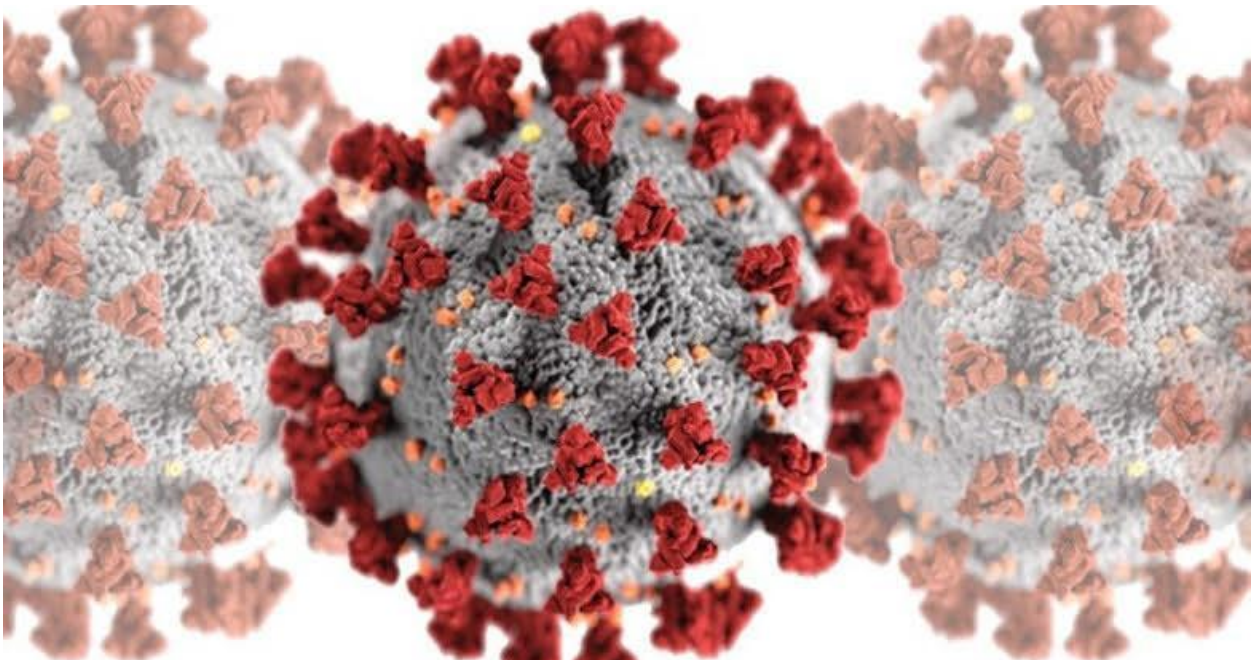


Unitarian Universalist Church of Tampa 2020 Annual Report



Mission Statement

We are a faith community that values caring, learning,
and acting on our Unitarian Universalist principles.

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Our Vision

We will become a:

- Generous community where all members contribute time, talent, and treasure to our shared goals;
- Responsive community dedicated to religious exploration for all ages, caring for one another, and welcoming all people of good will;
 -
- Visible community with a heart for justice, actively seeking ways to be involved with our larger community;
 -
- Growing community that stewards an expanded and updated campus with accessible facilities that will support our mission.

