



UNITARIAN UNIVERSALISTS
OF CLEARWATER

Annual Meeting

May 20, 2018

Vision: An inclusive religious community – a beacon for reason, meaning, and bold social action.

Mission: To celebrate dignity and respect for all, nurture lifelong spiritual growth, act for justice and equality, and serve the wider community.

Table of Contents

Agenda

Proxy Form

2017 Annual Meeting Minutes

Minister's Letter

President's Report

Administrator's Report

Events Report

Stewardship Committee Report

Social Justice Report

Property Committee Report

Treasurer & Financial Reports

2018-2019 Proposed Budget

2018-2019 Slate of Nominees

Slate of Nominees Bios

Board of Trustees Bridge Chart

By-Laws

Denominational Committee Report

Committee on Ministry Survey

Agenda

Call to Order and Welcome	Sandy Hoover
Announcement of Quorum	Barbara Murphey
Centering	Rev. Patrice Curtis
Reading of UUC Vision, Mission and Covenant	Congregation
Approval of Agenda	
Vote to approve 2017 Annual Meeting Minutes	

Reports:

Minister	Rev. Patrice Curtis
President	Sandy Hoover
Administrator	Alyssa Diaz
Events Report	Carol Kay
Stewardship Committee	Mary Currey/Bob Buesing
Social Justice	Donna Polhamus
Property Committee	Bill Newton
2017-2018 Financial Report	Sheila Knaust

Business Action Items:

1. 2017-2018 Operating Budget
2. Nominating Committee Report:
 - A. Election of New Board Members and Officers
President – Bill Foley
Vice President – Sue Hand
Secretary – Fran Owens
Treasurer – Mary Currey
2-Year Trustee – Susan Gore
Alternate 1 – Ray Williamson
Alternate 2 – Sally Otto
 - B. Committee on Ministry
2-Year – Carol Heichel
3. Election of General Assembly Delegates
 - Mary Currey
 - Mike Metty
4. Vote on UUC By-Laws Amendments

5. Recognition of outgoing Board Members

- Ned Bellamy
- Millie Jones
- Barbara Murphey
- Nancy Warner
- Bonnie Box
- Midge McCaustland

6. Special recognition

Closing Words

Rev. Patrice Curtis

Adjournment

Sandy Hoover

Proxy Information and Petition

“The privilege to vote by proxy shall be granted to any member who is unable to attend any Congregational Meeting. A signed, Board approved proxy form shall be submitted either to the Board Secretary or President. The named proxy shall be either the Board Secretary or a voting member of the petitioner’s choice. Proxy votes shall not be solicited.”

Proxies must be received prior to the start of the meeting, 12:00 PM, Sunday May 20, 2018 in the Sanctuary.

Proxy Petition (below) is required.

Complete in Church Office or mail to:

Proxy at UUC,
2470 Nursery Rd.,
Clearwater, FL 33764.

Faxes accepted at 727-531-4188. Information at UUC Office, 531-7704.

Proxy Petition

I, _____, a voting member* of the Congregation, affirm that I cannot attend the special congregational meeting, and hereby appoint _____ to act as my proxy to act:

On all voting matters
 Only on Items or issues enumerated below:

Signed _____ Dated _____

* A voting member is one who has signed the Membership Book at least 30 days prior to the meeting and has made a contribution of record in the past 12 months.
Revised 4-25-18

UNITARIAN UNIVERSALISTS OF CLEARWATER

CONGREGATIONAL MEETING

May 21, 2017 Meeting Minutes

Approved August 16, 2017 UUC Board

1. Call to Order and Welcome – Sandy Hoover, President
 - A. Sandy Hoover called the meeting to order at 12:50 p.m. and welcomed the members.
 - B. Announcement of Quorum – The membership number is 262, making the needed quorum 52. The congregational members attending totals 103 and a proxy total of 24 means that with 127 eligible votes a quorum has been established.
 - C. Centering – Rev. Patrice Curtis used a responsive reading in the grey hymnal for centering, then lit the chalice.
 - D. Reading of the UUC Vision and Mission by the Congregation.
2. Consent Items
 - A. Approval of the Agenda
Bill Newton made a motion to approve the agenda as submitted. Seconded, the vote was unanimous for approval.
 - B. Approval of 2016 annual meeting minutes – Sandy Hoover explained that the congregational minutes from a year ago had been written, revised and approved at a monthly Board meeting, but asked for congregational acceptance.
Bill Newton made a motion to approve the 2016 annual congregational minutes. Seconded, the vote was unanimous for approval.
3. Reports – Administrative and Committee
 - A. Minister – Rev. Patrice Curtis
 - Provided her view of how the year went, recognizing the hard work of the President and Vice-President, and the Board for their involvement outside the Board meeting, where there has been an atmosphere of kindness even with differences of opinion. She also recognized the coffee crew and the participation of congregational members in this aspect of UUC life.
 - Noted that administration took up a lot of her time, particularly in terms of the staffing changes that took place this past year.
 - Mentioned the potential of UU World articles about UUC.
 - Spoke about the evolving changes in the concept of Hearts and Hands.
 - B. President – Sandy Hoover
 - Provided an overview of the year after referring to the written report in the packet. Since the workshop by Robert Latham detailing the changes required for a large

congregation, changes have taken place. As an example, Sandy provided the different methods of communication instituted. She acknowledged the UUC Committee which was responsible for developing a Covenant of Right Relations, and the major work of Ned Bellamy in dealing with the Beacon project, then turned the podium over to him to provide an update on that project.

C. Vice-President – Ned Bellamy

- Acknowledged Scotty Scott's assistance.
- Stated that he took a very competitive and controlling focus on this project by trying to find ways to reduce costs, by using UUC to direct order, and looking for responsibilities that could be done in house.
- Informed the congregation that the 43 pages of plans had been reviewed by the City of Clearwater, and Clearwater's 5-page response did not create any major cost issues.
- Indicated that there was a \$140,000 difference between the two bids received, with another anticipated bid due on Monday. Shared his shock at \$18,000 for the front doors.
- Explained that in two weeks the move of everything out of the construction area will take place, and a plastic wall will separate the construction area from the space retained for congregational use. There will be no water service in the building, eliminating both bathrooms and kitchen facilities during construction and the construction will take five months.

D. RE – Christine Ducady – Report in the packet.

E. Stewardship Committee – Mary Currey and Bob Buesing – As neither chair was present, Sandy Hoover gave a brief synopsis:

- The pledging membership is 262, including 167 pledging units and 20 pledging friends.
- The Beacon Project was supported by 61 pledging units, most of whom gave the same or increased their stewardship pledge.
- Praised Bill Foley and Susan Gore for a fabulous job.

F. Social Justice Committee – Donna Polhamus was not present, but there was a written report in the packet.

G. Property Committee – Bill Newton

- Took the opportunity to state that the Committee will be closely monitoring the Beacon Project and doing all of the repairs that they can, including updating the electrical work in the Social Hall area not under construction.
- Asked that congregants let him know if they are interested in being part of the Property Committee, and even if they are not interested in attending meetings, they will receive the agenda and meeting minutes.
- Indicated his concern that the Committee continue to follow through on safety issues, citing the recent roof repair as an example. He also expressed his concern that there may be less money available for necessary projects, given the reduction in UUC revenues.

H. Finance Committee –Sheila Knaust (2016-2017 Financial Report) - report in packet. Sheila stated that:

- The budget being presented was a deficit budget.
- An average pledge of \$1,184 per member, or \$1,107 per member and pledging friend would be needed if the expenses were divided equally.

- A Vanguard account had been added.
- A committee to evaluate anticipated revenues and budget cuts will be set up if necessary.
- There is an anticipated increase in rental funds, after construction, with an Events Coordinator.

4. Business Action Items

A. 2017 – 2018 Operating Budget – Millie Jones

- Millie stated that the budget being presented is a deficit budget. This was also true last year, but with \$20,000 more received, there was no deficit. Before initiating a detailed review of the revenue items in the budget, she noted the \$1,107 per member figure if the expenses were divided equally among members and pledging friends, the fact that a Vanguard Securities account had been approved by the Board, and that a reserve account had been set up to deal with unanticipated major repair expenses.

A question regarding the deficit budget was answered by Sandy Hoover who read the pertinent section in the bylaws about allowing a deficit budget with the proviso that there be an action plan delineated. Since there are a good number of pledges that are received in June, July and August, it had been determined by the Board that there would not be a second stewardship campaign in the fall and that they would wait until these pledges and the return of the snowbirds before establishing a team to review and cut in order to attain a balanced budget. Two Board members would meet with the Finance Committee to evaluate the income funds. Income information regarding the auction fundraiser and the ticket sales for the Emma's Revolution concert would be known. If the income goal is met, there will be a celebration. If it is not met, there will be a congregational meeting in November at which a balanced budget with the cuts will be submitted. Sandy indicated that UUC's Finance Committee and Board have been conservative. There are no full-time staff members other than the minister and measures have been instituted to raise funds for rentals, for example, the events coordinator, once the building project is completed, but UUC does pay for items not done by other UU congregations, citing the food at coffee hour.

- Millie Jones reviewed the expenses, explaining those areas where there was a significant change, or any additional expenses. Among those items was an account titled Safety for \$750, which allows for background checks for staff and volunteers, elimination of contractual custodial work for a part time custodian, an increase in insurance premiums due to rate increases, and \$2,800 for a Black Lives Matter educational program.
- Millie concluded by stating that this budget is \$38,000 more than revenues and, like last year there is a list of projects that are needed for which there is no money available, noting that one of last year's projects, the expansion of parking, had been accomplished with volunteer labor and no additional funds.

Bill Foley made a motion to approve the deficit budget as submitted. Seconded, discussion was initiated by Donald Ekberg who made a motion that the previous

motion be amended to state that the Board provide a balanced budget by the end of the calendar year (December) This amending motion was seconded and a vote was taken on the amendment. Only six people raised their voting cards against the amendment, so it passed.

A vote was then taken on the motion by Bill Foley as amended by Donald Ekberg, that the 2017 – 2018 UUC Deficit Operating Budget be approved with a balanced budget determined before the end of the calendar year. The vote in favor was unanimous.

B. Nominating Committee Report – Marie Chapman read and submitted the slate of new Board members.

- a. Election of new Board members and officers
 - President – Sandy Hoover
 - Vice-President – Ned Bellamy
 - Secretary – Barbara Murphey
 - Treasurer – Millie Jones
 - 3 year trustees – Bill Foley, Cindy Sullivan, and Avrio Taylor
 - Alternates: Sharon La Plume (A second alternate declined before the meeting.)
- b. Election of Nominating Committee member
 - 2 year – John Hoover
- c. Appointments to the Committee on Ministry
 - 2 year – Tom Bird (by the Board of Trustees)
 - 2 year – Carol Fitzsimons (by the Minister)

Bill Norsworthy made a motion to approve the slate as presented by the Nominating Committee. Seconded, the motion passed unanimously.

C. Election of General Assembly Delegates - UUC has 6 delegate slots to fill.

- Linda Stoller
- Barbara Murphey
- Irene Ratner
- Bob and Phyllis Barnett
- Mike Manning

(Ned Bellamy asked to be taken off the original slate so Mike Manning could serve.)

Susan Gore made a motion to approve the slate of General Assembly delegates as revised. Seconded, the motion passed unanimously.

5. Approval of UUC Bylaws Amendments - Sandy Hoover reviewed the updating changes to the bylaws. The clean-up changes are:

- Page 1 - Updated the amendment date from "May 22, 2016" to "May 21, 2017."
- Page 2 - 6.1, 2nd paragraph, 1st line - Added "Congregational" before Meeting.
- Page 4 - 7.4, 1st line - Added "Congregational" before Meeting.
- - 7.5, 2nd line - Added "Congregational" before Meeting.
- Page 5 - 8.2, 2nd line - Added "Congregational" before Meeting.

- 8.3, 1st line - “principal” replaces “principle.”
- 8.3, 2nd paragraph, 2nd line - Added “Congregational” before Meeting.
- 8.3, 2nd paragraph, 4th and 5th line – Added “a” before “Special” and “Congregational” before Meeting
- Page 6 - 8.6 - Replace 3 references to “BEACON” with “the UUC Youth Group.”

Bill Newton made a motion to approve the cosmetic changes to the bylaws. Seconded, the motion passed unanimously.

Sandy Hoover explained the reasoning behind the additional proposed changes, starting with the reduction in the number of Trustees. UUC now has 4 officers and 9 Trustees on the Board. A review of best practices indicates a preference for a smaller Board size. Changing the number of trustees from 9 to 6 would make these people available for other volunteer opportunities. To facilitate implementation, this would not be done until 2018. In addition, changing the Trustee’s terms from 3 to 2 years would be a response to the fact that the turnover of Trustees in their 3rd year is so high. Additional language is also added to the positions of President and Vice-President for clarification of terms and vacancies.

Sandy reviewed the proposed bylaws changes that would reflect these specifics:

- Page 3 - 7.1, 2nd line - Eliminate “to serve a one year term”, after Vice-President, as terms are not mentioned in other positions.
 - 5th line – Add a proviso explanation after “Three Trustees” of “(The exception is that these Trustees will be elected in 2018 to allow for a reduction in the size of the Board”)
 - 11th line - Add “At every second Annual Congregational Meeting, the Voting Members shall elect a new President for a two-year term.”
- Page 4 – 8.1, 1st line – Add “until June 1, 2018 when the number of Trustees changes to six.”

- Page 5 – 8.2, 2nd line - Add “Effective June 1, 2018, the term for Trustees changes to two years. To accommodate this change, no Trustees will be elected at the 2018 Annual Congregational Meeting.”

In addition, after the end of section 8.3, the following is added: “In February of the second year of the two-year term of the President, or when the presidency is vacated for any reason, the Board shall nominate one of its current members to become the next President. If no candidate is nominated by a majority of the Board from within the Board’s membership, the Nominating Committee is responsible to nominate a candidate for President. This occurs bi-annually when the Committee presents its entire slate of candidates to the Board in March for an election in the Annual Congregational Meeting; or within one month of a vacancy by a President for an election by the Congregation in a Special Congregational Meeting.”

- Page 6 – 8.5, 1st line – Add “Effective June 1, 2018, the quorum changes to six members.”

- 8.9, 1st line – Remove “Vice” so a vacancy in the position of President shall be filled by an election at a Special Congregational Meeting.

- 2nd line - Change to read – “A vacancy in the position of Vice-President, Secretary, or Treasurer occurring at or before mid-year shall be filled by an election at a Special Congregational Meeting; after mid-year, the vacancy shall be filled by the Board.”

Bill Newton made a motion to accept the terminology regarding the implementation of the 2-year terms and the reduced number of Trustees. Seconded, there was limited discussion on the motion which passed unanimously.

Discussion on the motion involved a question regarding the possibility of a tied vote with an even number of Board members. Sandy indicated that this had never happened and another Board member pointed out that with a fluctuating attendance, the Board frequently has an even number of members voting.

6. Recognition – Sandy Hoover indicated that she wished to recognize the outgoing Board members with a certificate of recognition and a pin.

A. Outgoing Board Members

John Chase – in Boston
Lynette Wood – not present
Irene Ratner
Barbara Brandt

She expressed special thanks to the two Board members present, thanking Barbara Brandt for all her work on updating the Policy Manual and her work as an office volunteer and Irene for her willingness to return as a Board member and her insightful contributions to the decision process.

B. Special Recognition – Sandy Hoover provided the background specifics of volunteer activities of the following three members over the years, provided a certificate and a box of William Dean chocolates.

Barbara Brandt

- Developed and revised policies
- Office volunteer
- Board Member
- Leadership Committee

Marie Chapman

- Auction
- Welcoming Committee
- Chair of the Covenant of Right Relations Committee with Bill Norsworthy
- Search Committee
- Nominating Committee
- Welcoming Committee

Cindy Nohe

- Co-chair of upcoming Auction fundraiser
- New Member Covenant Group Leader
- Board Member

7. Adjournment

A. Closing Words – Rev Patrice Curtis expressed appreciation to the President and Vice President, followed by special recognition of Joe Myers for his major contribution in developing the member data base, which the UUC staff will now maintain. She also expressed appreciation for Joe's technical expertise in technology needed for the Sunday service and meetings like this, and his involvement in supporting his wife Ann with the Covenant Group packets. She presented him with a pin of appreciation.

She also expressed her appreciation for the respectful tone of the meeting before extinguishing the chalice.

B. Adjournment – Sandy Hoover adjourned the meeting at 2:55 p.m. after extinguishing the chalice.

Minutes submitted for approval by: Barbara Murphey, Secretary

Minutes approved on .August 18, 2017. by Board` at ..August Board meeting

Annual Minister's Letter to the Congregation, 2018

INTRODUCTION

This is my third year with you. I continue to learn more about the ebb and flow of UUC, one with many seasonal attendees. I have learned some of the subtle and not so subtle differences between a large congregation and a smaller mid-size congregation (though note that at least 60 percent of U.S. congregations are smaller than UUC across the United States).

Particularly, I have a stronger understanding of the ebb and flow of a congregation with many seasonal attendees. The energy that comes with them is wonderful, and it is a specific type of energy, one that is engaged in participating. How can we invite them into being a part of leading congregational activities? In addition, some of former leaders are entering a time in their lives when they want step back. I am beginning to grapple with what these demographics mean and have opened conversation with your Board of Trustees.

