

**UUSP NOTICE OF ANNUAL MEETING**  
**Sunday, April 29, 2018 - 12:00 pm**

April 19, 2018

Dear Congregational Member,

Our 2018 Annual Meeting for members of the Unitarian Universalist Church of St. Petersburg will be held at 12:00 noon, following our Sunday service, on April 29, 2018.

A packet of information being disseminated via email and InfoNet (to be as “green” as possible) so that you can make informed decisions during the meeting. Hard copies are available on request. UUSP Bylaws require that formal notice of this meeting be available to members “no less than ten days before such meeting.”

The packet of information will contain the meeting agenda, committee reports, biographies of nominated officers, proposed bylaws amendments, and the proposed budget for our 2018-19 fiscal year, which begins July 1, 2018. I hope you will thoroughly examine the materials in the packet and come prepared for productive discussions.

Eligibility to vote in this meeting is governed by our Bylaws, which state that all persons who have been members of the Congregation (signed the book and pledged) for at least 60 days, or from February 28, 2018, can vote. Voting will follow the UUSP Bylaws and Robert’s Rules of Order. A quorum of 20% of voting members (31 out of 153) is required, with all votes decided by a simple majority.

By participating in our Annual Meeting, you will all be exercising our valuable Fifth Principle: the right of conscience and use of the democratic process.

Sincerely,



Paul Burnore, President  
Board of Trustees

**UNITARIAN UNIVERSALIST CHURCH OF ST. PETERSBURG  
ANNUAL CONGREGATIONAL MEETING AGENDA  
APRIL 29, 2018**

Call to Order Welcome and Establishing of Quorum (20% of voting members)

Adoption of Agenda

Approval of Minutes of April 30, 2017, Annual Meeting

President's Report

Minister's Report

Music Director's Report

Treasurer's Report

Financial Secretary's Report

Board of Endowment Report (not available)

Committee Reports

Nominating Committee Report

Election of Trustees and Officers

Bylaws Amendments

Adoption of Proposed Budget for Fiscal Year 2018-2019

Old Business

New Business

Adjournment

**Unitarian Universalist Church of St. Petersburg  
Minutes of the Congregational Annual Meeting  
April 30, 2017**

**Call To Order** – Paul Burnore, BOT president, opened the meeting at 12:16pm.

**Quorum** – 23 voting members required, 50 present, Paul declared quorum established.

**Adoption of Agenda** – Dave Coale made a motion to adopt the current agenda, Penny Duff seconded. Motion approved.

**Approval of Minutes** – Minutes of April 24, 2016 Annual Meeting accepted.

Theresa Kelly moved to accept last year's amendments, Michael Guitard seconded. Motion approved.

Barbara Rowell asked where to find the Bylaws amendment to those Minutes; Paul explained where to find them on the web.

**President's Report**

The budget is higher this year with  $\frac{1}{2}$  going to salaries,  $\frac{1}{4}$  to programs, and  $\frac{1}{5}$  to buildings/grounds.

UUSP has 33 new members this year.

There is expanded participation in committees and three new committees have been formed.

Two weeks ago, 141 attended the Sunday service and there were 117 in attendance today. Two years ago we had about 65 in attendance every week. As the attendance rises, so too does the budgetary need.

Pledges are up 25%: last year's pledges totaled \$134,000, this year's total is \$166,000.

Paul recognized all who helped run the pledge drive and especially Jack for his impact.

**Minister's Report** – see Annual Meeting packet, attached.

Jack noted that the Thanksgiving dinner had been organized by Mike Fitzgerald, which was stated incorrectly in his report.

**Music Director's Report** – see attached.

**Treasurer's Report** – see attached.

There was no discussion, just a request for applause! Sally has given "too many" years as treasurer.

Jim Powell asked if congregants were supposed to read the reports and Paul replied that they were.

**Financial Secretary's Report** – see attached.

No discussion, just thanks. Jack commented on the great amount of time spent each week by Tee and Casillia.

**Board of Endowment Report** – see attached.

Darren Stowe presented updated figures.

Darren explained that the Chubb Bequest is a bequest managed by Wells Fargo and UUSP will inherit 1/3 of the remaining monies upon the death of the two other beneficiaries. At this time, UUSP has no access to the Chubb money or its earnings. The current balance is \$427,854

Susan Burnore asked about the purpose of this fund. Karen Frank explained that it was a bequest to Endowment but the balance is only an accounting number at this point; two people still get money from the funds and, until they are deceased, the church doesn't receive any money.

Dolores Benjamin asked if the Endowment directors have considered moving away from Wells Fargo. Darren replied that they have but at this time the Chubb monies are held at WF and UUSP has no authority to change that.

Paul noted that all Committee reports were impressive and indicated lots of activity with an impressive number of people involved.

**Nominating Committee** - see attached.

The slate had been passed out and Paul read it aloud.

Karen Frank explained that the committee's role is very difficult and she recognized their efforts. They're very pleased to have finally found a new treasurer. The committee stood for recognition.

**Election of Officers and Trustees**

Linda Paul made a motion to accept the slate of nominees, Marilyn Barber seconded. Slate approved, all nominees elected to their respective positions.

**Adoption of Proposed Budget for Fiscal Year 2017-18**

Paul explained that the Board asked all committee heads to prepare three budget requests: bare bones, maintenance, and "blue sky". The BOT and Treasurer discussed each committee's request and determined what amount could be reasonably allocated to each one based on the projected income.

The projected income was determined by looking at 2015, 2016 and the first nine months of 2017. Budget increases are expected from new pledges and property rentals, an additional \$18,000 in contributions, and \$10,000 from RE fundraisers and camps. Endowment will continue to provide \$15,000 annually.

Shortfalls in the budget:

-Our minister's salary is lower than his experience and hours are worth and lower than UUA guidelines suggest. The budget does provide for a \$10,000 raise but that is still lower than he should get.

- Building & Grounds' maintenance reserve at \$1,000 is very low and needs to be much higher.

-We increased the UUA dues payment from \$1,000 to \$1,500 and hope to get to what we should be giving. (See discussion below.)

Sally reminded people that there are tradeoffs. If you want to increase any line item, then we need to know which other item will be reduced.

The proposed budget is balanced.

There was a recent budget change from what is in the printed handout. Membership Committee's \$2,000 has been changed to \$1800 and that \$200 was moved to the Social Justice Committee, changing their \$1500 allocation to \$1700. Dave Coale and Reggie Craig agreed on this and the Board approved this move.

Theresa Kelly asked what our fair share dues to UUA would be if we were paying the full amount UUA suggests. She said that if we don't pay our fair share, we don't get a voting delegate at UUA assembly.

Sally Carville stated the amount would be approximately \$13,000. It used to be a specific amount per member, but now is a percent of the operating expense.

Paul explained that the BOT chose to keep \$\$\$ for the minister and building/grounds.

Anne Justice: Need new generation, current RE director expanding our growth. Stream of new people coming in. Was discussing that Lisa might be leaving, but found out she Lisa withdrew resignation. Cheers from crowd.

Barbara Rowell believes we normally paid \$60/member in the past. Sally reiterated that we don't do that any longer.

Sally reminded the congregation that, when shopping on Amazon, a percentage goes to UUSP. She explained that rather than going directly to the Amazon site, people can go to the UUSP website, choose the "Support UUSP" tab and connect to Amazon through that. That way a percentage of the purchase goes to UUSP. We receive quarterly checks from Amazon. We are trying to get setup through Amazon Smile but it is not yet available.

Dave Coale, Membership Committee chair, confirmed that he supports the move of \$200 from Membership to Social Justice. Dave made a motion to accept the budget as presented, Jayne Fanning seconded. Budget approved.

**OLD BUSINESS** – none on agenda

**NEW BUSINESS** – None on agenda

Theresa Kelly requested an update on the parking lot. Paul responded that Wannemacher Jensen offered a new proposal which was published in the Infonet two weeks ago. The process to finalize a decision will be set up and communicated at next BoT meeting.

Karen Coale made a motion to adjourn, Pete Elem seconded. Motion approved.

**12:43pm Meeting adjourned at 12:43pm.**

Respectfully submitted,  
Beatte Hughes-Brown

**PRESIDENT'S ANNUAL REPORT 2017-18**

Dear Congregation Members,

This past year has again seen continued growth in church membership, additional committees, increased participation in church activities and community events, excellent Sunday services and music program, improved management of church processes, and a tangible sense of energy and involvement in our congregation. My thanks to all of you.

My special gratitude is for all UUSP members, for their grace in honoring our covenant and first five principles during the challenging parking lot conversations, and also during Hurricane Irma when we opened the church as a shelter for numerous members and friends.

