

2025 Annual Report

Unitarian Universalist Church of Tampa



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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;
- 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 98 members of UUCT. Our new members for 2025 are:

Barbara Baker

David Bump

Jane Bump

Jesse Carter

Abigail Crosby

Geoffrey Domara

Janine Domara

Susan Donnelly

Brian Plankey

Abdullah Ray

Peter Rokor

Austin Ronan

Sophie Ronan

Ashton Rzepka

Denise Tiller

John Tiller

Highlights of 2025

In January 2025, we welcomed our new part-time minister, the Rev. Dr. Doak Mansfield. He had been our interim minister over ten years before, and we were excited to welcome him back. Because of ongoing health issues, though, Rev. Mansfield reluctantly indicated to us that it would be best for him to retire at the end of 2025. At that time, he moved back to Alabama and married a longtime family friend.

Much work in 2025 was directed to continuing cleanup of the damage UUCT's grounds sustained during Hurricane Milton in October 2024. We hired a new company to remove an enormous tree and root ball that fell on a shed near the main sanctuary. After deliberation, we decided to remove what remained of the shed and resolved that we would not put a new one in the same location, thus opening up the central part of our campus and preserving views of the memorial garden and labyrinth in the distance. Many insurers in Florida dropped coverage of properties after the hurricane damage. When our coverage was dropped and we found a new insurer, they required yet an additional round of repairs and tree removals.

In December 2024, two young men disrupted a congregational budget meeting by turning off electrical service to the Big Dome and multi-purpose building. In response, in January 2025 we met with representatives from the Hillsborough County Sheriff's Office, who visited our facility and gave us ideas about what we should do to enhance security. We have formed a security team to review all safety issues on our campus. Efforts in this area

include creating a new website with greater security and control over our online presence. We have made some changes in security systems used on the grounds. We have increased use of background checks before employment. Over the course of the summer, we reviewed plans to communicate with congregants and provide assistance should we experience another hurricane in 2025 or future years. Near the end of the year, we set up an option for congregation members to provide the names of emergency contacts, to be used if they needed assistance while at church.

In May 2025, the congregation elected Catherine Ripley, Christine Smith, and Al Theberge to serve on the Board of Trustees. The new trustees were slated to join the existing board members, Pat Keller, vice president; Kim McDonald, member-at-large; Kim Robe, secretary; Robin Rodriguez, member-at-large; and Doris Ryan, president. When our long-serving treasurer, Lynn Parrish, ended her term on the board at the end of August, Catherine Ripley took over the treasurer duties and worked with Lynn to learn how to carry out the role. Robert Boileau received the Betty Lee award for many years of service, leadership, and dedication.

With Rev. Mansfield's leadership, the board and congregation discussed concepts from a book, The Almost Church: Redefining Unitarian Universalism for a New Era by Michael Durall. We held several Visioning Meetings after Sunday services to discuss our members' understanding of the core identity of the church and set priorities for future development. An additional service during the year was devoted to discussion between the board and congregation about the church's needs and direction. The

church sees itself as a welcoming place and oasis that impresses newcomers with its sense of community. It wants to become better known in the community for what it offers. Because the church is not the easiest place to find, given that our property is hidden away on several acres of wooded land, we recognize a need to do more outreach to become better known and more available to people who need us. We worked on welcoming the interests of new members. One member wrote a small book about gardening in the local climate, presented information about container gardening, and set up an opportunity to become involved in a community garden while another member began offering Spanish classes before Sunday services. We continued to develop existing activities through our Random Acts of Kindness program and new opportunities in a spiritual discussion group.

During 2025, the UUCT board and the finance committee worked on cost-saving measures to offset the financial impact of hurricane repairs and to reduce the amount of money we would need to take from expense reserves. We reviewed the organization of our finances, without sacrificing programs, and ended 2025 needing less than 10% of the money we had anticipated taking from savings. During the fall pledge drive, the congregation responded positively to our need for increased funding. Planned fundraising efforts for 2025 included several parties and events hosted by CUUPS and a series of dinners offered by congregation members.

