

Unitarian Universalist Church of Tampa

2023 Annual Report



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Mission Statement

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

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

2022: 82

2023: 97

2024:113

Number of RE Children certified to UUA for

2021: 20

2022: 7

2023: 7

2024:1-25

General Report - Highlights of 2023

January 2023 began with a Larger Board of Trustees than last year with Candy Gale as president, Robert Boileau as Vice-president, Lynn Parrish as Treasurer, Judy Lane as secretary. Board members at large were Fran Davin, Judy Lane, Judy Ann Lehman, and Kim Robe. We contracted Reverend Jack Copas to serve us as our minister and James Hemphill as our music and choir director. We had some hurdles with our finances because Pilot Bank got taken over by LMCU and there were a lot of adjustments that needed to be made. We accepted the Weddings and Rentals Task force recommendations. This month's Board "Thank You" went to Christine and Chuck for implementing a fabulous Christmas Dinner event.

In February our annual certification was completed by Judy Lane and Lynn Parrish. Repairs to the doors to the Sanctuary. Dates for meetings to discuss the UUA Article 2 suggested changes were discussed. Since LMCU posts their monthly documentation later in the month than Pilot we will be examining the finances for the second month prior. We upgraded our insurance policies. Diana Stevens and Grant Wilson were given the Board's "Thank You" this month for their years of hosting yoga and meditation.

In March, we tried having a dual platform with in person/zoom. There was some bandwidth difficulty and we did not have a quorum. A concern was voiced about hand holding in the Service. With Covid, RSV and Flu we don't want anyone to feel pressured into holding hands while singing. Suzie, James, David and Jamie Hendrickx are planning the auction. Monthly "Thank You" went to Susie Siegel for her help with the auction and weekly sales.

April: Evelyn Cape and Russell Patterson were accepted as the 2023 General Assembly delegates. Board "Thank You": Bill Blymiller for fixing the Wiggle Room Speaker.

In May of 2023 We unanimously elected Board Members: Alex Drelles, Robin Rodriguez and Doris Ryan to replace Robert Boileau and Dawn Carson. Judy Lane will remain for one more year. COCM added Evelyn Cape and Kim McDonald as Mary Wolgemuth's term is complete. We started searching for Wiggle Room employees. We added a reminder from Peter Bowles to check online: maps, Yelp, Facebook, Snapchat, etc. This month's Board "Thank You" went to Sophie Garrett for her work in the sound room.

The Betty Lee McCluer Distinguished Service Award was presented to David Reddy for many, many different things that have meant so much to this Church.

For June: We acknowledged that we need more volunteers and Committee Chairs: Fundraising, Communications, B&G, Tech, RE. Auction was deemed successful. Review restricted fund information. Board "Thank You" goes to Joan Lund and the Magnolias for offering to schedule help in the Wiggle Room.

In July, Board retreat planning for Aug 5 Agenda, time set for 10-2. Still working on MPB internet. Reinstate Seahawk rent. We will advertise for Wiggle Room workers on Indeed.com. ThanksVegan is planned to be held this year. Board "Thank You" goes to Bill Blymiller for lots of things and Alex Furnari for her continuing the New to UU meetings.

August: Looking for estimates for water fountains. Board approved a Future of Haiti Organization Fundraising dinner. The Healthy Relations Committee was made a standing Committee. We renewed Elizabeth Brownell's contract as Religious Exploration Coordinator. As part of the board retreat in August: officer elections result with Candy Gale as president, Doris Ryan as vice president, Lynn Parrish as Treasurer and Alex Drelles as secretary. Board "Thank You" goes to William Rodriguez for his extra effort in keeping our grounds looking great!

September: We approved James Shaw to talk about bail reform and raised money to get three folks released. Bonuses for employees (this needs to be considered in time for the budget planning next year). Marla resigned as B&G Chair. Board "Thank You" goes to Kathy and David Reddy for the work they do including most recently serving on the Weddings and Rentals Committee.