This is a challenge because UUC is just barely a program-sized congregation, but clearly too large to operate as a pastoral model. Neither the congregation nor I want the minister at the hub, as the decision-maker in all things, arbitrating conflicts between congregants and more. In addition, UUC faces the challenge that many other churches face: a paucity of volunteers and leaders. We have many committees on paper that do not actually meet regularly, and yet still get things done. The Board and I will be looking at trying to create a hybrid that will more closely serve a *seasonal* congregation, continuing to move toward a program-organized congregation.

The rest of my letter to you is divided into four focus areas, as we outlined together in 2015. The areas, in order of where I apportion my time, are preaching and teaching; prophetic outreach; pastoral care; congregational life; and administration. In 2016-17, I spent more time on administration. I attended Council and Committee meetings, and in general followed a more granular, insular perspective. This year, after listening to Committee and Council leadership, staff, and the Board of Trustees, in the first half of the church year I began spending significantly less time on Administration, at least until the resignation of our Director of Religious Education in March.

PREACHING AND TEACHING

Last year, I had hoped the congregation would be able to hire a Lead Youth Advisor, but budgetary constraints did not allow. The idea was that through that, we would be able to morph our DRE into project managing adult spiritual development as well. That did not happen. I therefore chose to take up, for this past year, UUC's adult spiritual development ministry. I identified potential classes; recruited teaching facilitators (TFs); publicized classes; set up the registration system; and captured some lessons learned from our programming. With proper staff time, we should also provide better in-class support for TFs, and have former evaluations

passed out at the end of classes.

About 100 people participated in ASD, including people from the greater community. Classes met a total 54 times for two hours, a few once; most multiple times. A BIG THANKS to ALL the 2017-18 Teaching Facilitators!

In addition to organizing and supporting these classes, I led the following ASD classes:

• Spiritual Activists Workshop	Fall
• Handling the Holidays (pastoral)	Fall
• Loving Challenging Adult Children (pastoral)	Fall
• Art and Spirituality	Early Spring
• This I Believe	Late Spring

Music Ministry

The importance of music to uplift souls is critical for Sunday services and I have poured attention and asked for resources to be allocated to our music ministry. The investment is evident! Our Chorale continues to grow musically, stepping into more challenges this year. The able accompaniment by our pianist and the leadership of our Music Director brings joy on Sundays. They have all received great acknowledgement of their work by being asked to be a part of a concert in 2019 at Carnegie Hall. The congregation agreed they would help send the Chorale as a wonderful representative of UUC. Thank you to the Chorale, and our Special Guest Musicians who wonderfully allow the Chorale to rest on some Sundays.

AR/AO/M

The congregation continued its work on Anti-Racism/Anti-Oppression/Multiculturalism through our Black Lives Movement committee, which has been engaged in unpacking white privilege. This included attending (invitation-only) UUA's Mosaic Makers conference in San Diego, CA. This conference provides cross-denominational support by bringing together UU congregations working on AR/AO/M. A BIG THANK YOU to the three participants from UUC, who paid their own way to attend with me.

The conference was part of two years of work on AR/AO/M, which this year led to us offering Beloved Conversations, an intense, 8-week seminar that looks at race. It has been an incredibly heartening to watch and support the 30 or so UUC members engaged in this work. In the coming year, others want to be part of this work. The budget must reflect commitment to this. A BIG THANKS to the leaders of BLM and Beloved Conversations. And a BIG THANKS to the 13 who stepped in to this new adventure.

PROPHETIC OUTREACH

UUC continues to be known as a faith community ready and willing to be active in several social justice areas, including immigration; sharing our financial wealth through Share the Plate; continuing our relationship with Plant City and the Immokalee Workers; FAST and more. We

have a lovely balance between direct service activities (e.g., collecting food for RCS, ESL School, Hispanic Outreach Center); direct engagement (FAST annual rally, attending marches); and advocacy (e.g., writing postcards and letters). This variety allows the greatest number of members to be involved in social justice activities, allowing people to express their own activism.

My offline outreach activities include the following:

- OLLI, as part of a panel on LGBTQ understanding (Fall)
- Tibetan Singing Bowls workshop (part of Tampa Bay Interfaith Week)
- Prayer for the annual Tampa Bay Interfaith service (Fall)
- Prayer for the interfaith Thanksgiving service, held at Beth Shalom (Fall)
- FAST – Clergy meetings, and the person to introduce the homelessness issue at the annual Nehemiah Rally (Spring)
- Helping to organize the Refugee Interfaith Summit, held by Refugee Services, Department of Children & Families (first inception was a year ago) (Spring)

Online Presence

I became more intentional about the use of social media to propagate Unitarian Universalist values into the public square. Following are samples of these posts.

Inspired by the Tampa Bay Refugee Task Force Faith Summit (April 2018) ...

In each moment of our lives, we are lured into offering our hearts and hands and spirits for another's need.

Sometimes that service is simple witness: to recognize and honor the dignity of those we meet. Other times, our service is fulsome: we reach deep within ourselves to comfort and console those in need.

No matter the moment, through all, love flows.

Comforting others puts our own suffering into perspective. Consoling others opens our own hearts. Welcoming others we recognize how we want to be welcomed. As we grow in spirit, we see our worth is tied to the worth of all.

When we grow, we serve. We follow in the steps of Jesus; we answer the call of God; we align our spirits with the sacred pulse of the Universe. When we serve others, we serve ourselves, by experiencing the truth of our loving and expansive nature. When we serve in loving compassion and care, we act as inspiration for others to join us in service.

In each moment of our lives, we are offered opportunities for blessed service.

We must seize those moments. We must answer that call.

Letter to Gov. Scott, on the shootings at Marjory Stoneman Douglas High School, Parkland, FL ...

Dear Gov. Scott:

I am happy to hear that you will not be speaking at the upcoming NRA event. I hope you didn't step back simply to protect your professional interests, but because you have joined me in mourning the senseless slaughter of our children in Parkland.

We are watching you: we are looking through your words to your actions. I hope that your moral fiber will shine through in your doing all you can to change easy access to assault weapons, and to create greater access to mental health support.

The time for you to act is right now. Translate your faith into action.

In faith, reason, and love,
Rev. Patrice Curtis

In response to the Marshall County High School, Marshall County, KY shooting ...
marshall county shooting (January 2018)

will we (n)ever
commit
to teach our children in school,
not kill our children in school?

CONGREGATIONAL LIFE

Our Congregational Life Ministry encompasses the varieties of ways in which we play together, learn together, celebrate together, and welcome new members.

Board of Trustees

UUC is blessed to have a Board of Trustees, and the Committees that support its work, that takes its work seriously. It is clear most members keep in front of them working from a place of servant-leadership, and I commend them for this. For the Board of Trustees to continue its fine work, support of their work from the congregation is needed: as volunteers for a project and to serve on teams and committees of the congregation.

The Board must continue to move toward focusing on the vision and the mission of the congregation and the strategies to achieve them. My hope is this year that shift will become obvious. THANK YOU to all the Board members, including our alternates, who stepped in when original Board members resigned.

Many Ministries

The Welcoming Team in the lobby and in the cramped Social Hall have done an amazing job watching for guests and making them feel welcome in less than ideal circumstances. THANK

YOU. Next year, with the construction well behind us, I will turn to implementing new ideas that will serve our first-year members. Renovation does dampen the energetic and visual attractiveness of a place. We have lost some members, and attendance is somewhat depressed, with an average of around 125 in the Sanctuary (not complete Sunday attendance) and RE attendance, with only two rooms and extremely cramped space, has also been down. Next year we will be able to re-dedicate to growth.

So much happens behind-the-scenes that allows our Fellowship groups to meet for Bridge and Mah Jong. Thank you to all the Council Chairs, and Committee Chairs who provided leadership this year. You did the work necessary, in partnership with staff, to ensure the “bones” of UUC remained strong.

Congregational life also rests on the physical structures and grounds being kept up. A BIG THANKS to the incredible team, committee and staff, that keeps our building safe and clean and sparkling.

A BIG THANKS to the Coffee crew, who have somehow managed to continue to embody a Welcoming Ministry through the dust. Thank you to all congregants who continued to come on Sundays, crammed in to the Patio Room and less than half of the Social Hall, and having to traverse to another building for personal care.

The Beacon Project *of course* deserves special note here. We will celebrate the handful of people who have put in untold hours, weeks, and months to manifest the new extension and extensive renovation of our existing building. The congregation will know you at our Celebration Dinner. Thank you, thank you, thank you. We could *not* have done it without you. I look forward to seeing you heaped with praise, and a gem shared during joys and sorrows for the complaints that should remain unspoken.

Finally, we once again witnessed the passing of several beautiful souls to what lies beyond this life. May they rest in peace.

Servant-Leadership

A huge challenge that has become obvious this year is the lack of people willing to step into servant-leadership positions. Although we were finally able to identify a few positions, it took several months and was a real drain on the energy of the Board President. What will make you step in and serve on a team or committee for a year? This is a real and live question, and of my entire letter to you, the most important section of this letter.

Serving the Greater Denomination

I continue to serve the greater denomination through being part of the General Assembly Worship Arts Team, responsible for most services at GA. This year, I am the liturgist for worship following the Opening Ceremony. In addition to the services, last year I held a highly successful Buddhist worship service with three others.

I also serve the UUMA on the Collegial Development Team, and as a Board member of the UU Historical and Heritage Society (UUHHS). This year at GA, I helped envision and will be the Discussant for the workshop held by the UU Humanist Association and UUHHS on humanism.

PASTORAL PRESENCE AND CARE

I touched more members this year than last, extending my touch to where many of you live – on social media. The creation of a UUC account has allowed me to see more of what you are doing. I have also spent more time calling when I hear about pastoral events in the lives of members.

With a team of callers, I listened to you say that some wanted to know a friendly call would ensure they are “okay”. Thank you to the Wellness Callers.

The Pastoral Associates began the year with a one-day retreat, to ground us and remind of the importance of self-care when one’s ministry is listening the pains and aches of others. During the year, the team welcomed two new members, who along with a few existing members, act as a connection between me and members when members are loathe to “tell the minister” about an illness.

For almost three years, my phone number has been on weekly and monthly communications, but that didn’t seem to work fully. Congregants could call the office and make an appointment with me. I had drop-in hours. In the end, what has worked very well, is to provide a self-service modality to make appointments. Congregants can now go online, scroll to the bottom of the page and click, “Meet with the Rev”. The appointment is then automatically added to my calendar. I am now seeing people I haven’t seen before, deepening relationships.

I led two pastoral meetings for a month each:

• Handling the Holidays (pastoral)	Fall
• Loving Challenging Adult Children (pastoral)	Fall

ADMINISTRATION

The overhanging event that occurred this year is the resignation of our Director of Religious Education. As I write this, we have begun interviews after a whole-church re-imagination of our RE program. We are looking forward to realizing the vision of a family ministry.

Since March, our Youth ministry is finally beginning to take flight. Our youth will have the first Youth Conference (CON) in June, with the youth of two local congregations. This is finally happening because I was in touch with ministers at the two other congregations. I am hopeful that this will be the year you invest in your youth by hiring a Lea Youth Advisor, who can begin to build our program between Sundays. A huge THANK YOU to our “acting” lead youth advisor, and our other youth advisors who continue to show up at 12pm for our youth.

PRESIDENTS REPORT

Last year I began the annual review of my first year as President of the Board of Trustees by saying it had been a busy and exciting year. Well, guess what??!! 2017 – 2018 has been even busier and even more exciting! The quote I once heard from UU is so appropriate for UUC today. “Where do UU’s stand? UU’s don’t stand. They are constantly moving and changing.” Change. The word is enough to make some people shutter in anticipation – like waiting for the other shoe to drop. For others, it’s the element that makes life most interesting. No matter what your feelings, there is one truth about change – change is a certainty in life. It is one of the few constants. How we choose to respond to – or resist – change determines what transformations take place. Due, in part, to our initiatives we began last year, our congregation is evolving into a stronger, healthier and growing community.

For the majority of our church year, our campus has been in a state of evolution. Your Board of Trustees worked with the successful “Time to Build” Campaign that enabled us to place the Beacon Project concept into actual architectural plans to produce an amazing Surti Center and UUC Community Center. It is through the generosity of you, our congregants, that we were able to renovate the UUC Community Center and create the Surti Center. Hopefully, all of you were able to attend our Grand Opening Celebration of the completion of the Surti Center and the UUC Community Center. In walking through the facility, for many of us, looking at the finished building, we really cannot imagine the hours that our Project Manager Ned Bellamy and Scotty Scott spent each day for months with the Tenney Construction Company in obtaining permits, monitoring subcontractors and driving all over Pinellas County attempting to locate the best quality items at the best price. Each item from knobs and cabinets to appliances and flooring – every item we see and touch in our building. We are extremely fortunate to have had Ned and Scotty to guide this opportunity to improve our campus. If you have been on campus during the week you may have noticed numerous members cleaning up our campus, landscaping, carrying boxes, cleaning and placing items throughout our facility. So many of you have stepped

up to help and your participation has been heartwarming. A huge thank you to those who have given time to improve our new facilities. The development of the Surti Center and the UUC Community Center will certainly give our members much needed room for not only our growing RE Department but also to accommodate our many committees and fellowship groups. For months we have been planning media communications to advertise and attract businesses, family reunions, weddings, etc. to our new space in order to create a revenue stream for the continuance of our mission. We are acquiring new furnishings to offer a comfortable and welcoming environment for our members and to draw groups to rent our space

Although this construction was totally overpowering and all encompassing, your Board of Trustees continued to address ongoing issues. After our community ground breaking ceremony, Tenney Construction began to create our much dreamed about building. Amid the demolition and framing came Hurricane Irma, a once in 100 years storm. Construction paused for a couple of weeks to allow everything to dry out. Fortunately, our campus only suffered the loss of a large tree and we were able to obtain a grant from the UUA to cover the \$2000 cost of tree removal. As the construction continued there were challenging issues that were not addressed in the original architectural plans and some unknown structural issues in the existing structure. With the knowledge and expertise of Ned and Scotty, we were able to move our project forward in a timely manner. To each of you, a special thank you for being patient, demonstrating understanding and exhibiting creativity as we shared smaller spaces and rearrange meeting times and rooms. Thank you!

After several short- term office staff members, we have finally acquired a stable and knowledgeable staff. Our fantastic Office Administrator, Alyssa Diaz and an outstanding Bookkeeper/Events Coordinator, Carol Kay work hard to keep things running smoothly here at UUC. During Alyssa's 12- week maternity leave, I substituted two days a week for her and I was amazed at all she does each day. Thankfully, she is now back in the office. For all that Alyssa and Carol accomplish – remember they are both part-time employees. Carol Kay, our Bookkeeper and Events/Coordinator, has added consistent professionalism to our financial

accounts. With events, she is working on developing ads and information regarding renting our facility during the week when our rooms are not completely utilized. Carol was instrumental in the success of our major fundraiser this year with Emma's Revolution.

As our congregants age many of us are not able to volunteer as much as we have in the past. However, there has been an increase in our Social Justice participation. UUC has had an impact in Pinellas County that has allowed us to grow our vision and mission. Congregants are active in F.A.S.T. – Faith in Action Strength Together – the coalition of migrant workers, the Hispanic center, the Puerto Rican group, serving as ESL tutors and working with our Refugee Team.

Change – we are always changing! With the resignation of our longtime RE Director, Christine Ducady, our RE Department is presently relying heavily on volunteers. A visioning team composed of RE parents is in the process of restructuring RE to address the entire family. This is the new approach churches, including the UUA, are using to deal with RE education. Looking to this new year, we are in the process of hiring an active, energetic individual to develop a program that will bring the RE children and adults into closer community. Many of you have stepped up to give leadership to the younger RE children and to the youth group. Thank you!

Communications has been an ongoing concern here at UUC. Communications takes several forms. Over the last two years we have worked to improve and enhance our internal presence through our website, Facebook page and our blog plus our monthly E-Octogram and three weeks of EO Lite. When appropriate, we have email “blasts” for important communication. Your Board of Trustees has implemented practices that allow for transparency and accountability. In each of our Board of Trustees monthly agenda, we provide time for congregants to address the Board. Board minutes are posted on our website and each month a Board member provides highlights of the Board of Trustees meeting for the E-Octogram. Every Sunday following the Board meeting, two Board members are in

the library to answer congregants' questions. Dates to remember and upcoming events are on a TV monitor in the narthex as well as on the large overhead screen in the sanctuary. For those who would like hardcopies of upcoming events, they can be found on the table in front of the main entrance doors. Communication will be an area of continued expansion and improvement in order to have all congregants feel that they are well-informed.

About money – We don't particularly like to talk about it... But... Our pledge drives tend to be challenging. Looking at the past two years – one year we had a surplus, the next year we had a \$40,000 deficit budget. At the time I am writing this report, the 2018 – 2019 Pledge Drive is still underway. Our most recent questions seems to be why it is so difficult to make our pledge target. Our membership numbers are relatively the same over the past three years with very little change. However, we have lost older members due to death or moving closer to their children. These members were generally high pledgers and we are gaining new members who are younger and often with children. They do pledge but not at the level of pledges we have lost. We have established a Membership Audit Committee that meets three times a year to ensure that we have corrected numbers for the UUA's report and enable individuals to fully participate in the life of our community. We also keep records of Sunday attendance.