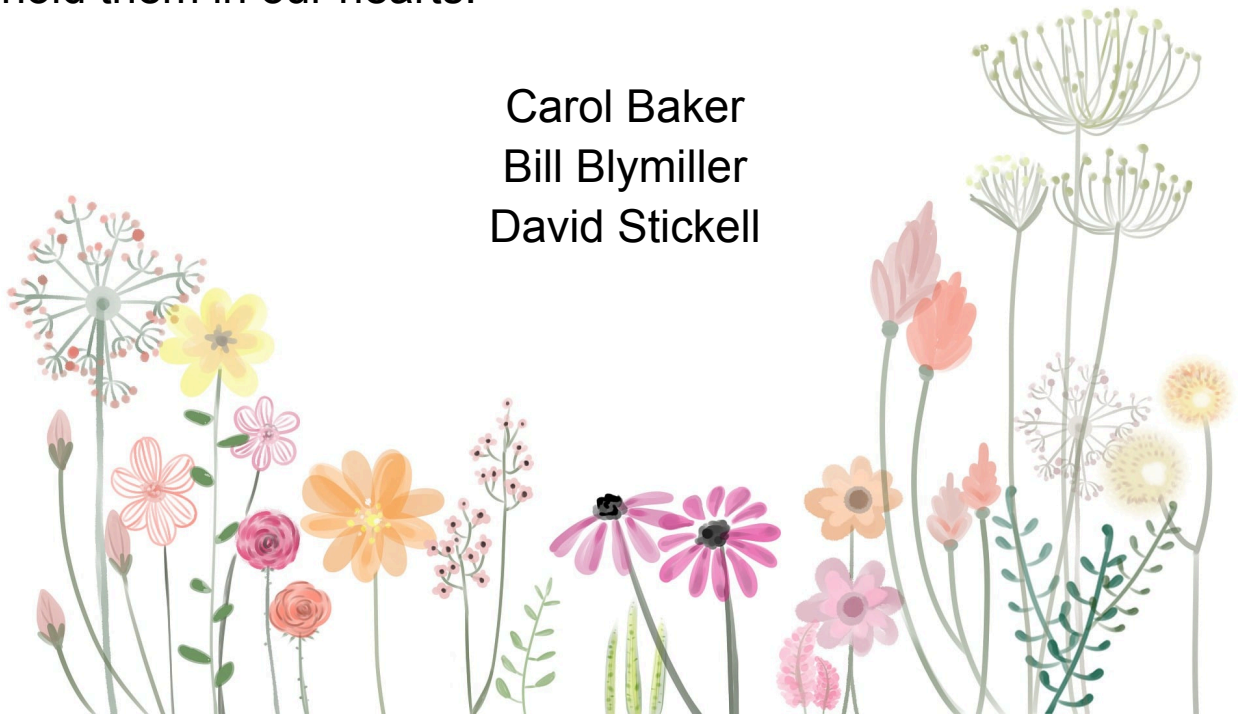
Toward the end of 2025, we convened a minister search team to look for a half time minister. The group revised the statement about our congregation

on the UUA website and conducted an extensive survey to identify the needs and preferences of our members. Their efforts will extend into 2026.

