

Unitarian Universalist Church of Tampa 2021 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 2021:100

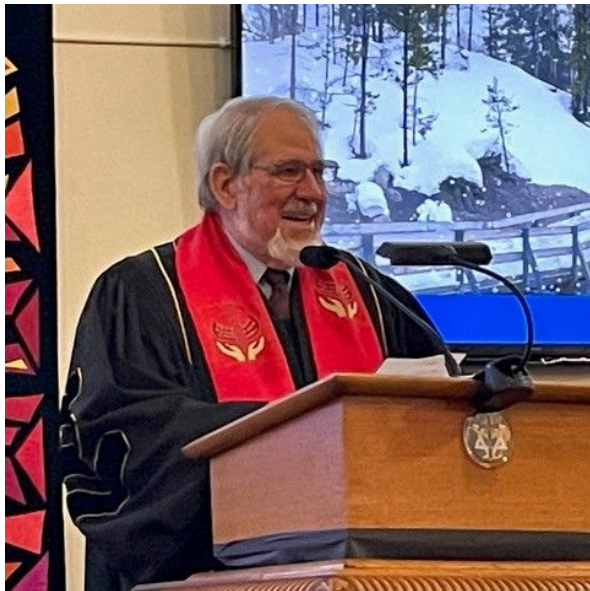
Number of Members certified to the UUA for 2022: 82

Pledging Non-members certified to the UUA 2022: 20

Number of RE Children certified to UUA for 2021: 20

Number of RE Children certified to UUA for 2022: 0

Ministers Rev Dr. James Macomber and Rev. Kathy Schmitz



2021 General Report

2021 began under the restrictions imposed by the Covid-19 virus, and with Vice President Candy Gale pinch hitting while President Jay Butler was recovering from some impactful health and hearth hardballs. Worship services and meetings were still being held strictly on Zoom, though hopes rose with the news of vaccine rollouts on the horizon.

In January the board authorized the acceptance of future restricted donations to fund a series of Healing Workshops. The board approved the communications committee's recommendation that official board business notifications be moved to the Servant Keeper platform, and formally recognized and thanked the Examining Whiteness group (leaders DRE Erin Powers, Gene Pizzo, and Jennifer Hunsecker) for their 12-week program promoting equity and justice.

February witnessed the successful outcome of several months of negotiations with the UUA concerning an appeal of the Annual Program Fund contribution, resulting in a 25% reduction in our "dues" without affecting our honor congregation status. Planning for Healing Workshops continued, as well as a protocol for reopening. The posting for a contract minister was updated. VP Gale wanted to expand the monthly thank-you to include all those who are nominated, rather than only selecting one.

March saw the resignations of board members John Bunch and Donald Lee, and the creation of a new ad-hoc committee - Hospitality, under the leadership of Kathy Reddy. Membership procedures were updated to remove language on sponsorship, in line with changes in how the UUA assesses congregations' APF contributions (per operating expenses, not #of members)..

Liz Bleau was appointed to fill a vacancy on the board in April. Rom Delacroix stepped up as the Chairperson of the Re-Entry Screening Committee. A survey on healing was conducted and the congregation invited to discuss the results. Draft revisions to the 2011 Bylaws were submitted to the board, and preparations made for the Annual Congregational meeting. Training in Multi-Platform Worship was approved for members of that committee. An updated agreement with CUUPS was accepted.

The May 2nd annual congregational meeting (on zoom) was attended by 43 of the 98 members on the roll. Robert Boileau and Liz Bleau were elected to serve on the board. A bylaws focus group was identified. The Betty Lee Distinguished Service award was presented to Gloria Holloway, for her many harmonious years of dedicated service.

For more information about Gloria and Betty Lee, click here:

[!\[\]\(05be7c7a8995decd503647c99211f7c2_img.jpg\) 2020 Betty Lee McCluer Recipient: Gloria Holloway](#)



Russell Patterson took over the leadership of the transitional ministry team. Healthy Relations Committee Chair Doris Ryan presented the first of several healing workshops, in collaboration with consultant Dr. Cyd Charrow, and Rev. Jim Macomber.

In June, delegates Joan Lund and Dawn Carson were chosen to represent UUCT at the UUA General Assembly. The transition team received an application from the Rev. Dr. Jim Macomber to serve as half-time contract minister and the board voted unanimously to enter into contract negotiations with him.

The board also voted to give the Worship committee the month of August off, in order to provide the hard-working committee members with a much needed rest.

