Co-Chair Rev. Dave Pattee - Pastor, non-voting Karen Cozza - At Large Position 2 Jane Heyse - At Large Position 3 Dave Furnish - At Large Position 4</p>
<p><u>Congregational Support</u> (Chair) Jane Heyse Mira Haslam Liz DeFrancesco Susie Land Mary Lois Comeskey Lote Sanderson Anne Rogers Rev. David Pattee</p>	<p><u>Floral Committee</u> Karen Cozza Lynette Duclos-Adelson Chrissi Brewer Elizabeth Schilling Suzanne McLean</p>
<p><u>Pastoral Care</u> (Chair) Philip Spradling Mary Lois Comeskey Maryse Postlewaite Anne Rogers Peggy Kelly Felicity Rosenkranz Faith Jackson Rev. David Pattee</p>	<p><u>Vera Taylor Scholarship</u> Tom Postlewaite Karen Cozza Chris Wellens Mary McGranahan Azra Simonetti Christy Hightower Tammy Simo</p>

<p><u>Finance Committee</u> (Treasurer) Tom Postlewaite Cathy Sarto David Furnish Bob Lange Lee Daher Chris Wellens Jane Heyse Bill Walton Rev. David Pattee, <i>ex-officio</i> Tony Augimeri, <i>ex-officio</i> Paula Neef, <i>ex-officio</i></p>	<p><u>Prayer Team</u> Pat Lindstrom Suzanne Ezequelle Pat Heidt Mira Haslam Philip Spradling Rev. Matt Broadbent Lynn Walton Kerry Skyles Melodee Kistner Larry Kistner Chrissi Brewer Rev. David Pattee</p>
<p><u>Parish Personnel Resource Committee</u> (Chair) Anne Rogers David Bush Jim Howley Jane Heyse Paula Neef Bob Lange</p>	<p><u>Peace Village Housing Management Committee</u> Roger Bowers John Hall Tom Postlewaite Bill Walton Jim Weller</p>
<p><u>Stewardship</u> (Chair) Maryse Postlewaite Lisa Hoelsing Bob Lange Tony Augimeri Jane Heyse Bill Walton Rev. David Pattee, <i>ex-officio</i></p>	<p><u>Children, Youth, and Families</u> Maryse Postlewaite Ingrid Parker Joliene Gatiln</p>
<p><u>Pastoral Support</u> Lynette DuClos-Adelson Lanakila Iesu Ingrid Parker Maryse Postlewaite Philip Spradling Rev. David Pattee</p>	<p><u>Communications Committee</u> Cathy Sarto Lisa Hoelsing Chris Wellens Devon Obert Rev. David Pattee</p>
<p><u>Ad Hoc Policies & Procedures</u> Anna Hackenbracht Jim Howley Bob Lange</p>	<p><u>Architectural Aesthetics Committee</u> (Chair) George Sanderson Lisa Hoelsing Karen Cozza</p>