

Annual Report

for 2018

Material for Congregational Meeting

January 27, 2019

Unitarian Universalist Church of Tarpon Springs

**230 Grand Boulevard
Tarpon Springs, FL 34689**

Minister: Rev. Robert F. Murphy

President: Barbara Rosen

Treasurer: Kathy Hopkins

Music Director: Bonnie Whitehurst

Administrative Assistant: Rosemary Horn

Contents

Mission, Vision & Covenant	2
Annual Meeting Agenda	3
Leadership Reports	4
Minister's Report	5
President's Message	7
Treasurer's Update	9
Committee Reports	11
Buddhist Meditation	12
Building Committee	12
Caring Committee	14
Communications Committee	14
Emerging Whole! Capital Campaign	14
Endowment	15
Finance Committee	15
Finance Strategy Task Force	16
Hospitality Committee	17
Inness Committee	18
Landscape Committee	20
Membership Committee	20
Social Justice Council	21
UUnique Quilters	22
Worship Committee	24
Action Items for Approval	26
Congregational Meeting Minutes	27
2019 Church Operating Budget (Proposed)	30
2019 Capital & Church Rebuilding Budget (Proposed)	32
Slate of Nominees	33

Mission, Vision & Covenant

Mission Statement

We are a liberal community for all ages promoting spiritual growth, social justice and the arts.

- Approved by the Congregation: November 4, 2012

Vision Statement

The Unitarian Universalist Church of Tarpon Springs will always welcome persons of diverse backgrounds, lifestyles and religious outlooks and seek to promote spiritual, intellectual and interpersonal growth of these persons. It will do this through support of those undergoing life's transitions, mutual caring, open communication, cultural and social addition, the congregation will remain committed to maintaining and enhancing the historic church property and paintings for the future enjoyment of others.

- Revised: February 12, 2006

Covenant for Congregation

We strive to look for and encourage the best in each other as we move toward justice, peace, and love for both ourselves and the world...and when we fall sort, we will seek understanding, reconciliation, and a return to covenant.

- Adopted by the Congregation May 8, 2016

Annual Meeting Agenda

- I. Confirmation of Quorum & Call to Order
- II. Invocation – Rev. Robert Murphy
- III. Action Items for Approval by Congregation
 1. Congregational Meeting Minutes for 2018
 2. Operating Budget for 2019

By approving this budget, the congregation agrees to an Operations Expense subsidy from Endowment of \$75,000 (roughly 50% of the annual budget).
 3. Capital Budget for 2019

Approving this budget is an acceptance by the congregation of the proposed financing strategy for church rebuilding. Income will be sourced from a strategic mix of capital campaign donations, endowment portfolio, and short term loans thereby enabling the church to leverage current funds and minimize future financial risk.
 4. Slate of Board Officers & Committee Members

Leadership Reports

- Minister's Report
- President's Message
- Treasurer's Update

Minister's Report

It's an exciting moment for our congregation.

In the near future, we will return to our church building. We'll enjoy some dedication events. And, then, a new era will start for our congregation.

What follows are some minister's comments. I'll report on recent activities and on possibilities for the next twelve moments. I'm not involved in all of the church's projects and committees. However, I'm active in several areas of concern, and I look forward to working with the whole church in the year 2019.

I encourage church members to get involved with the various church committees. Your help is needed.

WORSHIP COMMITTEE: I work with the Worship Committee on Sunday services and on other religious events. All of the Sunday services took place as scheduled for the year 2018. Special religious events included the interfaith Homeless Persons Memorial Day gathering and special events for the Christmas season.

On March 17, we had a ceremony with a parade and a bagpiper, to recognize the start of church construction work.

The year 2018 included our first Poetry Sunday and our first celebration of LGBTQ History Month.

On several occasions during the past year, a theme was selected for the Sunday service. Individuals came forward to share personal stories, poems, and readings. We'll continue with this experiment during the new year. We have some wonderful speakers and storytellers in our congregation.

Request: It will be helpful to have a chairperson for the Worship Committee.

CARING COMMITTEE: The Caring Committee is active. Every Sunday, we pause for Joys and Concerns. The Caring Committee chairperson provides a report.

The Committee provides support for church members. I provide pastoral care. I work with hospital chaplains in Tarpon Springs.

In part, our church support for the Senior Information Center has developed because of Caring Committee needs. Church members and friends have experienced transportation problems, legal problems, health care problems, and other difficulties. The Senior Information Center helps families to solve problems.

HOSPITALITY COMMITTEE: Our goal is to provide at least one free meal per month to church members, starting in October and continuing through May. In 2018, we included a vegetarian lunch to celebrate the Buddha's birthday in May. The Poets Picnic took place in October at Fred Howard Park.

The Fourth of July pancake breakfast with pancake games is popular in July. We had a pizza party in December to thank the volunteers who helped with church office decorations.

SOCIAL JUSTICE COUNCIL: The Social Justice Council is involved with a variety of good projects. Including Martin Luther King Day projects; Earth Day and community garden programs; support for the hungry and homeless; and support for immigrants and migrants, including farm workers and climate change refugees.

I work every month with Adopt-a-Block and the Senior Information Center. I participate in meetings with the town's clergy association and Peace4Tarpon.

At the national level, I work with the Sierra Club and other organizations that are concerned about the impact of climate change (and other environmental problems). I'm working with the national Unitarian Universalist Association to help prepare for the 400th celebration of the first Thanksgiving Day.

I'm very grateful for our congregation's success in developing a new website. I work with the Membership Committee, the Inness Paintings Committee, and the Building Committee, in assisting church operations. I help to produce the "Quill" newsletter each month. I help with the "EnUUs " each week.

- Rev. Robert Murphy

President's Message

The Board of Trustees of UUCTS has completed the year 2018 and looks forward to handing their role to a new board for 2019. Thank you to all 7 members who were dedicated to taking care of the "business" of our church. Their term lasted 2 years and had changes during those years when elected in 2017 at an Annual Meeting. For those of you who are new, there is a Nominating Committee who canvas our members to find individuals who are able to be in the role as leaders to make decisions regarding the way we operate our church. We follow policies and By Laws set up when we first became a Unitarian Universalist Church. As the times change, we sometimes advise that we need to update our policies. When that happens, we make a proposal and call a Business Meeting with 2 weeks' notice and send out our recommendations for review before we come together to take time to discuss and then take a vote by our members before it goes into action. As a Board we are charged with working for the good of the "whole church." We are not free to have personal agendas to make changes that are personal and not voted on.