In July the board accepted the contract negotiated with Rev. Macomber. The board was surprised to receive a letter of resignation from Director of Religious Exploration Erin Powers, effective Aug. 31st, and made plans to dedicate an RE room in recognition of her long-term service. CUUPS announced Jamie Hendrickx as their new facilitator. Lynnette Parrish was appointed as Chair of the Finance Committee. Elise Richardson's resignation as Communications Chair, effective Sept. 30th, was announced. Bob "Cap" Cappellini was appointed chair of the Care Committee. A board retreat and DRE farewell events were planned for August. Custodial service frequency was restored in anticipation of live services. The board elected Dawn Carson as Treasurer.

August witnessed the resignation of Jay Butler as President due to health concerns. Candy Gale was elected to fill the office, and Robert Boileau elected as Vice President. Karen Zindell is appointed to Chair the Bylaws, Policy and Procedures Committee effective Sept. 1, at the end of her board term. The Re-Entry Committee recommended formal board action in response to increasing Delta variant covid infection rates. The church closed to gatherings of more than 10 people, effectively moving in-person worship, the DRE's Farewell, and other planned Sunday social activities back to Zoom. Phil Hildreth resigned from the Worship committee as well as from his paid position of Videographer. An RE planning team was formed and a listening session held. Our Minister, Rev. Dr. Macomber completed a conflict resolution program and plans to work with the Healthy Relations Committee.

Sept. began with a special meeting to elect new board officers including Judy Lane as secretary. The board set a date for a congregational meeting to consider adopting the amended bylaws. The board voted to recommend that the congregation considers endorsing the petition against the death penalty proposed by Floridians for Alternatives to the Death Penalty, along with a webinar on Critical Race Theory to be presented by Dr. Sasha Grier, and James Shaw. Training for the Healthy Relations Committee members proposed by Rev. Jim is approved. A shorter covenant study is proposed. Staff evaluations were initiated.

October carried hope that the infection numbers would drop enough to allow in-person worship soon. Pat Benedict took the helm as worship committee chair and immediate Past Chair, Diana Stevens, became this committee's Secretary. RSC recommended raising the limit to 50 persons

in the Large Dome. Rev. Macomber reported scheduling two small group restorative circle programs. The Special Congregational meeting was attended by 38 of the 98 members on the toll. The congregation voted to sign the FADP resolution, agreed to host the CRT webinar, and approved the 2021 amendments to the Bylaws.

In November, the board began discussing the need for a new policy and procedure regarding how to go about forming and publishing an annual list of committees, as the newly adopted Bylaws requires. Russell Patterson was nominated to chair the communication and technology committee. As positivity rates fell to below 3%, the church began to reopen. The proposed 2022 budget was reviewed in anticipation of the annual December budget meeting. The Stewardship Committee was thanked for their hard work.

December saw the board approving the reopening of the multi-purpose building, and the RE committee sponsoring a Holidays event. The French drain along the base of the small dome was completed, and a new entrance sign installed. CUUPS held a 13 days of Yule fundraiser that was a resounding success. Following a moving candlelit Christmas eve service, and due to a rise in Covid cases, a special board meeting was called and in-person services were once again suspended.



Monthly Board Thank-you recipients:

Jan.: Bill Blymiller

Feb.: Doris Ryan, Lynn Parrish, Karen Zindell, Suzie Siegel, Joan Lund, and Kim McDonald.

Mar.: Jennifer Hunsecker, Joan Lund, Robert Boileau, Kaitlyn Hicks (HOPE), Judy Lehman, and Grant Willson.

Apr.: Judy Lane, Lisa Maddocks-Baisley, Joe Adles, Mary Wolgemuth and CUUPS.

May: Kim Robe

June: Rev. Macomber, Gene Pizzo, and Diana Stevens

July : Ralph Lehman and Rom Delacroix

Aug : Lisa Maddocks-Baisley

Sept: Joyce Formica

Oct.: Marla Frazier and Pat Benedict

Nov.: Bob "Cap" Capellini

Dec.: Kathy Reddy

In Memoriam: Gone but not forgotten

Cay Cahalin

Roger Polcyn

Rick Dovi (son of longtime member Lu Dovi, and former TRV member)

Tom Harrison (former longtime active member)

Sisters Rowing North Book Club Outing:



2021

Year End Financial Report

Revenues to Budget	Actual	Budget
Pledges	\$127,565	\$ 124,053
Sunday Plate	\$ 1,369	\$500
Fundraising	\$ 3,718	\$5,000
Misc + Donations	\$ 9,093	\$2,300
Rentals	\$ 0	\$500
Seahawk Income	\$ 6,270	\$6,480
CUUPS	\$ 1,824	\$500
From Reserves	\$ 3,413	\$ 24,091
Revenue Total	\$153,252	\$163,424

