

2024 Annual Report

Unitarian Universalist Church of Tampa



Table of Contents

Mission Statement
Vision Statement
Membership
Highlights of 2024
In Memoriam
Financial Report
Committee Report

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;
- A responsive community dedicated to religious exploration for all ages, caring for one another and welcoming all people of goodwill;
- A visible community with a heart for justice, actively seeking ways to be involved with our larger community;
- A growing community that stewards an expanded and updated campus with accessible facilities that will support our mission.

Membership

The year ended with a total of 113 members of UUCT. Our new members for 2024 are:

Lindi Budd
Barbara Ann Burghardt
Demitrius Cianci-Chapman
Sergio Cianci-Chapman
George Cozzi
Elizabeth Draine
Nancy Harms
Chris Hutchcraft

Stacy Hutchcraft
Leon Kakitis
Sally Kakitis
Jean Kelly
Bradley Maleh
Mary Jane Stone
Al Theberge
Wilberto Vargas

Highlights of 2024

Our part-time contract minister, Rev. Jack Copas, ended ministry at UUCT in May 2024. Several congregation members scheduled discussion sessions to examine ministry needs and programming options with the congregation, and a task force was formed. The board also hosted a special congregational meeting to discuss proposed changes to Article 2 of the UUA's bylaws and give instructions on how to vote to our delegates to the General Assembly.

The congregation elected Bill Blymiller, Pat Keller and Kim McDonald to serve on the Board of Trustees in May. Carolyn Adler and Al Wileden were elected to serve on the Committee for Congregational Ministry. Jerry Elsenrath received the Betty Lee award for his longtime service and dedication. Beth Brownell stepped down from the position of Religious Exploration Coordinator, and Wiggle Room Worker Aileen Habal was promoted to that position. In August the board hired Rev. Jim Macomber to provide part-time pastoral care as needed.

The new board convened in September. Outgoing Trustees Fran Davin, Judy Lane, and Judith Lehman were thanked for their dedicated service. Former Interim Minister Doak Mansfield expressed interest in the contract position posted on the UUA website and presented a service in September. Hurricane Milton paid us an expensive visit in October, knocking down at least twelve large trees and tearing through the roof of our storage shed. The board met for a work day and successfully secured the shed with a tarp. Clean up of the tree debris and removal of the damaged shed extended over several months. Sunday services resumed after one week was cancelled in the immediate aftermath of the storm.

When presented with an opportunity by Rev. Bob Murphy, a Unitarian Universalist community minister based in St. Petersburg, Florida, UUCT endorsed the proposal called "Housing: Diversity, Equity, and Inclusion." If approved at the Association's annual meeting in June 2025, the Unitarian Universalist Association will develop a national program for housing justice. The congregation was polled for its interest in participating in the UUA's annual diversity questionnaire and approved the move of the Weingartner Scholarship fund from status as a restricted fund in the expense reserve to general savings. The year ended with the Board hiring Rev. Doak Mansfield to serve as a contract minister to begin in January of 2025.

In mid-December, two young men disrupted the congregation's annual budget meeting by unplugging lights and sound equipment. The board started work to form a new committee to review security measures and procedures, with work on this project extending into 2025.

In Memoriam

We lost several long term members in 2024. We continue to hold them in our hearts:

Richard Isinghood
Ralph Lehman
Dan Miller
Jae Polcyn
David Reddy

Financial Report

2024 Budgeted vs. Actual

	Budgeted	Actual
Expenses	\$204,400	\$197,849
Revenue	\$172,000	\$165,414
Money Withdrawn from Savings to Cover Shortfall	\$32,400	\$32,426

Expense Detail

	Budgeted	Actual
Committee Operations	\$18,300	\$19,323
Compensation	\$104,366	\$91,414
Operations	\$81,734	\$87,112

Total Expense	\$204,400	\$197,849
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Statement of 2024 Financial Position

CURRENT ASSETS	\$61,526	Checking acct. + cash savings
FIXED ASSETS	\$1,214,371	SH + church + Wabash Co. + Equip + tech + furniture + etc.
RESTRICTED ASSETS	\$57,149	Savings allocated to special projects
TOTAL ASSETS	\$1,333,045	
TOTAL LIABILITIES	\$34,754	Mortgage payments owed to the endowment
TOTAL EQUITY	\$1,298,291	Total assets minus liability

Restricted Assets

EXPENSE RESERVE	\$27,962	MEMORIAL GARDEN	\$3,566
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BENEFITS ESCROW	\$7,264	5 YEAR PLAN	\$5,000
MAJOR PURCHASE PROJECTS FUND	\$4,135		
LAY PASTORAL FUND	\$1,225		
DEFERRED MAINTENANCE	\$3,767		
WEINGARTNER SCHOLARSHIP	\$4,230		

Committee Report

The following reports present an overview of UUCT's committees in 2024:

Buildings and Grounds
Chairperson: Trevor Chin (2024) Ed Benedict (2025) Frequency and Type of Meetings: Buildings and Grounds Day (2nd Saturday of the month) Activities in 2024: Sealed small dome & got it painted properly. Plans for 2025: Continue to maintain property and buildings. Needs or Suggestions: More Buildings and Ground Day Attendees.
Bylaws, Policies, and Procedures
The mission of the committee is to consider such issues and suggestions as brought to us by members of the Board and of the Congregation, and to produce bylaws 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.