The parking lot was a major focus this past year. Our neighbors Wannemacher Jensen Architects (WJA) offered \$240,000 to buy parcel 1 of our parking lot and pave the remaining 2 parcels at no cost to UUSP. In order to be inclusive and maximize participation, there were continual InfoNet updates, a long list of FAQs, a Google Site for member questions and comments, several Town Hall meetings, and a Straw Poll which included out-of-town members. The Straw Poll had an 89% approval. The official congregational vote, delayed by Hurricane Irma and held September 17, 2017, had an 88% approval. The closing was Dec. 11, 2017. Parking Lot construction is scheduled for mid June to late July, 2018. Funds from the sale have already funded high priority projects.

We're pleased to have added several important new church functions. Most importantly, Reverend Karen Day has become our new part-time RE Families Minister. She collaborates with the RE committee and teachers to provide weekly Sunday religious education programs for children and youth. She also provides one RE Sunday Service per quarter, and she recruits, trains and manages our RE teachers.

Our new Three Year Plan (TYP) team is steadily working on a Three Year Plan with congregational input from a Needs and Priorities survey, which has been sorted by priority, with estimated costs and project leaders identified. Three high priority projects have already been completed: new gutters, and new lighting and sound systems in our sanctuary. Other projects will follow according to priorities assigned by the congregation. The TYP team also launched a Congregational Survey to collect demographic information and feedback on what direction our church should be going. This aggregated feedback was sorted into five overall themes, which was used in survey roundtables for further discussion with church members. Next month the TYP team plans to hold a strategic thinking and planning exercise for Board members and church officers (both current and new) called SOAR (Strengths, Opportunities, Aspirations and Results). TYP team members are Teresa Kelly, Morgan Gresham, Bill Motter, Pat Fling, Sharon Winters, Paul Burnore, and Reverend Jack Donovan.

A new Arts & Aesthetics committee has recently been created to preserve and enhance our historic building and its grounds, to enrich the lives of our members with the arts, and to connect with our St Pete community in promoting the arts. The committee chair is Rain Turner, who will coordinate closely with our other church committees on a variety of projects.

More and more members are giving their time and talents to ensure that all parts of our Church function at a high level. We all benefit from their efforts and we thank them all. There are some people who went well above the call of duty, whom I'd like to recognize:

- Patti Hanks and our Membership Team, for not only signing up 38 new members, but also for greeting visitors every Sunday, putting new processes in place, launching an up-to-date online church directory, and organizing classes for new and prospective new members.
- The four Social Justice subcommittee heads – Karen Coale, Reggie Craig, Karen Frank, and Dan Greenfeld - for giving so much time and love to people in need, and to vital social issues.
- Reverend Karen Day for rallying dozens of members for FAST, which works directly with elected officials on focused social justice issues.
- Melissa Allen and the RE team for providing a creative, loving, learning environment for our children.
- Susan Burnore and the Pledge Committee for running another successful pledge campaign. She also ran a creative, fun fund-raising campaign to benefit Social Justice, and she served as chair of the Worship Committee, which added and trained many new worship associates and improved processes.
- Nic Filzen, the choir, the bell choir, and the Second Sunday Singers for raising the level of our music on Sundays to new heights every week.
- Sabine von Aulock for organizing the productive and fun Flops and Mops program, in addition to serving on the Board, where she leads the Needs and Priorities program. She also helps organize the monthly Pancake Breakfast and is always active in the Friday Night Picnic, both of which benefit those in need.
- Howard Taylor and the B&G team for their comprehensive attention to our property. Howard in particular spent countless hours and days attending to issues and problems, along with detailed planning and follow-up.
- Jeri Huempfer-Gatz for her dedication and work in keeping the office, and all of us, on track.
- And of course Reverend Jack Donovan for his leadership, loving spirit, scholarship, humor, and involvement in every aspect of our church life, from leading weekly meditation sessions and the book discussion group, to attending all committee meetings and delivering sermons grounded in our UU principles.

Please take the time to read the Annual Reports included in this packet. It's an inspiring read. It truly does take all of us working together in the spirit of our principles in action.

Your elected Board of Trustees is optimistic about the energy, activities and growth we see in all aspects of our church life. We believe our beautiful home on Mirror Lake is positioned in just the right place, with just the right people, to truly live our church covenant:

Love is the spirit of this church and service its law.  
This is our great covenant – to dwell together in peace,  
to seek the truth in love, and to help one another.



Paul Burnore, President  
Board of Trustees

### **MINISTER'S ANNUAL REPORT (4/14/17 – 4/13/18)**

Dear Friends,

Thank you for an on-going wonderful church year. I am so happy to be in St. Pete with you. It occurs to me, though, that perhaps the measure of our success is a paradox – having a feeling of both satisfaction and dissatisfaction at the same time about the same thing, our life in the congregation.

I feel we're had a very satisfying year pursuing our covenanted purposes of helping one another grow in understanding, caring, and expanding community. Simultaneously, I feel we have come inevitably to the edge of a new set of possibilities, individually and as a congregation. For those possibilities, only now in the new church year can we begin to seek satisfaction. Congratulations for a great year passed. May we use our energies and talents well for the possibilities of the year to come.

Below are (1) some of the satisfactions I believe I've observed in the last twelve months, and (2) some new possibilities which I think we are now prepared to pursue.

#### **SATISFACTIONS OF THE PAST 12 MONTHS (from the minister's perspective)**

1. 57 new members (if my count is right), bringing us to almost 160 members (having been at about 60 members three years ago) – almost all attending the Inquirers' classes and being helped to find a home at UUSP by the Membership Committee (yay, Patti's team!).
2. Sunday service average attendance up about 20, with a new peak attendance of 157 on Easter, plus wonderful Member Spiritual Journey Worship Committee services (yay, Susan's!).



3. Sunday mornings enriched by Great Questions Discussions (yay, Kent's!), Women's Study Group (yay, Cynthia's!), and Post-Service Socials (yay, Kevin's!).
4. Tuesday Meditation & Check-In Lunches – (yay, especially Mimi's OM!) – plus Fall & Spring Meditation Retreats.
5. Wednesday 10am/7pm Religious Studies (focus on ethnic & African American experience, plus wisdom – yay, hope!).
6. Covenant Group expansion – now 8 groups, from one three years ago (yay, original group's persistence & guidance).
7. Holidays: *Dia de los Muertos*, Thanksgiving, Christmas Eve, Seder (yay, Pau's, Kevin's, Susan's, Barbara's & Linda's).
8. Visits with members – more intentional scheduling for visits (yay, members!).
9. Adding Karen Day as UUSP Community and RE Family Minister (yay, Paul's Board team and Melissa's RE team).
10. Worked with Marketing Coordinator to develop UUSP logo and new web page (yay, Janeya & Michael P).
11. Adding a Lot #1 sales team to UUSP's work (yay, UUSP Board).
12. Adding a Three Year Plan team to UUSP's organization (yay, Paul's team).
13. Sheltered 18 UUs and friends at church during Hurricane Irma in September – (yay, church).
14. Adding an Arts and Aesthetics team to UUSP's efforts (yay, Paul's and Rain's team).
15. Added a UUSP Library Reading Room task force to coordinate display of UU-related writings (yay, Sarah C!)
16. Community Events – excellent UUSP turnouts– Pride March & Interfaith Service, MLK Jr March, Women's March, stop Gun Violence & March for Our Lives rallies, Environmental Protection rally, Homeless Memorial Service, Still No Room at the Inn Caroling for Those Without Homes (yay, Teams Courtney, Karen C, Sharon, Reggie, Sabine, et al).
17. Community Service: Friday meals for the hungry, Refugee support, Fair Trade sales, campaign financing ordinance passage, Interfaith local justice work (yay, Reggie's, Karen C's, Dan's and Karen D's teams).
18. Held a great Pledge Drive (yay, Susan's team!!!).
19. Baptisms: Mercury McAlavy (3/25), Mac Hammersley (3/25), Mateo Moya (4/1) (yay, Marcile-Keevy, Peter-Kaitlin, Cesar-Jessica)
20. Weddings: William (Bill) and Mugette (Midge) Barber (3/31); Andy Bragg and Saba Attari (4/7/18).
21. Memorial Services: Joan Barclay (11;18); Bill Wallace (12/22/17); Anna Prince (1/618) Jim Wamboldt (1/7/18), Jim Barber (2/2/18), Dorothy Byrne (2/3/18).
22. Many hours with impressive church committees and the Board – we are a fortunate church, rich in caring.

#### POSSIBILITIES FOR THE NEXT 12 MONTHS

1. You tell me. Any ideas about how to be the best we can be for ourselves and the world are welcome.

*Jack* (Rev. Jack Donovan, UU Church of St Petersburg)

## MUSIC DIRECTOR'S ANNUAL REPORT 2017-18

As was the case the last few years, this year has proven to be very rewarding and successful. Although there was some turnover in choir members, we also had several new folks join both choirs that have added a tremendous amount to the experience for me, for the choirs, and for the congregation. Second Sunday continues to be a monthly gem. I personally am a big fan of Bluegrass style music, and Second Sunday has treated us with a few Bluegrass tunes this year.