Expense to Budget

	Actual	Budget
Committee Operations	\$ 16,382	\$21,650
Compensation	\$ 75,194	\$ 75,425
Operations and Denominational Affairs	\$ 61,668	\$66,350
Expense Total	\$ 153,253	\$163,425

Revenue to Expenses

Actual

Budget

Revenues	\$153,252	\$163,424
Expenses	\$ 153,253	\$163,424
Net Rev	\$ 1	\$ 0

Statement of 2021 Financial Position

Current Assets	\$55,206
Fixed Assets	\$1,125,929
Restricted Assets	\$83,192* PPP \$10,000
Total Assets	\$1,264,327
Total Liabilities	\$43,508
Equity	\$1,220,819
Total Liabilities And Equity	\$1,264,327

Existing Funds		Restricted Assets	
Expense Reserve	\$52,505	Deferred Maintenance	\$3,767
Benefits Escrow	\$10,264	Performer Guarantee	\$1,500
Major Purchase/ Project Fund	\$2,861	Weingartner Scholarship	\$4,230
Lay Pastoral Fund	\$1,225	Memorial Garden	\$566
Emerson	\$1,274	5 Year Plan	\$5,000
Total Restricted Assets \$		\$83,192	

Previous Years	2021	2020	2019	2018
Current Assets	\$55,206	53,078	59,696	36,583
Fixed Assets	\$1,125,929	973,458	906,146	892,306
Restricted Assets	\$83,192	84,790	\$93,873	\$81,403
Total Assets	\$1,264,327	1,111,326	1,059,715	1,010,292
Total Liabilities	\$43,508	50,708	43,895	40,018
Total Equity	\$1,220,819	1,058,618	1,015,820	984,149
Total Equity & Liabilities	\$1,264,327	1,109,326	1,059,715	1,024,167

UUCT 2021 ANNUAL REPORT from our February 20, 2022, Annual Church Council Meeting

BYLAWS, POLICIES AND PROCEDURES COMMITTEE

The committee met weekly through the Spring to finalize recommendations for amending the congregation's bylaws, last updated in 2011. The process included incorporating the board's changes, introducing the package to the congregation at informational meetings, forming a focus group to develop alternative language choices, surveying the congregation about wording options for 12 different subsections, compiling the survey results, and repeating the volunteer attorney review before submitting the final copy to the board. The board conducted a special congregational meeting on October 24th, and the bylaw amendments were unanimously approved.

The committee also maintains a file on policy and procedure update requests.

Committee members: Karen Zindell - BOT Liaison, Ralph Lehman, Joan Lund - Convener, Candy Gale, Harriet Blymiller - Input/editor, James Shaw Jr. - attorney review.

Submitted by Karen Zindell 2/19/2022

CARE COMMITTEE - Robert Capellini, Chair-person

Our Care Team/Committee continues to meet on the first Monday of each month to keep ourselves updated on our role as communicators and card senders with/to members of the congregation. We continue to honor our pledge of confidentiality by not sharing congregants information beyond our committee.

Please keep our committee in mind and let us know if you or anyone from the church family has joys, sorrows, or needs help.

CUUPS Council/Committee Chair, Jamie Hendrickx

CUUPS Council Members: Facilitator Jamie Hendrickx, Treasurer & Acting Scribe: Dawn Carson, Web Weaver: Chris Hendrickx

2021 Activities:

We pivoted between in person full moon celebrations and online ritual offerings as the church pivoted between in person and online services. This posed some challenges, but we have a wonderful pagan community that came together to make virtual services available.

We continue our goal of building a strong connection between the pagan community and the UUCT membership. As an example of one of our cross-over activities, in June of 2021, our Full

Moon celebration featured a LGBTQIA theme and several members of UUCT participated in the ritual. We hope to continue to build connections between the communities in 2022.

13 Days of Yule online Auction raised a total of \$1806 in just 13 days! We are delighted at the outcome as this is over double what we did last year. The overwhelming support of both the UUCT community and the pagan community was wonderful!

Although they do not hold positions on CUUPS Council, we would like to recognize Robin Rodriguez and Stevie Rataj as long time volunteers with CUUPS. Robin and her family have done a beautiful job maintaining the herb garden. Prior to COVID, we had feasting after ritual and Stevie managed our kitchen witches. We thank them both and appreciate their continued efforts.

FINANCE COMMITTEE Annual Report, Lynn Parrish, Chair-person, 02/20/2022

The Finance Committee members for 2021: Lynn Parrish, Bill Blymiller, Pat Benedict, David Reddy, Sergio Matos, Joyce Formica, Earl Harvey.