In 2017/18 most of our member business meetings, and there have been several in our 2 years, have focused on rebuilding our Sanctuary and Forum Room. As you have read a simple remodeling of our Forum Room turned into a huge project with our sink hole problems and then finding what were problems in our 100 year plus building. That simple remodel project took on a life of its own and made an under \$200,000 project into what you can see when you read the Treasurers Report both monthly and in Annual Reports. The support of our members and a democratic process of voting their support helped us take on such a project. Please always give your support to your board when they take their time to research and bring in our own people as experts with the help of professionals to guide us.

The board engaged several of our members to help us look at the financial difficulties and how to recover some of the funds from our Endowment needed to guide the project to completion. You have seen this in our Emerging Whole Campaign. Our Finance Committee helped show us the realities of where we are and how to go forward into our future. Again, please see that transparency is in their recommendations and put in place through our voting process.

Major changes needed to take place when we went from our "small" church to one that needed to manage our future financial security from those days forward. A herculean job of needed change took place and is working well.

Topics of church security, employment and group use of our buildings, updates to our policies and even helping the Building Committee be able to make sound decisions in the rebuild phase. Some topics such as child care space have been continually talked about in order to be ready for possible families with children. Committees frequently bring us updates on the work they are doing as in the team

of members concerned with Church security. The web site changes and reformation of it was brought to the board for approval often.

The work doesn't always go smoothly. Some topics generate differences in how individuals think about issues. Having been supported by the UUA, we had needed to bring in their experts to help us learn how to do our work. We took advantage of process observers at our meetings to help us understand the dynamics of our meetings.

The total amount of giving our fair share financial support to the UUA brought us sorrow when the extent of our debts wouldn't allow us to be as generous as we would have liked to be. Our most current budget "talks" took several meetings and as we saw several times, we needed to hear about it and give it time for us to make our decisions after careful thought. As we give the lead for the next 2 years to a new board, we will certainly give them the credit they deserve to carry on with our UUCTS.

- *Barbara Rosen, Board President*

Treasurer's Update

2018 Financials – As expected, this has been a year of major spending as church rebuilding construction commenced in February. We started the year with over \$1.3 million in Endowment and healthy balances in our checking and savings accounts. Here's how the year played out from a financial perspective:

- Construction costs in 2018 totaled just under \$550,000 and we anticipate additional costs of over \$200,000 during the first quarter of 2019. The good news is we are near the finish and the church is beautiful.
- Close to 25% of the income required to pay the 2018 constructions bills came from a combination of Emerging Whole! Capital Campaign donations, past cash reserves and other miscellaneous donations. The remainder was funded by Endowment via a mix of direct contributions and margin loan withdraws.
- Church Operations expenses were held within budget, only spent about 90% of plan. Our minister elected not to take his \$5,000 retirement benefit and graciously volunteered to reduce his compensation by another \$5,000 in 2019. Thank you, Rev. Bob.
- Church Operations pledge income fell about 20% below plan this year due to the loss of some long-time members who either moved out of the area or passed away. We welcomed several new members during the fourth quarter which will help, but pledges are still falling short of what is needed. Endowment contributions were required to supplement 55% of the income for church operations.

At the end of this year we have a smaller Endowment and we owe money to ourselves, which provides a lot more benefits and control than a conventional mortgage. We have a financial strategy for managing the remainder of the construction costs and resulting debt. After that it will be up to our congregation to make the most of the opportunities ahead and figure out how to live more within our means.

2019 Planning – Two budgets have been prepared for congregational approval. Here are the highlights of each:

- **Church Operations** – We've made our best guess how much it will cost for utilities and premises in the new building and provided some extra funding for celebration activities. There are plans to provide child care to be inclusive and welcoming to families. We conservatively plan to start earning some income from renting the upstairs apartment and hosting special events such as weddings and meetings. While we've traditionally paid our full dues to the UUA, we are pleading a case to pay significantly less in 2019 due to our extraordinary capital expenses.
- **Capital Budget** – The first quarter will be about paying the final construction bills. We will be counting on Capital Campaign income from

members and external community resources through 2018 and 2019 to help pay down remaining debt.

Copies of the proposed budgets are included near the end of the annual report.

Financial Statements - Detail financial statements are published quarterly to the password protected portion of the UUCTS website: log in to **uutarpon.org**. Year-end reports will be published separate from the annual report once amounts are finalized. Summary financials are provided in the monthly Quill newsletter.

- *Kathy Hopkins, Treasurer*

Committee Reports

- Buddhist Meditation
- Building Committee
- Caring Committee
- Communications Committee
- Emerging Whole! Capital Campaign
- Endowment Report
- Finance Committee
- Finance Strategy Task Force
- Hospitality Committee
- Inness Committee
- Landscape Committee
- Membership Committee
- Social Justice Council
- UUnique Quilters
- Worship Committee

Buddhist Meditation

Buddhist Meditation meets weekly at the Unitarian Universalist Church of Tarpon Springs. Each week we practice meditation techniques, hear a spiritual talk and discuss how to apply Buddha's teachings to our lives. We are led by ordained Buddhist Monks who come up from The Dhamma Wheel Meditation Society in Clearwater. Anyone is welcome. We meet Wednesdays from 7pm to 8pm at the Church Offices, 57 Read St.

Several times throughout the year this group sponsors all day and half-day spiritual retreats featuring meditation, yoga, and mindfulness in a relaxing outdoor calming setting. The monks also conduct special celebrations and ceremonies as well as ongoing teaching at their Clearwater location.