Membership Report

Number of Members certified to the UUA for 2020: 120

Number of Members certified to the UUA for 2021: 100

Pledging Non-members certified to the UUA 2021: 2

Number of RE Children certified to UUA for 2020: 0

Number of RE Children certified to UUA for 2021: 20

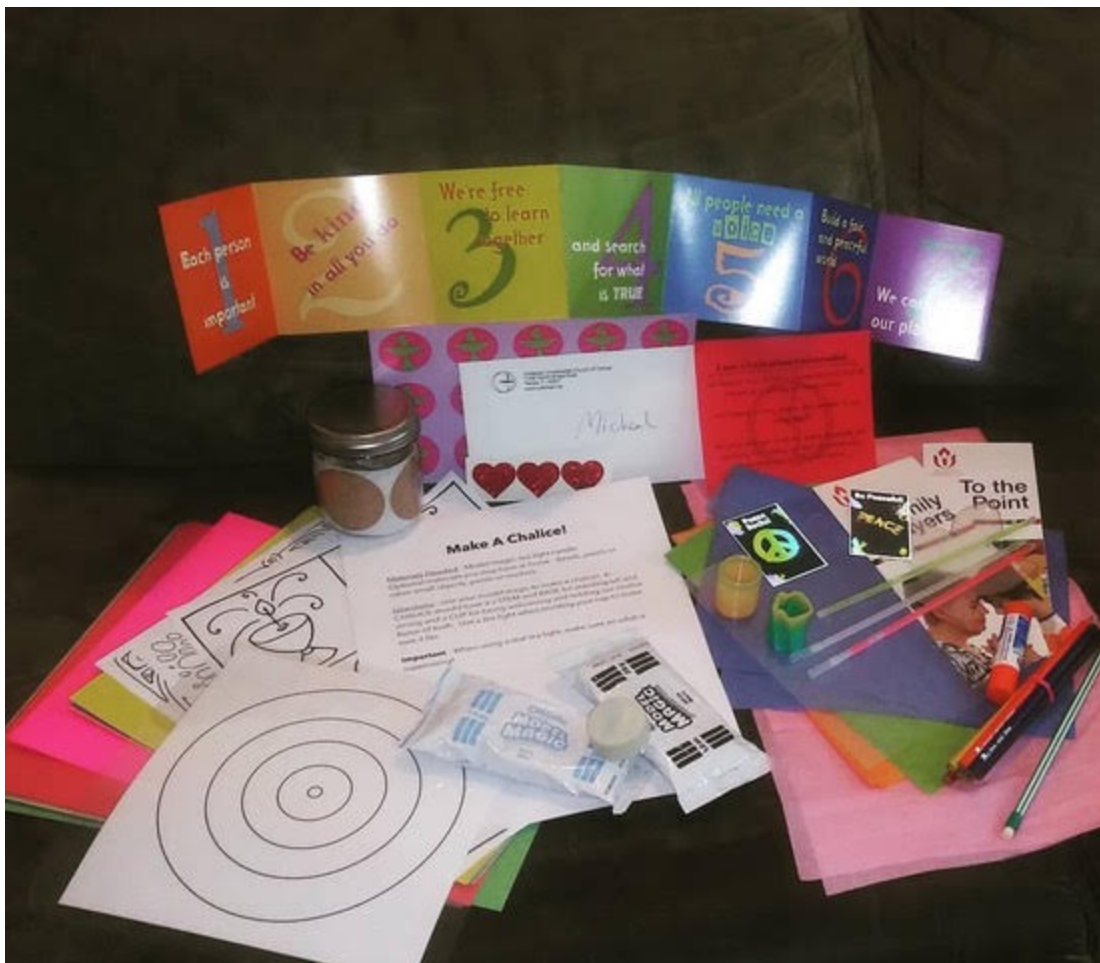


photo by Erin Powers

General Report

In pandemic hindsight, 2020 was a year of radical change for UUCT, beginning with the resignation of 7 board members spanning the course of a month. The departure of the settled minister in December of 2019 was followed by a number of church members as well. Left behind were many “tall trees” - long term members familiar enough with operations to focus on moving forward. There was no exit interview to look back on in any case.

January’s Soul Matters theme was Integrity. The two remaining elected board members, David Reddy and Jay Butler, along with appointed Trustees Donald Lee and Bill Blymiller, appointed Karen Zindell, completing the necessary quorum to select officers. A special congregational meeting was planned for early February to complete filling the open board seats and the search commenced.

The congregation elected Judy Lane, Robert Boileau, Candy Gale, and John Bunch at a special meeting on February 9th to fill the remaining seats on an interim basis. Of the 122 members eligible to vote, 74 signed the roster, an increase of 20 over the 54 in attendance at the previous congregational budget meeting in December.

Changes begun immediately included the electronic distribution of board agendas in advance of the meetings, and the posting of meeting minutes and compiled committee reports on the website. Plans to create a transition team to search for an interim minister were also launched.

Resilience was the theme for February. Discussions about the governance model implementation, reconvening a bylaws team, and providing paths for healing were held.

News of a deadly virus circulating the globe entered the minds and hearts of many. A public health emergency was declared, quarantine imposed, and diligent hand washing begun. Flattening the curve was about to become part of the everyday lexicon as doubling infection rates soared.

A newly formed book club called Sisters Rowing North was forced to portage due to the rough waters caused by COVID-19. It was hoped that there would be some smooth sailing after navigating around those rapids, and the adventures went virtual. It was about to become a lifeline.



March's theme of Wisdom was put to the test when the new board was able to hold only 1 regular monthly in-person meeting and 1 half day of in-person training before beginning to shut the campus down. The board affirmed its commitment to continuing compensation for UUCT staff and employees.

It was only the beginning of the foundational work to protect and enhance the health of the community. A list of ministers available to provide worship services and pastoral care was compiled by the Worship Chair Diana Stevens. A phone ministry was initiated to help us stay in touch. A call for bylaws assistance and transition team volunteers was echoed from the Domelight, weekly blasts, and Google groups, as we found our communication needs rapidly increasing. Was there room to learn how to zoom? Surely this would be over by our May annual meeting...

Worship began ascending the steep learning curve of creating virtual services. Sermons, music and meditations were recorded and shared on Youtube and Facebook platforms. A live weekly zoom coffeetime gave us the opportunity to connect during lockdown. With schools closed, our Religious Exploration Director stepped up to assist students of all ages grasp the new technology.

Building and Grounds recommended that while the big dome was empty, the opportunity be taken to renovate the sanctuary ceiling. Though there were nation wide toilet paper shortages, contractors seemed to be in good local supply.

Office Assistant Linda Turnipseed held down the fort even as communication demands increased, providing a steady presence in the midst of so much change.

An interim search team was assembled and then discouraged by the news from the Finance Committee that the church lacked the funds to hire a minister for the upcoming year. The possibility of using reserve funds was considered but the uncertainty presented by the Covid crisis cautioned a conservative approach.

April's theme of Liberation found us completely liberated from in-person services, yet our church proved its independence while staying virtually interdependent. We authorized a fund-raising campaign for the ceiling renovation and changed the annual meeting venue to online.