October: Minister's contract was presented and signed. We hired more Wiggle Room Workers. Decided to try Slack for a month for inter Board communication. We approved the Facilities Rental Packet put together by Kathy Reddy et al. Discussed pros and cons for getting a defibrillator

November: We voted for a 4% COLA for all employees. Board Retreat scheduled for Nov.19. Tampie Taudie donated bookshelves and UU books. We are looking for a replacement for B&G Chair. The Board Thanks Marla Frazer for her many years of service to the church with Buildings and Grounds.

December: Considering replacing water coolers, no movement. Looking at the dissolution clause. Transfer internal monies to give a greater budget for the music program. Looked at estimates for sound abatement that were out of our budget and decided to try curtains.

Candy Gale, UUCT Board President

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## ***In Memoriam***

The Unitarian Universalist Church of Tampa mourns the loss of  
**Carolyn Hines**  
And extends Love and Sympathy to her family and friends.

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2023 Finance Report

Revenue to Expenses

Actual Budget

Revenues	\$178,271	\$189,503
Expenses	\$176,071	\$189,504
Net Rev	\$2,200	\$ -1

Statement of 2023 Financial Position

Current Assets	72,539
Fixed Assets	1,298,645
Restricted Assets	85,192
Total Assets	1,456,376
Total Liabilities	\$34,754
Equity	\$1,421,622
Total Liabilities And Equity	\$1,456,376

Restricted Assets			
Expense Reserve	\$52,505	Deferred Maintenance	\$3,767
Benefits Escrow	\$10,264	Weingartner	\$4,230
Major Purchase/ Project Fund	\$4,135	Scholarship	
Performer Guarantee	\$1500		
Lay Pastoral Fund	\$1,225	Memorial Garden	\$2,566
Emerson	\$1,274	5 Year Plan	\$5,000

Previous Years	2023	2022	2021	2020
Current Assets	\$72,539	\$64,760	\$55,206	53,078
Fixed Assets	\$1,254,694	\$1,119,944	\$1,125,929	973,458
Restricted Assets	\$85,192	\$83,192	\$83,192	84,790
Total Assets	\$1,456,376	\$1,267,896	\$1,264,327	1,111,326
Total Liabilities	\$34,754	\$43,508	\$43,508	50,708
Total Equity	\$1,421,622	\$1,222,142	\$1,220,819	1,058,618
Total Equity & Liabilities	\$1,456,376	\$1,267,896	\$1,264,327	1,109,326

2023 UUCT Annual Committee Report

May 5, 2024

The following reports present an overview of UUCT committees' activities in 2023:

Buildings and Grounds

Name of Chairperson: Trevor Chin

Names of Committee Members: Robin Rodriguez,

Frequency and Type of Meetings: Not established yet

Recently Completed Projects:

Small Dome:

Aluminum sills added to triangle windows

All windows caulked and FlexSealed

95% waterproof

Still needed is a proper paint job for 100% Waterproof. To be done before rainy season in June.

Board has to hopefully approve Presto Painting quote this Thursday

Main Dome:

Watch for termite piles in the area below the pass-thru window.

Already have 2 quotes for many cracks in the ceiling - right now, has to be postponed since there is not enough money in the budget.

MPB:

Roof cleaned off of leaves and branches

All 4 single hung PGT windows now have pleasant scenery film instead of fog.

Bathroom Sinks have been caulked. Toilet roll holder in the men's room has been fixed.

4 fluorescent bulb ballasts have been replaced.

Grounds:

Trees, shrubs & vines cut back around the small dome, gazebo area, front parking areas.

New back-flow prevention valves have been added to all outside faucets.

Green slime has been cleaned from the small dome, MPB, shed, memorial area.

Plans for 2024:

Pending: cut back trees, shrubs & vines in all parking areas, childrens play area, memorial gardens, Davis Road & Morris Bridge Rd.

All weeds will have to be pulled out by hand so that they will not keep coming

back.

Dead trees will need to be tagged by arborist so that they can be legally cut down before they pose a threat.

Get quote from LeafFilter for adding gutter guards to existing gutter, plus also adding new gutter in back of MPB.

Any Needs or Suggestions:

RoofMax quotes for both MPB & Main Dome shingles are beyond this year's budget.

Need sturdier tools since old wood handle shovels can't handle the work. Will have to organize the shed to throw out junk, sell excess power washers. Would eventually like to have a communal garden with fruit trees & vegetables. Would like to have more jasmine vines around the property.