- *Mark Hopkins*

Building Committee

In 2018 our church community – members and friends of the Unitarian Universalist Church of Tarpon Springs - began to see real progress in our efforts to rebuild our campus. Here is a recap of dates and milestones to freshen memories:

- Forum Room Committee began renovation efforts in 2013.
- Jim Thompson, Chair-Forum Room Committee, insisted UUCTS check into possible settlement issues with our insurer, Guide-One.
- Monday, Nov. 23, 2013, Guide-One advised Board President and Minister (of 3 months) that our main campus at 230 Grand Blvd. was not safe and we could no longer meet there. Thanksgiving Day Dinner was planned only 3 days later, so it was a mad scramble to get the word out to everyone & find a location for Sunday services.
- Sunday, Dec. 1, 2013 was the first service held off our campus. We met at the Elks Lodge on Pinellas Ave. for 6 months prior to moving to the Walton Ave. Recreation Center where we'll have our 5th Annual Meeting.
- Three years passed while sinkholes were defined, discussed, remediated & the Offices were re-supported with an enormous I-beam under the center part of the building. Meanwhile, René Torres completed plans to include a terrace & new windows similar to the original sanctuary design, smarter storage in the Forum Room, and much more.
- Another year passed with no progress and a GC who clearly wasn't up to the job. Kathy Hopkins & I asked the Board for permission to terminate that GC and hire a new one - they readily agreed. As Treasurer, Kathy had oversight of our first CPA firm, setting up QuickBooks, and working with the Financial Strategies Task Force on the Capital Campaign. She requested I lead the Building Committee, which I agreed to do after resigning from Endowment and

Communications. We checked out 3 firms, hired Seacom in June 2017, and they submitted the application for a Building Permit on July 15, 2017.

- Building Permit was finally granted Jan. 25, 2018, and work began Feb. 5th.
- Over the next 11 months we've made steady progress. The Forum Room has been completely rebuilt with a slab foundation & "woven" rebar throughout, the sanctuary walls were stripped down to bare blocks and reinforced with steel as needed, walls are insulated, new energy-efficient A/C units have been added, and we have dedicated storage space for tables & chairs.
- We've already begun the tedious chores required to get the spaces cleaned up and reorganized so we can use them when construction is finally complete and we have a Certificate of Occupancy.

Now, as all of us at UUCTS prepare to welcome new leaders and new challenges following the Annual Meeting, there are just a few weeks of work remaining before we enter our "renewed" campus again. We are grateful for your patience and happy to be approaching the end of this project with you in early 2019. *Happy New Year!*

- *Ann Rainey, Building Committee Chairperson*

Project Financials - *From Kathy Hopkins, Building Committee Finance Representative*

The 2018 capital expense budget allotted \$650,885 for church rebuilding with the assumption the project would complete by the end of the year. As is often the case with historic restoration, expensive discoveries and delays were encountered along the way. In September, the congregation approved \$119,266 additional funding for church rebuilding and extended the timeline. The additional funding included a 10% cushion for cost overruns.

Now at the end of 2018 we have spent 70% of the funds allotted for church rebuilding and are entering the final phase of construction. The General Contractor anticipates being able to complete the job within the costs estimated back in September. We have roughly \$26,500 cushion available for cost overruns and unanticipated expenses. The remaining project expense will be carried forward into the 2019 Capital Expense budget.

Church Rebuilding Project Expense as of December 31, 2018					
	Actual 2018	Projected Q1 2019	Total Expense	Total Expense Approved	Amount Over/Under
Sinkhole/Rebuilding Expenses					
AC/Other Construction	41,944	63,900	105,844	108,601	-2,757
Capital Campaign Expense	286	500	786	300	486
GC Contract	483,780	153,370	637,150	637,150	0
Rent, Storage & Moving	16,121	7,800	23,921	21,870	2,051
Termite Renovation	2,450	0	2,450	2,230	220
Total Sinkhole/Rebuilding Expenses	544,581	225,570	770,151	770,151	0

Caring Committee

Caring Committee members have completed another year of providing pastoral care to church members, friends, and staff. We meet monthly with Rev. Murphy to share information and to plan the most timely and efficient ways to help those in need. Our goal has been communication and response as appropriate and every Sunday we give an update during Joys and Concerns. We keep an updated list of members' emergency contacts and encourage our members to let us know of any changes with this information. This year we have restarted the celebration of monthly birthdays with a cake that is provided by a member of our congregation, or by our committee, sharing it with everyone during coffee time. Another change this year has been in our leadership as Alice Donovan, due to work demands, had to resign the position she had held for many years. Our heartfelt thanks and appreciation for all the work and support she has given us for all those years.

Please talk to a member of the Caring Committee if you are interested in serving with us. It only requires your caring heart. Caring Committee members respect the privacy of those who reach out to us. And please let us know if you would like to provide a cake for our birthday celebrations. Suggestions are always welcome.

- Irene Prosser, Chair

Communications Committee

Currently we are without an active Communications Committee. Several members, the Minister, and our Administrative Assistant carry out a number of the functions of church communications.

Many thanks go out to the Web Redesign review team for engineering the launch of our updated website. The team consisted of Barbara Kostreva, Kris Hughes, Dave Cutler, Rev. Murphy and Kathy Hopkins. Ann Rainey and Rod Merton led earlier stages of the project along with others of the Communications team.

Emerging Whole! Capital Campaign

2018 brought UUCTS closer to Rebuild, Restore and Re-imagine our Church Home with success in our Capital Campaign. We moved from \$96,000 in donations at the end of 2017 to \$187,468 in pledges and donations at the end of 2018. That is 63% of our goal of \$ 296,000, with 36 member pledge units already committed. Thanks to all the people who have donated and pledged to get us this far!

The joy of seeing construction on our Church home nearing completion reinforces the need to reach our goal of all members participating in the Campaign to reach \$296,000. This complements the substantial use of our Endowment to meet the costs of reconstruction.

On October 5th, six community members met with our Campaign Steering Committee to prepare for the next exciting stage of the Campaign: our community appeal. Their enthusiasm and support for our historical landmark Church was inspiring. All present and many unable to attend that day have committed to serve as Community Leader Resource Associates as we approach the community in 2019.

Special thanks to my Co-Chair Kathy Hopkins and steering committee members: Michael Johnson, Ann Rainey, Barbara Schnipper, Barbara Kostreva, Barbara Kotacka and advisors Don Wilson and Reverend Bob Murphy.

Our final words for 2018 are our appeal to all to help us raise the remaining \$108,600 to meet our goal and help pay for our beautiful Church home!

- *Pat Donohue, Co-Chair*

Endowment

The Endowment underwent a very difficult year due to a lower Stock Market and a substantial Margin Loan debt. During the course of 2018, Endowment contributed close to \$85,000 to supplement operational expenses and another \$72,000 toward church rebuilding construction costs. The Endowment and Finance Committee determined the most economic way to pay for the church's construction costs was to obtain a loan with the lowest interest rate. We found a lower rate "Margin Loan" through our Financial Management company, Creative Planning and their broker TD Ameritrade. At year's end, our Margin Loan balance was \$350,885, which reduces the Endowment's Account Value to \$796,030. The year-end Endowment value was also hurt by the falling stock market. The benchmark Standard & Poor's 500 was off 7%. (I note at the end of 2017 the S&P 500 was up 19%).