Although both Corinne and Hannah have left us, I feel very fortunate that we had Alexandra Arroyo-Acevedo, Terri Vernon, and occasionally Frank Ierna helping and strengthening the choir this year. They have been indispensable. Sadly, Terri will be leaving UUSP at the end of the year because of new responsibilities at her full-time job, but Alexandra has expressed her excitement in continuing to serve the choir and congregation here. I truly hope for the sake music program and its effectiveness for the congregation that UUSP will continue to fund the section leader positions.

This is the first time in several years that we've had the same pianist for the whole year, and boy do I feel fortunate that it's been Teresa Ancaya. A lovely human, musician, and leader. Even if she doesn't take over as music director after I leave, I hope that that she will continue to be a part of this community. That being said, I strongly endorse Teresa Ancaya to take over for me.

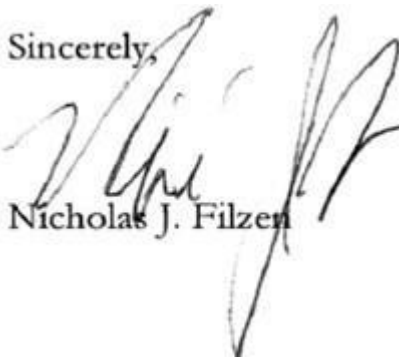
As part of the ongoing Building and Grounds improvements, there does seem to be a plan of action to repair the organ. According to Howard Taylor, after an Allen Organ technician came to look at the instrument, it does appear that we just need to replace/repair several speakers for the instrument to be usable once again. If he hasn't already, I believe Howard will be bringing a proposal for those repairs to the board soon.

Just last week we had our first rehearsal with the newly refurbished bells. It was awesome! What an improvement! The entire bell choir thanks the board for approving the cost of the refurbishment.

I have never been more proud of the choirs than I have in the last few months. The vocal choir just performed in our 3<sup>rd</sup> annual Music Sunday, and they were splendid. The music was challenging, but they worked so hard to to prepare the piece and it went so well. From the comments I heard from folks, the service was a real success. Similarly, the bell choir recently played the hardest piece we've done in my time here – *Set Fire to the Rain* by Adele. In the past, the bell choir has been reticent about doing music that challenging, but it seems we found a happy medium between enjoyable and difficult. In fact, at the suggestion of the bell choir members, we played through it just for fun last week at rehearsal to test the newly refurbished bells.

It is absolutely bittersweet to be leaving the church and the music program after five wonderful years. That doesn't mean that I don't have the same hopes for the continued fun, challenges, and growth of the music program and subsequently the congregation that I've had in the past. Whether

Teresa or somebody else takes over the music program, the strength is in all of the people involved. Thanks to them and to you all for a lovely five years!

Sincerely,  
  
Nicholas J. Filzen

### **TREASURER'S ANNUAL REPORT 2017-18**

I have enjoyed learning the treasurer's duties this year with the guidance of my predecessor Sally Carville.

The church's growth and members' generosity over the last three years has resulted in increased Pledge income and enabled increased expenditures, particularly in Building & Grounds and Religious Education. This year the revenue from the parking lot sale and continued support from the Endowment has allowed for designated funds for much-needed improvements including the Sanctuary's new sound and lighting systems.

Financial initiatives this year included adding credit card payment capability and supporting the offering of electronic payments and the addition of new designated funds.

The 2018-19 Budget calls for expenses to be held at roughly this year's level plus continued designated fund improvements. I am excited an assistant treasurer will be added next year to help improve our financial processes.

Andy Bragg  
Treasurer

### **FINANCIAL SECRETARY'S ANNUAL REPORT 2017-18**

Barbara Archibald, Financial Secretary

**Background:** Tee Taylor and Casilia Smith established certain safeguards and streamlining procedures to the duties of Financial Secretary during their tenures. One of these, for example, is the numbered plastic bag which can be sealed and signed in the sanctuary right after the offertory is collected and then placed in the safe. These bags are then tracked on a separate registry.

For the fiscal year 2017-18, Casilia Smith became the Financial Secretary and Barbara Archibald, the Assistant Financial Secretary. Casilia was forced for health reasons to leave the position in February

2018, when Barbara took over. Fortunately, Carol Ulmer from the congregation was able to assume the duties with Barbara, and they have functioned very well together since then.

**Duties:**

- (1)** The Financial and Assistant Financial Secretaries collect the offertory on Sunday, insert the moneys into a security bag, seal it, and deposit the sealed bag into the safe. (When one of the FS's is not present, a member of the congregation is asked to help.)
- (2)** At a designated time during the week, usually Monday morning, the Financial Secretaries meet to record the contributions into PowerChurch, a software program designed for complete church management. (Any contribution which has a congregant's name associated with it and is not designated for a certain fund is entered first against that person's pledge.) The Financial Secretary handles, not only pledges and donations, but also rents and moneys from fund-raising, special projects and events. These must be properly tracked in PowerChurch and, of course, deposited. The Financial Secretaries also prepare the bank deposit, check the deposit against the totals compiled by PowerChurch, and prepare certain tallies drawn from PowerChurch data for Pam, the bookkeeper.
- (3)** The totals from (1) data entered into PowerChurch, (2) the manually-prepared bank deposit and (3) the tallies submitted to the bookkeeper must all jibe.
- (4)** The Financial Secretaries enter all pledges into PowerChurch and answer all questions from congregants as to their pledges promptly and courteously. During pledge season they coordinate with the Pledge Chairman.
- (5)** The Financial Secretaries prepare individual Tax Statements for each congregant using PowerChurch.

Due to the increasing size of the congregation and the increasing number of activities, these duties are taking more time than they did previously.

**Suggestions:**

- (1)** It would be good to have at least three people familiar with the duties of Financial Secretary and able to assume them.. One of the severe drawbacks of the job is that it requires the consistent presence of the Financial Secretary from week to week. When he or she is out of town, that works a hardship on the other one or on Pam, the bookkeeper.

Respectfully submitted,  
Barbara Archibald, Financial Secretary

## Board of Endowment Annual Report

The composition of the BOE did change in 2017-18. The members are:

Darren Stowe, Chairman

Kent Fanning, Vice-chairman

Nancy Clark, Treasurer

Karen Frank, Secretary

Theresa Kelly

Sally Carville

Barbara Rowell has been declared as Board member emeritus.

The Endowment Board met three times during the Church year, two of those times with Chris Coram of UBS, our financial advisor.

The Endowment Fund consists of actively managed assets and the Chubb Remainder. The Chubb monies are managed by Wells Fargo and the UUSP will inherit one-third of the bequest amount upon the expiration of the other two beneficiaries. At this time, the UUSP has no access to the Chubb monies or its earnings. The starting and ending balances are:

	UBS	Chubb
March 2017	\$332,426	\$465,00.0
March 2018	\$332,188	Not received

We participate and monitor the quarterly investor call of the UUA endowment (UU Consolidated Endowment Fund [UUCEF]) investment committee as a reference point. UUSP's portfolio is similar in asset allocation and risk profile and has outperformed the UUA's on occasion.

The Endowment pledged \$15,000 in operating funds to the Church for this fiscal year. This amount is below the 5 percent contribution anticipated by the by-laws (\$16,830). The actual return on investment in 2017-18 is approximately \$5,000. Therefore, the amount of money that can be withdrawn from the Endowment Fund to supplement the operating income of the Church for 2018-19 is estimated to be \$5,000.00. The Endowment Fund received contributions of stock this past year. Additional gift giving and remembrances in wills are excellent ways to rebuild the Endowment Fund as our predecessors did before us.

Darren Stowe, Chair  
Board of Endowment

## **RE ANNUAL REPORT 2017-18**

Annual Report 2017/18 by Religious Education Chair, Melissa Allen and RE Family Minister, Karen Day

This has been a transition year for the Religious Education program. Lisa Hill resigned as RE Coordinator in August 2017 to take another position. The Religious Education Committee stepped up to search for a coordinator as well as new teachers for the middle and youth group. While searching they maintained activities for both groups utilizing volunteers.

### **Fall Festival**

This year, we consolidated the “Fall Festival” into an expanded Coffee Hour on October 29 to celebrate the end of October/beginning of November holidays. The RE Committee/RE children filled the tables with ghoulish treats and Gilmore Hall with decorations. We invited the congregation to wear costumes to service. The costume contest didn’t work out for this year – but watch out for one next year!

### **RE Sunday**

Our first RE Sunday was held on November 12. Using James Luther Adams’ essay *Guiding Principles for a Free Faith* (along with Shel Silverstein and Dr. Seuss), the youth and RE adults challenged the congregation to realize that they are the foundational stones that our RE Program is built upon. Our next RE Sunday will be held on Earth Day, April 22.