In Memoriam

We lost several long term members in 2025. We continue to hold them in our hearts:

Carol Baker
Bill Blymiller
David Stickell



2025 Financial Report

REVENUES TO BUDGET	ACTUAL	BUDGET	COMMENTS
TOTAL PLEDGES	\$144,971	\$139,000	
SUNDAY PLATE	\$7,142	\$7,500	
FUNDRAISIN G	\$3,151	\$10,000	
DONATIONS	\$3,957	\$7,000	
MISC	\$912	\$200	CC offset and miscellaneous revenue
ENDOWMENT INCOME	\$7,000	\$7,000	
RENTALS	\$3,850	\$5,400	
SEAHAWK INCOME	\$8,100	\$8,000	
CUUPS	\$3,997	\$2,000	
FROM RESERVES		\$30,465	
	\$183,080	\$216,565	

Actual Expenses Compared to Budgeted Expenses for 2025

	ACTUAL	BUDGET
COMMITTEE OPERATION	\$21,030	\$20,400
COMPENSATION	\$100,636	\$93,811
OPERATIONS	\$63,998	\$86,450
TOTAL EXPENSE	\$185,664	\$200,661

Actual Vs. Budgeted Revenues and Expenses

	ACTUAL	BUDGET
REVENUES	\$183,080	\$210,065
EXPENSES	\$185,664	\$200,661
NET REVENUE FROM RESERVES	- \$2,584	

Statement of 2025 Financial Position

CURRENT ASSETS	\$107,146	Checking acct. + cash savings
FIXED ASSETS	\$1,265,002	SH + church + Wabash Co. furniture, equip, tech
RESTRICTED ASSETS	\$60,046 + \$188,061	Savings allocated to special projects + Endowment funds (investments Annuity + 5 mo. CD)
TOTAL ASSETS	\$1,620,255	
TOTAL LIABILITIES	\$34,754	Mortgage payments owed to the endowment.
TOTAL EQUITY	\$1,585,510	Total assets minus liability

Restricted Assets

EXPENSE RESERVE	\$30,378	MEMORIAL GARDEN	\$3,866
BENEFITS ESCROW	\$7,264	Endowment	\$188,061
MAJOR PURCHASE PROJECTS FUND	\$3,545		
LAY PASTORAL FUND	\$1,225		
DEFERRED MAINTENAN CE	\$3,767		
Hurricane	\$10,000		

Comparison with Previous Years

PREVIOUS YEARS	2025	2024	2023	2022
CURRENT ASSETS	\$107,146	\$61,526	\$72,539	\$64,760
FIXED ASSETS	\$1,265,002	\$1,214,371	\$1,254,694	\$1,119,944
RESTRICTED ASSETS	\$60,046	\$57,149	\$85,192	\$83,192
ENDOWMENT	\$188,061			
TOTAL ASSETS	\$1,620,255	\$1,333,045	\$1,412,425	\$1,267,896
TOTAL LIABILITIES	\$34,754	\$34,754	\$34,754	\$45,754
TOTAL EQUITY	\$1,585,501	\$1,298,291	\$1,421,622	\$1,222,142

Committee Reports

This report contains an overview of our committees' activities in 2025.

Buildings and Grounds
Chairperson: Ed Benedict (Jerry Elsenrath, Al Theberge) Frequency and Type of Meetings: Buildings and Grounds Day (2nd Saturday of the month) Activities in 2025: removing debris, trimming plants, creating a lower maintenance property areas to maintain grounds, minor repairs on buildings when needed Plans for 2025: more of the same as above Needs or Suggestions: would like to designate specific areas for memorial plantings, would like to install a shed and do repairs on the small dome!
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: Activities in 2025: Plans for 2026: Needs or Suggestions:
Care
Chairperson: Bob Capellini Frequency and Type of Meetings: Activities in 2025: Plans for 2026: Needs or Suggestions:

Committee on Congregational Ministry

Chairperson: Evelyn Cape

Frequency and Type of Meetings:

Activities in 2025:

Plans for 2026: We are monitoring the search for a new minister. The only current candidate we have wants to be remote/on Zoom and only come here in person a few times a year. We concur that that limits the minister's participation in the "life of the church".

RE is continuing to draw a few kids here and there. When Al Wileden does the UU intro class next weekend, he will ask if anyone attending has kids and will give the info to Judy Lane.