The Endowment and the Financial Strategy Task Force are working to establish a payment method which would have the least detrimental effect on the Endowment now, and in the future. Our goal is to pay off the Margin Loan in quarterly installments by year end 2020.

- *Don Wilson, Chairperson*

Finance Committee

The church faced several situations in 2018 that impacted the Finance committee. The first was the realization that no one on the finance committee or the building committee had the expertise to certify the vendor invoices for construction. After much research, the architect Lyle Breeze who had drawn up the plans was hired to certify all construction invoices. He caught some errors in the billing and the work done, which eased our concerns.

The next problem came when our insurance carrier decided not to renew our property and liability insurance. The broker we had been using told us there was

no help to be had from him. We faced the problem of finding a new broker and new insurance companies. After several false starts we found a new broker and new companies for both property and liability insurance coverage. The new companies were even slightly less expensive than what we had before.

The next item we faced was trying to obtain a mortgage on the building to partially finance our rebuilding. After trying with several banks, it became apparent that a mortgage was not possible with our current finances. The problem was referred to the Financial Strategies Task Force.

- *Ginger Harris, Finance Committee Co-chair*

Finance Strategy Task Force

Financial Strategies Task Force (FSTF) makes recommendations to the Board on any decisions authorized and are carried out by the effected committee.

The Task Force addresses strategies to assure the long-term financial health of UUCTS while addressing our short-term needs and obligations. FSTF recognizes the competing needs of the Operating Budget and the Capital Rebuilding Budget. Both the Operating and the Capital Budgets specify distributions from the Endowment, with the congregation voting to authorize each budget.

Formed at the end of 2016, FSTF recommended 5 goals which the Board endorsed:

1. Develop plan to eliminate subsidy from Endowment to Operating in 4 years.
2. Maintain Endowment fund at \$1,200,000 with firm floor of \$ 1,000,000.
3. Dedicate 2016 bequest of \$191,000 to construction.
4. Explore UUA Loan and other instruments.
5. Consider mortgage when building is accepted collateral.

Subsequently the Board and Congregation approved funding our construction project with short- term and long-term loans. The Endowment account has a Margin Loan which has been our short-term strategy. We explored and ruled out UUA loans and other instruments and anticipated working with our bank on a mortgage as the long-term strategy.

Many things have changed in the two years since our initial discussions.

- Mortgage rates have increased and portfolio earnings have decreased, so the relative difference no longer provides a clear advantage for borrowing while our funds earn more.
- Our bank was purchased. Our regional bank was happy to discuss a mortgage with us, even though banks do not generally mortgage Churches. When the bank changed ownership, we lost many benefits of our long-time relationship with bank.

- The Congregation approved additional construction costs of approximately \$200,000, creating a greater difference from what we hoped to raise in Capital Campaign.
- The volatility in the market has increased and we are all concerned about a recession effecting values.
- Margin Loan interest increases with the Federal rates, and similar mortgage rate increases, the interest challenges our earnings.
- The Operating Budget still depends on at least 50% of funds to be distributed from Endowment at least through 2019.

FSTF has carefully reviewed all these issues and recommends a change in strategy.

1. Eliminate a mortgage and self-fund through utilization of the Margin Loan.
2. Reduce the Margin Loan to the anticipated \$250,000 mortgage value by the end of 2019 by distributing assets from the Endowment.
3. By the end of 2020, set a schedule to eliminate the Margin Loan by continuing campaign gifts and distributions from Endowment.
4. Reach the Capital Campaign Goal! These gifts immediately reduce the Margin Loan.
5. Increase current member support for Operating Budget through Stewardship - increasing number of members and size of pledges - to move towards funding 80-90% of Operations.

Note: These recommendations change the goals for a \$1,000,000 floor of assets in Endowment. FSTF, together with Finance members and Endowment members, is carefully considering the balance between distributions to reduce our debt and a portfolio that produces ongoing earnings to meet our needs.

Many thanks to Ginger Harris and Kris Hughes for serving along with me on the FSTF since 2016 and to Don Wilson, Dave Cutler and Kathy Hopkins for their inputs and collaboration.

- *Pat Donohue, Chair*

Hospitality Committee

Hospitality shared in many gatherings of members. We are reminded that we are not only a church of Sunday Services and Social Justice but one where members take time to play and be together in friendship. We are especially proud of our Coffee hours after services that help us stay connected to each other to meet the needs of those people who come through our doors each week as we say in our service "...the touch of another hand, open and accepting, giving by receiving, receiving by giving, to confirm strength and shared community."

The new additions to our connecting with each other are spearheaded by Rev. Bob and Lyn Dalzell who helped us plan our monthly events for the year 2018. We began in January with a New Year's Picnic at Fred Howard beach with a very cold and rainy start but was well attended and a place to keep warm together. February fun gives us a "Strawberry Sundae" or blueberries to remind us that mid-winter was nearly over. March brought our attention to Women's History month with an honor to the Quilters and their efforts in Social Justice with Quilts and young girls' dresses made by the ladies of the church.

Celebrating "Wesak", the Buddha's birthday, was attended by many and celebrated with a luncheon. Summer fun was a pancake breakfast at Read Street, a Poet's Picnic in October and our yearly Thanksgiving and Christmas Dinners. Hospitality also gave a luncheon to bring community leaders to our Church to share their thoughts and help to reestablish us in the Tarpon Springs community when we return to our newly rebuilt Sanctuary and Forum room.

We continue using supplies from Equal Exchange and our efforts to protect our earth by recycling what we can after Coffee Hour. We work to use products less harmful as waste, are committed to continuing this path and look forward to being back in our own kitchen and Social Room to eliminate "church in a box" with plastic utensils and paper cups. We appreciate all who come to help for the events we host and enjoy the people who use their time to make them successful.

- *Barbara Rosen*

Inness Committee

While the Inness paintings have been resting safely in storage, the Inness Committee has been actively working with the Building Committee on preparations for their return to a beautifully renovated building.

During the course of the year, we have reviewed lighting proposals from experts recommended by the Leepa-Rattner Museum of Art (LRMA) and Tarpon Springs artist Christopher Still. We decided upon Leon Wolfe, the primary lighting designer for Christopher Still's art exhibitions around the state. Our historic little church and the paintings have charmed Leon into graciously offering his many hours of service for free, except for the occasional lunch on the Sponge Docks. The cost of lighting the paintings is being funded directly from the Inness Committee account.