In December Reverend Karen Day was hired as part time RE Family Minister and three new teachers were contracted to start the new year. Since the beginning of January the teachers have enthusiastically jumped in to join the younger group in holding engaging conversations and activities related to our Unitarian Universalist identity and values.

The Early Elementary group, which has named itself “Glazing Flowers” is led by Patricia Harding with assistant Joe Benjamin. Trish and Joe have been steady, reliable and creative leaders of the curriculum, “Love Surrounds Us.” Our children have created plays and stories, made puppets and monsters, shaped clay animals and demonstrated love for themselves, each other and their families. Trish is also a musician who accompanies the voices lifted in easily sung tunes which we hope they will bring home.

The Middle Elementary group, self-named “Knights of Light” is led by Natashia Milburn with willing volunteers from the congregation as assistants. Natashia is a visual artist and has designed lovely posters and quotes for the children to post and remember. The primary project they have taken on, as part of the “Love Connects Us” curriculum, is designing a peace component for the courtyard. They have been considering their own needs as well as those of the guests at our picnic and other children and they will soon offer their proposal to the

Board. Both groups helped create Seder plates with instruction from Linda Paul and Barbara Archibald and they will soon prepare parts of the RE Earth Day worship.

The Youth group, "Comrade Cool Cats" is led by Jeanay Johnson and Alex Whitmore. They voiced their desire to learn more about other religions and to visit other worship spaces if possible. UU Clearwater invited them and the Tampa group to attend their Youth Service and have lunch together afterward. Soon they will be visiting Temple Beth El for their youth led service and they will also have a major role in the RE Earth Day worship. Jeanay and Alex have helped them consider the connections between religions, looked at a religion timeline and talked about earth-based religions.

Children and Youth also participated in the Seder and in Music Sunday. We hope to hold another intergenerational event before the end of the fiscal year. As RE Family Minister I am working with the RE Committee to consider how we can better support families in everyday religious education using resources from the UUA and creating opportunities and gatherings for all ages to learn and grow together.

Religious Education Chair, Melissa Allen and RE Family Minister, Karen Day

### **BUILDINGS AND GROUNDS COMMITTEE ANNUAL REPORT 2017-18**

Committee members and participants: Sabine von Aulock, Reggie Craig, Laurie Clement, Nic Filzen, Jim Fitzgerald, Jeri Huempfner-Gatz, Janet Mills, Toby Newcomb, Howard Taylor, Tamara "Tee" Taylor

#### **What was done:**

New gutters and downspouts were added with mesh leaf guards.

New Sound and Lighting Systems in Sanctuary. Prior to the new sound system, a portable PA system was purchased and used in the sanctuary. This system will now be available for other functions such as in the courtyard or front yard.

Fire rated doors (10) were installed in RE which include windows in the doors.

French doors installed in the library. The room can now be used as an additional meeting room.

Providing access to the 2<sup>nd</sup> floor for people unable to climb stairs is considered a priority. Research was done on a possible enclosed lift for accessing the 2<sup>nd</sup> floor. The cost for such a lift would be approximately \$70,000. We have found a church in Dunedin that uses the same lift. If the Board wants to pursue this, a road trip can be scheduled to view it in person and try it out. An alternative previously proposed is an elevator and stairwell with a cost of about \$275,000. This is preliminary information only. Additional research into these options and costs will need to be done.

Regular 3x yearly professional maintenance of HVAC filters and inspection established.

Termites (subterranean) were discovered in Gilmour. The problem was able to be resolved without tenting. A system to monitor for future infestation was installed.

Numerous steps were taken to eliminate a rodent problem and we were successful in that.

Colored Concrete Floors in Gilmour and Sanctuary were evaluated by Rembrandt Surface Systems. These floors were originally colored in July, 2004, by Rembrandt Surface Systems for \$25,000. To make them look like they did in 2004, would cost \$27,700. No decision to do that at this time.

Tile Floors in Conway (excluding bathrooms) were cleaned with the buffer to remove old polish and marks and 3 – 4 coats of polish were applied. With monthly light buffing, this should allow the floors to look good for a year or so.

The accordion walls / room dividers in Conway were thoroughly cleaned with a scrub brush and degreaser. These were originally installed in 1990 for \$11,000. This was probably the first time these had been well cleaned.

The organ was evaluated by an organ tech and it was determined it needs to have the speakers re-foamed and some minor maintenance for a total cost of about \$1,000. As we do not have an organist at this time, the work on the organ was not ordered. During Tee Taylor's research into the files, she found only one reference to an organ purchase that was in 1968 for \$15,000 and it was determined our current organ is that one.

All Exit lights were replaced to comply with the fire department.

An electrician came in to correct some electrical issues and get the light at the Bell Tower entrance to work.

Sanctuary pews were treated to restore moisture and cushions vacuumed during Flops & Mops.

Pressure washing of sidewalks was done during Flops & Mops.

Tee Taylor reviewed all files for B&G, cleaned them out and organized them for better ability to find items.

A detailed Buildings & Grounds Status Report is being done by Tee and Howard Taylor and is expected to be presented to the Board soon.

B&G has been utilizing Gmail for managing Contacts and Vendors and Email. It allows B&G efficient access to vendors we have used, notes and emails. This will allow a smoother transition and access to important information when there are changes in B&G committee members and chairs. Prior to the use of the Gmail system, emails and other communications were kept in personal email accounts and were gone when committee members left plus they were not accessible by other members. Tee Taylor established this system for B&G along with a similar system for the Financial Secretary when she held that position.



The ability to access Power Church online was added and entry of various B&G inventory items has begun.

Rest room stalls in the 1<sup>st</sup> floor men's room were painted by Flops and Mops.

Ceiling lights in kitchen, bathrooms and library were replaced with LEDs. This was funded by the Social Justice committee.

Toilet seats replaced.

Toilets repaired on 2<sup>nd</sup> floor.

### **Looking ahead:**

The growth of the church means more ongoing maintenance. With that in mind, we will probably need to expand the sexton's duties and/or bring in a custodian to properly maintain the property.

No additional work was done on the Little House. Completing renovation of the Little House could be beneficial to the church in a variety of ways such as additional meeting room, rentals, etc.

LED lighting to replace the current fluorescent lights in the 1<sup>st</sup> and 2<sup>nd</sup> floors of Conway is being reviewed with a professional lighting company for possible options. It is expected that LED flat panel lights will be used which will provide better light, lower costs, and provide a more spacious and cleaner look as they will replace ceiling tiles and not hang below the ceiling. An initial proposal is in process at time of this report.

New grease traps are needed in the kitchen and are hoped to be installed soon.

The tents used in the courtyard are not designed for extended outdoor exposure. We may wish to look at alternatives for safety, aesthetics and long-term costs. That could be a good time to look at options for improving the courtyard for better use by RE and outdoor events, including rentals for an increased cash flow.

Painting quotes have been received for all interior areas in Conway including ceilings and the Sanctuary. Painting will not be done until ceiling lights are replaced and a decision about ceiling tiles are made.

A basic video camera system for security may be installed soon. It may be all we need and would be significantly less expensive than a professional video system.

ADA handles need to be installed for the front gate and interior courtyard gate.

The Conway roof has a life expectancy of 3 – 5 years. Having an annual inspection by the roofing company along with fixing caulk as needed might prevent unexpected leaks prior to full roof replacement and extend the life expectancy a bit. Budget accordingly.

Conway HVAC roof units are at the end of their life expectancy but may continue to function for up to 2 – 5 years approximately.

Howard Taylor  
B&G Chair

### **CARE COMMITTEE REPORT April 29, 2018**

Committee Members: Betsy Filz, Janeya Filzen, Marcile Powers, Dani Skrzpek, Tee Taylor, Kevin Wamboldt, Penny Duff, Michael Guitard, Sabine Von Aulock, , Jerii Humphner-Gates, Paulina Mones, Linda Paul, Cynthia Patterson, Mary Neal Jones, Valerie Cadoret, Suzanne Dudley, Dick Miller, Betty Bernhart, Deborah Clark, Pete Elem, Tom Archibald, Virginia and Cal Fox, Jim Clapp, Joyce Wamboldt

The Care Committee coordinates support for congregants in their time of need. In the fall of 2017 we distributed a second Care Committee Supporter's Survey. As a result we now have 26 people signed up for this committee. During the past year, we have sent cards, prepared meals, provided transportation, and assisted with four receptions after memorial services. Also Tee Taylor sends an email wishing every congregant a Happy Birthday.

Each Sunday a request in the order of service asks that congregants who need support or assistance to contact Sue Price, the Care Committee chair person. This committee also depends on congregants notifying Sue Price if they know of those needing support. It is my hope that during the coming year, we can involve more of our committee members in supporting our congregants.