Al and Evelyn are both ending our terms on this committee. Carolyn Adler will continue. Evelyn will email President Doris Ryan to see if she will follow up on getting new members, hopefully to vote in at the Congregational meeting on May 3rd.

Needs or Suggestions: Three new members.

CUUPS

Chairperson: Candi Acosta

Frequency and Type of Meetings:

The Covenant of Unitarian Universalist Pagans has monthly business meetings, additional meetings for special projects, classroom meetings, and crafting style classes prior to each of our monthly Full Moon programs.

Activities in 2025: 2025 CUUPS committee accomplishments: this past year we celebrated 33 years of Circles in the Woods. We were supported in our Full Moon programs by eight unique groups presenting programs which both inspired and taught. These inspiring programs have continued to grow our community and our kitchen witch potluck program has expanded each Full Moon evening. We had a large number of students for WICCA 101, many of them have joined our committee endeavors supporting our continued success. Our fundraisers included a magical market, a flying spaghetti monster dinner, a 1920s murder mystery and a live performance of the Rocky horror picture show.

Plans for 2026: 2026 is set on course to be another remarkable year enriching both CUUPS and UUCT as we work together in community. 2026 will include our continued magical market program, drumming circles, emphasis on crafts and education, as we continue to develop unique programs. Please check our website for ongoing updates: cuupstampa.org

Needs or Suggestions: CUUPS continued support needs for the coming year include support for our committee reimbursements as needed, continued advertising in the newsletter and continued inclusion in UUCT community events.

Finance
Chairperson: Lynn Parrish Frequency and Type of Meetings: Monthly the 2nd Tuesday of the month 6:30p via Zoom Activities in 2025: Provided monthly budget report and bank statement to board. Provided guidance on property insurance after the church was dropped by Guideone. Developed the 2026 budget in collaboration with the board. Presented the budget to the congregation and obtained approval. Developed the 2024 financial position report and presented it to the congregation at the May 2025 meeting. Completed the financial section of the annual UUA certification. Provided recommendations for reducing the annual UUA pledge based on the impact of hurricanes in 2025. Plans for 2026: Identify source for revenue to resume mortgage loan payments to the Endowment fund. Needs or Suggestions: Find a new chair
Healthy Relations Team
Chairperson: Lindi Budd Frequency and Type of Meetings: Monthly via Zoom Activities in 2025: October 19, 2025 - Presented a worship service with a demonstration and narrative of a Restorative Circle. November 9, 2025 - As a result of comments from participants during Sharing Reflections regarding what would make them feel more connected to the congregation, the team began planning for a new initiative to connect a new member to an established member. With collaboration from the Membership Committee, and approval from the Board, UUCT Friends was announced in the April 2026 Domelight. If there are enough member volunteers, this opportunity will be presented at the April 25 Pathways to Membership session. Held Sharing Reflections sessions to practice active listening every other month on Sundays. Some topics were: • What trying times have you been through that later made you grateful? • Describe a time when you felt truly heard. • What is something you believed about yourself that you've had to unlearn? • What would make you feel more connected to our congregation? Wrote and submitted a Domelight article every other month. Some articles were: • What is the Healthy Relations Team and how can it benefit members • What is Active Listening - describing steps to ensure good communication • What to say in challenging situations

- Asking for and accepting help from others (coming in June).

Plans for 2026: Evaluate the effectiveness of current activities; open a discussion of any changes or revisions the team would like to consider. Continue the collaboration with the Membership Committee for UUCT Friends.

Needs or Suggestions:

Hospitality

Chairpersons: Kathy Reddy

Frequency and Type of Meetings: None

Activities in 2025:

Plans for 2026:

Needs or Suggestions:

Membership

Chairperson: Nancy Wileden and Alex Furnari

Frequency and Type of Meetings: The committee meets every other month by Zoom.