Since lighting will have a substantial effect on the impact of the paintings, the Inness Committee unanimously voted to give money from its funds as a gift to the building project to assist in purchasing quality general lighting for the church interior and outdoor lighting that will wash the exterior walls of the church to enhance its beauty and increase security. The Inness Committee presents this gift in gratitude for all the support the congregation has shown for the paintings while they have been in storage.

We have consulted with specialists from the LRMA and USArt to determine the unique requirements we must meet to hang our unusually large and heavy paintings on the newly constructed walls of the church. Working together with the Building Committee, those requirements are being implemented presently.

Much to our excitement, this year the Inness Committee, with the assistance of Lynn Whitelaw, has succeeded in having George Inness, Jr inducted into the 2019 Florida Artists Hall of Fame, Lynn is the founding director of the LRMA and the curator instrumental in creating the 2014 exhibition, "An Arts Legacy: George Inness, Jr. in Tarpon Springs." Letters supporting the induction were graciously written by Tarpon Springs Major Chris Alahouzos; Ann Larsen, director of the LRMA; Cici and Hyatt Brown of the Cici and Hyatt Brown Museum of Art (home to the largest collection of Florida art in the world); and Alexander Rich, Ph.D., Director of Galleries & Exhibitions, and Art History Program Director of Florida Southern College.

Dr. Rich wrote:

While Inness, Jr.'s entry into any Hall of Fame would be justified by his artistic output and renown around the world, the celebrated artist's deep ties to Florida make him also an essential Florida artist. Moreover, Inness, Jr. is arguably one of the most art historically prominent artists ever to have called Florida home and to have made the Florida landscape one of his principal subjects.

In the intervening near-century, Florida Morning has become a treasure of the College's art collection. Emblematic of Inness, Jr.'s immense talent and testament to his acclaim as an artist, Florida Morning is an essay in expressive nature study and an extravagantly advanced exploration of color for the time it was painted. From his station at his winter home in Tarpon Springs, Inness, Jr. was able to convey in this single painting — as in all of his Florida-themed works — what makes Florida the inimitable place it is.

The Florida Council on Arts and Culture reviewed our nomination and recommended induction of George Inness, Jr to the Secretary of State, who has since confirmed it. In addition to a plaque mounted at the Hall of Fame in the Florida State Capitol, George Inness, Jr. will receive a commemorative bronze sculpture from the Secretary of State at an induction ceremony in Tallahassee in April 2019. Julia and George Inness, Jr's great grandchildren have asked that the Inness Committee receive the trophy as the family has graciously chosen to give the trophy to UUCTS to display along with its largest public collection of Inness paintings in the world.

We are working on plans for a wonderful celebration for when the paintings are returned to the walls of the church, where they had hung for nearly a century.

The Inness Committee wishes to express a great gratitude to Lynn Whitelaw for his continued support in bringing all of these visions into reality.

- *Barbara Kotacka, Chair*

Landscape Committee

The UUCTS Landscape is the first impression to greet visitors' eyes as they approach our Church. There has been renewed interest in the past year in the landscape plans. The overarching theme has been to focus on a "Florida Friendly" approach, i.e. grounds that are compatible with the Florida climate and soil and sustainable with low maintenance. Because water is an issue due to the lack of well water and the expense of Tarpon Springs water, it was decided to temporarily go with Bahia grass until a better solution can be installed. Shrubbery that meets Florida Friendly standards is being preserved, and otherwise eliminated. The Pinellas Extension Services have been used, the extension gardens visited, and a rain barrel workshop participated in. Three rain barrels are now available and are being painted. A scaled drawing of a "future vision" is now available, with its possible implementation in the years to come.

- *Marti Kardinal, Chair*

Membership Committee

UUCTS is a strong faith community. We shared the sorrows of the passing of several very long term members, as well as some more recent. We said good-byes to active and energetic members who moved to be near family. We said good-byes to those seeking another journey. All were treasures and they will be missed.

We are a faith community of many welcomes. Through 2018, although we were outside of our historic building, we attracted over 100 new guests to share in our Sunday services. Significant seasonal fluctuations in attendance are our normal. Winter is our peak attendance with about 90 persons in one Service! Averaging all the data over the seasons and through the years since the sinkholes, we expect a minimum of 50-60 persons to attend. Overall, UUCTS continues as active and viable: doing remarkably well, although not located in our historic home.

In 2018, eleven individuals returned often and chose to become members. Many had previous UU experience. Our new members participated in a Welcome Recognition service. Our 2018 Total membership is 76 individuals. We continue strong and will be stronger in 2019

Membership continues to provide Fifth Sunday Exploring UUism forums after service as a Pathway to Membership opportunity. We held meetings to begin discussion about member growth, resources for children and families, and updating UUCTS by-laws. We appreciate our greeters and the many helpers to

manage the Welcome Table and Congregational Life Table. We enjoy establishing and maintaining connection among visitors and members growing and celebrating community every week!

- *Barbara Kostreva, Membership Chair*

Social Justice Council

In 2018, through the generosity of our members and friends, the Social Justice Council continued to promote Social Justice, an important component of the UUCTS Mission Statement. In order to increase our reach, we partnered with key organizations that are active in our community: Citizens Alliance for Progress, Hispanic Outreach Center, Metropolitan Ministries, Head Start, The Shepherd Center, Adopt A Block and the Martin Luther King Coalition.

Because of our generous congregation, we were able to "Give the Plate" to the following organizations/projects:

- The Haven (Domestic Violence Survivors Shelter) \$300
- The Laundry Project \$238
- Hispanic Outreach Center \$279
- Tarpon Springs Shepherd Center \$216
- UUJF Gun Reform \$198
- We The Students (Gun Control) \$257
- Tarpon Springs Elementary ESOL Classroom \$128
- Meals for Food Insecure Neighbors \$283
- Adopt A Block \$141
- Puerto Rico \$342

We also funded:

Planned Parenthood \$200, Metropolitan Ministries GED Program \$186, Head Start \$200, and The Laundry Project \$532.

We hosted Social Justice Forums on Senior Center, Amendments Explanation, Domestic Violence, Gun Control, Adopt A Block, Plastic Straw Issue, Hispanic Outreach, Peace for Tarpon and The Hope Center.

We completed 2 successful Laundry Projects.