Sue Price  
Care Committee Chairperson

### **SUNCOAST TAMPA BAY MEMORIAL SOCIETY ANNUAL REPORT 2017-18**

The [Suncoast Tampa Bay Memorial Society](#) is a non-profit, non-sectarian, and volunteer-led Pinellas County organization, established in 1964 by members of UU St Pete. The [Suncoast Tampa Bay Memorial Society](#) contracts with local provider Taylor Funeral Home in Pinellas Park to provide dignified, lower cost (not included in membership donation) basic funeral arrangements for its members for a one-time membership donation of \$20.

UUSP is a member of and supports the national Funeral Consumers Alliance

(<http://www.funerals.org> ) which provides consumer rights education and regulation updates relative to the funeral industry.

For more information on the memorial society please check our website [memorialsociety.uustpete.org](http://memorialsociety.uustpete.org) or call the office at 727-898-3294

Laurie Clement

UUSP Board VP and Secretary/Treasurer STBMS

### **COMMUNITY EVENTS – ANNUAL REPORT 2017-18**

The Community Events Committee was created to provide an opportunity for our UU Church to be a part of our larger community by participating in local events. We will do this by participating in events that are connected with our principles, represent a diverse audience/mission, can be a rallying point and to show our support/solidarity with important issues. Over the past year we participated in three key events; March for Science, Prode Parade and the MLK March.

Late Spring saw over 40 members/friends join in on the March for Science, where we lent our voice to lift up scientific discussion in the public space. Late June on a warm sunny evening we saw about 25 UUSP members, a host of other local UU's and 1000's of our friends marching through downtown lending our voice and support to the LGBT community. We started off 2018 with a strong showing of over 30 members at the MLK Day Parade, where we recommitted ourselves to the legacy of Martin Luther King Jr.

Being visible and lending our voice sends a powerful message to our Community and it is key that we take to the public spaces to have our voice heard and speak for those that may not have the same opportunity – join us as we continue to build upon our activities and take our message of inclusiveness, support, and love to the Community. Reach out to Courtney Allen at [Courtney.S.Allen@gmail.com](mailto:Courtney.S.Allen@gmail.com) for more information

Courtney Allen, Chair

Community Events Committee

### **HOSPITALITY COMMITTEE ANNUAL REPORT 2017-18**

Kevin Wamboldt

Our coffee hour has grown leaps and bounds this pass year. With ever increasing members Conway Hall is bursting at the seams after service, everyone enjoying good food and conversation. With members bringing along goodies to share with the congregation, it's turned into quite the get together. I've Tried incorporating more fruit options this year for those with less of a sweet tooth. This next year should be exciting with fudge being on the table this year with me experimenting with different

flavors. I'll also constantly be expanding my repertoire of breads, muffins and other goodies that I can share with the congregation. In short I predict that even more luscious buffets are in our horizon.  
Kevin

Kevin Wamboldt, Chair  
Hospitality Committee

### **MEMBERSHIP COMMITTEE ANNUAL REPORT 2017-18**

Membership Committee Members: Patti Hanks, Dave Coale, Heather Jones, Sarah Craig, Tammy Boudreau, Virginia Fox, Pat Fling, Sally Carville, Julie Newcomb

Our church is in a period of growth.

Fiscal year, July 1, 2017 to date (April 11, 2018), we have added **38 new members**

Same time period July 1, 2016 – April 11, 2017, **27 new members**

Same time period the year before that, July 1, 2015 – April 11, 2016, **19 new members**

**As of April 11, 2018 there are 159 UUSP members and 2 honorary members**

The Membership Committee meets on the first Wednesday of each month from 12:30 – 2:00. We grew from five to nine members, with Pastor Jack attending our meetings.

We held classes for prospective new members (Inquiring Minds) in November 2017 and February 2018. Both were well attended and resulted in many new people signing the membership book. Classes now consist of the 2-session Inquiring Minds, plus a 1-hour UUSP 101 Orientation for new members. Next year the classes will be combined into two sessions, with the second Inquiring Minds as part of UUSP 101. Membership forms and pledge forms are collected at the time a new member signs the book. This has helped keep our membership and pledge records more accurate in PowerChurch.

Julie Newcomb is heading up the greeting effort at UUSP as part of the Membership Committee. There are Greeter Leaders and their “teams” assigned to each Sunday of the month. Current Greeter Leaders are Dave Coale, Gay Brueler and Billy Crider, Julie and Toby Newcomb, and Patti Hanks.

Significant effort has gone into “cleaning up” our membership records. We made written contact with any member who was on our current list in PowerChurch but not actively pledging. This means our membership count doesn't really accurately reflect our true growth, but it does mean that our count is more accurate! Thanks to Sally Carville for lots of work on this project.

We have purchased an online membership directory called “Our Church Family” – which is syncable and linkable to PowerChurch. The goal in the year ahead is to provide instructions to EVERY member about how to access the Our Church Family directory and how to update their membership record. There is a place to upload a photo, write a personal bio – and several other options, including small group directories.

There is lots of work to do in keeping up with new members and helping them connect and become part of this wonderful church community. It’s a hard working committee and I think we’ve make good progress and had fun.

Patti Hanks, Chair  
Membership Committee

### **PLEDGE/FUND RAISING AD HOC COMMITTEES - ANNUAL REPORT 2018**

**Committee membership:** Susan Burnore, chair  
Barbara Archibald, Joanna Aldrich, Lise Beane, Karen Bedigian, Sherry Benton, Steve Benton, Tammy Boudreau, Gay Breuler, Sally Carville, Laurie Clement, Sarah Craig, Carolina Figueredo, Patti Hanks, Liz Lawrence, Julie Newcomb, Linda Paul, Sue Price, Dani Skrzypek, Rebecca Wilson

#### **Fund Raising**

The two fund raising activities so far this year were a Motown dinner/dance party in February, and a series of social events in members’ homes in March and April. These events raised about \$4000 for our Social Justice committee. (If additional funds are needed for the general budget, we can hold another event before the end of the fiscal year.)

The most important impact of these events, however, is the strengthening of our community. All the events are designed to bring people together in fun ways to encourage people to get to know one another.

#### **Pledge Campaign**

We are wrapping up the 2018-2019 Pledge Campaign right now, and the results are uncertain. We estimate approximately \$169,000 in pledges by the end of April, which is below our goal of \$185,000, but an improvement over last year’s campaign total of \$161,000. (Previous campaign totals were approximately \$99,000 in 2015 and \$130,000 in 2016, so growth has been strong over the past three years.) We expect to have about 125-130 pledge units, compared to last year’s 111.

This year's campaign ran for three weeks, compared to last year's four. The longer period is probably better. We will have a period of post-campaign follow-up to get all the pledges in.

### **Other**

Rebecca Wilson has been instrumental in setting up a system by which members can use credit cards to pay for fund-raising events and contributions. This was especially helpful during ticket sales for spring events.

Barbara Archibald is the current Financial Secretary, and she has done a great job supporting the committee in that role. She has worked with me to develop a flow of information from pledge card to PowerChurch to follow-up activities. This process is still being tested and needs to be documented.

I suggest that the Board/congregation make the Pledge-Fundraising ad hoc committee an official standing committee, adding it to the by-laws as such. I further suggest that the Board consider establishing a Stewardship Ministry to coordinate the work of fundraising, the pledge campaign, our endowment board, and other major activities or groups related to our financial resources. The Treasurer and Financial Secretary would be part of such a group.

Submitted by Susan Burnore, April 11, 2018

## **PERSONNEL COMMITTEE ANNUAL REPORT 2017-18**

### **Committee Members: Linda Paul, Beate Hughes-Brown, Jane Fanning**

The purpose of the committee is to :

1. Help create job descriptions, performance standards and evaluation forms for UUSP's non-professional employees
2. Conduct hiring of these staff
3. Serve on the Work Relations Team
4. Periodically review and revise the Employee Handbook

This year the committee assisted with the interview and hiring of 3 RE Instructors. We continued to address concerns about the Rental Agent position and assisted with interviews for a new Administrative Assistant.

We also reviewed job descriptions and began discussing performance review procedures. The committee also considered a contract for our Independent Contractors.

**Linda Paul**

**Personnel Committee Chair**

**BUILDING USE COMMITTEE ANNUAL REPORT 2017-18**

Committee members: Morgan Gresham, Randy Nolan, Linda Paul

Ex officio: Pastor Jack Donovan

This committee is a new version of the SMAT ( Space Management and Allocation Team.)

The goals of this committee are in process.

To date the committee has addressed the requirements for renters with participants under age 18 and is preparing a packet with resources and information for those renters.

The committee has begun exploration of promoting our church as a desirable wedding venue.

We are working on updating the prior SMAT guidelines which will then be distributed to our Committee chairs to provide guidance on Building Use and Space Allocation.