Hopefully, this review is giving you some picture of what our Board of Trustees has been doing. Each year seems to produce many more issues than one could imagine that will generate change on many levels in our community. Your new officers and Board of Trustees will use their skills and creativity to move our liberal religious community to participate as an even stronger voice in these challenging times. UUC is a place where we can feel successful about our progress, hope about our future and confident that our transition to a growing community is evolving from the deep level of commitment we have made. UUC – all of us – have benefited because of our continuing investment of time, talent, our generosity and our love.

I would like to thank the members of our Board of Trustees and the congregation for all your support, patience and understanding during my two years as your President.

Respectfully,

Sandy Hoover

President, Board of Trustees

Administrator Report

By Alyssa Diaz, UUC Administrator

Routine Duties:

Weekly Responsibilities	Monthly Responsibilities
Door lock/unlock Schedule (now daily)	Celebration of Life Assistance
Order of Service	Ordering (office, cleaning/property supplies, Sunday snack, RE, misc.)
Sunday Service Slideshow	Covenant Group Lesson Plan Distribution
TV Slideshow	Special Mass Emails (events, sign ups, etc)
Attendance & visitor emails update	Directory Update on Website
Website Updates (meeting mins, EOtagram, etc)	Administrative Support to Committees
Supervision of Security & Custodial Employees	Maintenance Coordination (property/office)
Membership & Contact Database Updates	Monthly Board Report & Board Packet Distribution

Volunteer Coordinating:

2017-2018 (current) Front Desk Volunteers
Barbara Brandt (1st, 3rd and 5th Tuesday)
Fran Owens (2nd and 4th Tuesday)
Carol Hamilton (2nd and 4th Wednesday)
Susan Hegner (3rd and 5th Wednesday)
John Hoover (1st, 3rd and 5th Thursday)
Jill Coppins (2nd and 4th Thursday)
Cara Boos (Every Friday)

- Potluck held in October
- Various emails discussing policy changes, procedure etc.
- Schedule maintenance & support

Special Thanks:

- Volunteers: Front Desk Volunteers, Property Committee (specifically Bill Newton, Carl Hansen, Scotty Scott, John Hoover & Ned Bellamy), Sunday Snack Committee
 - The volunteers at UUC not only make my job enjoyable, but they are both the oil that keeps the organization running and the glue that keeps it together
- Staff: Carol Kay, Bookkeeper & Events Coordinator, Susan Strauss, Custodian and Ed Everett, Security.
 - I am incredibly thankful to work alongside the. most hardworking and kind people. Our staff is truly a great team.

Past Year Special Projects & Highlights:

- May 2017
 - Spring Information Update
 - Spent a lot of time handling rodent issues around campus & Zen Center
 - Annual meeting report and distribution of annual meeting packet & council chair meeting support and presentation
- June 2017
 - TV Slideshow
 - This was the start of a weekly slideshow of events displayed on the TV in the narthex on Sunday. It had a lot of kinks to iron out before it became a weekly occurrence.
 - Lots of Summer Cleaning/Organizing!
- July 2017
 - Worked with Property committee on having doors treated for termites
 - Lots of small security updates and improvements
- August 2017
 - Began assisting with the administrative side of all Covenant Groups
- September 2017
 - A lot of website updates (T.O.R.C.H replaced Beacon youth, changes in docs, forms etc.)
 - Hurricane cleanup and coordination of work around campus
- October 2017
 - Preparation, planning & arrangements for my Maternity leave
 - Hired a tech booth technician, Jeremy Dillow
- November 2017
 - Unpaid Maternity Leave
- December 2017
 - Caught up on administrative & property work
- January 2018
 - Handled a lot of miscellaneous tech issues in the office
- February 2018
 - Found a new “tech guy” Rodney Harnish
 - Administrative help with: Silent Auction, Covenant Groups, Beloved Conversations, Pledge Drive
- March 2018
 - Created/Planned Magnetic name tag fundraiser. 100 sold
 - Planned & Executed Spring Volunteer Campaign with Carol Kay
- April 2018
 - Now responsible for Chalice Lighter coordination for Sunday Service

Events Coordination and Rentals

It has been a busy year for UUC! Despite the Social Hall being without running water for almost 10 months we continued to hold regular meetings and programs. Only once did we have to suspend the Sunday coffee hour in the Social Hall!

Our meeting rooms in both the Social Hall and the Octagon were filled with an average of 20 group meetings or activities per week including:

- Sunday Service and RE
- Committee Meetings
- Adult RE Programing
- Bridge and Mah Jong
- Book clubs
- Chorale
- ESL
- Women's Crafting
- Compassion and Choices
- Staff and member parties/celebrations
- Concerts, theater and guest speakers

We also continue to welcome other groups who rent and pay for our space on a regular basis.

This year we had

2 weddings/receptions

AA twice a week

Clearwater Pagan Group monthly

Tampa Men's Group 3 x month

Mindfulness Training 4 x year

Zen Center – full time

Rissho Kosei-Kai – weekly

All that activity translates into over 1,200 room bookings for all our activities and programs.

With our new Surti Center and upgraded Social Hall we look forward to filling it with many worthwhile activities and programs. We are working now on setting appropriate rental rates and designing a brochure both paper and online.

We have been using Facebook more regularly to publicize our events and programs and we have close to 1000 followers now.

Our Newsletter, the E-Octagram has undergone some changes and we now publish "E-O Lite", a weekly listing of Events and activities and then one, mid-month full E-Octagram with pictures, and articles and more information about events to plan for further out on the calendar.

I want to thank Alyssa Diaz, our Office Administrator and Susan Strauss, our custodian for all their help in making sure all our events go off without a hitch. We aren't perfect but we make a great team and I am so happy to be able to work with them. Carl Hansen has also been a great help many times this year as well as Ed Everett.

STEWARSHIP COMMITTEE REPORT 2018

Stewardship Committee Mission- To raise financial support so that UUC is financially self-sufficient to achieve its mission and vision through an Annual Pledge Drive and Planned Giving

Committee Leadership: Mary Currey, Chair-
Annual Pledge Drive Co-Chairs - Susan Gore and Bill Foley-

HOW WE ARE DOING AS A CONGREGATION

Challenges, Opportunities, Commitments and the Congregation

The past year has provided UUC opportunities for change and growth as we face substantial national, state, and local ferment. Our denominational association, the Unitarian Universalists Association, as well, is in the process of deep examination and recalibration. Finding a balance between stability and change, between risk and reassurance, between calmness and intensity has surrounded us.

Surti Center and UUC Community Center The visible results of our successful Capital Campaign for the Beacon Project 2016-17 has brought into fruition the Surti Center and the UUC Community Center. Thoughtful and informed volunteer fundraising leadership by Bob and Phyllis Barnett and wide-spread participation led to a successful Capital Campaign. Construction oversight by Ned Bellamy and Del Scott has brought the Surti Center and the UUC Community Center to completion. Our growing congregation, vibrant religious education program, and service to others will be enhanced by use of these facilities.

Our Minister has provided internal strength and support and has demonstrated profound impact on all of us. The Board shows increased focus, direction, and clarity as we more fully understand and practice our principles. The Social Justice Ministry plays a major role in faith- based advocacy in Tampa Bay. New members and friends bring different perspectives that positively stretch our community. Communications consistently emphasize UUC's shared vision and collaborative efforts toward achieving it.

Yet still we struggle with budgetary challenges. Our appetite to do more and better is keen but our operating financial resources are stretched thin. Never has the need and opportunity for a liberal faith community been more vivid. However, UUC's ability to fulfill both these needs and opportunities requires a stronger balance between contributions of ***time***, reflected in already-strong volunteerism, ***talent*** - passionate engagement of myriad skills – and ***treasure***, the willingness to fund our stated priorities.

Unitarian Universalists of Clearwater

ANNUAL PLEDGING DATA 2014 - 2017

Year	Goal	Amount Raised by time of Congregational Meeting	Number of Pledge Units	Additional Fundraising	Average Pledge of Pledge Drive
2013-14	\$300,000	\$283,000	153	Bridge the Gap Fall '14 Campaign	\$1,850
2014-15	\$340,000	\$215,000	157	New Days, New Ways Fall '15 Campaign	\$1,350
2016-17	\$295,000	\$269,000	167	Time to Build Capital Campaign Fall '16	\$1,610
2017-18	\$310,000	\$240,173	150	Yet to Be Determined	\$1,610

ANNUAL PLEDGE DRIVE HIGHLIGHTS

Financial goal: \$290,000

LIGHTING THE PATH. The Annual Pledge Drive for operational expenses was implemented March 4 - April 8, 2018, and continued to use a colorful, stylized lighthouse logo to represent UUC's mission of a "beacon for reason, meaning and bold social action."

A Direct Mail Pledge Renewal Solicitation was conducted this year with each pledging unit receiving a personal letter which included a statement of past year's giving. Mailed on February 28th, prior to the beginning of the Annual Pledge Drive, it was a letter about the congregation and the "business" side of faith communities, with a request to increase each pledge by 5%. This proved to be a successful tactic in eliciting increased pledges. Susan Gore and Bill Foley took the lead in crafting the direct mail piece.

The canvass was kicked off on March 4th with a skit written by Bill Foley and performed

during the service by Bill and Susan Gore. Joe and Mary Pace hosted the lead donor's reception that afternoon at their home.

Annual Pledge Drive Canvassers/Follow-up Team: Bill Foley, Susan Gore, and Mary Currey.

Online Giving continues to be well received and used with 22 members/pledging friends learning the software. Further education on the use of this software can increase its utilization.

Stock transfers were promoted and well received. Last year it was discovered that the current fees for transferring stock to UUC was costing the congregation a lot of money. Therefore a change is just about finalized to transact stock transfers through Vanguard rather than Synovus.

As of this report on April 21, 2018, a total of \$209,173 had been pledged through 108 pledge units. There is currently \$60,000 left to raise from about 46 members and friends who pledge regularly. Follow-up is underway.

PLANNED GIVING. The Stewardship Committee is expanding into Planned Giving through the **Wake Now Our Vision: Collaborative Campaign Legacy Challenge** promoted through the Unitarian Universalist-Association Planned Giving program. In order to inspire new legacy gift commitments, the UU Congregation at Shelter Rock (NY) is offering a cash match grant, (up to \$10,000 per donor). If a legacy gift commitment cannot be accurately valued at the time it is received, a flat match of \$1,000 will be given to the congregation. The Stewardship Committee will begin educational sessions about this program in the Fall of 2018.

Next Year's Annual Pledge Drive Leadership: Mary Currey, Susan Gore, Bill Foley

Plans for next year:

Develop year-round Stewardship Program

Implement small group meetings: "BEYOND FUNDRAISING"

Initiate Legacy Society for planned gifts.

Aggressively promote Stock Transfer gifts through a new financial vehicle that costs less to implement.

Help Wanted for 2019-20

Hosts for BEYOND FUNDRAISING EVENTS: Need 20 hosts who will be responsible for hosting 10-

12 UUC members in their home or other location. Annual Pledge Drive Committee will provide the program.

BEYOND FUNDRAISING Presenters: Need 5 members comfortable with asking for money to support UUC's vision and mission to attend BEYOND FUNDRAISING events.

Thank-you Note Writers and Donor Relations Support: Printing, stuffing envelopes, writing thank-you notes. Helping with mailings. Need 3 volunteers.

Follow-up Phone Callers: Need 6 volunteers.

If interested in helping, contact: Mary Currey mary.currey@gmail.com or Susan Gore at flsnowfrog@gmail.com or Bill Foley at billfoley2@mac.com.

Reported by Mary Currey – April 21, 2018

SOCIAL JUSTICE COUNCIL:

The Social Justice Council is composed of committees that concentrate on certain areas of our joint social justice work. However, the Council always works together to coordinate and enhance the work we do in committees.

In addition there are areas that the Council handles. Among these are the philanthropic efforts of the SJ Council, Social Justice Reports, and council wide and new initiatives brought to the Council.

Social Justice Philanthropy for 2017-18

Better World Emergency Fund	
Pinellas Safe Harbor Homeless	\$1,000.00
Minister's Benevolent Fund	\$1,000.00
Hurricane Harvey Relief	\$ 500.00
UNI DOS Por Puerto Rico	\$ 500.00
BWEF Donations 2017-2018	Total \$2,00.00

Pat McGiverin Fund

Awarded five scholarships of \$100.00 each to students at the Hispanic Outreach Center
Total \$500.00

Share the Plate

Doctors W/O Borders	\$480.00
Gulf Coast Legal	\$555.00
Jim West Prostate Cancer	\$305.00
Non Violent Peace Force	\$305.00
USF Pediatric	\$255.00
NAER	\$446.00
Peace Memorial Found.	\$360.00
Irma & Harvey Disasters	\$405.00
United for Puerto Rico	\$1,115.00
NO Share the Plate due to communication problem.	
HEP Veterans Community	\$240.00
RCS	\$409.00
Native AM. Emer. Relief	\$395.00
Feeding America Tampa Bay	875.00
Bluu	\$550.00
Hispanic Outreach Center	\$380.00 (Children's Books)
Asian Rural Inst.	\$355.00
Equal Justice Initiative	\$320.00
Planned Parenthood	\$830.00
Gulf Coast Legal Services	\$250.00
Share the Plate	Total \$8,350.00

Social Justice Budget Donations

UUA	\$275.00
UU Justice FL	\$562.00
Social Justice Council Budget Donations Total \$ 837.00	

Holiday Mitten Tree

A special heartfelt thanks to Ann Kanuck and the women of the Compass Rose Covenant Group for assuming the responsibility of the 2017 Mitten Tree. They did a wonderful job and have graciously agreed to continue and do the 2018 Mitten Tree. Very much appreciated.

Social Justice Reports to the Congregation:

This year the SJ Council has brought people from different areas of our work to report, rather than giving updates on the events we are involved in. Hopefully this will give the congregation a more lively picture of the work we do.

HOC (Hispanic Outreach Center)

For 8 years members of the congregation have conducted a preschool program for Spanish speaking parents and children. It introduces a school program to children and parents who might not know norms of a typical school program here in the US.

Immediate Response Team:

Over 40 people have elected to receive immediate response announcements. The SJ Council has sent out requests to phone elected officials and other groups when immediate action is called for. This year was particularly busy with requests from UUJF and other groups asking our help.

2018 Interfaith Peace March: This year for the first time UUC joined over 20 other churches in an interfaith peace march in Dunedin. The weather forced changes in dates, but several UUCers were able to be present at an event that promoted unity among different faiths.

Lobbying with UU Justice Florida:

This year a smaller than usual number of UUCers joined with UUs from all over Florida to press the legislature to approve various measures. Many issues were not passed into law, but this year the Civil Citations for Juveniles finally was made a statewide law. UUJF has designed a system that sends alerts to only constituents whose legislator is involved in a piece of legislation. We urge all UUCers to sign up: <http://www.uujusticefl.org/action-network>

Committees:

Black Lives Matter Committee

The Black Lives Matter committee was co-coordinated this year by Susan Allen, Bill Foley and Eileen Senn. We organized UUC's strong participation in the Jan 15 MLK breakfast and march and supported

our membership in the north Pinellas chapter of the NAACP. We worked with Reverend Patrice to conduct the second UU White Supremacy Teach-In on Jan. 21 and a follow-up conversation after the service. We led two Open Issues sessions - Dec. 10 on the Mosaic Makers conference and Feb. 4 on the Legacy of Lynching. We arranged for Sharing the Plate with the Equal Justice Initiative and Black Lives of UU. We continued to hold monthly meetings through the fall focused on topics such as our White Supremacist Culture and the history of lynching. Sixteen people participated in the UUA Beloved Conversations training through March and April.

Compassion and Choices:

Our Compassion & Choices group is continuing to work on educating people about their end-of-life options and about the importance of sharing their wishes with their family and friends. Just learning to talk about dying and death is important. Also we worked without success on trying to get POLST passed in Florida.

Environmental Justice

The committee's goals are to inform and educate the congregation concerning environmental issues, to act as a clearinghouse to for environmental activities and actions, and to work with other environmental groups to plan and promote activities to protect the environment. The committee has brought environmental speakers to provide talks at Open Issues. It was responsible for two of the UUC Teaching Facilitator program sessions titled, Climate Change: How Bad Is It and What Can We Do. The committee organized April 22nd Earth Day educational activities to include screening of the film This Changes Everything, a vegetarian social hour and an Open Issues speaker talking about the need to electrify the transportation system. It is in the process of developing a fall educational series from the Post Carbon Institute titled Community Resilience. The series provides a basis for discussions regarding our best response to the looming economic, energy and environmental challenges. Its aim is to deepen our thinking and develop strategies that build community resilience in a sustainable and equitable way.

Migrant Workers:

The Migrant Justice Team had a very productive year. In the early Fall, we asked the congregation to help us collect clothing, food and children's supplies to bring to Immokalee to assist the Coalition of Immokalee Workers recover from the devastation following Hurricane Irma. Later in the Fall, we sponsored a rice & beans luncheon to kick off our collection to bring food staples to the migrant workers in Plant City to help them out until the strawberries were ready to be picked. In December, we collected blankets for the Plant City workers. This was the second time we had a very successful intergenerational distribution. We went to one of the camps to have a party. Our Torch youth group bought pizza which everyone enjoyed. Then, while the adults gave out the blankets to very grateful migrants, our youth played with the youngsters. There was face painting, cookie decorating, storybook reading, soccer and even a piñata. We would like to encourage other groups to think of how to involve different generations to interact with the communities they serve. It's very gratifying for everyone.