A sense of liberation from reality began to set in. Twitter trumpeted that the injection of bleach would kill the virus, and the expression "day day" permeated common parlance.

May's annual congregational meeting was attended by 57 of the 124 members on the roll, the first ever held by zoom. New board members Ruth Morris and Dawn Carson were elected to replace David Reddy and Bill Blymiller whose terms were ending in Sept. The appointed members were affirmed by acclamation, and staggered terms chosen.

Joe Adles was selected as the Betty Lee McCluer award recipient. In addition to accepting the wholly uncompensated job of videographer, his long-term commitment included official photographer, painter, mover and shaker, and more building and grounds projects than can be recounted.



The Thresholds facing us in May included surveying the congregation to determine what kind of contract minister we sought to conjure. The results were shared at the end of May and another congregational meeting was held in the beginning of June, when 44 members voted to pursue the search for a part-time or shared minister.

Meanwhile, Ralph Lehman stepped up to lead a team to develop a plan and parameters for the safe return to church. Judy Lane volunteered to act as volunteer coordinator and develop a system for conducting and archiving volunteer interviews. The ceiling repairs were completed and David Reddy was celebrated for leading a successful fundraising campaign.

Towards the end of May, our nation was rocked by the homicide of yet another unarmed black man at the hands of police. Protests erupted in hundreds of cities across the US and the world.

With Compassion the theme of June, a Right Relations Committee was formed, and Doris Ryan appointed as chairperson. The Care Committee took on oversight of the phone ministry. UUCT became a charity on Ebay, thanks to the efforts of Suzie Siegel, who committed to administering an online auction as well. The church's application for the Paycheck Protection Program loan initiated by John Bunch was approved. It was understood that amounts spent in accordance with the program would be treated like a grant, and unspent amounts returned. Job descriptions were reviewed and updated.

Black Lives Matters Sign: A proposal to display a sign at the church entrance was discussed by the board who wanted to include the congregation in the decision-making. After a lengthy meeting, a consensus to develop and commit to a plan of ongoing meaningful action supporting BLM with deeds was determined.

The Anti-Racism group began holding weekly classes that met throughout the Summer, and retooled the program into an Examining Whiteness offering for the

Fall. Under the leadership of Erin Powers, Gene Pizzo, and Jennifer Hunsecker, 8-12 people engaged with the materials and one another, sharing often difficult experiences, leading to a deeper understanding during the 12 week program.

In July the board received a request to revisit the governance model approved in March of 2019 by providing a forum for congregational discussion. Reasons included the reduction in church membership numbers, complications of adapting bylaws and transitioning ministry. The governance model information was distributed and several meetings held. The transition team vetted a candidate and the board asked for a guest sermon and interview.

Stewardship recruitment began in August, and a uniform policy and procedure for populating committees was drafted so that anyone with a willingness to serve would have the opportunity to do so.

The number of confirmed COVID-19 cases passed 25 million worldwide.

Returning to the Soul Matters themes in September, Renewal became possible through the foundational work that was continuing at UUCT. Ruth Morris and Dawn Carson took their seats on the board as we said grateful goodbyes to David Reddy and Bill Blymiller. The board interviewed the ministerial candidate and decided to pass. The search documents were revised to reflect an emphasis on technical abilities.

Our in-gathering Water Communion Ceremony, with a virtual attendance of at least 136 views, renewed our sense that church is the community. The work of the Worship team was facilitated by the decision to engage Reverends James Macomber and Kathy Schmitz once per month, conferring by continuation a sense of stability.

Music Director Dee Lynch, had no such luck as she was given notice that she would have to move her household yet again. Our luck was that she decided to stay in Florida and continued expanding the selection of melodious resources.

September also saw the committee structure reviewed, reorganized and updated on the website.

The Deep Listening theme of October witnessed a special congregational meeting at which members voted to rescind the 2019 shared ministry model of governance. The Right Relations committee was renamed Healthy Relations and began work on a conflict resolution process.

President Butler and several other UUCT members attended a meeting of the West Central Florida Cluster. Items discussed included cooperating on joint projects with other churches in the cluster, and UUCT presenting a joint small group ministry cluster event in November.

While the nation was hearing all about election fraud, voter suppression and Russian interference, the Sputnik looking pathogen continued to spike and disproportionally damage people of color and marginalized communities. The politics of mask wearing also spiked and there was lots of hand wringing accompanying the hand washing. The good news was that surface (fomite) transmission was not as likely as once thought. The bad news - that we wouldn't be singing anytime soon - left many foaming at the mouth.

November was another busy month centered around the theme of Healing. Our stewardship drive reassured us that we could retain our staff. A proposal to offer a series of healing workshop opportunities was confirmed. Outdated agreements between CUUPS and UUCT were remedied.

In mid-November, the number of confirmed cases of COVID-19 passed 55 million worldwide, with around a million new cases recorded every two days on average.

The Change? A Study Group requested that the board review a draft correspondence to the UUA regarding the June 2020 Widening the Circle of

Concern report of the UUA Commission on Institutional Change. The board wanted the congregation to have the opportunity to consider it as well.