Chairperson: Karen Zindell

Frequency and Type of Meetings: Monthly through Zoom. Last met in September 2024.

Activities in 2024: Processed a concern from CoCM regarding Bylaws Section 12.
Update/Create Dissolution & Disassociation clauses: Attended meeting with attorney and UUCT Treasurer. Attorney's opinion was submitted to the board. Also prioritized other concerns

Plans for 2025: Continue to clarify language and update terms to be consistent throughout all of our governing documents.

Needs or Suggestions: Need to recruit members to replace those who have left.

Care

Chairperson: Bob Capellini

Frequency and Type of Meetings: Once a month on the 1st Sunday at 9:45 in the MPB

Activities in 2024: 1. Our Care Team/Committee continues to meet 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.

Plans for 2025: Being prepared

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

Committee on Congregational Ministry

Chairperson: Evelyn Cape

Frequency and Type of Meetings: Monthly meetings, Zoom or in person.

Activities in 2024: Meeting with Rev. Mansfield with plans for the future.

Plans for 2025: Working with RE on plans to increase attendance. Continue to monitor status of the congregation or otherwise.

Needs or Suggestions:

CUUPS

Chairperson: Ruth Morris

Frequency and Type of Meetings: Monthly

Activities in 2024: Activities included a Community Blessing, a Celebration of Chocolate, the Flying Spaghetti Monster dinner fundraiser, Reconnection with our Inner Child, a visit to the Merry Old Land of Oz, and the Yule Ball fundraiser in December.

Plans for 2025: We have a major fundraiser on May 24, a murder mystery dinner. Elaine Silver will do a concert on October 11th. During the day prior to the concert, there will be a market, and then a potluck before the concert. On December 31, there will be a Vampire Lock-in. We brought back the Wicca 101 class and we have a new group who are dedicated to the continuation of circles in the woods. They are being led by Ruth Morris and Candie Acosta.

Needs or Suggestions:

Finance

Chairperson:Lynn Parrish

Frequency and Type of Meetings: Monthly 2nd Tuesday 6:30pm via Zoom

Activities in 2024: Completed a successful pledge drive in October for 2025; created 2025 budget and presented it for approval. Developed and presented the 2023 Financial position at May congregational meeting. Researched UUA salary ranges and worked with the Board of Trustees (BOT) to create the new minister's salary and benefits for 2025. Supported BOT with a hurricane claim and funding distribution.

Plans for 2025: Balance the budget without reserve funds. Get the liability and property insurance in place.

Needs or Suggestions: BOT, Finance and committee chairs meet mid year to begin development of 2026 budget document.

Healthy Relations Team

Chairperson: Mary Wolgemuth

Frequency and Type of Meetings: Monthly via Zoom

Activities in 2024:

- Conducted Sharing Reflections sessions with emphasis on reflective listening.
- Submitted Domelight articles. Topics included conflict resolution, empathy blockers, and restorative circles.
- Provided conflict resolution assistance to individuals/groups upon request.

Plans for 2025: A newer member completed an online restorative circle workshop. Team is planning a worship service. Sharing Reflections sessions continue.

Needs or Suggestions: Consider the Healthy Relations Team as a viable resource for conflict

resolution within the church.

Hospitality

Chairpersons: Kathy Reddy and Mary Wolgemuth

Frequency and Type of Meetings: None

Activities in 2024: Assisted with Membership Committee food events, catered Celebration of Life receptions, prepared Christmas Eve sundaes, food for the annual meeting, Coffee Hour.

Plans for 2025: Same as 2024 plus a fundraiser picnic on June 8th.

Needs or Suggestions: Will need new volunteers as old ones become unavailable.

Membership

Chairperson: Christine Smith

Frequency and Type of Meetings: Every other month by Zoom

Activities in 2024: Three Pathways to Membership Sessions, New to UU every first Sunday after church, Volunteer Recognition Sunday (April), New Member Sunday Service and Reception (June), Membership Sunday Service and Recognition (September), Providing Greeters and Ushers for Sunday Services, Stewarding New Members, Holiday Party and Kids to Clothes drive.