Church members continued to volunteer once a month at Metropolitan Ministries in Holiday, serving during a meal service.

We held another successful Diaper Sunday.

We prepared and served two lunches a month for the homeless at the Mt. Herman Missionary Baptist Church.

We provided volunteers for The Shepherd Center's Food Pantry, twice a month.

We placed a full page "We Share the Dream" print advertisement in the program for the Citizen's Alliance for Progress Martin Luther King Jr. 22nd Annual Benefit banquet.

We walked and held a Standing on the Side Of Love banner in the Martin Luther King, Jr., Parade

We helped staff the Cold Night Shelter in Tarpon Springs.

We participated in the Adopt A Block program in Tarpon Springs.

We participated in the Coastal Sweep in October.

We supported the Pineapple Scruffs in their benefit concert series.

We continued to take an active role in UU Justice Florida and brought several church members to Tallahassee to pitch key issues to our legislators and their staffs.

We invite you to join us in 2019 as we continue to make a difference. We are actively seeking new Committee members. Our meetings are held the 2nd Tuesday of the Month from 10:30 a.m. - 12:30 p.m. in the church offices. Everyone is welcome.

We welcome any and all suggestions for our Sunday Social Justice Forums, held the 3rd Sunday of each month.

- *Cathy Lawson, Chairperson*

Members: Greg Rosasco, Gerald Goen, Irene Prosser, Marti Kardinal, Peter Grace, Pat Aldape, Lyn Dalzell, Carol Chaney, Rev. Bob Murphy, Charly Hoag, Jane Neal, George Scheitinger

UUnique Quilters

This is the beginning of the twelfth year for the quilting program at the Unitarian Universalist Church. Originally, we met to sew quilts for an orphanage in Addis Ababa, Ethiopia, but then expanded our outreach to local and national charities. Our mission has always been to provide handcrafted sewn and knit items to those less fortunate. While most of our fabric is donated, we do sell some of our quilts in order to meet our expenses.

The quilters have now had a full year of using our new long-arm quilting machine, the result of a grant administered by the Tarpon Springs Art Council, and this

professional sewing machine has indeed increased our production of quilts. In past years we have averaged giving away about 200 quilts to homeless families, victims of human trafficking, and others in need. This year we have given away 298 quilts to date. The new machine is housed in what we fondly call our "gallery," Rev. Bob Murphy's former office at Church on the Bayou. Rent for this room is paid for with quilts to be distributed by the social justice volunteers at Church on the Bayou. They received a total of 51 receiving blankets and quilts for children and adults, the number being included in our total quilt donations. We hope to be able to move this long-arm sewing machine to the Unitarian Universalist Church when the construction is completed.

The Unitarian Universalist Church paid our rent at the social hall of the Church on the Bayou for the first two months of 2018. The quilters had to assume that responsibility from that time forward. We had two large sales at the Church on the Bayou this year, which allowed us to meet our expenses for rent, quilt batting and sewing supplies. We have also benefitted from some individual sales to return customers.

We have been gratified by the many donations of fabric from the community so that we can continue our mission. Donors have found us through Google searches, word of mouth, staff from organizations to which we have donated quilts, and our 11 year reputation in the community.

This year we reached out into the community in a new way. The Hispanic Outreach Program in Clearwater asked us to become involved in their summer camp. The theme for these 40 high school students during the 10 week program was learning about other countries. Two of our members described life in Italy and in Japan. Then the students created quilt blocks depicting one of the countries they studied. From their blocks we assembled three quilts, which are now framed and displayed in their community building.

Our membership has essentially stayed the same. Sales events have resulted in attracting new quilters. This year two of our members moved away, and Richard Baker died in July. Richard was a long-time member, and most recently our Treasurer. In his memory, we gave 22 quilts to the nursing home residents at Sunshine Christian Home in Holiday, where he lived in independent housing. Richard's daughter and former wife helped us distribute the quilts.

Besides the donation of 298 quilts, we also gave away 161 knit hats, 15 holiday pillow cases, and another 10 miscellaneous items. Donna McBurney coordinates the sewing and distributing of dresses. This year 403 dresses went to charities in: Cuba, Costa Rica, asylum seekers in San Diego, Plant City migrant farm workers, the Sudan, Puerto Rico, Puerto Rico Connect in FL, guardian ad litem, and the Hispanic Outreach program. Donna has been responsible for giving away 1,021 dresses since she started this project four years ago. The total number of items distributed by the quilters is 887, with another five quilts given to community agencies for their fundraising activities. We are proud that this largest social justice program in our church represents community donations valued at \$40,000.

Two new charities were added to our list: Joshua House in Lutz and Victims of Human Trafficking in Hillsboro County. Ongoing donations go to Pinellas and Pasco County Guardian ad Litem programs, Metropolitan Ministries in Pasco, Homeless Empowerment Program in Clearwater, students at Sunset Elementary School, Tarpon Springs Middle School, and Jupiter Middle School in Jupiter, FL, the Linus Program, Hispanic Outreach Program in Tarpon Springs and Clearwater, Kimberly House in Clearwater, migrant farm workers in Plant City, and the Navajo in Bennet Freeze, Arizona.

We are excited about returning to our church home early next year.

- Kathy Stevens, President, UUnique Quilters

Worship Committee

A year at the Walton Center where Sunday services were a weekly occurrence. Our numbers change monthly reflecting seasonal travel, increases with our winter residents' weather etc. Having been a pattern for years we hope that our return to a beautiful sanctuary will be the invitation we need to grow. We know all the faithful members will be encouraging to all visitors who come through our doors.

Our Minister Rev. Bob is with us 3 out of 4 Sunday's a month. Speakers fill a once a month service and come from our members, guests and UU Ministers close to Tarpon Springs. We are treated weekly to music by our Bonnie Whitehurst and our volunteer chorus made up of our own members and friends during winter months.

Our own Greeters and Barbara Kostreva – Heading Membership – are faithful in welcoming everyone who come to each service. Important also are members who come in early to be available to chat with each person before service. Michael Johnson is at the name tag table to greet everyone who comes to remind new people of our names. He's also been so helpful to keep the activities in order before the service and ready to step up for the Collection Plate.

John and Chris get us set up each week. When we walk in the door at 9:30 there is a large empty room and within half an hour they turn the room into chairs, tables for information needed each week and the hymnals we use. They stay available to make sure we are comfortable with either AC or heat and the tricks of "do we need the fans that are either too hot or too cold" the never agreed on decision. They make sure all the sound equipment works properly for music and microphones for speakers. Everything gets returned by 1:00. John has also helped keep an eye out for security after all the anxiety created by crimes reported in other churches around the country.