The committee met the second Wednesday of each month. In July Bill stepped down as chair and Lynn was approved by BOT to the position. The committee provided the monthly budget report to the BOT, research and documentation to assist with payroll and budgeting decisions, purchases and other BOT requests regarding finances. The committee worked with the BOT in developing the 2021 budget. The committee works closely with our contracted bookkeeping service Anderson Business Services (ABS) in ensuring we are compliant with state and federal payroll taxes, payroll for our employees and subcontractor payments and appropriate tax filings. The committee documents revenues and expenses and performs a reconciliation of those items with the bank statement each month. ABS also performs a reconciliation of the data with our bank statements each month and provides the monthly budget report.

HOSPITALITY COMMITTEE, Kathy Reddy, Chair-person, 02/19/2022

The Hospitality Committee was on hiatus most of 2021 (except for part of November, R. Boileau). We will be in operation again when in-person services resume.

HEALTHY RELATIONS TEAM, 2021 Report, Doris Ryan, Chair-person, 02/15/2022

The team is comprised of five members: Ed Benedict, Kim McDonald, Kim Robe, Grant Wilson, and Doris Ryan, chair.

The team was formed in mid-2020 and embarked on learning about conflict resolution and defining the committee's role in the congregation.

In 2021, the team continued to discuss its role in the church and to identify how it might be helpful in a variety of potential conflicts and concerns between individual members and groups within the church. The committee met on Zoom with several church members bringing concerns about how conflicts in the church were being handled. We identified one part of our activity as providing information and thoughts about healthy relations to the community through short articles in the Weekly Blast or the Domelight. Several members of the committee provided input for the survey of church opinions and attitudes that became the basis for the conflict resolution workshops over the summer. Several members also took part in providing input for the workshops and taking part in roleplays to demonstrate ideas about communication.

At present, four members of the team, along with Reverend Macomber, are attending six sessions of training in a conflict resolution process called Restorative Circles. When the training is complete, we will discuss, as a team along with Reverend Macomber, how we would like to incorporate the ideas from the trainings and what direction our efforts should take for the rest of the year.

MEMBERSHIP COMMITTEE - 2021 ANNUAL REPORT, Christine Smith, Chair-person

COMMITTEE MEMBERS: B. Blymiller, R. Delacroix, J. Formica, J. Lane, Rom Delacroix. Alex Furnari, Zsuzsi Fodor

Leadership: The committee was chaired by Christine Smith, who asked to be relieved of that responsibility; no replacement was found so Christine continues as chair. Kim Robe continues as New Member Liaison.

Engaging Membership: In January, the Membership Committee sent an uplifting New Year's message to all members.

Ushering and greeting: When the church re-opened in July, Judy Lane and Zsuzsi Fodor managed Greeting and Ushering. New protocols were put into place in order to accommodate the limited number and contact tracing. The protocols were updated through the fall and continue to change as required by Covid restrictions. In 2022, we will re-institute the use of Sign-up Genius and will enlist volunteers to serve on a monthly basis. Zsuzsi expressed an interest in stepping down as the manager of Greeters and Ushers; but no replacement has been found.

Visitor engagement process: During the year, we responded personally to inquiries from interested people. When the church opened in July, we organized a virtual "New to UUTampa" program for people who had visited the church once or more. In December, we held an abbreviated "Intro to UU" meeting where five individuals signed the book to become members (all had long-time experience as UUs). These programs will continue into 2022 and will keep evolving as needed.

Volunteer Recognition – Judy Lane and Kim Robe organized a very attractive Volunteer Recognition program by interviewing selected volunteers and making the videos available to church members. That program will continue in 2022.

Membership Certification: Membership Committee worked with the Stewardship Drive to make sure that the church records are an accurate reflection. In December, Membership Committee worked with the pledge secretary to contact all members who had not made a contribution.

MEMORIAL GARDEN COMMITTEE - Jay Cortright, Chair Pro Tem (Please note, I condensed this from an e-mail Jay sent in reply to my requests for 2021 Committee Reports. R. Boileau)

Members: Fran Davin and Diana Stevens. I believe Robin Rodriguez is also a member; subsequently confirmed.

RELIGIOUS EXPLORATION COMMITTEE

While the church was convening virtually throughout the pandemic, the Director of Religious Exploration Erin Powers was an almost weekly presence during the Stories for All Ages portion of the Sunday service. She also supplied the Sunday message once per month in addition to conducting a zoom parents group, distributing at-home craft kits, a family newsletter, and monitoring the facebook group One in-person activity, a tie-dye party, was held and attended by a few families. The RE live Zoom meeting attendance averaged between 2-4 families most Sundays.