Would like to have more people volunteer for B&G cleanup morning.

Bylaws, Policies, and Procedures

Chairperson - Karen Zindell

Members - Harriet Blymiller, Judy Lane (thru Oct.), Ralph Lehman, Lynn Parrish (thru June), Russell Patterson, & Candy Gale (ex-officio)

Frequency and Type of Meetings - monthly, mostly on Zoom

The Bylaws, Policies and Procedures Committee considers such issues and suggestions as brought to us by members of the Board, Minister, and congregation. We endeavor to produce recommendations that are accessible, understandable, functional, and compatible with the community of the Unitarian Universalist Church of Tampa and the statutes of the State of Florida. The most recent recommendation regarding the Memorial Garden Policy and Procedure was accepted by the board and updated on the website in December of 2023.

Highlights of 2023 -

- Updated Facilities Use P&P
- Updated Finance procedure
- Reviewed Child Care P&P
- Revised Memorial Garden P&P
- Requested review of Technology P&P
- Provided research to the board committee examining the dissolution clause in the bylaws
- Provided bylaws language interpretation clarification to the board

Plans for 2024 include reviewing how committees, task forces and interest groups are classified and organized within the P&P manual.

Any Needs - the committee would benefit from the assistance of 1-2 new members.

Suggestions - ask the board to form a task force assigned to collaborate with committees

to update committee descriptions and position descriptions stored within the Google drive.

Care

Chairman: Bob Capellini

Members: Boileau, Robert; Budd, Lindi; Dowdy Hamard, Teresa; Gale Candy; Gibney, Ruth; Hancock, Grace; Lund, Joan

Frequency and Type of Meeting: Monthly, Zoom meeting on 4th Tuesday of the month at 5:30pm

Highlights 2023: Budd, Hamard and Hancock were added to Committee

Plans 2024:

1. Our Care Team/Committee continues monthly 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.
2. Please keep our committee in mind and let us know if you or anyone from the church family has joys, sorrows, or needs help.

Communications

CUUPS

Chairperson: Robin Rodriguez

Committee Members are:

Facilitator/scheduler: Ruth Morris

Scribe: Pat Benedict

Treasurer: Dawn Carson

Council at Large: Rachel Ebner, Robin Rodriguez and Stevie Rataj

Activities in 2023: January of 2023, we brought back Religious Explorations class at 6pm prior to each Full Moon Celebration. Full Moon Celebrations are held the Saturday closest to each Full Moon at 7:30pm with feasting in the multi-purpose building afterwards.

We saw many groups return to present inspiring programs which are scheduled out a year in advance and provided to the council in writing for review prior to presentation. We began a process of remembrance for those that would like loved ones remembered in our herb garden and Our 13 Days of Yule fundraiser was a huge success. CUUPS planning meetings occur the Sunday prior to each Full Moon Celebration in the multi-purpose building at noon, 12pm in Room 2.

Plans for 2024: This year, 2024, we have already facilitated a Community Blessing, a Celebration of Chocolate, a Flying Spaghetti Monster spaghetti dinner fundraiser, a Reconnection with our Inner Child and a visit to the Merry old Land of Oz. Our CUUPS council elections are held each year and letters of intent are due May 19th for our June

election cycle. Due to Covid, 4 years have past since we celebrated the Eight Sabbats of the Wheel of the Year. We will resume those celebrations on August 3rd, starting with Lughnasadh which celebrates the Harvest. This will be at 8pm in the Multi-purpose building.

And lastly, Set your dials to Fun!!! We will be having a Witches Ball on October the 26th with a DJ and other entertainment to include the Island Witch Dance Troupe. This is a huge fundraiser that we hold every other year here in the UU Dome.

Requests: We are in the initial planning stages for the Witches Ball and welcome any and all who would like to contribute to this family event in the form of ideas, building of shops to include a book shop, food and gift shops; Or decorating talents. The Wobbly Witch Metaphysical Refreshment Shop will return along with other favorites. All are invited to assist with this community event and when we have specifics, assist to spread the word that this family fun event has returned to the Dome.