FAST

Faith and Action for Strength Together (FAST) is a multicultural, interfaith justice organization made up of over 35 local congregations. UUC is a member of FAST and members of the UUC FAST Justice Ministry work on local social justice issues with members of the other congregations. This year over 2500 people (including 103 UUCers) attended the culmination of the year's work, Nehemiah, and there was wide news coverage.

Successes included a guarantee from County Commissioners that 4.15% of Penny for Pinellas would be put towards affordable housing. One school board member and representatives from the teacher's union and NAACP advocated for full implementation of Restorative Practices in our school district. After four years of hard work, the state passed a law (signed by the governor on Good Friday) that will expand access to civil citations as an alternative statewide to arresting juvenile and teenage youth.

This was a positive year for FAST in progressing towards our goal of increasing social justice in Pinellas County.

Puerto Rican Aid Ad Hoc Committee

The PR Aid ad hoc was formed in response to the influx of people from Puerto Rico into Florida after Hurricane Maria. Working at the Hispanic Outreach Center at first the committee provided food and information from many other agencies, such as the school system and voter registration. They also collected funds for relief and are now working on a center for Puerto Ricans in the area. Many from UUC were involved in this important work.

Refugee Committee

UUC will begin to work with a new refugee family shortly. The family arrived from Syria this past summer, a mother and father and four older children, ages 16 to 22. Two of the older children are working and the other is looking for work. The 16 year old is in high school. All the family members are on different schedules. Neither of the parents speaks English and the other members are beginner speakers. We are assessing the family needs and their schedules and trying to determine how UUC can best assist the family.

Property Committee Annual Report

2017-2018

First, I would like to thank everyone for all the kind words and support for a difficult time I have had with my recent heart failure and recovery. It's not every day you drop dead and wake up 2 hours later, alone, drive home, go to ER, get a stent, and a week later, it's like it never happened, although it did, and I am thankful I'm alive.

All our Agendas and Minutes are posted on the UUC website and in a binder in the Property Closet in the Social Hall, and as you can see, we are always very busy with the buildings and grounds. We have a few, very dedicated volunteers that do all the work and seldom need to hire outside vendors. I want to thank the Congregation and the Board and staff for their patience while we tackle all those many projects as fast as possible and thank all our volunteers who work tirelessly to keep this place beautiful and running smoothly.

Besides the amazing work that Scotty and Ned do on the Beacon Project, they also keep us informed on what's going on with that project, it is almost fully complete. There are additional items that the older section needs more time and money to finish, but it will be a wonderful addition to UUC when it's fully finished. We were able to trim our budget for the shortfall of the overall budget, but with the Beacon Project encroaching on the older building, there are some items that had to be addressed, like the repair of the Octagon roof foam coating and flashing and the Social Hall foam coating that is past due for maintenance. This might come out of Property budget and might push our budget over the edge. I am sure the Board will know what to do.

Security has been an ongoing issue with the new construction being open at times and not secure. Ed Everett, our security guy has been diligent in keeping our place safe. A few times I have had to meet the police when the alarm would go off, so I am glad there are doors that can be locked on the new section. Eliseo has offered to help with the possibility of putting security cameras in the parking lot, but the ongoing maintenance and cost benefit needs to be considered.

One of the many things Carl Hansen has been doing is, taking care of the pond and plants and cleaning the filter and pump. The pump shorted out again and I was able to get a new one under warranty. This is also a retention pond and the oak leaves need to be removed. So, there is continuing work to keep it clean and functioning.

The were termites in the Octagon doors and Social Hall Patio Room doors, we contacted Earth's Best and got a quote. Mary Pace was able to get the cost down, but they were very uncooperative. We called Swatt Exterminating and got a better price and saved \$1,875.00.

The Octagon front doors were repaired by Bob Lehner and painted by Scotty Scott. The primer white color looks much better, it was noted by Bob and Scotty that it would not be a good idea to touch the wood as it is mostly hollow from the termite damage.

There was some damage from Irma, besides the delay on the Beacon Project, there was a large tree that went down on the West fence line. Earl Kipka and Carl cut most of it away and Scotty got the construction people to remove it.

We had 2 cleanup days and I want to thank the few people who took time out of their day to help tidy the campus, we will have 2 more next fiscal year timed to the tree leaf drop. I hope you can help.

Some other projects we accomplished were; the handrails were missing off the back pews, John Hoover was able to install some. John, Carl and Scotty replaced the fence by the Manse building, Roger Young was able to help with the cleanup of the area and took pictures I used for the display table. We added hand rails on the first row of seats for people to hold onto when they get in the first row of seats.

There is so much more that is done over the year, I can't list them all.

Thank you for your support and a thank you to our volunteers and helpers for their unending hard work.

Bill Newton

Property Chair

Treasurer's Report to the Congregation

June 1, 2017 through March 31, 2018

Two sets of financial statements, UUC Operations and the Building Fund for the Beacon Project, are included in your Annual Meeting Packet along with the proposed budget for 2018-2019.

A new bank account labeled Building Fund was opened in June 2017. During July, all cash related to the Beacon Project was moved to the new bank account, and all amounts related to the Beacon Project were moved from the UUC books to a separate “company” in QuickBooks. We borrowed \$110,000 from the Foundation in March at an interest rate of 2.75%, with payment in full due by March 31, 2020. The loan is guaranteed by the Beacon Project pledges receivable and all cash for the Project.

The UUC operating books indicate our financial condition is stable. Working Capital is \$88,988, about \$1,500 more than last year. While the Operating Statement shows that revenues (which include a distribution of \$10,000 from the Estate of Gloria Bedok) exceed expenses by \$22,547, this is the time of year when revenues are generally low while expenses are high. Whether UUC ends the year on May 31 without a deficit is dependent upon collection of pledges. Pledges receivable are \$54,268, almost \$10,000 more than the prior year. It is important that amounts due on pledges are received by the end of May. If you have an unpaid balance on your pledge at April 30, you will receive a statement in May.

Considering the age and condition of our buildings and equipment, we need to prepare for critical repairs and emergency replacement of equipment. Last year, we allocated \$37,000 to a Major Maintenance Reserve, and it is important that we try to add to that fund each year. Repairs and beautification by volunteers have helped to keep our property expense low.

You have given generously to the wider community through Share the Plate and various Social Justice opportunities including FAST and support of Hurricane Irma refugees from Puerto Rico.

Congregants are providing revenues by using Amazon Associates or Amazon Smile. Amazon Associates gives UUC approximately 4 percent if you use the Amazon link on our website to log into your account, put items in your cart and check out within 24 hours. If you use a shortcut instead of the link on the UUC website, UUC will not receive a commission. Amazon Smile is a way of donating a half percent. You cannot, however, use both Amazon Associates and Amazon Smile for the same transaction. There is no cost to you, and your name is not revealed to us.

I have been working closely with the Bookkeeper and the Finance Committee to assure the accuracy, usefulness and timeliness of financial information. Monthly Operating Statements are provided for posting on the website after the Board reviews them at its monthly meeting. You may look on the website for the year-end Operating Statements this summer.

This is my final term as UUC Treasurer, and I appreciate the opportunity to have served the UUC community in this position.

Respectfully,
Millie Jones, UUC Treasurer

7:45 PM
04/16/18

Unitarian Universalists of Clearwater
Balance Sheet
As of March 31, 2018

	Mar 31, 18	Mar 31, 17	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1010 · Synovus Bank Checking	107,767	136,341	(28,574)
1011 · Synovus Bank Money Market	63,312	178,391	(115,079)
1012 · Synovus Money Mkt Constrcn Fund	0	203,653	(203,653)
1016 · Vanguard Brokerage	10,000	0	10,000
1030 · Petty Cash - Front Office	200	200	0
Total Checking/Savings	181,280	518,586	(337,306)
Accounts Receivable			
1400 · Pledges Receivable	54,268	44,626	9,642
Total Accounts Receivable	54,268	44,626	9,642
Other Current Assets			
1499 · Undeposited Funds	0	3,668	(3,668)
1610 · Prepaid Insurance	2,161	3,764	(1,603)
Total Other Current Assets	2,161	7,432	(5,271)
Total Current Assets	237,709	570,643	(332,934)
Other Assets			
2500 · Deferred Income - Pledges	(54,268)	(44,626)	(9,642)
Total Other Assets	(54,268)	(44,626)	(9,642)
TOTAL ASSETS	183,441	526,018	(342,576)

7:45 PM
04/16/18

Unitarian Universalists of Clearwater
Balance Sheet
As of March 31, 2018

	Mar 31, 18	Mar 31, 17	\$ Change
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	0	851	(851)
Total Accounts Payable	0	851	(851)
Credit Cards			
1705 · VISA Credit Cards	1,191	412	780
Total Credit Cards	1,191	412	780
Other Current Liabilities			
2001 · Denominational Dues	0	6,020	(6,020)
2010 · Payroll Withholdings Payable	(0)	(0)	0
2105 · Prepaid Pledges	35,160	21,080	14,080
2210 · Designated Funds - Congregation	3,419	3,416	2
Total Other Current Liabilities	38,579	30,517	8,062
Total Current Liabilities	39,770	31,780	7,990
Long Term Liabilities			
2200 · Board Designated Reserves	37,514	47,514	(10,000)
2660 · Beacon Project Group	(50)	340,138	(340,188)
2900 · Donor Restricted Funds	17,208	19,081	(1,873)
Total Long Term Liabilities	54,673	406,734	(352,061)
Total Liabilities	94,443	438,514	(344,071)
Equity			
3900 · Previous Operating Surplus	66,451	41,761	24,690
Net Income	22,547	45,743	(23,196)
Total Equity	88,998	87,504	1,494
TOTAL LIABILITIES & EQUITY	183,441	526,018	(342,576)

8:30 PM
04/16/18

Unitarian Universalists of Clearwater
Operating Statement YTD
June 2017 through March 2018

	Jun '17 - Mar 18	Jun '16 - Mar 17	\$ Change
Ordinary Income/Expense			
Income			
4000 · Congregational Income	234,349	267,997	(33,649)
4200 · Misc Program Income	1,406	2,915	(1,509)
4280 · Ways & Means/Fund Raising	5,301	5,148	153
4500 · Rental Income	16,885	18,788	(1,903)
4600 · Investment Income	47	1,837	(1,791)
4750 · Other Income	3,504	(70)	3,574
4751 · Oil Leases	0	100	(100)
4752 · Planned Giving	10,000	46,933	(36,933)
4753 · UUC Foundation Grants	35,890	35,810	80
Total Income	307,382	379,458	(72,077)
Gross Profit	307,382	379,458	(72,077)
Expense			
5300 · Office Administrator	23,247	24,588	(1,341)
5400 · Bookkeeper	6,611	7,078	(467)
5450 · Events Coordinator	4,825	2,264	2,562
5100 · Minister	77,307	74,560	2,747
5500 · Office Expenses	12,322	14,625	(2,304)
5659 · Garden Exp (Community Garden)	750	0	750
5600 · Building/Grounds Personnel	14,266	11,175	3,092
5629 · Building/Grounds Expense	10,612	23,907	(13,295)
5660 · Major Maintenance Expenses	8,553	52,129	(43,576)
5700 · Religious Education Personnel	27,102	28,033	(931)
5729 · Religious Education Expenses	1,443	2,355	(912)
5800 · Music Dept. Personnel	33,727	34,841	(1,114)
5830 · Music Supplies/Services	1,652	2,518	(866)
6000 · Utilities & Building Insurance	30,903	29,149	1,754
7000 · Committees and Teams Expense	7,832	7,728	105
7400 · UUA & Cluster Dues	18,000	15,046	2,954
9550 · Social Justice Fund	5,682	3,720	1,962
Total Expense	284,835	333,716	(48,881)
Net Ordinary Income	22,547	45,743	(23,196)
Net Income	22,547	45,743	(23,196)

Unitarian Universalists of Clearwater
Operating Statement YTD to Budget YTD
June 2017 through March 2018

	Jun '17 - Mar 18	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Congregational Income	234,349	246,068	(11,719)	95%
4200 · Misc Program Income	1,406	1,834	(428)	77%
4280 · Ways & Means/Fund Raising	5,301	6,310	(1,009)	84%
4500 · Rental Income	16,885	17,000	(115)	99%
4600 · Investment Income	47	420	(373)	11%
4750 · Other Income	3,504	4,340	(836)	81%
4752 · Planned Giving	10,000	0	10,000	100%
4753 · UUC Foundation Grants	35,890	35,890	0	100%
Total Income	<u>307,382</u>	<u>311,862</u>	<u>(4,480)</u>	<u>99%</u>
Gross Profit	<u>307,382</u>	<u>311,862</u>	<u>(4,480)</u>	<u>99%</u>
Expense				
5300 · Office Administrator	23,247	25,799	(2,552)	90%
5400 · Bookkeeper	6,611	7,505	(894)	88%
5450 · Events Coordinator	4,825	4,536	289	106%
5100 · Minister	77,307	77,922	(615)	99%
5500 · Office Expenses	12,322	14,777	(2,455)	83%
5659 · Garden Exp (Community Garden)	750	0	750	100%
5600 · Building/Grounds Personnel	14,266	16,578	(2,312)	86%
5629 · Building/Grounds Expense	10,612	15,126	(4,514)	70%
5660 · Major Maintenance Expenses	8,553	0	8,553	100%
5700 · Religious Education Personnel	27,102	32,641	(5,539)	83%
5729 · Religious Education Expenses	1,443	4,950	(3,507)	29%
5800 · Music Dept. Personnel	33,727	36,166	(2,439)	93%
5830 · Music Supplies/Services	1,652	2,500	(848)	66%
6000 · Utilities & Building Insurance	30,903	36,082	(5,179)	86%
7000 · Committees and Teams Expense	7,832	11,741	(3,909)	67%
7400 · UUA & Cluster Dues	18,000	15,000	3,000	120%
9550 · Social Justice Fund	5,682	4,781	901	119%
Total Expense	<u>284,835</u>	<u>306,104</u>	<u>(21,269)</u>	<u>93%</u>
Net Ordinary Income	<u>22,547</u>	<u>5,758</u>	<u>16,789</u>	<u>392%</u>
Net Income	<u>22,547</u>	<u>5,758</u>	<u>16,789</u>	<u>392%</u>

8:54 PM
04/16/18

Unitarian Universalists of Clearwater-Building Fund
Balance Sheet
As of March 31, 2018

Mar 31, 18

ASSETS

Current Assets

Checking/Savings

1015 · Synovus Bank Building Fund 185,604

Total Checking/Savings 185,604

Accounts Receivable

1405 · A Time to Build Pledges 103,868

Total Accounts Receivable 103,868

Other Current Assets

1500 · Deferred Income Pledges (103,868)

Total Other Current Assets (103,868)

Total Current Assets 185,604

TOTAL ASSETS 185,604

8:54 PM
04/16/18

Unitarian Universalists of Clearwater-Building Fund
Balance Sheet
As of March 31, 2018

Mar 31, 18

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

20000 · Accounts Payable 40

Total Accounts Payable 40

Credit Cards

2020 · Synovus CC 5412 - Scotty Scott (174)

2025 · Lowes CC 42647 186

Total Credit Cards 12

Total Current Liabilities 51

Long Term Liabilities

2672 · Note Payable to UUC Foundation 110,000

Total Long Term Liabilities 110,000

Total Liabilities

110,051

Equity

32000 · Retained Earnings 241,076

Net Income (165,523)

Total Equity 75,552

TOTAL LIABILITIES & EQUITY

185,604

Unitarian Universalists of Clearwater-Building Fund
Operating Statement Budget vs. Actual
December 2016 through March 2018

	Dec '16 - Mar 18	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4010 · A Time to Build Pledge Income	296,334	386,583	(90,249)	77%
4090 · Allowance for Unpaid Pledges	(2,800)	(15,200)	12,400	18%
4110 · Income from Other Donations	125	0	125	100%
4120 · Bldg Fund Donation - Prior CC	41,480	33,460	8,020	124%
4700 · Fundraising for Furnishings	2,000	0	2,000	100%
4500 · Gift from Dr. Surti				
4510 · Principal Remaining	189,000	189,000	0	100%
4520 · Dr. Surti - Gift Interest	3,576	3,548	28	101%
Total 4500 · Gift from Dr. Surti	192,576	192,548	28	100%
4600 · Feasibility Funds from UUC	0	8,000	(8,000)	0%
Total Income	529,715	605,391	(75,676)	87%
Expense				
5100 · City and Admin Costs - UUC				
5105 · Aborists	0	3,000	(3,000)	0%
5110 · Asbestos Removal & Permits	5,175	2,975	2,200	174%
5115 · Builders Risk Insurance	704	1,250	(546)	56%
5120 · Building Permit Fees	3,582	5,452	(1,871)	66%
5125 · City Plan Exam Fee	0	1,510	(1,510)	0%
5130 · Duke Energy & Trees	0	1,400	(1,400)	0%
5135 · Soil Testing	0	1,500	(1,500)	0%
5100 · City and Admin Costs - UUC - Other	3,114	0	3,114	100%
Total 5100 · City and Admin Costs - UUC	12,574	17,087	(4,513)	74%
5200 · Construction Costs				
5205 · Utilities expense	1,487	0	1,487	100%
5210 · Payments to Contractor	335,680	400,101	(64,421)	84%
5222 · Change Order No. 2	1,689	0	1,689	100%
Total 5200 · Construction Costs	338,856	400,101	(61,245)	85%
5300 · Design and Planning Expenses				
5310 · Architect Fees	36,215	0	36,215	100%
5315 · Bldg Permits and Administration	136	1,417	(1,281)	10%
5320 · CADD Revisions	0	5,590	(5,590)	0%
5325 · Civil Engineering & Surveying	2,136	7,500	(5,364)	28%
5330 · Construction Administration	500	5,750	(5,250)	9%
5335 · Construction Documents	0	11,333	(11,333)	0%
5340 · Interior Design	0	1,000	(1,000)	0%
5345 · Landscape Design	0	2,500	(2,500)	0%
5350 · Remediation Research	0	2,650	(2,650)	0%
5355 · Rendering & HouseSheets	65	1,471	(1,406)	4%
5300 · Design and Planning Expenses - Ot...	1,109	0	1,109	100%
Total 5300 · Design and Planning Expenses	40,162	39,211	951	102%