December's theme of Stillness found board officers meeting with a UUA representative to discuss a reduction of UUCT's contribution to the Annual Program Fund. It was indicated that due to the 23 year status as an honor congregation, a 25% discount would be available. The December congregational meeting was attended by 36 of the 115 members on the roll, who voted unanimously to approve the budget. News of a vaccine was on the horizon.

Overall, The quarantine presented a unique opportunity to address foundational matters, such as governance structure, bylaws, policies and procedures, committee organization, and staff and volunteer opportunities in ways that support the mission and vision of UUCT. Connections remained flexible through online yoga and meditation programs, and were strengthened by the laughter enjoyed at weekly game nights and daily tea time transactions. Welcoming in-person connections transpired during monthly building and grounds days. With pantheistic foresight, we moved on.

2020 was a year to remember.
We made it all the way to December.
Our church will survive
if we keep it alive
By treasuring every member.

Monthly Thank-Yous:

January Erin Powers

February Diana Stevens

March Joe Adles

April Pat Benedict

May Christine Smith

June Elise Richardson

July Suzie Siegel

August Marla Frazer and Ruth Morris

September Robin Rodriguez

<https://www.youtube.com/watch?v=kx2R3IqDiJA&list=PLWcTx93CSrx5o7vj2NFS6Lh4RvTUrhAjk&index=1>

October Ruth Gibney [October Volunteer of the month](#)

November Jamie and Chris Hendrickx [Volunteer recognition](#)

December David Reddy

In Memoriam

The Unitarian Universalist Church of Tampa mourns the loss of
Ross Chandler,
Kathi Dorman and
Patricia McCracken,
and extends love and sympathy to their families and friends.



Reported by Board Secretary - Karen Zindell 4/18/21

2020 Financial Report

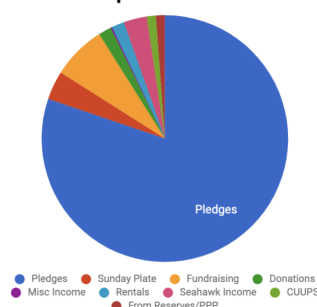
Statement of Financial Position SOFP

Comparison to Previous Years	2020	2019	2018	2017
Total Current Assets	53,078	59,696	36,583	69,478
Total Fixed Assets	973,458	906,147	892,306	819,488
Total Assets	\$1,111,326	\$1,059,715	\$1,010,292	\$941,385
Total Liabilities	52,708	43,895	40,018	42,289
Total Equity	1,058,618	1,015,820	970,274	899,096
Liabilities and Equity	\$1,111,326	\$1,059,715	\$1,010,292	\$941,385

Revenues to Budget

	Actual	Budget
Pledges	\$150,777	\$170,003
Sunday Plate	\$1,914	\$8,000
Fundraising	\$3,384	\$15,000
Donations	\$1,976	\$3,600
Misc Income	\$370	\$400
Rentals	\$1,800	\$3,500
Seahawk Income	\$6,270	\$6,480
CUUPS	\$2,057	\$2,500
From Reserves/PPP	\$20,382	\$2,500
Revenue Total	\$191,667	\$231,583

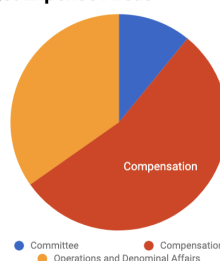
Revenue Components



Expenses to Budget

	Actual	Budget
Committee Operations	\$14,882	\$24,830
Compensation	\$101,476	\$123,946
Operations and Denominal Affairs	\$71,497	\$79,284
Expense Total	\$191,566	\$231,583

Budget Expense Areas



Actual 2020

Revenue	\$191,667
Expenses	\$191,566

<u>Fund Name</u>	<u>Current Value</u>
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Expense Reserve	\$44,968
Benefits Escrow	\$10,264
PPP Loan	\$9,700
Deferred Maintenance	\$3,767
Major Purchase/Project	\$2,861
5 Year Plan	\$5,000
Performer Guarantee	\$1,500
Emerson	\$1,274
Lay Pastoral	\$1,225
Memorial Garden	\$126
Weingartner Scholarship	\$4,230

Total Restricted Funds	\$84,916
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Cash in Savings	\$31,142
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2020 UUCT Group Leaders Annual Reports

STANDING COMMITTEES

1. **Building & Grounds Committee** (Board Liaison–Jay Butler)

Buildings

Big Dome ceiling, new drywall, paint
Painted sanctuary walls
Cleaned gutters Multi-Purpose Building
Inventoried batteries, lights, filters
Replaced stained carpet squares Big Dome
Replaced damaged baseboards Big Dome
Recaulked Big & Small Dome windows
Repaired Small Dome Air Conditioner
Carpeted choir riser

Grounds

Rebuilt pump and well
3 dead trees removed
Mulch, branch, waste area created
Meditation meadow enlarged
Ground cleanup
Driveway patched

2021 Goals

Buildings

Set up alterations for post-Covid return
Paint outside Big Dome
Fix Drainage Small Dome
Pressure Wash Small Dome
Clean upholstery
Stop roof leak Small Dome
Repair membership cart
New light fixture for Sanctuary/stage