Hospitality begins at about 9:30 to be prepared to offer the cup of coffee before the service helping to make it feel like home. Our volunteers who come in to set up for coffee hour give the most pleasant greeting we can offer. Our appreciation goes to Jean and Charley Nelson especially now that they are full time Florida residents.

There are many people who pitch in after the coffee hour to make sure that all our supplies are packed up and closeted away until the next Sunday.

Services have been enriched this year with the addition of Diana Rief designing the Order of Service for each week. She listens to the sermon topic and consults with either the minister or speaker to make sure her cover complements the speaker's theme.

The Worship Committee meets each month to go through details of the actual service. We chat with the minister about the topics which include themes that are of interest in the community. Our dedicated members listen, give input and sign up to be the Sunday Associate for the service. All the details are sent to our Administrative Assistant Rosemary Horn to keep track of the details, put it on a chart and send it out to the Committee members. She also keeps the information we see in the order of service with everything that is included in the service from music to announcements. Her attention to detail keeps us all accurate and completed well in advance to be sent out for printing and delivering to Walton Center.

With the mirrored walls in the community room, a stage we don't need and the empty feeling when we walk in, we have been given the most wonderful gift possible when 2 of our member artists, Karen Strohbeen and Bill Luchsinger, bring us their works of art. It brings everything from whimsy to the beauty of nature. The faces of members are caught in the photos they capture of so many members and friends. We look forward to their inspirational touches as we make plans to grow our Mission Statements that include the arts. People are ready to move us forward into our Tarpon Springs and the arts community future.

We have certainly learned how to be "Church in a box" after 5 years of practice. I have tried to give an overview of the many people who give of their time to make each Sunday a special occasion for all who attend. As we move back to the buildings there will still be much work to be done each week, but it will be lighter. The groups of people who meet and make the service happen are a great group of people who work together 52 weeks a year. A great big **THANK YOU** to all who help and appreciate what it means to have a service brought to everyone who attends.

- Barbara Rosen

Action Items for Approval

- Congregational Meeting Minutes for 2018
- Operating Budget for 2019
- Capital Budget for 2019
- Slate of Board Officers & Committee Members

Congregational Meeting Minutes

January 28, 2018

Minutes:

With 34 members present a quorum was met.

Called to order: 12:00 AM

Item # 1. – Approval of 2017 Congregational Meetings – Motion made and seconded. Approved

Item #2. – 2018 Operating Expense Budget – Motion made and seconded. Approved

Item #3. – 2018 Capital Expense Budget – Motion made seconded. Approved

Item #4. – Slate of Board & Standing Committee Members for 2018

Board of Trustees: Clerk: Linda Mandano-Hernandez with 1-year term remaining, Members at large: Liz Nace starting a 2-year term.

Endowment Committee: Starting 3-year terms: Pat Donohue, John North and Jim Thompson

Finance Committee: Dave Cutler starting 2-year term

Nominating Committee: Anne Rainey starting a 2-year term, Irene Prosser and Greg Rosasco starting 1-year terms

– Motion made and seconded – Approved

New Business: None

Adjournment: 1:00 PM

July 1, 2018

The congregation voted “yes” to accept the Ministerial Agreement as presented by the Board of Trustees and the Minister.

September 9, 2018

At the regular monthly meeting August 14, The Board of Trustees called for a congregational meeting to be held September 9, 2018. The purpose of the meeting is to approve a funding increase for the Capital Rebuilding Project.

Print copies of eleven slides were sent by e-mail or post to the membership. Information packet detailed project current status, various changes including Inness Funds participation, new completion date, Sinkhole & Rebuilding Expense Budget: Approved, Reset, and Changes; hearing loops, landscape status; and payment strategies. The proposed ballot for a Yes/No vote on two issues was in the packet:

1. I approve increasing the Capital funding for the Church Rebuilding Project by \$119,266 to be managed as outlined in the project budget presented on Sep 9, 2018;
2. I approve allocating up to \$12,000 of available cash from the Inness Funds to contribute to Church Rebuilding expenses.

Meeting Notice and information packet dated August 26, 2018 is referenced to include in official records.

President Barbara Rosen called the meeting to order at 11:45am. Chair of the Building Committee Ann Rainey reported reasons for project increases have been the individual labor intensity required to meet city regulations and building codes for the historic building that were not able to be foreseen; as well as serious drainage issues of the property.

Treasurer Kathy Hopkins projected each slide from the information packet and reviewed financial aspects in detail. She reported 60% of the capital campaign goal has been met and 50% of the membership has contributed.

A question concerned borrowing compared to use of the endowment. The Financial Strategy Task Force recommends planning a direct contribution from Endowment in 2019; and to bolster operations income from facility usage and special services. When construction is complete, the building can be evaluated for allowed borrowing and financing could be re-evaluated. Other questions referred to art expenses, current building status and the date when project cost first approved: January 25, 2018.

Thirty-Eight members were present. Quorum met. Both measures passed with overwhelming majority. Thirty-seven ballots collected. The first approval passed with thirty-six Yes votes and one No. The second approval passed with 37 Yes votes.

Submitted by Barbara Kostreva, Clerk
September 10, 2018

October 14, 2018

The congregation voted whether to endorse Amendment 4 granting Florida felons – with the exception of persons convicted of murder or felony sex crimes - the right to vote after completing all the terms of their sentence, on the November 2018 Ballot.

By two-thirds majority the vote passed as “yes” the Unitarian Universalist Church of Tarpon Springs endorses Amendment 4.