Unitarian Universalists of Clearwater-Building Fund
Operating Statement Budget vs. Actual
December 2016 through March 2018

	Dec '16 - Mar 18	Budget	\$ Over Budget	% of Budget
5500 · Materials/Labor Paid by UUC				
5512 · Flooring	16,369	0	16,369	100%
5511 · Bathroom Vanities for Children	0	400	(400)	0%
5515 · Fire Extinguishers	0	1,500	(1,500)	0%
5516 · Install Kitchen Vent /Fire Syst	3,150	6,300	(3,150)	50%
5520 · Kitchen Appl's, Sinks, Faucets	29,671	31,815	(2,144)	93%
5521 · Kitchen Cabinet Material	5,725	6,045	(320)	95%
5522 · Kitchen Counter Tops L&M	3,438	4,280	(842)	80%
5530 · Irrigation - New Area	0	2,000	(2,000)	0%
5540 · Landscaping Ground Cover	0	2,500	(2,500)	0%
5541 · Landscaping Plants	0	4,000	(4,000)	0%
5542 · Landscaping Supplies - Top Soil	0	2,000	(2,000)	0%
5545 · Low Voltage	0	2,000	(2,000)	0%
5550 · LP Gas Range/Tankless Hot Water	1,338	3,786	(2,449)	35%
5560 · Mag Lock on MPR Door	0	2,400	(2,400)	0%
5565 · Outside Paint Supplies	687	2,500	(1,813)	27%
5566 · 5566 - Interior Incidentals	199			
5570 · Patio Room Divider	0	7,000	(7,000)	0%
5575 · Rooftop Penetrations SPF Topping	0	1,500	(1,500)	0%
5580 · Sunday Hospitality - Electrical	0	400	(400)	0%
5585 · Swing Set - Relocate	250	250	0	100%
5590 · Vinyl Plank Flooring & Cove	0	18,954	(18,954)	0%
5591 · Vinyl Plank Installation	0	11,826	(11,826)	0%
5595 · West Fence & Gate	0	1,500	(1,500)	0%
Total 5500 · Materials/Labor Paid by UUC	60,827	112,956	(52,129)	54%
5900 · Administrative Expense				
5912 · Administrative Supplies	389	0	389	100%
5915 · Fundraising Expenses	1,356	2,100	(744)	65%
5920 · Recognition - A Time To Build	0	2,000	(2,000)	0%
5950 · Construction Loan Interest	0	4,230	(4,230)	0%
Total 5900 · Administrative Expense	1,744	8,330	(6,586)	21%
Total Expense	454,163	577,685	(123,522)	79%
Net Ordinary Income	75,552	27,706	47,846	273%
Net Income	75,552	27,706	47,846	273%

Unitarian Universalists of Clearwater

Operating Activities - June thru May Fiscal Year

Proposed Budget for 2018-2019 compared to 2017-2018
For the Annual Meeting May 20, 2018

	2017-2018 <u>with Revisions</u>	2018-2019 <u>Proposed</u>	Year to Year <u>Change</u>
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Income

4000 · Congregational Income			
4010 · Pledges	273,000	290,000	17,000
4016 · Donations	4,000	6,500	2,500
4017 · Allowance for Uncollectibles	(12,500)	(12,000)	500
4020 · Collection plate	15,500	18,000	2,500
Total 4000 · Congregational Income	280,000	302,500	22,500
4200 · Misc Program Income			
4021 · Coffee Hour Donations	1,500	1,850	350
4215 · Love Offerings	700	500	(200)
4277 · Alternative Services		75	75
Total 4200 · Misc Program Income	2,200	2,425	225
4280 · Ways & Means/Fund Raising			
4302 · Art Sales	600	200	(400)
4303 · Amazon Rebates	500	300	(200)
4301 · Bake Sale	750	750	-
4282 · Booksale	100	100	-
4295 · Concerts and Other Performances	1,750	2,500	750
4307 · Thanksgiving Dinner	200	200	-
4309 · Other Fund Raisers	3,500	1,600	(1,900)
Total 4280 · Ways & Means/Fund Raising	7,400	5,650	(1,750)
4500 · Rental Income	23,000	29,500	6,500
4600 · Investment Income			
4024 · Income from Donated Securities			-
4800 · Interest Income	500	1,450	950
Total 4600 · Investment Income	500	1,450	950
4750 · Other Income			
4759 · Income Related to Prior Years	3,500		(3,500)
4750 · Other Income - Other	1,000	500	(500)
Total 4750 · Other Income	4,500	500	(4,000)
4753 · UUC Foundation Grants	35,890	38,376	2,486
Total Income	353,490	380,401	26,911

Unitarian Universalists of Clearwater

Operating Activities - June thru May Fiscal Year

Proposed Budget for 2018-2019 compared to 2017-2018
For the Annual Meeting May 20, 2018

Expenditures

5100 · Minister

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5105 · Salary	47,500	49,000	1,500
5107 · Housing Allowance	24,000	24,000	-
5115 · Salary in Lieu of Health Ins.	8,856	8,856	-
5120 · Pension	7,150	7,150	-
512x - Sabbatical Leave set aside		2,000	2,000
5125 · Professional Expense	6,000	6,000	-
Total 5100 · Minister	93,506	97,006	3,500

5300 · Office Administrator

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5305 · Salary	25,595	26,796	1,201
5315 · Salary in Lieu of Health Ins.	3,600	3,600	-
5310 · Payroll Taxes	2,336	2,432	96
5320 · Pension	542	2,680	2,138
5325 · Professional Expense	500	500	-
Total 5300 · Office Administrator	32,573	36,007	3,435

5400 · Bookkeeper

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5405 · Salary	8,445	9,152	707
5410 · Payroll Taxes	676	732	57
Total 5400 · Bookkeeper	9,121	9,884	764

5450 · Events Coordinator

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5455 · Salary	5,100	5,824	724
5460 · Payroll Taxes	408	466	58
Total 5450 · Events Coordinator	5,508	6,290	782

5500 · Office & Admin Expense

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5529 · Computers & Office Equip	3,000	1,500	(1,500)
5585 · Software/Web Fees	1,490	1,500	10
5528 · Safety	750	100	(650)
5530 · Supplies	1,600	1,600	-
5532 · Office Tech Support	150	720	570
5560 · Admin Telephone Services	3,300	2,000	(1,300)
5565 · Postage and Mail Equipment	350	300	(50)
5570 -Communications Expense	3,534		(3,534)
5632 - Facilities Furnishings	500	250	(250)
5580 · Service Charges			-
5586 · Bank Service Charges	325	100	(225)
5587 · Vanco Processing Fees	2,800	2,700	(100)
5581 · Other Payment Processing Fees	500	350	(150)
Total 5580 · Service Charges	3,625	3,150	(475)
5583 · Payroll Services	2,100	2,100	-
5595 · Admin - Volunteer Expenses	1,282	500	(782)
Total 5500 · Office Expenses	21,681	13,720	(7,961)

Unitarian Universalists of Clearwater

Operating Activities - June thru May Fiscal Year

Proposed Budget for 2018-2019 compared to 2017-2018
For the Annual Meeting May 20, 2018

5600 · Building/Grounds Personnel

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5606 · Salary - Building Security	8,580	7,436	(1,144)
5607 · Salary - Custodian	9,840	10,816	976
5610 · Payroll Taxes	1,474	1,460	(13)
Total 5600 · Building/Grounds Personnel	19,894	19,712	(181)

5629 · Building/Grounds Expense

5630 · Supplies	1,960	1,500	(460)
5631 · Tools and Equipment	600	250	(350)
5650 · Contracted Services	7,000	7,000	-
5651 · Repairs & Maintenance	6,000	5,000	(1,000)
5697 · Zen Center Maintenance	500	300	(200)
Total 5629 · Building/Grounds Expense	16,060	14,050	(2,010)

5660 · Major Maintenance Expenses

5674 · Beacon Project Maintenance			-
5695 · Reserve Funds Disbursed			-
Total 5660 · Major Maintenance Expenses			-

6000 · Utilities & Building Insurance

6050 · Insurance	20,600	23,000	2,400
6060 · Electricity	12,800	13,500	700
6070 · Water/Sewer	9,900	9,900	-
Total 6000 · Utilities & Building Insurance	43,300	46,400	3,100

5700 · Religious Education Personnel

5705 · Family Ministry Compensation	21,840	35,355	13,515
5720 · Pension	2,184		(2,184)
5715 · Health Insurance	6,331		(6,331)
5706 · Youth Advisor Salary		1,728	1,728
5707 · RE Assistant(s) Salaries	5,000	4,017	(983)
5708 · Child Care for Events	450	450	-
5710 · Payroll Taxes	2,332	3,288	956
5725 · Professional Expense	862	862	-
Total 5700 · Religious Education Personnel	38,999	45,700	6,701

5729 · Children's Religious Enrichment

5730 · RE Supplies	2,600	2,900	300
5731 · Youth Program	1,500	500	(1,000)
5732 · Middle School Program	600	600	-
5733 · Scholarships for RE Events	300	300	-
5735 · Training/BG CK RE Volunteers	1,000	1,350	350
Total 5729 · Religious Education Expenses	6,000	5,650	(350)

Unitarian Universalists of Clearwater

Operating Activities - June thru May Fiscal Year

Proposed Budget for 2018-2019 compared to 2017-2018
For the Annual Meeting May 20, 2018

5800 · Music Dept. Personnel

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
5805 · Director Salary	18,110	18,480	370
5806 · Pianist Salary	10,500	10,740	240
5810 · Payroll Taxes	2,289	2,338	49
5825 · Professional Expenses	1,335	1,750	415
5827 · Lead Singers Expense	11,250	11,250	-
Total 5800 · Music Dept. Personnel	43,484	44,558	1,074

5830 · Music Supplies/Services

5832 · Piano Tuning & Maintenance	300	300	-
5896 · Guest Musicians	1,600	1,600	-
5895 · Music Supplies	500	500	-
5898 · Other Music Expenses	500	500	-
Total 5830 · Music Supplies/Services	2,900	2,900	-

5596 - Board of Trustees

7050 - Finance Council	500	500	-
7051- Finance Committee	45		(45)
7052- Stewardship Committee	1,200	2,300	1,100
7053- Planned Giving			-
7060-Total Finance Council	1,245	2,300	1,055

7300 - Membership Council

7001 - Archives			-
7002- Library	500	500	-
5659- Garden Expense (Community Garden)			-
7361-Covenant Groups	500	500	-
7362- Nominating Committee			-
7300-Welcoming /Membership Comm	700	475	(225)
7364-Reconciliation Committee		50	50
7365- Pastoral Associates		150	150
7370 -Total Membership Council	1,700	1,675	(25)

7400 - Social Justice Council

7405-Social Justice Outreach	1,740	1,740	-
7410-Environmental Committee			-
7420-FAST	1,500	3,000	1,500
7430-Migrant Justice Team		300	300
7440-Black Lives Matter(Beloved Conversns)	2,800	1,400	(1,400)
7450-Compassion and Choices			-
7460-Refugee Outreach Committee			-
7470 -Total Social Justice Council	6,040	6,440	400

Unitarian Universalists of Clearwater

Operating Activities - June thru May Fiscal Year

**Proposed Budget for 2018-2019 compared to 2017-2018
For the Annual Meeting May 20, 2018**

7500 - Worship Council

	2017-2018 with Revisions	2018-2019 Proposed	Year to Year Change
7525-Worship Associates- Inhouse Services	2,500	900	(1,600)
7526-Worship Supplies		175	175
7550-Worship Committee Expenses		500	500
7555-Art Committee	375	325	(50)
7560-Flowers	375	375	-
7565-Media Team	1,500	500	(1,000)
7570-Hospitality Serving Supplies	600	600	-
7575-Hospitality Food Supplies	1,400	1,500	100
7580-Ushers			-
7585-Alternative Religious Services		75	75
7590-Religious Services Speakers		2,500	2,500

7595 - Total Worship Council

6,750

7,450

700

7700 - Religious Enrichment Council

7725-Adult Religious Enrichment	250	250	-
7750-Buddist Group			-

9100 - Total Religious Enrichment Council

250

250

-

7006- Denominational Affairs (National & Regional)

18,000

18,000

-

Total Expenditures

367,510

378,492

10,982

Net Surplus (Deficit)

(14,020)

1,909

15,929

2018/2019 Slate of Nominees

President	Bill Foley
Vice President	Sue Hand
Treasurer	Mary Currey (2018-2019)
Secretary	Fran Owens (2018-2019)
Committee on Ministry	Susan Allen (2018-2019) Carol Heichel (2018- 2019) (2019-2020)
2 Year Trustee	Susan Gore (2018- 2019) (2019-2020)
1st Alternate	Ray Williamson (2018-2019)
2nd Alternate	Sally Otto (2018-2019)

Board Bios

Bill Foley – President

Bill Foley is a retired educator from New Jersey and a member of UUC for about four years. His wife Barbara, daughter Megan and two grandchildren are all members of UUC. In his free time Bill is an avid cyclist and sailor. He is the author of two novels, *The Entitled* and *Pilliar of Fire*.

Mary Currey- Treasurer

What Mary brings to this congregation is a perspective that promotes being focused and careful, but also nimble. An example is her involvement with our new Surti Center and the renovated UUC Community Center. Her demonstrated attention to income and expenses, strong input processes, and careful tracking of accountability will support UUC's ability to achieve our multiple missions and ministries through these facilities. She believes that faith communities are not businesses but can be run in a business-like manner.

Management Experience and Leadership

Mary's management experience of running a state community college campus serving 2000 students makes her aware of the necessity of accountability for decisions and actions. Mary also served as Director of Corporate and Foundation Relations at a small liberal arts college and a large metropolitan state university, where she worked closely with planned giving officers, major gift officers, and annual giving directors. She is familiar with all aspects of professional fundraising and enjoys applying her experience to UUC. Most recently, Mary served as the President of her Condominium Association, where she led the way in accomplishing 32 years of deferred maintenance in five years. Her previous board work includes two years on the Board of Directors for the Center for Women and Women with Children in Las Vegas, NV, where the Board was responsible for raising funds for this special homeless shelter that accepted mothers with children.

UUC Volunteer Work

Mary has been on the Stewardship Committee for the past six years and has served as Chair of the Committee for the past three years. She and her spouse, Mike Metty, coordinated UUC's Covenant Group program for two years. They continue to facilitate the Snowbirds Covenant Group which they started in February 2012.

Education

Mary has a Bachelor's degree in Education from Oklahoma Christian University, a Master of Arts degree in Counseling from Ball State University, IN, and a Doctorate of Philosophy in College Management from The Union Institute, OH.

Susan Gore -

Susan was born in San Diego, CA and grew up in suburban Atlanta during the 1960s. She holds a PhD in psychology (Vanderbilt University, 1975) and a Masters in Theological Studies (Brite Divinity School, 2014). She has had a variety of careers (e.g., college professor, nonprofit development professional and executive director, corporate marketing executive, diversity inclusion consultant, author) and an even wider range of residences. Susan fell in love with Gulfport when she came to speak on transgender

issues at a conference at St. Pete Beach in Jan. 2015. That July she loaded her three cats and furniture into a U-Haul and left Texas, where she had lived for 25 years. She joined UUC in October 2015 and became part of the annual pledge campaign team the following spring. Susan is also co-chair of the Gulfport Library Circle of Friends and program chair for the library's LGBTQ Resource Center Committee, which was recognized with the American Library Association's Newlen-Symons Award for outstanding service to the LGBTQ community in March of this year. She finds teaching in Eckerd College's OLLI program (Osher Lifelong Learning Institute) and painting/flipping houses to be a delightful balance of intellectual stimulation and physical exertion in her pre-retirement life.

Board of Trustees Bridge Chart

2017-2018

President	Sandy Hoover
Vice President	Ned Bellamy
Past President (2016-2017)	Sandy Hoover
Secretary	Barbara Murphy
Treasurer	Millie Jones
1 Year Trustee	Bonnie Box
1 Year Trustee	Nancy Warner
1 Year Trustee	Midge McCaustland
2 Year Trustee	Peggy Tanney
2 Year Trustee	Cindi Nohe
2 Year Trustee	Mike Manning
3 Year Trustee	Bill Foley
3 Year Trustee	Cindy Sullivan
3 Year Trustee	Avrio Taylor
Alternate 1	Sharon LaPlume
Alternate 2	Theo Betjemann

2018-2019

President	Bill Foley
Vice President	Sue Hand
Past President (2017-2018)	Sandy Hoover
Secretary	Fran Owens
Treasurer	Mary Currey
1 Year Trustee	Cindi Nohe
1 Year Trustee	Mike Manning
1 Year Trustee	Peggy Tanney
2 Year Trustee	Avrio Taylor
Alternate 1	Ray Williamson
Alternate 2	Sally Otto

Nominating Committee

2 Year	John Hoover		1 Year	John Hoover
1 Year	Jim Schiffer		2 Year	Eliseo Santana

Committee on Ministry

2 Year	Susan Allen		1 Year	Susan Allen
2 Year	Allison Snell		2 Year	Carol Heichel

Unitarian Universalists of Clearwater Bylaws

Amended and Restated as of ~~May 21, 2017~~May 20, 2018

Article 1: Name

The name of this religious society shall be the Unitarian Universalists of Clearwater, Florida (UUC).