Activities in 2025: Facilitated Monthly New to UU sessions and four Pathways to Membership sessions, added 16 members to the membership book, presented September Membership Sunday Service, coordinated and provided greeters every Sunday,

Plans for 2026: Implement the UUCT Friends program with the HRT, continue the New to UU sessions and provide quarterly Pathways sessions, do a membership Service in September, continue to encourage folks to volunteer as greeters and continue to provide greeters each Sunday.

Needs or Suggestions:

Memorial Garden

Chairperson: Robin Rodriguez

Frequency and Type of Meetings: quarterly, or as needed

Activities in 2025: basic maintenance and communication with White Rose Monuments as needed for the etching of new stones placed in the memorial garden. We have 38 stones engraved in our memorial Garden and 25 available with quite a bit of space for more as we move forward into the future.

Plans for 2026: restoration of fencing damaged by hurricanes, removal of debris, walkway

pavers stabilized with cement and restoration of sitting areas.

Nominating Committee

Chairperson: Ed Benedict (Ron Phillips, Lynn Parrish)

Frequency and Type of Meetings: Annual Kick-off meeting in February then ad hoc until the candidates for the board are confirmed.

Activities in 2025: Compiled a list of potential candidates for the board and distributed them among the committee members. Committee members confirmed replacements for the board and they were voted in at the May 2025 congregational meeting.

Plans for 2026: Successful replacements for the board.

Needs or Suggestions:

Religious Education

Chairperson: vacant

RE Coordinator: Judy Lane

Frequency and Type of Meetings: Monthly Zoom meetings held on the 4th Tuesday of each month

Activities in 2025: The Religious Exploration (RE) program in 2025 experienced periods of small attendance. At the beginning of January, Aileen Habal served in the role as the RE Coordinator. Judy Lane served as Chairperson, assisted by a team of three committee members. In March, Aileen stepped down after a recent move and Victoria Woodard picked up the position until she relocated in August. Carolyn Adler organized our Easter Egg hunt on April 20th, and around ten children had a fun time participating. In September, Judy Lane stepped down as RE Chairperson and moved into the position of RE Coordinator. Around the same time, two committee members stepped down because their children had outgrown the program and other life events. After church on November 30th, a tree trimming event took place, attended by Beth and Vivi from the RE family. Stevie Rataj joined as the RE Assistant in March 2026, supporting both lesson planning and childcare.

Plans for 2026: Tree Trimming, Egg Hunt, Flower Communion, Water Communion, reach out to other churches

Needs or Suggestions: Playground equipment repair, hiring additional childcare staff.

Small Group Ministry

Chairperson: Evelyn Cape

Frequency and Type of Meetings: Activities in 2025: Plans for 2026: 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 2025: Research-to-Action Teams Assembly, Tuesday Feb 18, 2025 Nehemiah Action Tuesday, April 8, 2025 Investment Drive Teams Assembly Tuesday May 6, 2025 Annual Celebration Tuesday, Jun 3, 2025 Listening Process Kickoff Tuesday, August 26, 2025 Listening Process/House Meetings - End of August through October 6th, 2025. Listening Process Teams Assembly Tuesday Oct 7, 2025 Annual HOPE Convention Tuesday, October 28, 2025 Research-to-Action Kickoff and Training Tuesday, November 25, 2025 Plans for 2026: Same as previous years, but new dates; main event, Nehemiah Action, Monday April 20, 2026. Needs or Suggestions: At least one more Team Lead; better support from/by BOT 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 2025: Plans for 2026: Needs or Suggestions:
Worship
Chairperson: Pat Benedict (Alex Furnari, Ron Phillips, Diana Stevens)

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

Activities in 2025: All Sundays were scheduled. All participants were coordinated to present an entire service and the appropriate notifications were made available to the congregation.

Plans for 2026: Schedule services for each Sunday and make sure all participants are informed of their responsibilities. Have a variety of speakers who will highlight the UU Principles.

Needs or Suggestions: We need a new minister who will lead 2 to 3 services a month. The Worship Committee will continue to make Sundays a day of worship.