For more information on event dates, times and participation; Please, reach out to Ruth Morris at mruth2178@gmail.com, Robin Rodriguez at whitedeerunion@gmail.com, Stevie Rataj at s.rataj.12@icloud.com, or reach out to our UU office and Linda Turnipseed can forward you to any of our committees, info@uutampa.org or cuups@uutampa.org

Religious Education

Chairperson: Lisa Maddocks-Baisley (Welcomed as Chair in September!)

Members: Carolyn Adler, Judy Lane, Karen Zindell, Beth Brownell, Candy Gale (ex-officio)

Staff: Beth Brownell, RE Coordinator, Wiggle Room (Nursery) workers: Aisha Cook, Aileen Habal, Desiree Rackey, & Karina Rivas

Teachers & Volunteers: Michelle Stover, Victoria Woodard, Kimberly Slattery-Gaston, Judy Lane, Carolyn Adler, Beth Brownell

Frequency and Type of Meetings: Fourth Tuesday of the month 7-8 via Zoom

Highlights of 2023

- Increased monthly sessions from two to four (ages 5-12 yrs)
- Added weekly Nursery care (ages 6 mos.- 4 yrs)
- Streamed sanctuary audio into Nursery
- Added monthly Teen sessions (for youth 13-18)
- Participated in Women's March
- Egg hunt
- Car wash fundraiser
- 2 pool parties
- provided games at annual picnic
- Teacher training/volunteer appreciation
- Tree lighting
- Candy cane hunt

Thanks to Candy & Russ for overall help especially on-boarding of nursery staff, & hosting pool parties!

Plans for 2024

- Continue weekly RE for children 5-12
- Continue monthly Teen RE for youth 13-18
- Continue weekly Wiggle Room care for infants and toddlers ###-4
- Recruit adequate volunteers

Any Needs or Suggestions:

· With the resignation of our current RE Coordinator, Beth Brownell the committee is requesting that the position be advertised and filled once a written plan for supervision for the position is finalized. There is one committee member and a parent who have indicated an interest in having a part-time Director of RE. Future committee meeting time will be offered to parents and committee members to come forward to make their requests know, so the committee will begin to explore that option once a full conversation is had at the committee level. The committee will update the board on requests that arise in the coming year.

· There is a request for one of our Teen RE teachers, Michelle Stover to attend OWL teacher training, but in order to take the course she must identify an “endorser/supervisor”.

Finance

Chair: Lynnette Parrish

Members: Pat Benedict, Bill Blymiller, Earl Harvey, Dawn Carson, Sergio Matos, David Reddy

Meet regularly – Monthly Meetings second Wednesday of the month at 7pm

Responsibilities of Committee Subgroups:

Endowment: Sergio Matos Chair; Lynn Parrish, David Reddy. Responsibilities of subgroups: Managing the Endowment funds to optimize the security of the funds and growth where feasible.

Stewardship: Pat Benedict and Lynn Parrish co-chairs; Kim Robe, Bill Blymiller, Ed Benedict Responsibilities of subgroups: Oversee all aspects of the annual stewardship drive with the purpose of raising funding to meet the church budget for the following year.

What were your biggest achievements in 2023?

Pledge drive: 2024 Goal of \$140,000. The total pledge amount for the 2024 Stewardship Campaign is \$120,275. The 2024 total pledge amount is from 62 pledging units representing 78 members or 69% of our total membership of 113. The average pledge was \$1,940. There was no response from 22 pledging units.

Budgets

2023: Developed 2024 budget with input from Committees and Board, submitted to congregation and approved in December 2023

Endowment growth: Invested \$150,000 in American Equity 3-year annuity fund for annual return of estimated \$6000. To continue this growth and income payments in 2024.

2022 Year End Financial report presented to congregation in May 2023 and approved.

What were the committee's major expenditures in 2023 and expected for 2024?

Anderson Business Services for payroll, taxes and bookkeeping services and the QuickBooks bookkeeping application. We expect to have increased expenditures in 2024 to support a part-time RE Director in 2024.

What positions might become vacant or new positions needed?

We need to replace one member. We lost a valuable and dear committee member in 2024.

What Project(s) are you working on/considering for 2024?