Article 2: Purpose

As a religious community, the purpose of UUC is to affirm and promote:

- The inherent worth and dignity of every person.
- Justice, equity and compassion in human relations.
- Acceptance of one another and encouragement to spiritual growth in our congregation.
- A free and responsible search for truth and meaning.
- The right of conscience and the use of the democratic process within our congregation and society at large.
- The goal of world community with peace, liberty, and justice for all.
- Respect for the interdependent web of all existence of which we are a part.

Article 3: Nondiscrimination

UUC affirms and promotes the full participation of persons in all its activities and endeavors including membership, programming, hiring practices, and the calling of religious professionals, without regard to race, color, gender, physical or mental challenge, affectional or sexual orientation, class or national origin.

Article 4: Denominational Affiliation

UUC shall be affiliated with the Unitarian Universalist Association (UUA) and other affiliated groups within the denomination, while maintaining its corporate and political autonomy.

Article 5: Membership

Section 5.1: Membership

Membership is open to any person 14 years or older who is in agreement with our principles and purposes. To become a member, a person must sign the membership book and submit a written, financial pledge or make a contribution of record. To continue membership, a written financial pledge or contribution of record must be made each year.

Voting privileges begin 30 days after completing the membership requirements. Definition of financial commitment, amounts, and waivers may be established by the Board of Trustees (hereinafter known as "The

Board") or Congregation. Voting status established in one fiscal year will extend through the first three months of the next fiscal year.

Verification of the membership roll shall be done at least annually.

Section 5.2: Pledging Friend

A pledging friend pledges and pays support to UUC but does not seek membership.

Section 5.3: Termination and Restriction of Membership

Membership shall be terminated upon written request of the member or by the Board upon confirmation that the member no longer wants to continue membership, has moved away, cannot be located, or is completely non-participating.

Those who have not fulfilled their membership requirements shall not be counted in any UUC census until their status is clarified.

The Board may not revoke or restrict an individual's membership except in accordance with written policies and procedures approved by a majority of members voting in a Congregational Meeting. Any such policies and procedures shall require at least (1) the appointment of an Ombudsman to advise and guarantee fairness and all due process for any potential terminant, and (2) a majority vote of members in a Congregational Meeting to terminate an otherwise valid membership.

Article 6: Congregational Meetings

Section 6.1: Annual Congregational Meeting

An Annual Congregational business meeting shall be held between March 15 and May 31 at such time and place as designated by the Board. The agenda shall include adoption of the annual budget, election of Officers, Trustees, Nominating Committee members and two members of the Congregational Committee on Ministry, and other business as appropriate.

At the Annual Congregational Meeting, the Board shall present to the Congregation a balanced budget, in which projected recurring and nonrecurring revenue equals projected operating and capital expenditures for the coming year. The Board may also present and recommend an unbalanced budget in which projected operating and capital expenditures exceed projected recurring and nonrecurring revenue for the year. Such a recommendation must include an explanation for these additional expenditures along with a recommended source of funds to cover any shortfall. Any voting member may present amendments to a Board-proposed budget. The adoption of such amendments requires approval by two-thirds of those voting.

Section 6.2: Special Congregational Meetings

Special Congregational Meetings may be called by the Board or upon receipt of a written petition requesting such a meeting signed by at least twenty percent (20%) of all Voting Members.

A call for a Special Congregational Meeting, either by the Board or by petition, shall state the general business purpose or issue(s) to be addressed at the meeting. Consideration may be given to any applicable motion,

proposal or solution relating to the stated business of the meeting. No vote may be taken regarding to any other business.

Section 6.3: Proxy Privileges

The privilege to vote by proxy shall be granted to any member who is unable to attend any Congregational Meeting. A signed, Board approved proxy form shall be submitted either to the Board Secretary or President. The named proxy shall be either the Board Secretary or a voting member of the petitioner's choice. Proxy votes shall not be solicited.

Section 6.4: Notice of Congregational Meeting

A "Notice of Congregational Meeting" shall be issued by the Board Secretary and sent to all members at least fifteen (15) days prior to the meeting. The Notice will include the meeting's date, time, location and the business to be transacted.

Section 6.5: Quorum and Required Vote

Except as otherwise noted in these Bylaws, twenty percent (20%) of the Voting Members shall constitute a quorum at all Congregational Meetings and any action taken by the Congregation shall require a majority of those voting where a quorum has been established. The proxy votes shall be considered in determining a quorum.

Article 7: Elections

Section 7.1: Annual Elections

At each Annual Congregational Meeting, the Voting Members shall elect:

- A Vice-President.
- A Secretary.
- A Treasurer.
- Three Trustees. ~~(The exception is that these Trustees will be not be elected in 2018 to allow for a reduction in the size of the Board.)~~
- Two Alternate Trustees designated First and Second, respectively.
- Interim Trustees, if needed.
- Members of the Nominating Committee as specified in Article 7, Section 7.5.
- Two members of the Committee on Ministry.

At every second Annual Congregational Meeting, the Voting Members shall elect a new President for a two-year term.

Section 7.2: Contested Elections

Any contested election (e.g., occasioned by floor nominations) shall be decided by a plurality of those voting.

Section 7.3: Eligibility to Serve

Only Members having at least one year's membership may serve in any elected position.

Section 7.4: Succession to Office

People elected at the Annual Congregational Meeting shall assume their positions on June 1, while those elected during Special Elections shall assume their positions immediately.

Section 7.5: Nominating Committee

The Nominating committee shall consist of five Members elected to two-year terms by the Congregation or, in case of a vacancy, appointed by the Board. At its Annual Congregational Meeting, the Congregation shall elect two Committee members proposed by the Nominating Committee every second year and one member in the alternate years; in addition, the Board shall nominate one member for election every year.

The Committee shall select a Chair from among its members and shall begin to prepare a slate for the following year no later than September. The slate shall include Vice-President, Secretary, Treasurer, all open Board positions, Nominating Committee members as specified above, and two members of the Congregational Committee on Ministry. The Nominating Committee may not nominate its own members for any position nor may its members serve consecutive full terms on this committee. Although its meetings generally are not open to non-committee members, at its discretion, the Committee may invite others to provide information at a Committee meeting. All nominees shall have given consent to their nomination, and the entire slate shall be presented to the Board in time for its March meeting.

Section 7.6: Floor Nomination

In any election, nominations for any position may be made from the floor, provided that the nominee is a Voting Member and has given prior consent to such a nomination.

Section 7.7: Special Elections

In the case of a Special Election, the Board shall instruct the Nominating Committee to prepare a slate of nominees eligible for the position(s) to be filled. Nominations may also be made from the floor. Eligibility requirements and prior consent are the same as for regular elections.

Article 8: Board of Trustees

Section 8.1: Composition

There shall be a Board composed of four Officers and ~~nine-six~~ Trustees ~~until June 1, 2018 when the number of Trustees changes to six~~. The Ministers, Past President, and an optional Youth Representative shall be ex-officio, non-voting members of the Board.

All Board members shall be UUC Voting Members when elected and shall maintain UUC membership status throughout their terms.

Section 8.2: Terms

The President serves one two-year term. All other Officers serve one-year terms. Trustees serve staggered, ~~three~~^{two}-year terms with three Trustees being elected at each Annual Congregational Meeting. ~~Effective June 1, 2018, the term for Trustees changes to two years. To accommodate this change, no Trustees will be elected at the 2018 Annual Congregational Meeting.~~

The Vice-President may serve two successive terms. The Secretary and the Treasurer may serve three successive full terms. No other Board Members may succeed themselves.

Section 8.3: Responsibilities

The Board is the principal UUC administrative body, vested with the care and administration of its real and personal property, and shall conduct its business affairs on behalf of the Congregation. The Board shall keep the Congregation fully informed of its actions in a timely manner. Through its President, the Board shall call Congregational Meetings as specified or needed.

The Board, working closely with the Finance Committee, shall present a budget(s) to the Congregation at the Annual Congregational Meeting. During the year, the Board may approve additional non-budgeted financial obligations; however, the sum of all such obligation shall not exceed two percent (2%) of the approved operating budget without specific authorization by the Congregation in a Special Congregational Meeting.

The Board shall appoint an Audit Committee composed of UUC members who are not Board members. This committee shall verify the amounts shown on UUC's balance sheet and shall determine that reasonable procedures are being followed by the Treasurer in safeguarding and reporting on its financial resources. This Committee shall report its findings annually to the Board.

The Board shall approve all UUC policies.

In February of the second year of the two-year term of the President, or when the presidency is vacated for any reason, the Board shall nominate one of its current members to become the next President.

If no candidate is nominated by a majority of the Board from within the Board's membership, the Nominating Committee is responsible to nominate a candidate for President. This occurs bi-annually when the Committee presents its entire slate of candidates to the Board in March for an election in the Annual Congregational Meeting; or within one month of a vacancy by a President for an election by the Congregation in a Special Congregational Meeting.

Section 8.4: Meetings

The Board shall meet monthly in Regular Session open to all members. The Congregation shall be notified of all Board meetings prior to the meeting.

The President shall preside at all Board meetings. In the President's absence, the Vice-President shall preside. If neither are present, the Board shall elect a chairperson for the meeting.

Electronic participation in Board Meetings may be permitted in accordance with Board policy.

Section 8.5: Quorum

A quorum shall be ~~seven-six~~ members, including at least two Officers. ~~Effective June 1, 2018, the quorum changes to six members.~~

Section 8.6: Optional Youth Representative

The Youth Representative, if any, is elected for one year and may be re-elected. The Youth Representative must be:

- A Member of UUC.
- An active member of the UUC Youth Group and democratically elected to the Board by the UUC Youth Group.
- Able to attend Board meetings and report back to the UUC Youth Group.

Section 8.7: Termination

Any Board member failing to attend three consecutive regular Board meetings or four of any six consecutive regular Board meetings shall be automatically removed from office.

Section 8.8: Trustee Vacancies

Any Trustee vacancies shall be filled first by Alternate Trustees in the designated sequence as elected. Such Alternates shall serve the remainder of the vacated Trustee's term of service.

The Board shall appoint a UUC voting member to fill any subsequent Trustee vacancies for the balance of the fiscal year. Any remainder of a vacated Trustee's full term shall be filled by an Interim Trustee elected at the next Annual Congregational Meeting.

Section 8.9: Officer Vacancies

A vacancy in the position of President shall be filled by an election at a Special Congregational Meeting.

A vacancy in the position of Vice-President, Secretary, or Treasurer occurring at or before mid-year shall be filled by an election at a Special Congregational Meeting; after mid-year, the vacancy shall be filled by the Board.

Article 9: Officers

Section 9.1: Executive Committee

The four UUC Officers (President, Vice-President, Secretary, and Treasurer) shall constitute the Executive Committee. Its primary purpose is to assist the President in preparing an agenda for each regular Board meeting and to gather relevant data pertaining to agenda items.

Any UUC member may put an action or information item on the agenda of any regular Board meeting by submitting said item to any Executive Committee member at or prior to the Executive Committee meeting.

A quorum of three members of the Executive Committee also may also act formally on behalf of the Board in an emergency (defined as a situation that requires action within three days) if a Board quorum cannot be convened in time. Three Officers shall constitute a quorum. Any emergency action so taken is subject to automatic review and confirmation or amendment by the full Board at its next available meeting.

Section 9.2: Powers and Duties of the President

The President shall be the chief administrative officer and shall preside at all meetings of the Congregation and the Board.

Section 9.3: Powers and Duties of the Vice-President

If the President is absent or unable to preside, the Vice-President shall perform the duties of the President with equal authority.

Section 9.4: Powers and Duties of the Secretary

The Secretary shall keep minutes of all Congregational, Board, and emergency Executive Committee meetings.

The Secretary shall issue notices of all Congregational Meetings.

The Secretary may appoint one or more assistants, subject to Board approval.

Section 9.5: Powers and Duties of the Treasurer

The Treasurer shall be responsible for all UUC money and financial property and shall oversee its disbursement in accordance with the Annual Budget and under the guidance of the Board.

The Treasurer shall prepare and maintain:

- A current roster of the Pledging Units and their pledges.
- A complete accounting of UUC financial records which shall be open for inspection by any member.
- An annual UUC financial report.
- A financial statement for the regular monthly Board meetings, including an Income Statement and Balance Sheet.

The Treasurer may appoint one or more assistants, subject to Board approval.

Section 9.6: Other Duties of the Officers

Officers shall have any further powers and duties assigned to them by the Board.

Article 10: Committees and Auxiliary Organizations

Section 10.1: Kinds of Committees

Congregational Committees: Those established by these Bylaws and which operate independently of the Board – namely the Nominating and Search Committees and the Committee on Ministry.

Standing Committees: Those established by the Board on a more or less permanent basis. They report to the Board as requested by the Board. All standing committee chairpersons shall be appointed by the President with Board approval.

Special Committees: Those established by the Board on a more or less temporary basis, usually having a special or specific focus. They report to the Board as requested by the Board.

Section 10.2: Auxiliary Organizations

Upon application to and approval by the Board, a group or organization which does not wish to function as a UUC committee may become an Auxiliary Organization sponsored by but not funded by UUC. Its application may be approved if its purposes, principles, and actions are compatible with the UUC Bylaws and Articles of Incorporation.

Article 11: The Ministers

Section 11.1: General

There shall be a Senior Minister and there may be such Associate Ministers as the Congregation may call.

The Ministers shall have responsibility for the general conduct of worship and shall serve as spiritual advisors to the Congregation. The Ministers shall have the freedom of the pulpit as well as freedom to express their personal opinions outside the pulpit.

When the Ministers are absent from the pulpit, the Religious Services Committee is responsible for the conduct of worship.

The Ministers shall be in fellowship with the Unitarian Universalist Association.

The Ministers shall be ex officio, non-voting members of the Board, Executive Committee and all other Committees, except for the Nominating Committee and Ministerial Search Committee.

Each Minister shall provide a written monthly report to the Board on the state of the Congregation and his/her ministries.

The relationship between the Ministers and the Congregation may be dissolved by either party for any reason upon three (3) months written notice. Such provision shall be incorporated into any contractual agreement.

Section 11.2: Contract

No Ministerial Contract shall conflict with the Bylaws in effect at the time the contract is executed. In the event of any conflict, such Bylaws shall control. Otherwise, the contract shall denote the entire employment relationship between the Congregation and the Minister(s). Bylaw amendments thereafter shall not modify the contract unless the Minister(s) consent to such modification. All contract details can be renegotiated at any time by mutual consent of the Board and the Ministers.

Structure: The contractual agreement between the Congregation and the Minister consists of two basic parts:

1. General Terms: This part outlines and defines the Minister's privileges, duties, responsibilities and any other job-descriptive elements.
2. Compensation Package: This part outlines and defines any and all remunerative elements including salary, benefits, cost-of-living increases, cost reimbursements, etc.

Severance Package: In the event of a separation between a Minister and UUC, the Board may recommend a severance package for the Minister. This package must be approved by two-thirds (2/3) of those voting at a Special Congregational Meeting.

Section 11.3: Biennial Congregational Assessment and Annual Board Review

Every two years a written Congregational Assessment/Survey of Ministry will be taken to evaluate ministerial performance relative to Congregational needs with the results printed in the Annual Report.

Annually, the Board shall review and discuss Ministerial performance, taking into account the Congregational Assessment/Survey.

Section 11.4: Ministerial Search Committee

Upon notice of any ministerial vacancy, the Board shall call a Special Congregational Meeting to elect a Ministerial Search Committee. It shall also direct the Nominating Committee to prepare a slate of seven regular and two alternate nominees who have been UUC members for at least the three (3) previous consecutive years and who are not members of the Nominating Committee or the Board. Additional nominations may be made from the floor provided the nominees meet these criteria and have agreed to the nomination.

The Congregation will elect seven regular and two alternate members from among the regular and alternate nominee groups. Election will be by highest plurality in both groups.

Following its election, the committee will initiate a candidating process in cooperation with, but not necessarily limited to, UUA search suggestions. Following this process, the committee will select a preferred candidate and negotiate a tentative initial Ministerial Contract which they shall present to the Board for review. When a final draft of the tentative contract has been approved by the preferred candidate and by the Board, the Board will call a Special Congregational Meeting to approve the candidate and the tentative contract. This meeting shall require a quorum of forty percent (40%) of UUC members and approval shall require at least eighty percent (80%) of those voting.

Section 11.5: Interim Minister

Upon notification of a ministerial vacancy and in lieu of searching for a permanent Minister, the Board shall, with the concurrence of the Congregation, make arrangements for an Interim Minister to fill the vacancy. This process may be in cooperation with, but not necessarily limited to, UUA Interim Minister Search suggestions. The Interim Minister's appointment and contract must be ratified by the Board and by a majority vote in a Congregational Meeting called for that purpose.