Grounds

Develop Landscaping plan
Wash and paint Gazebo
Fix Sign frame, design new sign?
Get sprinklers working
Replace concrete benches as needed
Repaint handicap parking
Reseal pavers memory garden + labyrinth
Realign parking blocks

Submitted by Chair - Marla Frazer on 2/17/2021

2. **Bylaws, P&P Committee** (Board Liaison – Karen Zindell)

UUCT Bylaws met regularly on Wednesdays from 1 to 2:30 until they passed on to the board for approval in 2021. Members – Karen Zindell, Ralph Lehman, Joan Lund, Candy Gale, Harriet Blymiller Reported by Chair – Joan Lund 4/2/2021. bylaws@uutampa.org

3. **Care Committee** (Board Liaison – Robert Boileau)

Meets monthly to discuss members of concern. Ruth Gibney sends out cards and others make phone calls. Members – Robert Boileau, Liz Bleau, David Stickell, Ruth Gibney, Richard Isinghood, Candy Gale. Joys and Sorrows – Bob Capellini. Reported by Co-Chairs Joan Lund and Judy Lehman 4/2/2021

care@uutampa.org for chairs only

4. **Communications Committee** (Board Liaison – Ruth Morris)

Committee Mission: The Communications Committee is a ByLaws specified committee with the purpose of providing communications of Church programs and information to all congregants by managing the newsletter, website and internet groups.

Committee Report: Generally, the committee communicates by email, supplemented by telephone conversations. A Zoom meeting was held in September with minutes published. The consensus was that annual meetings (or at most quarterly meetings) were appropriate for the committee at this time. Communications participated in the review of Virtual meeting software, contributing to the recommendation that Zoom be used. Instructions for getting Zoom meetings on the church calendar, and using the software were sent to members and friends. Twelve issues of the Domelight were produced. Supplemental publications including Volunteer of the Month and announcements of meetings were also created and distributed in Constant Contact. Transfer of the role of primary Moderator of the Google group went smoothly and it has enabled us to keep in touch with personal and church business. Web site content has been updated by all the individuals who have had access to it during the year. The UUCT Facebook page content is updated, and inquiries are responded to (although not as timely as they should be).

Communications (Elise Richardson) has supported the Worship Team by updating the Sunday Virtual Service email (created earlier in the week by Linda T.), confirming the YouTube Link sent by the Video Producer and then scheduling the email in Constant Contact. Erin Powers or Elise have been updating the link on the Website.

A study of the marketing software used by UUCT was done in June, comparing Mail Chimp with Constant Contact. The recommendation was to continue to use Constant Contact, as Mail Chimp would cost the same for the features we need and the interface with Servant Keeper wasn't easy to establish or maintain.

A review of Video Production of the Virtual Services was done in October. A report of the hardware, software, tasks, and time required was submitted to the BOT by Joe Adles, Phil Hildreth and Elise Richardson.

Joe Adles performed roles that have historically been assigned to the Communications Committee: Graphic Media Manager, Audio-Visual Manager, although he did not consider himself the owner of these areas. This involved posting videos and images for UUCT (including the Web Site, YouTube, Facebook, Google Drive, OneDrive, etc.) It was his expertise in these tasks that allowed the Worship Committee to create our Virtual Sunday Services. Everyone is grateful for his contributions.

The primary expense of the Communications committee is the Constant Contact license which manages the creation and distribution of the Domelight, Weekly Blast and other materials. The committee budget also covers the Soul Matters Social Media package costs used on Facebook and other media.

Goals for 2021 is to be responsive to the communications needs for the Congregation, adapting to a potential return to in person services and everything else that will get tossed our way.

Challenges for 2021 will be to adapt to a smaller, lay led congregation and the related resources and talents required.

Committee Members in 2020

Elise Richardson, Chair communications@uutampa.org

Newsletter (Domelight) Team domelight@uutampa.org

Liz Bleau then Suzie Siegel, Editor; Barbara Graham (2020 only), Jerry Elsenrath and Pat Busbice, Proofreaders (Harriet Blymiller is replacing Pat in 2021), Lisa Lepack

Web Content – Linda Turnipseed info@uutampa.org

Web Updates, UUTampa.org email address changes, misc. updates – update@uutampa.org

Google Group, Deb Adles Moderator; Diana Stevens Backup Moderator
<https://groups.google.com/g/uuct-member-group>

Constant Contact Software Managers – Elise Richardson, Linda Turnipseed

Facebook and Website Team Members – Joe Adles, Erin Powers, Elise Richardson, Suzie Siegel

Public Relations: pr@uutampa.org - Vacant

Social Media Manager (Facebook, Twitter, etc.) - Vacant
Submitted by Elise Richardson on 2/17/2021

5. **CUUPS Committee**, Circles in the Woods (Liaison–Dawn Carson)
CUUPS did a fundraiser in 2020 for the 13 days of Yule which was a gift basket auction for the church and raised over \$800. We have new CUUPS bylaws, and the church board has approved them. Due to COVID19, the October masquerade party was cancelled. CUUPS held meetings each month by zoom. We are planning a Spring Fling Fundraiser from May 1st to 13th in 2021 with baskets auctioned off for the church. Baskets will be picked up by April 22, so if anyone from the church would like to donate, please contact me: Ruth Morris at mruth2178@gmail.com or call me, Ruth Morris, at 813-810-6269.
Council–Jamie Hendricks, Dawn Carson, Chris Hendricks, cuups@uutampa.org
Herb Garden – Robin Rodriguez herbgarden@uutampa.org.
Reported by Chair - Ruth Morris 4/5/21

6. **Denominational Affairs** (Board Liaison–Jay Butler) Mostly Inactive
Cluster (Rep) – ClusterRep@uutampa.org Cluster has started holding monthly meetings and held a speed socializing/ social justice forum.