Plans for 2025: Updating Pathways to Membership Sessions and New to UU sessions, Volunteer Recognition Sunday (April), New Member Sunday Service and Reception (June), Membership Sunday Service and Recognition (September), Providing Greeters and Ushers for Sunday Services, Stewarding New Members, Holiday Party and Kids to Clothes drive.

Needs or Suggestions: Still difficult to get people to sign up to greet; always looking for new committee members to keep activities fresh

Memorial Garden

Chairperson: Robin Rodriguez

Frequency and Type of Meetings: Varies from two times per year to quarterly; Possible meeting upcoming on May 11, 2025 at noon. Committee members will be notified with confirmation of the meeting date.

Activities in 2024: Basic maintenance and recovery from storms.

Plans for 2025: Replace the fencing along the property to the south and restore the pavers at the entranceway to the Memorial Garden which were damaged during the hurricane.

Needs or Suggestions: Need to locate someone who knows how to lay the pavers properly at

the entrance to the Memorial Gardens.

Nominating Committee

Chairperson: Ed Benedict

Frequency and Type of Meetings: Meets yearly (around February) on Zoom to produce a slate of candidates to run for the Board of Trustees (BOT) at the annual Congregational Meeting on the first Sunday and May.

Activities in 2024: The committee asked 25 Church members to run for the BOT, and was able to get three to agree. All were elected at the May meeting.

Plans for 2025: The committee has three people who have agreed to run for the BOT. They will stand for election at the May 4, 2025 annual meeting.

Needs or Suggestions: Make the working of the BOT more visible to the congregation to encourage more participation among the membership.

Religious Education

Chairperson: Lisa Maddocks-Baisley (2024) Judy Lane (2024–2025)

RE Coordinator: Beth Brownell (2024), Aileen Habal (2024-2025), Victoria Woodard (2025)

Frequency and Type of Meetings: Monthly on the 4th Tuesday 7pm via Zoom

Activities in 2024: RE Classes, Easter Egg and Candy Cane Hunt

Plans for 2025:

- 1st Sundays will be Intergenerational services
- RE classes other Sundays
- More special events including Easter Egg and Candy Cane Hunt
- RE Data collection

Needs or Suggestions:

- More volunteer teachers
- RE Coordinator in the fall to replace Victoria
- More families

Small Group Ministry

Chairperson: Karen Zindell

Frequency and Type of Meetings: Three spiritual small groups, formerly known as “Chalice Circles” meet once per month. Each group is autonomous and determines how to meet.

Mangroves: last Wednesday of the month, 7-9 pm, (Men’s group)

Magnolias: 1st Monday of the month, 7-8:30 pm, (Women’s group)

Elms: 1st Thursday of the month, Noon-2 pm (All Welcome)

Activities in 2024: Some groups utilize a monthly packet of materials from the church's Soul Matters subscription. Internal and external group projects provide an opportunity for deeper group participation, such as adopting a project, collecting donations for a cause, or providing a Sunday service.

Plans for 2025: Assist with the formation of new groups.

Needs or Suggestions:

Social Justice, AKA UUCT Hope Justice Ministry

Chairperson: Robert Boileau

Frequency and Type of Meetings: Periodically, based upon HOPE's Events Calendar.

Activities in 2024:

Research-to-Action Teams Assembly Monday, February 26, 2024

Nehemiah Action Tuesday, April 16, 2024

Investment Drive Teams Assembly Monday, May 6, 2024

Celebration Monday, May 20, 2024

Listening Process Kickoff Monday, August 26, 2024

Listening Process/House Meetings - End of August through October 6th.

Listening Process Teams Assembly Monday, October 27, 2024

Annual HOPE Convention Monday, October 28, 2024

Research-to-Action Kickoff and Training Monday, November 25, 2024

Plans for 2025: Same as previous years, but new dates; main event, April 8, 2025, Nehemiah Action.

Needs or Suggestions: At least one more Team Lead; better support from/by BOT and other leadership and more dedicated involvement of more UUCT members and friends.

Technology

Chairperson: Trevor Chin

Frequency and Type of Meetings: As needed, typically brief discussions after service

Activities in 2024: Replaced main office PC with Laptop, added Hard Drive to NVR Security Camera system.

Plans for 2025: Replace video camera which records services.

Needs or Suggestions: None

Worship

Chairperson: Pat Benedict

Frequency and Type of Meetings: The first Wednesday of the month on Zoom.

Activities in 2024: Planned Sunday services with guest speakers as needed.

Plans for 2025: To continue to provide Sunday services.

Needs or Suggestions: We need folks to help with the video needs on Sunday including people to help with the sound, and people to do the recording of the weekly services and posting the sermons to YouTube.

It may be that we need to consider hiring professional sound techs to advise us on the equipment we need and to perform the duties we need on Sunday mornings.