Article 12: General Provisions

Section 12.1: Government in the Sunshine

All meetings of record by any UUC governing or program body or Committee will be announced and fully open, the only exceptions being to insure the confidentiality of the ministerial search process, to comply with the disciplinary procedures that may be established by the Congregation pursuant to and consistent with Article 5, and to allow Board approved executive Board sessions.

Minutes, reports, or any other documents generated in UUC business must be available to UUC members in a timely fashion. A copy of each document shall also be put in UUC archives.

Section 12.2: Signature Authority ~~&and~~ Bonding

The Board shall authorize all signatories on all UUC monetary accounts. Such signatories shall include the President, the Vice-President and the Treasurer and any additional signatories that the Board may approve. Such signatories shall be approved annually. The President, Vice-President, Treasurer, and other authorized signatories may be bonded at UUC expense in an amount determined by the Board.

Section 12.3: Protection of Non-Profit Status

Neither the Congregation, the Board, nor any UUC Officer or employee shall take any action or allow any activity or use of UUC property which shall endanger UUC's non-profit corporate status or charitable, tax-exempt status.

Section 12.4: Fiscal Year

The UUC fiscal program and elective year shall run from June 1 to May 31.

Section 12.5: Protection of the Assets

The encumbrance, sale, or transfer of any real UUC property shall be authorized only upon approval of two-thirds (2/3) of the Voting Members in a Congregational Meeting with a forty percent (40%) quorum.

Section 12.6: Insurance

The buildings and contents owned by UUC shall be adequately insured and UUC shall carry liability and other forms of insurance in amounts and with such carriers as determined by the Board.

Section 12.7: Parliamentary Authority

The President may secure the advice of a Parliamentarian when presiding over any meeting. The most recent revision of Robert's Rules of Order shall be the applicable authority on matters of parliamentary procedure to the extent that it is not inconsistent with these Bylaws, the UUC Articles of Incorporation, or applicable secular law.

Article 13: Dissolution

In the case of dissolution of UUC, the Board shall perform all actions necessary to convey all property, real and personal, after paying all just claims, to the UUA or its legal successor.

Article 14: Amendments

Section 14.1: Procedure

Amendments to these Bylaws may be proposed by the Board or by petition to the Board of at least fifteen percent (15%) of the Voting Members. All proposed amendment(s) shall be included in the agenda of the Congregational Meeting at which they are to be decided. The notice of any Congregational Meeting at which a proposed Bylaws amendment(s) will be considered shall include a copy of the proposed amendment(s) and be sent to all members at least fifteen (15) days prior to the meeting.

Section 14.2: Approval

Amendments to these Bylaws may be adopted in a Congregational Meeting upon approval by a minimum two-thirds (2/3) vote of a thirty-five percent (35%) quorum.

Unitarian Universalists of Clearwater Denominational Affairs

May 2018

Several transformative events have occurred in the past year in our Unitarian Universalist Association and our UUA Southern Region, a 12-state area that covers much of the Mid-Atlantic, Southeast and Southern United States.

The process that took place in spring 2017 for the hiring of a new leader for the Southern Region staff resulted in a UUA-wide controversy over the treatment of people of color. In April, the UUA Commission on Institutional Change released its findings and recommendations, including a call for multicultural transformation that is translated into action at the congregational level. The full report is available here:

[https://www.uua.org/sites/live-new.uua.org/files/findings related to the southern Regional lead hiring april 2017.pdf](https://www.uua.org/sites/live-new.uua.org/files/findings_related_to_the_southern Regional_lead_hiring_april_2017.pdf)

A revamped hiring process led to the appointment of two acting co-leaders for the Southern Region: Natalie Briscoe and Connie Goodbread. They oversee six Congregational Life staff members, and a growing cadre of adjunct staff, who are lay leaders who have been through the UUA's leadership development curriculum. I have been honored to be included among the adjunct staff.

Our Southern Region staff provides coaching in governance, planning, growth, communications and other interests.

One key initiative of the Southern Region has been the Chalice Lighters program, allowing individuals and congregations to support and be generous with one another to achieve transformational goals. In the past 18 months, individuals and congregations have given more than \$60,000 for five projects. More information about the Chalice Lighters program is on the UUA Southern Region website.

Our regional structure allows us to continue to develop congregational resources that can be shared across geographic boundaries, such as LeaderLab, an online leadership resource library. There also is increased focus on inclusion and transparency. Our UUA Board of Trustees meetings are open to all and can be live-streamed, and our annual General Assemblies are being re-imagined as a time for more reflection and work that results in tangible outcomes. It's an exciting time to be a Unitarian Universalist, and I'm glad we are on this journey together.

In faith,
Margie Manning

Final Report to the Board RE: UUC Congregation Survey on Ministry

**From Committee on Ministry: Susan Allen - Chair, Carol FitzSimons,
Bruce Gotts, Marc Matheson**

Date: March 2018

Table of Contents

Introduction	2
A. Characteristics of Respondents	2
B. Agreement with Vision and Mission Statements	6
C. Assessment of Areas of Ministry at UUC	7
D. Respondents' Impressions of Reverend Patrice Curtis' Ministries	9
Summary and Plans for Follow-up	12
References	13

List of Figures

Years as Members of UUC	2
Age of Respondents	2
Partnered Status	3
Currently Parenting a Child < 18 yo	3
Participation in Other Practices	4
Distance Lived from UUC	4
Time Attending or Volunteering at UUC	4
Other Sources of Faith	6
Ratings of Elements of Sunday Service	7
Importance of Areas of UUC Ministry	8
Age Comparison – City of Clearwater and UUC Survey Respondents	12

Final Report to the Board RE: UUC Congregation Survey on Ministry

The Committee on Ministry surveyed the UUC congregation in November 2017 to assess ministry at UUC. We did this as part of our responsibility to “assess the effectiveness of every facet of the congregation’s ministry” (Latham, 2006, p. 248). Following this assessment “a pertinent report should be made to the board of the trustees” (Latham, p. 248). What follows is a summary of quantitative and qualitative findings.

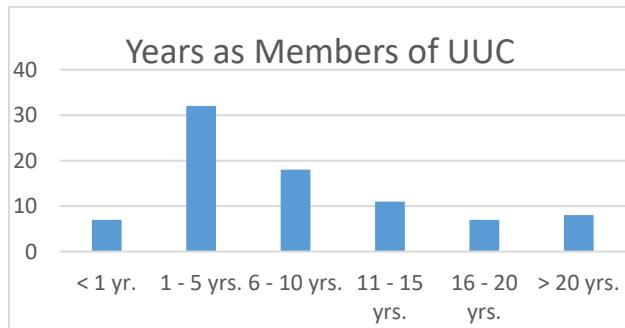
The survey consisted of both questions for which answers were limited to specific choices and those that allowed open responses. This survey was available to the congregation to be completed online or on paper during a three-week period in November 2017. Efforts were made to encourage participation by all who attended services and/or received regular email communication from the UUC office as members of the UUC community. Of the 90 respondents, 25 completed the survey on paper and the rest completed it electronically.

Total number of respondents – 90

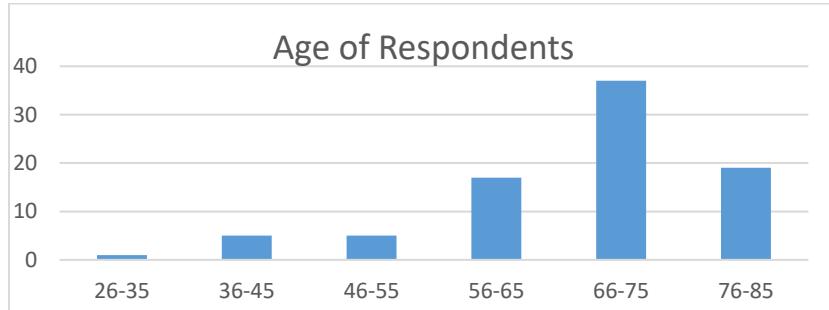
A. Characteristics of respondents:

Pledging friend or member - 97%

Length of Membership –



Age –



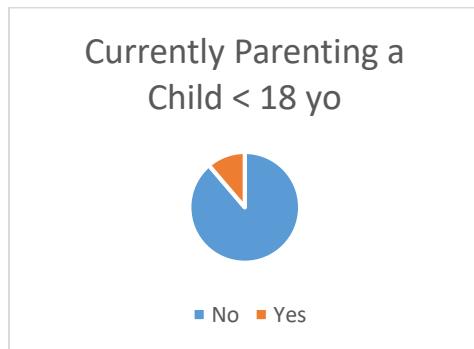
Partnered status -



Note: Partnered, Series 1 – Partner is a UUC member or pledging friend;
Series 2 - Partner is not a UUC member or pledging friend

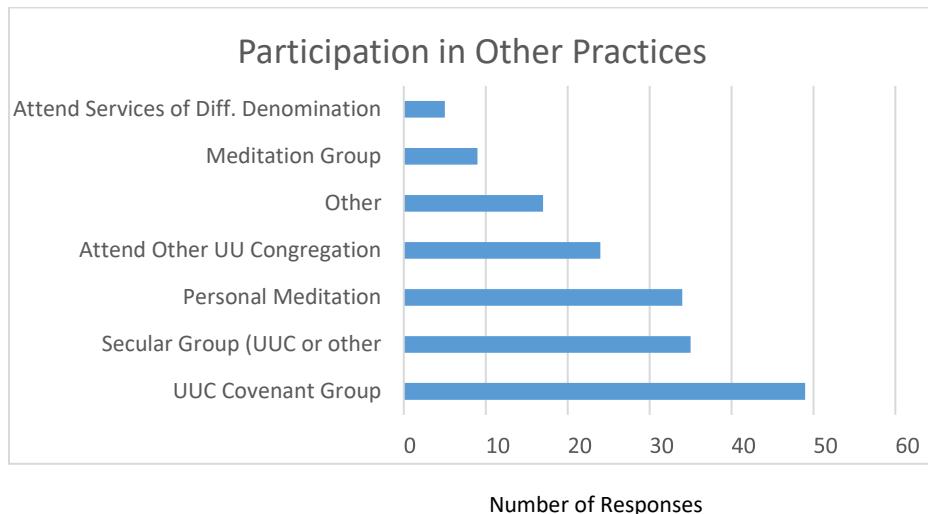
Parent of a child under the age of 18 –

Ten respondents were parenting a child. In response to another question later in the survey, several additional respondents reported having grandchildren in the RE program.

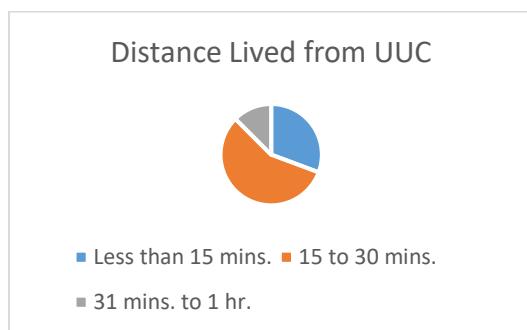


Attendance of Sunday Services - Attend all or most Sundays when in town – 84%

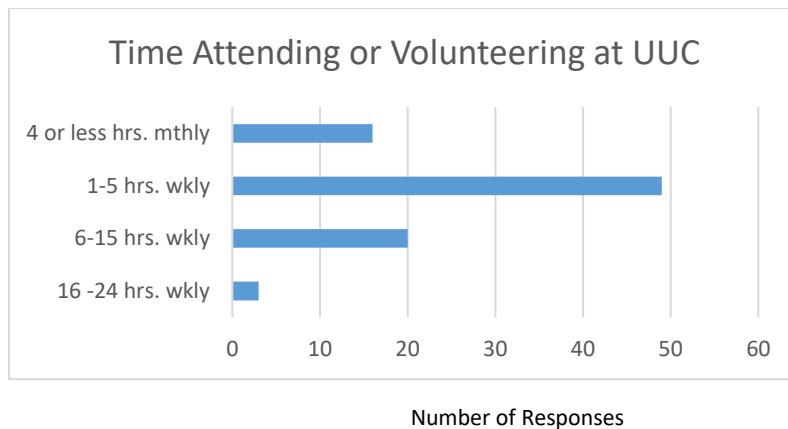
Other religious, spiritual, or nonreligious practices participated in (Could select more than one)



Distance from church –



Time devoted to attending or volunteering at UUC activities –



Themes in response to motivation for volunteering at UUC:*

Social aspects of volunteering – Working with/being around like-minded folks; sharing a connection; developing relationships

Supporting the social justice mission of UUC

Supporting UUC as a community – Helping it move forward and achieve goals, providing a safe place of inclusivity and diversity, supporting those who constitute the congregation and Reverend Patrice

An obligation to contribute to this community – Helps one feel a part of the community; doing one's part; necessary to keep the community alive, importance of giving as well as receiving

To support the vision and mission of UUC and the principles of the UU faith

Feelings received from volunteering – Enjoyment, fulfillment, gives life a purpose

A few said not able to volunteer much at this time – Burnout, advancing age, limited energy, driving distance

To respond to and fulfill a need

The joy of making music – Provides enjoyment to self and to others at the service, excellent direction in the choir

To support UUC and the UU faith as a liberal voice in the community/ nation/ world

Want to give of expertise/talents – For example, singing; contributes to personal growth

Themes in response to motivation for pledging money to UUC: *

To keep UUC alive and strong – Sustain good programs and activities, support the work of the church, maintain the facilities, pay the minister and staff, sustain our caring and welcoming community

Obligation/responsibility as a member – To give one's fair share, support it in all ways

Get a lot from UUC and want to give back – Give out of gratitude, it sustains one's spiritual growth, gives inspiration, gives meaning in one's life

To support our social justice ministry and all the good work it does in the larger community – Support we give to folks who are marginalized in society, efforts to make a difference

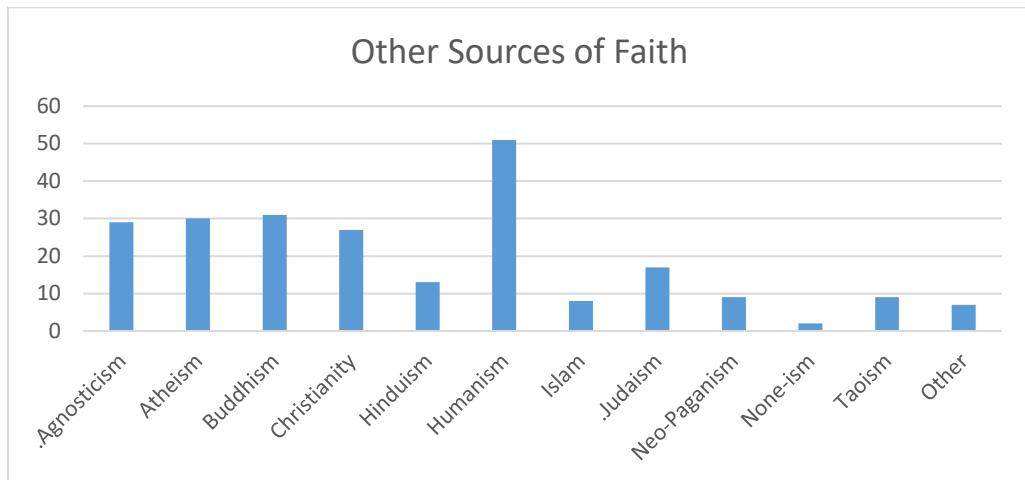
To support the excellent children's program

Maintaining a liberal religious presence in the community – Particularly important for Clearwater

To support our Mission and Vision and UU Principles

* Themes not listed in any particular order.

Other sources of faith in addition to UU (Could select more than one.)



B. Agreement with Vision & Mission Statements: 1 = Totally agree to 5 = Totally disagree

Vision Statement – average 1.6

Mission Statement – average 1.6

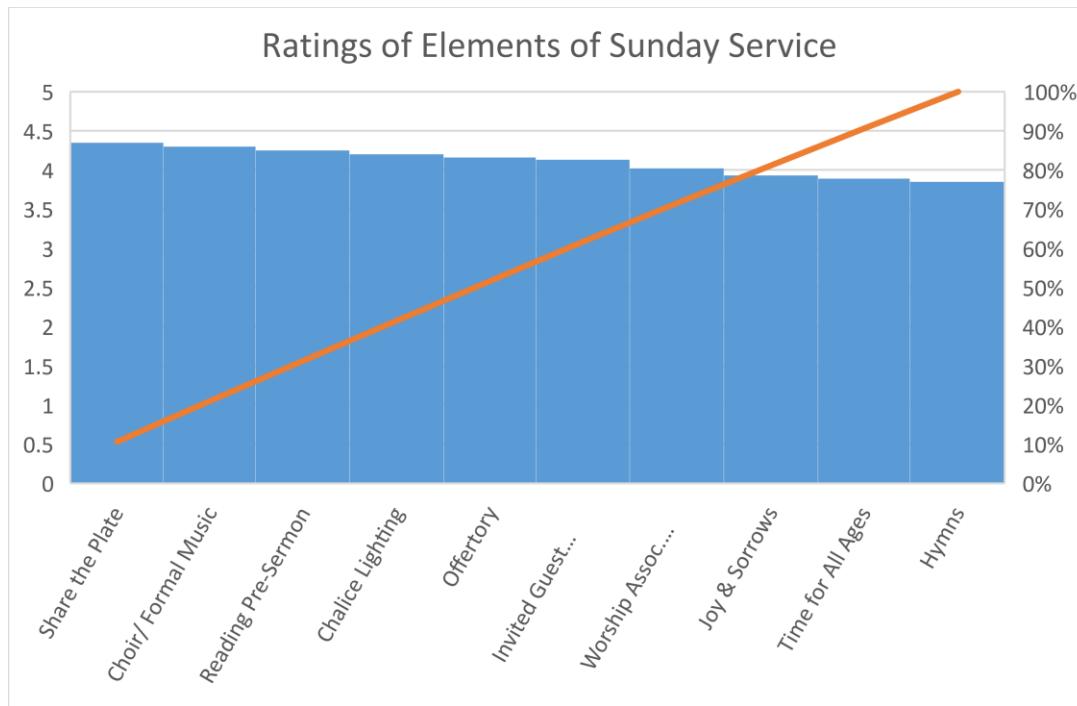
The findings indicate that respondents generally support the UUC Vision and Mission statements. Comments about their ratings give specifics about aspects of these statements that are valued and areas where they may be lacking:

- Value the emphasis on UUC as a community in itself and its role of serving the wider community
- Importance of action; different opinions as to whether UUC's efforts for social action in the wider community are sufficient
- Crucial role of UUC as nurturing spirituality, which could be mentioned in both statements
- Word "inclusive" is important but statements could better emphasize the importance of diversity, particularly in regards to people of color.