Linda Paul and Morgan Gresham

Building Use Committee co-chairs

**SOCIAL JUSTICE ANNUAL REPORT 2017-2018**

At this time the UU St Pete Social Justice Committee includes these five subcommittees:

- American Promise
- Fair Trade Coffee & Chocolate Sales
- Farmworker/Immigrant Families
- FAST
- UU's Helping People

Our events and projects support those in-need, address local and wide-ranging injustices and the building of local justice networks. Some projects are **Outreach** – like providing a meal for the less fortunate and supporting refugee families' basic and educational needs.

This past year we continued our **Justice** efforts – wanting to address systemic issues. Examples include advocating against punitive immigration legislation at the state and federal levels, working with USF and other organizations on the Tiny Homes for Veterans and Homeless Bill of Rights, joining the FAST network of Churches to increase affordable housing, improving schools and the juvenile justice system and economic justice through our *Fair Trade Chocolate and Coffee* sales.

We also maintained and strengthened our partnerships with other organizations – The Society of Friends, Coalition of Downtown Churches, Gulf Coast Jewish Family Services Refugee Resettlement Office and the Unitarian Universalist Service Committee.

Each subcommittee's report is on the following pages. We use a shared leadership approach and work together to plan projects that encourage and facilitate the participation of all congregants. YOU have, and we are most THANKFUL!

Karen Coale, Farmworker/Immigrant Families  
Reggie Craig, Homeless Community  
Karen Day, FAST  
Karen Frank, Fair Trade Coffee & Chocolate Sales  
Dan Greenfeld, American Promise

### **American Promise Annual Report 2017/2018**

Throughout the past 2 years we have supported the Saint Petersburg city council's ordinance which will keep super pacs out of local elections and will eliminate corporations with sizable foreign ownership from donating to local elections.

These effort included gathering signatures to show the council the overwhelming support for the ordinance and mobilizing people to fill the council chamber whenever the ordinance was discussed and when it was voted on..

Our efforts and those of other activist groups have resulted in the passage of the St Petersburg, "Defend Our Democracy Ordinance." This is the first such ordinance in the country.

We will continue our efforts with other political subdivisions once we see if the ordinance will be challenged and what the outcome of that challenge will be.

Subcommittee chair: Daniel Greenfeld

### **Fair-Traded Coffee & Chocolate Sales Annual Report 2017/2018**

The UUSC Coffee Project is an innovative way, through Fair Trade, for our congregation to reach out to small farmers in the coffee-growing world, allowing us to strengthen economic justice by our choices. As of December 2017, the Social Justice Committee has begun its tenth year of offering Fairly Traded Coffee, Tea & Chocolate products for sale, twice monthly, after the Sunday service. Each purchase benefits the work of our church, as the funds raised go into the Social Justice budget and to especially support Green Sanctuary efforts at our church. In the next few months our Building & Grounds Committee will continue the process of replacing our old inefficient lighting, with new LED lighting, purchased with these proceeds.



For ten years, our congregation's continued support of these efforts has been helping to transform the lives of these small farmers, and their families, around the globe, helping the UUSC continue its commitment to their human rights, and helping our church community to live our mission.

Subcommittee chair: Karen Frank

### **Farmworker/Immigrant Families Annual Report 2017/2018**

This subcommittee identifies outreach, educational and justice projects that support farmworker and immigrant families. This past year our primary focus has been to support two refugee families from the Congo. The third family relocated to Cincinnati to join the mother's extended family. It was good move for Rucia and her two children Mahoro and Gilbert.

1. With the generous support of immigration lawyer, John Dubrule, **Twizere's family** including wife Mariam, mother-in-law Elizabeth and young children Jibu and Sifa – all have their green cards. We helped register Jibu for kindergarten last August – and then helped him transition to a new school. The family moved to a larger apartment – providing some additional space, a playground behind their townhouse and community of other Congolese. Jibu now rides a bus to/from school with other children living at James Park, which is great since his Dad works second shift in Largo, and his Mom work until 6pm. Grandmother Elizabeth can meet him at the bus and walk him home. UU St Pete provided his new school home until the county school bus system kicked in as well as uniforms that require rides. Jibu's teacher let me know that he is a smart little boy and is adjusting well to his new school. Another Church member also prepared this family's taxes. Though both parents have full-time jobs – they can always use some extra income, and Twizere has done a phenomenal job of keeping our yard very nice looking – weeding and planting on a regular basis.
2. **Santa and her daughter Aliyah** have their green cards – but we are working with her and John Dubrule to complete the paper-work to bring her three other children to the US from France. They are currently living with an aunt in Lille, France. The initial 17 page forms have been submitted to the US Embassy in Paris for two of the children, and Congolese passports have been obtained for all three. Santa began working at Publix this past summer – and has had pay increase so far. She now has dental benefits but must accrue 1500 hours before she can get medical benefits – so we helped enroll in Obamacare, cover monthly payment with Florida Blue insurance for this year and found a primary care doctor available near where she lives. Aliyah is now a sophomore at St Pete High, and has picked up traits of an American teenager. That same Church member also prepared and filed Santa's taxes.
3. We provided gift cards to each of the three Congolese families and to the mother of another immigrant family to purchase Christmas gifts for their children.
4. Anti-immigrant bills passed the Florida House again this year – but were once again blocked by Senate Judiciary Committee. Our advocacy focused on these bills as well as the passage of a

DREAM Act at the federal level. We were not as fortunate with the DREAM Act – but will continue to advocate for one that protects all 1.9M Dreamers. All of the above accomplishments were only possible with your generous support. THANK YOU!

Subcommittee chair: Karen Coale

### **FAST ANNUAL REPORT 2017/2018**

This has been the first full year of UUSP membership in FAST (Faith and Action for Strength Together) a coalition of over 40 interfaith Pinellas congregations working together for Social Justice. This year FAST focused on three issues: 1) increase resources for low-income housing, 2) fund programs in our schools to decrease misbehavior and make our schools safer for both students and teachers, and 3) expand youth civil citations for non-violent crimes rather than arrests.

FAST's work builds up to the Nehemiah Action on March 19. In support, UUSP had two teams with a total of 18 network members who committed to coming to four meetings, bring three friends to the March meeting, and make a financial investment. Next year we expect to add more teams and members. In the process UUSP members helped refine the above three issues and then 76 UUSP members and friends joined the 2500 plus people who attended the Nehemiah Action. The large number of those attending is the major factor to insure political leaders pay attention to our proposals.

The progress that occurred at the Nehemiah Action is summarized below:

- \* Five County Commissioners agreed to support an ordinance to guarantee that 4.15% of Penny for Pinellas Funds go to affordable housing. This means \$82.5 million over 10 years will assist those sleeping in cars and crowded in hotels and working multiple jobs to find a safe and affordable place to live.
- \* One School Board member advocated for a full implementation of Restorative Practices for our school district, which will address the discipline, bullying, and safety issues in our schools. It was disappointing that more of the school board did not come to the Nehemiah and show support. But this is a good start.
- \* Florida state Representative Ahern was acknowledged for his sponsorship of a statewide bill to expand access to civil citations as an alternative to arresting juvenile and teenage youth. After four years of hard work, the FAST bill passed the Florida House and Senate and is on the Governor's desk for signature.

Subcommittee chair: Karen Day

### **UU's Helping People (UUHPs) formally Homeless Ministry Annual Report 2017/ 2018**

The Homeless Ministry takes to heart and carries our mission forward -- offering compassion and advocating for the rights of the un-housed and economically marginalized

Through the initiatives of the UUHP Ministry, the generous support of this congregation and other faith based groups we partner with, we continue to be on the front line of homeless issues with direct outreach, political action and support to local agencies.

We raise funds through monthly pancake breakfasts', the annual stone soup event and share the plate to help support established and emerging direct outreach institutions. Including Daystar, Woman's Residence, Family Promise, Pinellas County and Celebrate Outreach.

This past year our congregation raised and distributed over \$3,000.00

In addition to helping fund our many partners -- immeasurable hours are also contributed by many church-member volunteers.

Our Friday night Picnic in the Playground is one example of the level of commitment in our Church. This interfaith weekly event serves over 5000 meals annually to all those in need. This service has been held up as a positive model for other groups to follow. We are able to offer personal items and recently started offering haircuts in the little house thanks to our Quaker partners. We replaced 3 wood picnic tables with Lifetime Picnic tables this past year and in April we celebrated 9 years of continuous service.

With our children on "Food collection Sunday" we collect nonperishable food for distribution to those in need.

With our partner Celebrate Outreach we are principals in the "No more Room at the Inn" Christmas caroling event as well as actively pursuing a Tiny Homes program to create self sustaining Tiny Homes for homeless vets.

Our members have co-sponsored the National Memorial Service held every December to remember those in our community that have died without homes.