7. **Finance Committee** (Board Liaison – TBD)
Finance Chair – Bill Blymiller, finance@uutampa.org
Scholarship, C Weingartner – Diana Stevens, scholarship@uutampa.org
Concerts – Gloria Holloway, concerts@uutampa.org
Pledge Secretary – Pat Benedict, pledge@uutampa.org
Stewardship – Ed Benedict, stewardship@uutampa.org

8. **Fund Raising Committee** (Board Liaison – TBD)
Chair – vacant. In addition to raising money for the church, the online auction has helped people declutter while others get items for less than retail. We look forward to an in-person auction in which we can offer dinners again.
Reported by Member – Suzie Siegel

9. **Membership Committee** (Board Liaison – Judy Lane)
Supporting Worship Service –Zsuzsi Fodor. Kim Robe – no report
Engagement Process: Jay Cortright, Rom Delacroix, Lynn Parrish – one individual was personally welcomed, otherwise the team is ready to hold First on First or Intro to UU.

Stewarding New Members / New Member Liaison – Kim Robe personally welcomed the interested “visitor”

All-Member Stewarding – We had mailings to all members of a packet of flower seeds in a friendly letter, a Holiday Traditions booklet, and a new year card.

Hospitality– Lisa Maddox – no activities since

Membership certification: Joyce Formica; our membership number is 106. We discussed how to inform the membership about deaths and resignations now that we are not meeting in person.

Social Media – We will assist Communications with this if possible.

Data Team ServantKeeper **Membership Directory:**– Christine, Bill Blymiller

Volunteer Recognition – Judy Lane – Elise, Kim and Lisa provided the volunteer recognition page for the *Domelight*; each recipient will be asked how they want to do it.

Reported by Membership Chair – Christine Smith, membership@uutampa.org

10. **Outreach Committee** (Board Liaison) Inactive
§ Outreach/Charity Chair: vacant, outreach@uutampa.org
11. **Planning Committee** (Board Liaison – Candy Gale) Inactive
§ Planning Chair: vacant, planning@uutampa.org
12. **Religious Education Committee** (Board Liaison–Dawn Carson)
RE Chair – vacant

2020 was an unforgettable year for Religious Education at UUCT. It was a year full of experimentation and exploration. At the beginning of the pandemic, I began putting together craft kits to go for our families. First to help ease boredom and soften the transition to at home everything. And then, they developed into monthly kits to support our at-home RE sessions.

Most of our regularly attending kids and families transitioned well into virtual RE and Parent Support Group. We experimented with days and times to find which worked best.

Our focus of Virtual RE and Parent Support was CONNECTION. In the absence of in-person church, we all needed to “see” each other and be

seen! Virtual RE allowed for longer check-ins, show and tell of toys and pets, and the ability to come to church in our PJs!

Virtual Parent Support Group has been a wonderful success that will continue beyond this time. This has always been the most difficult to schedule and the most needed thing for our parents and caregivers.

Moving out of this time and resume in-person church will be another adjustment. I don't yet know what RE will look like going forward, but it will certainly be changed! This time of all virtual RE has shown us what's possible and what's most important. Connection and Accessibility will be priority for the future of RE at UUCT.

In Community,

Erin Powers

Director of Religious Exploration for Children and Youth

13. **Social Activities Committee** (Board Liaison – Ruth Morris) Mostly Inactive

§ Social Activities Chair – vacant, (Inactive)

socialactivities@uutampa.org

§ Friendship Dinners – Candy Gale, (Inactive)

friendshipdinners@uutampa.org

§ Virtual Game Night – Candy Gale,

zoomgamenight@uutampa.org

Virtual Game night is held every Friday night @ 8:00

<https://us02web.zoom.us/j/78049993600?pwd=dkZvQ1RDVUFZUG5sbW81WGtoRnFVZz09>

§ Game Night 2nd Friday – David Stickell (Inactive)

§ Potluck 2nd Friday – Diana Stevens (Inactive)

§ MUUSIC (Monday Music Group) – Kim McDonald,

muusic@uutampa.org (Inactive)

§ UUCT Daytrippers – Ron Phillips & Mary Wolgemuth,

daytrippers@uutampa.org (Inactive)

§ Young Adult Group (YAG) – vacant,

youngadultsgroup@uutampa.org (Inactive)

14. **Social Action Committee** (Board Liaison – Robert Boileau)

UUCT HOPE Justice Ministry 2020 Annual Committee Report

Hillsborough Organization for Progress and Equality (HOPE)

Team Co-Leads Robert Boileau, Candy Gale, Jay Cortright and Gi Gi Van Doren

JM Network Members: Kathy Reddy, David Reddy, Judy Lane, Joan Lund, Robert (Cap) Capellini, Mary Wolgemuth, Donald Lee, Russ Patterson, Marla Frazer, Tom Krumreich and Ron Phillips.