C. Assessment of Areas of Ministry at UUC

To what extent elements of Sunday Service meet respondents' needs:

1 = Not at all to 5 = Completely Average ratings in order of satisfaction:



Themes from comments about parts of the worship service:

Joys and Sorrows – Would like to hear Joys & Sorrows directly from the people themselves; mixed feelings about people coming down or not to put stone in the water; a couple of respondents felt that meditation time feels long

General positive feelings about Sunday services - Like that the service is inspiring; wants to attend & sorry when one has to miss; likes everything about UUC

More energy needed in service/ Elements of the service a bit dull – Service can be too formal/ ritualistic; would like more variety, such as dance; readings, sermons, remarks by Worship Associates all mentioned as parts of service that can be dull; more responsiveness wanted from congregation

Dislikes applause during service – Mentioned specific times during the service when it seems most annoying: during Joys and Concerns, after musical pieces; applause interferes with spirituality of service and makes it seem more like entertainment

Sound system issues – Still needs work; continues to especially be an issue when Rev. Patrice speaks; training for others (e.g., Worship Associates) in proper use of microphone

Comments about children's space, stories, etc. – Some people miss the story for all ages, others do not; concerns about increasing number of children using the small children's space in the sanctuary

Remarks from worship associates and guest speakers – Generally positive about their remarks although of course varies with the guest speaker

Offertory/ money collection – A couple of mentions of discomfort of being pushed to give money and having that as part of the service

Music:

General positive comments about music – Choir, solos, instrumentals excellent; professional; high quality; impressive; “Music is the best.”

Music needs to be more lively/lighter/less formal – Hymns too formal and not lively enough; less formal choir music and more folk & jazz; more lively hymns that get people moving and involved

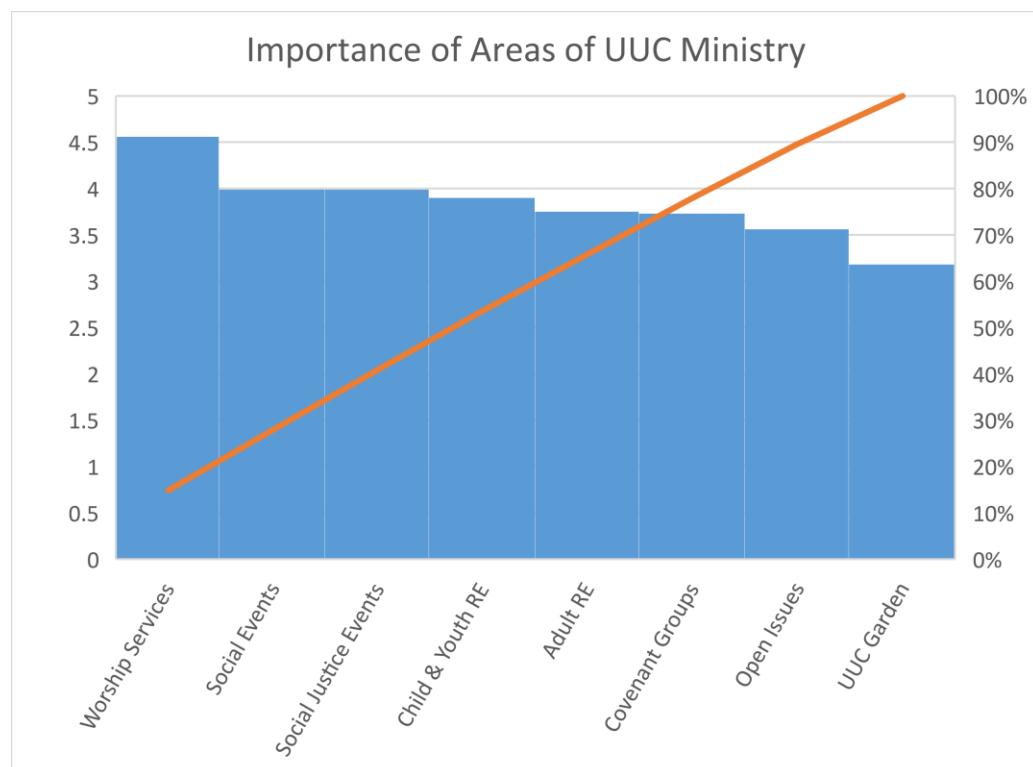
Wants more diversity/variety in music choices – More use of teal hymnal and music from other ethnic traditions; not repeating the same songs over and over again, i.e., when children leave and after Joys & Sorrows

Lack of support for hiring professional section heads – Sad that we don’t have enough talent in our own choir and need to hire professional singers; not a good use of our limited financial resources

Using UUC talent more – Would like more volunteers doing musical instrumental and choral solos, such as choir members or college kids; volunteer musicians – “gift of love”; more singing by whole choir

Ratings of areas of ministry in terms of their importance to respondents:

1 = Low Importance to 5 = High Importance Average ratings in order of Importance:



Comments about Child and Youth R.E.

Although only a small number of respondents were parents or grandparents with children in the RE program, they gave some important feedback about the RE Program and how UUC can support parents. The following are themes reflected in their comments:

- RE Program, under Christine Ducady's guidance is especially strong and a reason some families come to UUC. Children enjoy the program.
- Value the support of being with other parents, e.g., the Parent Covenant Group, which provides child care.
- Some would like more guidance about discussing spirituality with children, incorporating UU principles into parenting, and providing their children with multi-cultural and multi-religious comparative education.
- See the OWL program as essential.
- Need a youth advisor, as had been previously planned, and to involve the youth more in program planning and decision making.

D. Respondents' Impressions of Reverend Patrice Curtis's Ministries

Respondents rated Reverend Patrice's performance in six domains, as well as providing comments that touched on many of these domains. We have summarized the areas of strength and areas for growth in each category in terms of both quantitative and qualitative answers.

Leads Worship

Strengths – Generally this was seen as an area of strength for Reverend Patrice. The majority of participants in this survey had observed the Reverend leading worship and rated her on all six statements. A clear majority (ranging from 85% to 97%) rated the following skills as strengths or satisfactory:

Selects elements that create a flow to the service relevant to the theme

Creates a worship service that demonstrates multicultural and multi-generational sensitivity

Inspires people with words and presence.

Themes in comments that supported these ratings include the following:

Sees positive changes in the worship service since she has been here – Reduced time for announcements and Joys and Concerns; themed approach to services

Positive comments about her sermons - Good speaker, sermons meaningful

Almost half of the respondents did not feel they could rate Reverend Patrice's efforts to train volunteers and collaborate with others to design the worship service. However, of those who did rate her in this area, 82% saw this as a strength or satisfactory.

Areas for Growth - In terms of the quantitative responses, the question in this section that reflected the most concerns was, "Engages full range of delivery skills." Twenty-six percent rated this as a weakness or area for growth; 74% saw it as a strength or satisfactory.

Comments that reflected concerns from respondents focused particularly on difficulty hearing and lack of inspiration from Rev. Patrice's sermons, as follows:

Difficulties hearing Rev. Patrice – Speaks too softly; needs to project voice better; sound system issues

Growth needed as a speaker – Public speaking classes might help

Sermons need to be more inspirational – Lack luster, sometimes not from the heart

Provides Pastoral Care/ Availability

Strengths – There were four questions in this domain, and quite a number of survey participants checked that they had not observed these behaviors. This was especially true for the two statements about providing pastoral care and managing lay pastoral care ministries. Twenty-four (27%) respondents rated Rev. Patrice's pastoral care, with 46% of those rating this as a strength and the same percentage rating this as satisfactory. Just 2 (8%) rated this as an area of growth. Thirty-four (38%) rated her on managing lay pastoral associates, with 56% of those viewing this as a strength, 32% as satisfactory, and 12% as an area for growth.

According to survey participants, Rev. Patrice's clear area of strength in this domain was, "Maintains professional boundary when using various communication technologies." More respondents (70%) rated her on this statement. Of those, 57% rated this as a strength and 36% as satisfactory.

A theme in the open-ended responses was Rev. Patrice's progress in bringing the congregation together after the interim minister and making connections with the congregation. It was emphasized that these efforts need to continue.

Areas for Growth – The statement that was rated most in this domain as an area for growth for Rev. Patrice was, "Maintains a consistent pastoral availability (e.g., through written notes, coffee hour...)." Seventy percent of the respondents rated this statement, with 25% of those rating it as an area for growth and 3% as a weakness. Comments that supported these lower ratings focused on wanting to see her more often during coffee hour and wishing for more responsiveness to personal e-mails.

Encourages Spiritual Development

Responses to the three questions in this domain did not show clear impressions of strengths or areas for growth. Again, there were questions that a number of respondents indicated, "I have not observed." This was especially the case with the following two statements: "Leads spiritual practice classes, retreats" and "Integrates religious education into all aspects of ministry." Nevertheless, of those that rated these statements, 84% saw leading spiritual practice classes as satisfactory or a strength and 90% saw integrating religious education as satisfactory or a strength. Open-ended responses included comments about wanting more adult religious education classes.

The question in this domain that had the most divided response was, "Provides avenues for deepening UU identity." Of the 77 participants (85%) who rated Rev. Patrice on this statement, 39% saw it as a strength, 43% as satisfactory, and 18% as a weakness or area of growth.

Witness to Social Justice

Strengths – There were two statements regarding social justice ministry. A large majority rated her on these statements. Her clear area of strength (60% of ratings) was, “Relates the call to social justice work to Unitarian Universalism.” There was a sense in the open-ended responses that Rev. Patrice is seen as having the passion and abilities to lead social justice ministry.

Areas for Growth – Rev. Patrice was not rated as strongly on the statement, “Inspires a response from the congregation or community to social justice issues....” Forty-five percent rated this as a strength, but 10% saw it as a weakness or area of growth. Comments were split with some believing that Rev. Patrice is establishing a visible role in the larger community on social justice issues and others wishing she would collaborate more with others in the community and be more effective inspiring social action by the congregation.

Leads the Faith into the Future

There were three statements in this domain, which were generally seen as strengths or satisfactory. A vast majority responded to, “Champions a vision of multi-generational and diverse Unitarian Universalism”; though responses were divided. Sixty percent rated this as a strength, while 12% rated it as an area for growth. Comments did not clearly address the growth that is needed in this area. The other two statements overlapped somewhat with those in the Social Justice domain that referred to making connections with organizations in the community. A clear majority of respondents saw these areas as strengths or satisfactory, tending more towards strength.

Administration

Strengths - There were four statements in this domain. “I have not observed” was selected by 55% of participants for the statement, “Collaborates with board of trustees to implement effective leadership of the institution.” Of those who rated this statement, 53% selected satisfactory, and 32% selected strength.

Areas for Growth - Generally respondents saw administration as an area for growth for Rev. Patrice. The majority rated her as satisfactory, though not a strength, in terms of ensuring “quality and continuity of programming in support of the mission” and integrating “a theology of stewardship into the life of the institution.” The fourth statement was, “Empowers professional and volunteer staff to work independently and collaboratively.” While 38% rated this as a strength, 27% rated it as a weakness or area for growth.

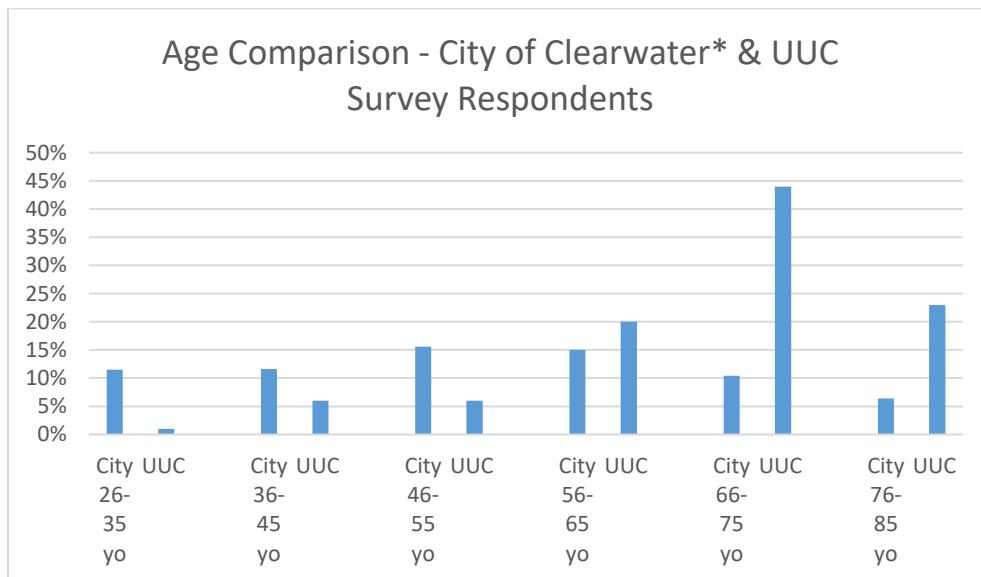
Many of the responses to open-ended questions focused on administrative issues. The term “micro-management” was used repeatedly describing that Rev. Patrice management style tends more towards dictating than collaborating. Another theme was that Rev. Patrice should listen more to others and empower them and their ideas. Some expressed that Rev. Patrice seems to have her own very clear agendas and is leading the church from that perspective rather than an open-minded and collaborative approach with the congregation. A couple of comments focused on wishing she would lead more in areas of stewardship and others wished she would be more open to and supportive of groups, such as Interweave, that had been implemented at UUC in

the past. There were concerns voiced that Rev. Patrice may alienate those who disagree with her, which could affect the growth of the congregation.

Summary and Plans for Follow Up

This survey represents the views of not quite half of the pledging members/friends of UUC. Survey participants attend services regularly when in town, value the UUC community, and want to give input to improve UUC's effectiveness to meet the needs of its members and to make an impact on the community.

One facet of our demographics that stood out was age. The respondents were almost all between 55 and 85 years old. We were curious about the extent to which UUC's demographics compared with the community in which it is located. It is true that the population of Clearwater itself reflects a somewhat older demographic. However, those that responded to this survey, overrepresented the older end of the continuum. (See chart below.) Our older congregation was reflected in the survey in a number of ways such as the small number of parents represented and those who no longer volunteer or volunteer less at UUC due to factors that may be related to age: depletion of energy, physical limitations, and burnout.



* Source: CLR Choice Inc., 2012

Although this survey covered a wide scope of the ministry at UUC, there were some themes that repeated themselves throughout the various topics covered. These include the following:

Generally considered strengths -

- The importance and excellence of music during the Sunday Service
- The strength of the community of people that are involved in UUC

- The importance of the social justice mission to have an impact on the local and wider community

Generally considered areas for growth –

- Concerns that Sunday sermons are not more inspirational and the service itself is not lively and does not lead to more responsiveness/involvement of the congregation
- The sound system and inability to hear Rev. Patrice and others who present during services in the Octagon

There is much information in the findings of this Survey on Ministry that may be useful to UUC. The Committee on Ministry shared information from the survey with the Strategic Planning Committee as they began their work. A report focused on the qualitative and quantitative input pertaining just to Youth/Children's RE was prepared and provided for the Transition Team that is planning for Christine's replacement. The Committee also plans to prepare a report of the findings that relate to the music program for the Choir Director. Since Rev. Patrice Curtis attends the Committee on Ministry meetings, she is aware of the findings related to her ministry efforts. The Committee on Ministry is available as she sees fit to provide input as she works on areas of growth highlighted in this report. It also could be appropriate for the Board to form ad hoc committees to develop plans of action for specific areas of concern featured in the survey results.

The Committee on Ministry appreciates the support of the UUC congregation and the Board of Trustees for the implementation of this survey. We hope the findings will be helpful to promote effective ministry at UUC as we move forward.

References:

CLR Choice Inc. (2012) *Clearwater demographics by age*. Fair Housing and Equal Opportunity. Accessed 3/11/18 from <https://www.clrsearch.com/Clearwater-Demographics/FL/Population-by-Age>

Latham, R. T. (2006). *Moving on from church folly lane: The pastoral to program shift*. Tucson, AZ: Wheatmark.