We continue as active participates with the interfaith group " Family Promise Pinellas County of Pinellas County" offering training, financial and human recourses to help families escape homelessness. We hope to expand our participation this coming year.

We remain flexible and open to new ideas for finding solutions to the ever-changing landscape of homelessness.

Through the generous support of the recent fund raisers Motown / David Roth we now have the means to make improvements to the little house to expand our outreach services.

Thank you for your continued support!

Subcommittee Chair: Reggie Craig

## **WORSHIP COMMITTEE ANNUAL REPORT 2017-18**

Members: Susan Burnore, Chair

Sherry Benton, Steve Benton, Paul Craig, Sarah Craig, Rev. Jack Donovan, Janeya Filzen, Nic Filzen, Heather Jones, Bill Motter, Julie Newcomb

This year's Worship Committee focused on:

- Consistently high quality worship services
- Involvement of more people in our services through development of Worship Associates and Worship Leaders
- Introduction of members through the Journeys services
- Improvement of facilities through work with Buildings and Grounds, flower providers, covenant groups

### **Attendance**

Attendance at Sunday morning services is up an average of about 20 people per Sunday. In the first three months of 2018, attendance averaged 143 in January, 154 in February and 129 in March. This pushes our capacity close to comfortable limits, especially now that two pews have been removed from the front of the church to make more room for presentations.

Summer attendance in 2017 averaged 86 per Sunday, and September-December attendance averaged 104. Our largest crowd was 167 on Easter Sunday, April 1, 2018.

### **Music**

The committee says "good bye" to Music Director Nic Filzen with tremendous appreciation and affection. We also especially appreciate the talent and contributions of pianist Teresa Ancaya, summer music leader Jen Logan, and folk singing group 2<sup>nd</sup> Sunday. Nic, Teresa, Jen and 2<sup>nd</sup> Sunday, with the choir and bell choir, have provided a wide variety of quality music all year.

The committee has asked that the music budget for the coming year include sufficient funds for a 12-month music program. We also seek to have even more variety in our offerings, especially in congregation singing. We hope to use more of our congregation's talent and resources.

### **Speakers**

We continue to appreciate excellent sermons from Rev. Jack, and both his series of sermons this year have been very well received. We've also enjoyed outstanding services presented by Rev. Karen Day and Rev. Bud Murphy. We hope Karen and Bud continue to be involved.

When Rev. Jack is not in the pulpit, most of our Committee-led services have been provided by members in our Journeys series, which continues to be very popular. The Committee is committed to continuing them as a means for building our community as well as providing meaningful, relevant services. The Religious Education and Social Justice committees have also provided excellent services.

### **Facilities**

Our worship services are enhanced by the inclusion of flowers each week, in a program initiated by committee 'visitors' James Fitzgerald and Gay Breuler. James has also been influential in getting the Buildings and Grounds committee to install new sound and lighting systems. Both systems are wonderful improvements.

Our hand bells have been refurbished, and the new sound system makes the organ functional. We are looking forward to enhanced use of both.

Capacity issues are being discussed now. The balcony area has been cleaned by committee members Paul and Sarah Craig and Julie Newcomb and their covenant group. The balcony adds an additional 25-30 spaces. We are also looking into using ushers to help with seating. The committee is seeking funds to purchase additional hymnals.

The committee will look at alternative services to handle anticipated large attendance in January – March 2019. We hope to avoid duplicate services by making the best possible use of our facilities and by holding some alternative services, such as vespers, youth-oriented, or other kinds.

### **Other**

Additional Worship Leaders and Associates are being trained this month to increase the involvement of more church members in worship services.

We are working on a theme for summer services, and hope to have lay-led services, in addition to welcoming Rev. Karen Day and Rev. Bud Murphy to the pulpit often.

Submitted by Susan Burnore, April 11, 2018

## **ARTS AND AESTHETICS COMMITTEE ANNUAL REPORT 2017-18**

Members: Rain Turner, Chair

Janet Mills, Cynthia Alicea, Ann Freistadt, Lise Bean, Dick Miller, Sharon Winters, Randy Nolan, Marcile Powers, Diana Sabella, Jim Fitzgerald, Jeri Huempfer-Gatz, Alisun Donovan, Carol Benjamin, Jan Stern, Sula Donnola, Michael Killoran, Paul Burnore, Jack Donovan

The Arts and Aesthetics Committee had two meetings during the 2017-2018 fiscal year.

Our committee has engaged in several brainstorming sessions and is currently evaluating opportunities for upcoming projects. We've established a chair and agreed on meeting times and procedures.

In the future, our committee will establish a mission statement, a charter, work out our scope with regard to other committees, and decide which projects to complete.

Proposed projects include a refurbishment of the loggia and front yard, gallery art shows, a refresh of the sanctuary decor, and participation in community art festivals and events.

Submitted by Rain Turner, Chair

### **COMMUNICATIONS/MARKETING ANNUAL REPORT 2017-18**

The Communications Coordinator position was re-imagined somewhat at the start of this last fiscal year. The parameters of full communication, both within and beyond the church, was a large mantle for a very part time position. As such, the communications coordinator position became more focused on coordinating marketing efforts.

There were several priorities for UUSP marketing this year:

#### **1. Branding**

The logo was finalized and launched and is now being used more freely.

#### **2. Social Media Marketing**

Maintaining a Facebook page was a key goal and just recently we surpassed 500 likes on the page. Likes continue to grow, about 1-2 per week, and we are increasing engagement, comments, reactions, and shares on posts. This will be a key part of the position moving forward.

#### **3. Website**

The back end creation of the website has been started, content is being created, and we hope for a launch this spring/summer. The website functionality will dovetail with social, calendar, membership, and emailing systems and processes that should allow for the UUSP community to more easily interact with each other and for the wider community to understand what makes UUSP unique.

#### **4. Signage**

More banners have been purchased for use around the building and at marches and events to make sure UUSP is visible and recognizable. We are also working with sign companies to get more signage around the outside of the building itself.

In general, I was a resource for members of the church in promoting UUSP events, sharing news with the larger community through local publications, placing an ad in the paper for the holiday service in December, providing imagery and copy for various UUSP needs, and more.

Moving forward, my goal is to leave UUSP with some clear ideas on how a marketing position can be filled effectively and what would be needed to maintain a communications committee and what their role may be. The growth of the UUSP membership has been an exciting thing to experience over the last year and is evidence of an amazing group of people who call UUSP their spiritual home. As marketing continues, we hope to find more ways to show the outside world what UUSP is all about, so they can experience it for themselves.

Janeya Filzen

### **HOSPITALITY COMMITTEE ANNUAL REPORT 2017-18**

Kevin Wamboldt

Our coffee hour has grown leaps and bounds this past year. With ever increasing members Conway Hall is bursting at the seams after service, with everyone enjoying good food and conversation. With members bringing along goodies to share with the congregation, it's turned into quite the get-together. I've tried incorporating more fruit options this year for those with less of a sweet tooth. This next year should be exciting with fudge being on the table and me experimenting with different flavors. I'll also constantly be expanding my repertoire of breads, muffins and other goodies that I can share with the congregation. In short I predict that even more luscious buffets are in our horizon.

Kevin Wamboldt

**BOARD AND OFFICER NOMINATIONS FOR FISCAL YEAR 2018-2019**

Nominees for congregational approval in **bold**.

**Board of Trustees**

Running for three-year term (expires 2021)	<b>Steve Benton</b> <b>Tom Archibald</b>
One-year term remaining (expires 2019)	Lori Price Laurie Clement
Two-year term remaining (expires 2020)	Reggie Craig Morgan Gresham Sabine Von Aulock

**Officers** (elected for one-year terms)

Clerk	<b>John Motter</b>
Treasurer	<b>Andy Bragg</b>
Assistant Treasurer	<b>Paul Craig</b>
Financial Secretary	<b>Rebecca Wilson</b>

**Board of Endowment**

Running for three-year term (expires 2021)	<b>Karen Frank</b> <b>Teresa Kelly</b>
One-year term remaining (expires 2019)	Nancy Clark <b>Sally Carville</b> ( <i>replaces Barbara Rowell, who resigned in 2018 due to health</i> )
Two-year term remaining (expires 2020)	Kent Fanning Darren Stowe

Nominating Committee: Dani Skyrzpek, Michael Pohl, Patti Hanks



**BIOGRAPHIES OF NOMINATED TRUSTEES AND OFFICERS****Thomas Archibald (BoT Trustee)**

Tom has been a member of UU St. Petersburg for nearly two years. He was educated at Davidson College (B.S.), Tulane University (Ph.D.), and was a National Research Fellow at the Naval Weapons Center (California), after which he taught chemistry at colleges for 5 years. For most of his life he worked as a research chemist and directed research in pharmaceutical manufacturing. At the end of his career he returned to teaching as an associate professor of chemistry for 5 years at the University of the Virgin Islands (St. Thomas), a historically black university. Tom has been married to his wife Barbara for 30 years. They've lived for four years now in St. Petersburg.