On July 1st the DRE tendered her resignation letter, effective Aug. 31st. There being no active RE team in place at that time, a call went out and the newly forming committee's first order of business was developing a farewell event. The Zoom event was recorded for those who could not attend. Afterwards, the board dedicated one of the rooms in Erin's honor to acknowledge her many years of service.

The committee then developed a plan for three types of RE Activities for the remainder of the year:

- 1) Monthly outdoor event meet-ups.
- 2) Monthly Zoom meetings for Parents/Caregivers
- 3) Occasional Youth events with topics relevant to UU Principles

The three Fall meet-ups had attendance of between 7 and 30 people. Exquisite weather greeted the Dec. Holidays Festival which included Christmas, Chalice, Diwali, Hanukkah, and Yule. The tree was trimmed, and blessings included holiday music provided by Jamie & Kim Robe, and Kim McDonald.

The Fall also witnessed a Critical Race Theory Workshop presented by Dr. Sacha Greer, with the assistance of James Shaw Jr. Its target audience was high school aged youth, and there were so many adults interested that a second workshop needed to be scheduled. Dr. Greer generously donated her time along with a copy of her materials for future reference.

The Committee meets on the 1st Wed. of the month. Members include Lisa Maddocks Baisley, Dawn Carson, Candy Gale, Judy Lane, Carolyn Adler, and Karen Zindell.

Submitted by Karen Zindell 2/19/2022

SMALL GROUP MINISTRIES

There are 4 active Spiritual Small Groups, and several affinity groups meeting on a weekly or monthly basis. Attendance varies between 4-12 people per group. The Spiritual Small Group Ministries have access to the Soul Matters (subscription) materials. Though there is typically a summer break, most groups decided to continue meeting through the summer during the pandemic.

Small group leaders meet monthly in a "Huddle" to support one another, vet project ideas, train new facilitators, and conduct annual recruitment efforts. The Huddle meeting is currently being held on the 1st Thursday of the month from 7-8:30 pm.

Members include Evelyn Cape, Candy Gale, David Reddy, and Karen Zindell.

There is also a monthly Zoom meeting of the West Central Florida Cluster on the 2nd Friday of the month at 1:00. Representatives of 6-8 congregations meet to share what is happening in their congregations. Notes are taken and included with the SGM monthly report. Candy Gale has been facilitating these Cluster meetings.

Submitted by Karen Zindell
2-19-22

WORSHIP COMMITTEE 2021 Yearly Report for UUCT Church Council:

Pat Benedict - chair - finds speakers and coordinates aspects of the Sunday services. Pat replaced Diana Stevens as Chair of the committee in Sept. 2021

Video Production - Gene Pizzo and David Reddy

Technical assistance - Bill Blymiller

Editor and Posting on YouTube - Joe Adles

Karen Zindell - Video slides for the virtual services. Soul Matters material to use.

Diana Stevens - secretary, Feb. 2022

Dee Lynch - Music Director, checks on copyrights

BoT liaison - Candy Gale

Working partners: Linda Turnipseed, Office Assistant

During the year of 2021, the worship committee has presented a Sunday Service each Sunday. We began 2021 with pre-recorded services prepared by Phil Hildreth and Elise Richardson that were posted on YouTube. This format continued through July 2021. But in August 2021, the BOT conducted live Zoom meetings that pertained to the passing of the by-laws, future plans for UUCT, a party for Erin Powers (who resigned her position as DRE) and volunteer recognition day. (This was a well deserved break to the Worship Committee members).

In September, we hired Dr. Rev. James Macomber as our half-time minister and Rev Kathy Schmitz agreed to do a service once a month for UUCT. This left 2-3 Services each month to be filled with guest speakers. Guest Speakers in 2021 were well received: Joe Donatone, Becky Reardon, James Shaw, Suzie Siegel, Grant Wilson, Wynn Creasy and the ReEntry Safety committee, Bill Blymiller, James Shaw, Fran Davin and Chuck Smith.

We appreciate our Worship Associates: Ed Benedict, Bill Blymiller, Fran Davin, Nicole Drelles, Candy Gale, Judy Lane, Russ Patterson, Ron Phillips and Pat Benedict

Due to Covid-19, it was a very eventful year. We were in the church a couple times for a short time and then resumed partial or whole Zoom meetings. We have tried several different formats for production - some better than others - but have appreciated the well wishes from our community. We have gained interested persons and new members because of our continued presence on Zoom and YouTube.

Diana Stevens, Secretary for the Worship Committee, Submitted: February 8, 2022

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