2019 Church Operating Budget (Proposed)

for Church Operations & Give the Plate
as of 01/01/2019

INCOME		2019 Budget
Contributions	Congregation Pledges	\$ 65,000
	Plate Collections	\$ 5,000
	Give the Plate	\$ 2,000
Other Income	Facilities Rental (Events)	\$ 150
	Facilities Rental (Apartment)	\$ 1,175
	Fundraisers	\$ 1,000
	Hospitality / Social	\$ 600
	Miscellaneous Donations	\$ 1,000
Transfers from Endowment	Income Authorized for Operations	\$ 75,000
	TOTAL INCOME	\$ 150,925
EXPENSE		
Administrative	Furniture and Equipment	\$ 200
	Office Admin	\$ 150
	Postage	\$ 300
	Supplies & Printing	\$ 2,800
	Total Administrative	\$ 3,450
Committees & Programs		
Communications	Marketing & Web Page	\$ 2,400
	Events Advertising	\$ 600
	Discretionary	\$ 200
Other Committees	Board of Trustees Discretionary	\$ 800
	Caring	\$ 500
Religious Education	Fund Raising Expense	\$ 100
	Green Sanctuary	\$ 100
	Hospitality / Social	\$ 1,500
	Leadership Development	\$ 200
	Membership	\$ 400
	Sanctuary Rededication Ceremonies	\$ 1,500
	Worship	\$ 3,300
	Adult Faith Development	\$ 200
	Child Care Provider	\$ 1,650
	Social Justice	\$ 2,000
Social Justice	Social Justice Projects	\$ 1,400
	UU Justice Florida	\$ 100
	Total Committees & Programs	\$ 16,950
	Denominational Support	\$ 1,162
	UU Annual Program Fund	\$ 1,000
	UU West Central Cluster	\$ 82
	UU Service Committee (UUSC)	\$ 80
	Total Denominational Support	\$ 1,162

Minister Expense	Minister Salary	\$ 43,825
	Minister Housing Allowance	\$ 10,000
	Reimbursable Professional Fees	\$ 3,000
	Retirement Contribution	\$ -
	Total Minister Expenses	\$ 56,825
Miscellaneous Expense		\$ 300
Music	Director of Music	\$ 12,700
	Guest Musicians	\$ 500
	Music Miscellaneous Expense	\$ 1,300
	Total Music Expenses	\$ 14,500
Payroll Expenses	Bookkeeper/CPA	\$ 6,420
	Office Assistant	\$ 7,600
	Payroll Expense (Paychex)	\$ 730
	Payroll Taxes	\$ 1,523
	Workman's Comp Insurance	\$ 1,050
	Total Payroll Expenses	\$ 17,323
Premises	Custodian	\$ 11,440
	Buildings Maintenance/Repairs	\$ 1,000
	Alarm Systems Inspect/Monitor	\$ 1,010
	Insurance - Liability & Property	\$ 7,000
	Landscaping/Gardening	\$ 3,600
	Landscape - Return to Campus	\$ 1,000
	Pest Control	\$ 1,875
	Utilities:	
	Electricity	\$ 4,228
	Telephone & Internet	\$ 3,263
	Water/Sewer	\$ 6,000
	Total Premises Expense	\$ 40,415
	TOTAL EXPENSES	\$ 150,925
NET OPERATING INCOME		\$ (0)

Guiding Principles and Assumptions for 2019 Planning

- Return to building in February
- Fundraising in 2019 will focus more on Capital than Operations
- The congregation accepts Rev. Murphy's voluntary \$10,000 salary reduction
- Hire child care provider starting in March, no formal Children's RE program
- Significantly reduce UUA dues due to extraordinary capital expenses
- Will not use bank loan, therefore flood insurance not required
- Rent upstairs apartment for at least 3 months this year. Year-round in 2020
- Will start events facility rental income in 2019, build in future

2019 Capital & Church Rebuilding Budget (Proposed)

As of 01/03/2019

CAPITAL INCOME	Budget
Sinkhole & Rebuilding Income	
Capital Campaign Income	\$ 70,000
Endowment Income Contribution*	\$ 205,000
TOTAL CAPITAL INCOME	\$ 275,000
CAPITAL EXPENSES	
Sinkhole & Rebuilding Expenses	
AC & Other Construction	\$ 63,900
Capital Campaign Expense	\$ 500
GC Contract	\$ 153,370
Rent, storage & moving expense	\$ 7,800
Total Sinkhole & Rebuilding	\$ 225,570
Loan Payments	
Repay Margin Loan Principal	\$ 35,930
Interest for Margin Loan	\$ 13,500
Total Loan Payments	\$ 49,430
TOTAL CAPITAL EXPENSE	\$ 275,000
NET CAPITAL INCOME	\$ -

Explanations and Assumptions for 2019 Planning

- Margin Loan against Endowment - "borrowing from ourselves" as needed for budget expenses
- No longer plan to leverage a traditional bank mortgage loan
- Will start the year with approximately \$350,000 debt and end the year with about \$250,000 debt
- Return to building in February, Construction expenses paid in first quarter
- Capital Campaign Income includes congregation donations and community appeal
- After completion of construction, will pay down all but \$250,000 debt by the end of 2019
- Endowment principal and margin loan balances reflect contributions to both Capital and Operations
- Endowment contributions income does not include \$60,000 remaining commitment from 2018 budget
- Dividends and interest will be used to pay down the margin loan
- Inness Committee \$7000 contribution was taken in 2018
- Inness Committee \$5000 lighting allotment to be managed separately

Slate of Nominees

for BOARD of TRUSTEES, ENDOWMENT, FINANCE & NOMINATING COMMITTEES
Beginning February 28, 2019

Nominating Committee for 2018: Ann Rainey, Greg Rosasco, Irene Prosser

Candidates in **BOLD** to be voted at Annual Meeting, Jan. 27, 2019.

Other names are returning officers and committee members.

POSITION	OFFICER	TERM REMAINING
Board of Trustees (2-yr terms)		
President	<u>Kathy Hopkins</u>	2 years
Treasurer	<u>George Scheitinger</u>	2 years
Clerk	<u>Patricia Aldape</u>	2 years
At-Large Trustees	<u>Johanna Lyle</u>	2 years
	<u>Diana Reif</u>	2 years
	<u>René Torres</u>	2 years
	Liz Nace	1 year
Endowment (3-yr terms)		
	<u>Udo Reif</u>	3 years
	<u>Don Wilson</u>	3 years
	Pat Donohue	2 years
	Jim Thompson	2 years
	Bonnie Stanaitis	1 year
	Board Representative*	1 year
Finance (2-yr terms)		
	Board Treasurer	1 year
	<u>Ginger Harris</u>	2 years
	<u>Barbara Kotacka</u>	2 years
	<u>Judi Lucarelli</u>	2 years
	Dave Cutler	1 year
Nominating (1 2-yr term & 2 1-yr terms)		
	<u>Barbara Rosen</u>	2 years
	<u>Irene Prosser</u>	1 year
	<u>Greg Rosasco</u>	1 year

* To be appointed by Board of Trustees for a 1 year term.