**Rebecca Wilson (Financial Secretary)**

Rebecca Wilson has been a Unitarian Universalist for more than 20 years; she joined UUSP in November 2017. Rebecca began attending UUSP in January 2017, after retiring from her career in the Office of Chief Counsel at the Internal Revenue Service in Washington, DC. She works two days a week as a volunteer in the Low Income Taxpayer Clinic at Gulfcoast Legal Services, helping taxpayers resolve disputes with the IRS. Rebecca lives in St. Pete Beach in a "family compound" with her husband Fred, her parents, and her sisters and their husbands. St. Petersburg is Rebecca's hometown; she graduated from St. Pete High and attended First Baptist Church of St. Petersburg (across from Williams Park) every Sunday during her youth.

**Andy Bragg (Treasurer)**

Andy has been a member of UUSP for 2 years and became Treasurer last year. He retired 10 years ago after 30 years in financial management positions in magazine and newspaper publishing with Time Inc. and USA Today. Andy moved to St. Petersburg in 2013 after living in Tampa since 1987. He is originally from the Boston area. Andy is also treasurer of his condominium and a financial volunteer with WEDU.

**Paul Craig (Assistant Treasurer)**

Paul Craig has been a member of UUSP for one year. He and his wife Sarah moved to St Petersburg 3.5 years ago from Perth, Australia and currently live in the Old Northeast. You may have seen them arriving at church on Sunday riding their bicycles. Paul currently works with Energy Control, a building controls/system integration firm that works with government and commercial organizations to provide comfortable, energy efficient workspaces. He is looking forward to his new role as an officer on the UUSP Board.

**Gay Breuler (Assistant Financial Secretary)**

Gay Breuler found UUSP when she and her dear husband Billy Crider moved to Gulfport a couple years ago. From as early as 8 yrs old to her 70's, she has supported and served as a board member and

active cheerleader for numerous groups such as Girl and Boy Scouts, The Jimmy Fund, Big Brothers-Big Sisters, Rotary, and several others. For many years she was a Tony Robbins-trained life and retirement coach and consultant, helping organizations and individuals find their personal paths. She served two terms as a City Commissioner for Bradenton Beach where she met her husband Billy. She says it's a joy to find a like-minded community in which to share their spirits!!

Steve Benton (BoT Trustee)

Prior to moving to St. Petersburg in 2015, Steve Benton and his wife, Sherry, had lived previously in Lincoln, Nebraska; Manhattan, Kansas; and Gainesville, Florida. They have been married 38 years and have two children and four grandchildren. During his 41-year career, Steve has served as an English teacher, professor of educational psychology and department chair at Kansas State University, and, since 2008, Senior Research Officer for a non-profit devoted to improving teaching and learning in higher education.

Sally Carville (BoE Trustee)

Sally joined the UUSP congregation in 1998 and has served in several leadership positions with this church including president, treasurer, clerk, trustee for the church and trustee for the endowment. At present, my activities are as a member of the Membership Committee, maintaining our membership database, and as a handbell ringer in the bell choir.

Her professional background is in the field of Information Technology. She has two children and four grandchildren and all of them live in New England.

Teresa Kelly (BoE Trustee)

Teresa has been a member of UUSP for 11 years. She's served as Clerk, Delegate for General Assembly, four years on the Board of Trustees, including two years as President, and four years on the Board of Endowment.

John Motter (Clerk, not elected by congregation))

John Motter is a new member to both UU and UUSP. He is a former tax manager for Arthur Andersen where he worked primarily with nonprofit organizations. In the last 16 years John has done extensive volunteering for organizations related to HIV/AIDS. His efforts include HIV trainings and education in schools and universities in Portland, Oregon, alcohol and drug treatment centers, correctional institutions and youth/community groups in Kenya. He has lobbied at the local, state and national level on issues surrounding access/costs of medication, comprehensive sex education, health care funding and HIV related issues. John moved to St. Petersburg in September 2017 and discovered UUSP through his mom Ruth Bentley and brother Bill Motter. He sees service to UUSP as a natural continuation of his work in social justice.

PROPOSED AMENDMENTS TO THE BYLAWS

**CURRENT**

**Section 4. Voting method**

At all meetings of the Church the method of voting shall be by voice, except in the case of elections when there is more than one bona fide candidate for any one office, then the voting shall be by secret ballot. The presiding officer shall, at the request of a voting member, call for a show of hands or a division of the house.

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**AMENDED**

**Section 4. Voting method**

At all meetings of the Church the following methods of voting are allowed:

(a) For those physically present at the meeting, voting shall be by voice; for those electronically present (e.g., Skype, GoToMeeting), voting shall be by email via the UUSP internal email system which requires a password.

Voting shall be by secret ballot if moved, seconded, and approved by a majority physically and electronically present at the meeting; secret ballots are to be seen and counted only by the clerk of the Board of Trustees. In the absence of the clerk, any Board member approved by a majority vote of those physically and electronically present, shall fill the role of the clerk;

(b) Absentee voting is allowed for members who are not physically or electronically present, if requested by any member in writing to the Board at least two days prior to the meeting, and if certified as a member in good standing by the clerk.

The presiding officer shall, at the request of a voting member, call for a division of the house with a show of hands by those present, and an email vote by members who have electronically joined the meeting and have been acknowledged as "present."

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**CURRENT**

**Section 8. Assistant Financial Secretary**

The Assistant Financial Secretary shall:

- (1) Perform the functions of the Financial Secretary in his/her absence.

**AMENDED:**

**Section 8. Assistant Financial Secretary**

- (1) Assist the Financial Secretary in the exercise of his or her duties, and
- (2) In the absence or inability of the Financial Secretary, execute the duties of the Financial Secretary.

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**CURRENT:**

**Section 6. Clerk**

The Clerk shall:

- (1) Prepare detailed and accurate minutes of all business meetings of the Church and Board of Trustees;
- (2) Preserve all records, reports and official documents of the Church;
- (3) Prepare and file reports, other than financial, as required by applicable law;
- (4) Conduct official correspondence in the name of and for the Church;
- (5) Communicate to the members via official newsletter or such other publications as deemed appropriate, actions or concerns of the Board of Trustees, and
- (6) Be custodian of the corporate seal.

**AMENDED:**

**Section 6. Clerk**

The Clerk shall:

- (1) Prepare detailed and accurate minutes of all meetings of the Board of Trustees, including BoT meetings, Town Hall meetings, congregational meetings, Annual Meetings, and Special meetings.
- (2) Summarize all votes and actions from these meetings and provide them to the administrative assistant for publication to church members.

**PROPOSED 2018-19 BUDGET**

4/19/2018

<b>Income</b>	<u>2019 Budget</u>	<b>Programs</b>	<u>2019 Budget</u>
Contributions/Loose Offerings	\$25,000	Canvass	\$1,860
In Kind Contributions		Care	200
Endowment Pledge	15,000	Community Events	1,173

Interest / Dividends	1,500	Denominational Dues	3,000
Pledges	170,583	Hospitality	1,500
Property Usage	20,000	Membership	1,750
Bookstore		Music	10,500
Hospitality	300	RE	18,520
Care	200	Social Justice	2,850
Special Projects (Fund		Special Projects (Fund	
Raising)	2,500	Raising)	500
RE Program	300	Worship	720

<b>Total Income</b>	<b>235,383</b>
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<b>Total Programs</b>	<b>42,573</b>
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**Salaries and Wages**

Church Restoration	1,738
Sexton/Housekeeping	12,468
	In Music
	Budget
Musicians/Accompanists	
Minister	54,880
Music Director	10,000
Office Manager / prop rental	14,820
RE Minister	16,875
Communications Coord	-
Special Events (Rentals)	2,288
Special Events (Wages)	2,500
Payroll Taxes/Workers' Comp	5,214

<b>Total Salaries and Wages</b>	<b>120,783</b>
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**Building & Grounds**

Lawn Service	1,515
P&L Insurance	16,278
Repairs/Maintenance	15,741
Security	2,137
Maintenance Reserve	1,000
Utilities	15,726
Supplies	2,805
Professional Fees	900

<b>Total Building &amp; Grounds</b>	<b>56,102</b>
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**Administrative**

Advertising/Marketing	2,000
Bank Fees	1,000
Board Discretionary	2,000
Bookkeeping	5,000
Communications Expense	-
Computer	375
Copier	
Lease/Maintenance	1,400
Licenses / Fees	550
Office Supplies / Maintenance	1,400
Professional Exp (Minister)	700
Telecommunications	1,500

<b>Total Administrative</b>	<b>15,925</b>
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<b>Total Expenses</b>	<b>235,383</b>
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