Increasing 2025 Stewardship goals by estimated 10% from 2024

Restart repayments to Endowment for Seahawk property

5-year goals/aspirations for your committee's responsibilities:

Remain solvent.

Financially support a full time RE Director

Repay endowment Seahawk loan

What do you need/want from the Board/Congregation? Continued support from the board.

Healthy Relations Team

Chairperson: Doris Ryan

Members: Ed Benedict, Kim McDonald, Kim Robe, Mary Wolgemuth, Karen Zindell

Frequency and Type of Meeting: monthly, usually on the 2nd Wednesday at 7 pm on Zoom

Highlights 2023: conducted Sharing Reflections discussion times to practice elements of Restorative Circles process, presented skit on gaslighting to congregation, wrote monthly

articles on healthy relations topics for the Domelight, discussed conflict topics as needed, practiced Restorative Circles process in committee meetings.

Plans for 2024: continue Domelight articles as needed, maintain basic statements about the Healthy Relations Team in the Domelight, develop training sessions for congregation about Restorative Circles, present “snow globe” meditation time at Sunday service, work on board retreat to promote good approaches to conflict.

Hospitality

Chairperson: Kathy Reddy, chairperson; Mary Wolgemuth, co-chair

Members: Carol Baker, Karah Beaver, Robert Boileau, Evelyn Cape, Jay Cortright, Teresa Dowdy, Jerry Elsenrath, Grace Hancock, Gery Morey, Roth Morris, and Lynn Parrish.

Frequency and Type of Meeting: occasionally for orientations, parts of the group meet every week

Highlights 2023: hosted coffee hour after each Sunday service, arranged food for several Celebrations of Life; picnics in 2023

Plans for 2024: continue with weekly coffee hours and other events, as needed

Any needs: The Hospitality Committee is self-supporting through the generous donations of people attending coffee hour.

Social Justice Committee, aka UUCT HOPE Justice Ministry

Chairperson (JM Team Co-Leads): Robert Boileau and Candy Gale.

Members: Jay Cortright, Kathy Reddy (David Reddy was also a member), Ron Phillips, Sue Mitchel; also involved, but limited as health and/or schedule allowed - Joyce Formica, Tom Krumreich, Colleta and Trevor Chin; Steve Randolph (joined UUCT 2024).

Frequency and Type of Meetings: we follow the HOPE meetings schedule, which varies throughout the year, but we primarily meet quarterly for all JM Network Members, and other internal meetings as needed; external, that is HOPE Issue Committees' meetings as scheduled by Issue Committee Chair-Person(s) and HOPE Staff. Most meetings since the Pandemic have been via Zoom, but some have been in person with community Decision Makers and/or Stakeholders.

Highlights of 2023: Rally, Nehemiah Action, Annual Celebration, Investment Drives (Individual and Corporate), annual Autumn Church House Meetings, Convention, and Research to Action.

Plans for 2024: same annual schedule as noted in 2023 Highlights.

Any Needs or Suggestions: Greater involvement from our general membership, Board members & Minister.

Membership

Chairperson: Christine Smith

Members: Jay Cortright, Sandy Cunnigan, Rom Delacroix, Joyce Formica, Alex

Furnari, Kim Kanney, Lynn Parrish, Kim Robe, Al Wileden, Nancy Wileden. Ex Officio: Candy Gale, Rev Jack, Judy Lane Board Liaison

Frequency and Type of Meeting: 4th Monday every other month at 7pm by Zoom
Monthly, Zoom meeting on 4th Tuesday of the month at 5:30pm

Highlights 2023: New to UU Meetings, Pathways to Membership, New Member Reception, Holiday Party

Plans 2024:

- Supporting Worship Service – Kim K. reported that a few more people have signed up to be greeters. Kim K. and Christine will review and update the Greeter instructions, and those will be emailed to greeters. Greeters will be encouraged to invite visitors to CoffeeTime after the service and to attend CoffeeTime and ensure that visitors are welcomed and engaged with others.
- Engagement Process: attendance has been good at the New to UU meetings with 7 participants in March. Since many visitors say they find UUCT on the internet, Sandy suggested we add more meta tags, such as “liberal church” to our search engine. This would widen our presence and availability to the public. We need a volunteer to implement this.
- The next Pathways to Membership will be May 18. It will be held in Room 2 of the MPB. Another sessions will be scheduled in the fall.
- Stewarding New Members New Member Liaison – Kim Robe; Kim R. will be sending new members a letter between the first welcome letter after they join and the notice about the new member Sunday. Kim R. will compose a draft letter and share it with Christine for comments.
- Candy suggested that new members write a short bio and have photo taken at the Pathways meeting, to increase the number of bios in the Domelight. New member reception: June 9, 2024 at Candy’s house. The June Pathways meeting will be moved to June 16.
- All-Member Stewarding - A Membership Sunday will be planned and held in the fall; Membership Committee will work with the Worship Committee to plan and organize. It is hoped that this will become an annual event.
- Data Team Rev Jack is continuing to call and visit members, as well as potential members and said that there are times when he would like to have some members go with him on visits.
- Volunteer Recognition – Volunteer Appreciation Sunday is April 28 and Doris Ryan is leading it. Refreshments will be provided by the Membership Committee and hopefully, this will become an annual event.

Memorial Garden

Chairperson: Robin Rodriguez

Members: Candy and Russell Gale, Diana Stevens, Jay Cortright and Fran Davin

Frequency and Type of Meeting: Quarterly – ish dependent up schedules within the group as they are also busy with other UU activities

Highlights 2023: Recent past activities include planning/discussion concerning repair or replacement of damaged stones, sizes and styles of future stones, and the cleaning of the arbors (Thank-you, Trevor).

Plans for 2024: Future activities will focus on the continued preservation of memorial stones and the consideration of replacing the lava stone with an attractive substitute that will be easier to clean. Trevor Chin has also expanded his review of Buildings and Grounds recommendations to include products to clean our walkways in the Memorial areas including the Labyrinth.

Small Group Ministry

Chairperson: Evelyn Cape

Members:

Frequency and Type of Meeting: Monthly Zoom meetings at 7pm on the first Thursday

Highlights 2023: Continued recruitment, autumn picnic, group activities **Plans for 2024:** Continue to make caregivers group available

Technology

Name of Chairperson: Trevor Chin

Names of Committee Members: Bill Blymiller, Gene Pizzo, Karen Zindell, Sophie Garrett, Eduardo Silva, and Jerry Elsenrath

Frequency and Type of Meetings: Not established yet

Recently Completed Projects:

- Increased internet speed from 30mb/s to 500mb/s

- Replaced wireless bridge to enable Main Dome internet signal to be sent to MPB (should save \$60/month)

- Replaced MS Office with purchased one (Saves us \$12.50/month)

- Labeled important cables & wires in Tech Room & office.

- Replaced two bad IP cameras with new ones

- Added Seagate 6TB hard drive to surveillance unit.

- Reset IP Camera which records sermons.

Any Needs or Suggestions:

- Would like to have 8-camera surveillance for MPB

- Will mount donated TV in MPB after it has been checked out.

Worship

Chairperson - Pat Benedict

Committee Members- Diana Stevens- Secretary, James Hemphill- Music Director;
Video team- Bill Blymiller, Jerry Elsenrath, Sophie Garrett, Gene Pizzo, David Reddy,
Karen Zindell.

Frequency and Type of Meeting - Monthly meetings the 1st Weds at 5pm on Zoom.

Highlights for 2023: In 2023 we provided weekly Sunday services and posted sermons on YouTube.

Plans for 2024: Our plans for 2024 are to continue to provide Sunday services.
Suggestions for speakers are always welcome.

Needs - We are always in need of Worship Associates and help in the soundroom with audiovisual. Please contact Pat Benedict at worship@uutampa.org if interested in joining our team.

Committee on Community Ministry

Chairman: new chairperson not identified yet after loss of David Reddy

Members: Rev. Jack Copas, Ron Phillips, Kim McDonald, Evelyn Cape, David Reddy

Frequency and Type of Meeting: Monthly in-person meeting in large dome at 11am
every third Thursday

Highlights: continued monitor of Article II, support of study group

Plans: continue to take the pulse of the congregation