Since March of 2020, HOPE has transitioned to all Virtual Meetings, for our Corporate and Congregational Investment Drives last Spring and Summer, our annual House Meetings/Listening Process, Annual Convention, Issue Research Meetings and meetings with Decision Makers/Public Officials.

This past year we focused on Monitoring the county's use of the HOPE Affordable Housing Fund and two newer main Issues, Criminal Justice Reform and Mental Health & Addiction.

Affordable Housing Fund Monitoring updates:

For 6 years HOPE worked to get the County to tackle our housing crisis. In September 2019, we won a solution! The BOCC passed the HOPE Affordable Housing Act and has put 10 Million dollars in the 2020 and the 2021 Budgets to help alleviate this great need! Combine that with 5 Million we won the year prior and that's \$25 million in new local monies for affordable housing in the past 3 years!

So far we have seen almost 15 million used as follows:

- 1 million – to Metropolitan Ministries (to create 120 rental units)

- 1 million – to Southport Financial (to create 120 units)

- almost 2.5 million – to Catholic Charities (to create 40 rental units)

- slightly over 4.5 million – to New Vision Communities (to create 100 rental units)

- 5.5 Million – to University Area CDC (to create 60 rental units)

That is approximately 440 new multifamily rental units our work has generated across Hillsborough County for families with low incomes (people with 80% or

below the Area Medium Income) with 25% for families with very low incomes (at 50% or below AMI).

The County is currently working on the requirements for organizations to access the additional \$10 million approved in the 2021 Budget to create or rehab more affordable housing. It has been exciting to see this money get out into the community to create more needed housing!

Criminal Justice Reform updates:

We had positive meetings with the Circuit 13 (Hillsborough County) State Attorney, Chief Judge, Public Defender, and Clerk of Court. Unfortunately, our scheduled meeting with Tampa Police Chief Dugan was canceled shortly before we were to meet.

We also continued pushing to expand the Youth Civil Citation Program to reduce youth arrests for first-time minor offenses.

Continue researching ways to address systemic racial bias in police policies.

Continue working with DART Florida Criminal Justice Collaborative to research problems, get local data, and identify solutions to reduce adult arrests for minor offenses.

Mental Health & Addiction updates:

We continued research to better understand the problems and to identify potential solutions to recommend for action to enhance access to services for people with mental health and addiction in Hillsborough County.

Recently, some HOPE Leaders had a Virtual Tour of Vincent House in Pinellas Park, a Recovery Through Work Clubhouse International Model Mental Health program.

You can get more about this proven best practice Clubhouse International Model on their website at www.clubhouse-intl.org and/or more about the local Recovery Through Work Clubhouse, the Vincent House, at <https://vincenthouse.org/>

During this Pandemic, it is critical to remember our community members who are helped by HOPE's Justice work still have needs that are only intensified, not erased, by the COVID-19 threat.

Please remember, HOPE is a powerful organization that gets great things done in our county, and we are proud of participation in it!

15. **Worship Program Committee** (Board Liaison – Karen Zindell)
Looking back with your Worship Committee at 2020 and a tiny look forward.

2020 saw a new worship committee taking over to continue services for UUCT. Thankfully Diane Gainforth provided training for 2 months before leaving in January. January, February and part of March were enough to get our feet under us and provide Church services similar to what we were used to but without a minister. The committee became a team - Diana Stevens, chair, Karen Zindell, visuals and words for the screens, Kim McDonald, readings, Pat Benedict, coordinator of the worship associates and Phil Hildreth, hymns and music. Lucky for us volunteers, Erin Powers, DRE, and Dee Lynch, DM, stepped in to provide the professionalism that was needed. We couldn't have done the quality of services without them.

Then we heard about Covid 19. Unexpected, Unprecedented and Unbelievable. Mid-March we were told by the state to close our doors and not return until the pandemic was over. PANIC - about the virus and about the state of our beloved church. Who do you turn to at a time like this? The man with experience to take our church into the virtual age - Joe Adles. He had recorded Rev Doak Mansfield for 2012-2014. He continued recording Rev Patricia Owen for a time. Joe immediately volunteered to record people and post services on YouTube. We all thought this would be about 6 months at that time. With his experience we were back in business and have had virtual services the rest of the year.

And what services! Each 2nd Sunday there is Erin doing a service that appeals to All Ages. There were services for the four "Share the Plate" organizations we support, A Flower Ceremony, Music Sunday, Holiday services including a Live Zoom for Christmas Eve, Small Groups ministry and the Religious Exploration Program. Black Lives Matter services from Erin Powers and pre-recorded from the UU Church of Minneapolis. Services from our members, Marta Pearson, HOPE Representatives, Ralph Lehman, Rom Delacroix, Jay Butler, CUUPS, Joan Lund, Creative quilters Harriet Blymiller and Carol Baker and Doris Ryan. Ministers! What a wonderful experience to have ministers from all over the country speak about the Unitarian Universalist message on our virtual services. We started with Joe Donatone who has spoken with us several times and will

continue with a service January 3, 2021. But that's not all: Rev, Bob Murphy, Rev Kathy Schmitz, Rev Bud Murphy, Rev Jim Macomber, Rev Heather Janules, Rev Andrea Spencer-Linzie, Rev Nancy Bouchard, Rev Jone Johnson Lewis and now and then a wonderful, pre-recorded service from Rev Doak Mansfield. All Pre-recorded-on Zoom by Joe Adles and put together for the YouTube presentation.

Here we are at the end of 2020. The UU Church of Tampa is going strong, and we will continue in the New Year. There have been a few changes to how the Worship Committee does things. Unexpectedly, Joe Adles has taken ill with cancer. We pray for him and his family for peace and love during this time of uncertainty. Phil Hildreth, with the tech help of Elise Richardson, has become our service recorder and producer. He was trained by Joe Adles, produced a practice service and then took over in December when Joe was no longer able to work. Phil has committed to producing our services for the new year. Thank you and I think you're doing a great job.

The Worship Committee has also recommended that UUCT have recurring ministers each month to maintain the quality and consistency of the services in the new year. Erin Powers will continue her 2nd Sunday All- Ages services. Rev Jim Macomber and Rev Kathy Schmitz will each speak once a month. This decision has been supported by the Board of Trustees and been received by members of the congregation. There will be a monthly surprise appearance by special programs, UUCT member speakers and timely examinations of cultural events.

A special thanks to Phil Hildreth and Dee Lynch for the wonderful music they performed and found for us to enjoy all year. Music has always been a big part of UUCT's services. Dee Lynch's participation in the planning and implementation of high-quality music never faltered and we thank you for all you have done.

But the man of the hour has been Joe Adles. We have all expressed our appreciation at one time or another. The Board of Trustees awarded him the Betty Lee Award for outstanding volunteer of the year. He also was honored with a 'Thank You' of the month. The Worship Committee thanks him for everything he has done for the UUCT Services. He also made everyone look and sound good on ZOOM. That was not an easy task.

Submitted by chair Diana Stevens on 2/24/2021 worship@uutampa.org

SPECIAL COMMITTEES per By Laws and Endowment Documentation

1. **Church Council**, All Standing and Ad Hoc Committee Chairs,
Chair VP Candy Gale
2. **Committee on Ministry**, Joan Lund (Board Liaison – Karen Zindell) Inactive
3. **Nominating**, nominating@uutampa.org (Board Liaison – Candy Gale)

In 2020 the nominating committee was successful in filling all board seats. The nominating committee has been unsuccessful in finding people to run for the board in 2021 and recommends that since the membership numbers are smaller that perhaps we need to have fewer members on the board. Members: Bill Blymiller, Marla Frazer, Lynn Parrish, Ron Phillips
Reported by Chair - Russell Patterson on 4/2/2021

4. **Endowment Committee** (Board Liaison – Dawn Carson)
Endowment – Sergio Matos, endowment@uutampa.org

AD HOC COMMITTEES per Board of Trustees Appointment

1. **Hospitality Committee** (Board Liaison – Judy Lane)

The Hospitality Committee had a quiet year due to Covid-19. We served refreshments at Coffee Hour during January, February, and the first two Sundays in March. After that the church was closed. We had a picnic planned for March 22nd; that also was cancelled.

In 2021 we hope to resume Coffee Hour as Covid subsides. More than likely, we will ease into it in the same manner that the church reopens. Perhaps, later in the year we can have a picnic. Lisa Maddocks-Baisley Team member.
Reported by Chair - Kathy Reddy, Chair, hospitality@uutampa.org

2. **Technology Committee** (Board Liaison – Jay Butler)
 - Chair – Chris Hendrickx, technology@uutampa.org
 - Technical Webmaster – Chris Hendrickx, technology@uutampa.org

- Servant Keeper Software Manager – Bill Blymiller
 - Members – Joe Adles, Jay Butler
3. **Ministerial Transition Team** (Board Liaison – Judy Lane)
- Chair – Liz Bleau

4. **Healthy Relations Committee** (Board Liaison – Karen Zindell)

The Healthy Relations Team formed in the summer of 2020 and began by reading and watching videos about conflict resolution. We spent several months working on a basic protocol that we want to try out, with the assumption that we will refine it as needed as we go along. Toward the end of the year, we started looking for people to bring test conflict resolution issues so that we could practice addressing them. We have talked to several people now and have completed some practice sessions. Members are Ed Benedict, Kim McDonald, Kim Robe, Grant Wilson, and Mary Wolgemuth.

Reported by Chair – Doris Ryan 4/3/2021

5. **Safe Re-Entry to Church** (Board Liaison – Ruth Morris)

SRC delivered their recommendations to the board. They were accepted with the understanding that they will need to be modified as conditions change.

Members: Ruth Morris, Rom Dela Croix, Theresa Dowdy Hamard.

Reported by Chair – Ralph Lehman on 4/2/2021

End of Annual Committee reports for 2020

Reported by Chair - VP Candy Gale 4/8/21