

Vision Statement of TUUC

Our Vision is to be an intentionally inclusive community engaging with each other and the world in a heartfelt search for truth and meaning.

Mission Statement of TUUC

Our Mission is to deepen our ethical and spiritual lives together as we work for racial, social, and environmental justice.

Covenant Statement of TUUC

As we endeavor to achieve our vision and mission, we do so in a spirit of mutual acceptance, openness and friendship. We make these promises as we carry out our work.

- *To respect one another*
- *To learn from one another*
- *To nurture an environment of direct and positive communication*
- *To appreciate that we can accomplish together what we cannot accomplish alone*
- *To serve the free church tradition*
- *To maintain a strong commitment to community outreach*
- *To build hope through understanding*
- *To practice the principles that transform individual lives and realize beloved community*

Annual Report 2018 - 2019

Towson Unitarian Universalist Church

1710 Dulaney Valley Road

Lutherville, MD 21093

phone: 410-825-6045

email: churchoffice@towsonuuc.org

Office hours: Monday - Friday 10:00 AM - 3:00 PM



Services: 9:30 AM and 11:15 AM
September through May
10:30 AM June through August

website: www.towsonuuc.org

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Gratitude

The Board of Trustees, on behalf of the entire congregation of Towson Unitarian Universalist Church, expresses our deep appreciation and gratitude to our Minister, the Reverend Clare L. Petersberger, our Ministerial Intern, Lora Powell-Haney and to our staff: Kai Aiyetoro, Church Administrator; Mary Kay Baker, Bookkeeper; Joyce Duncan, Credentialed Religious Educator and Director Youth Religious Exploration; Tracy Hall, Music Director; and Nancy Hannah, Administrative Assistant.

We have so many, many volunteers at TUUC! We were unable to thank all volunteers by name in this Annual Report, but we encourage you to view all the names listed on the volunteer scrolls posted in the church on the lower level. The Board of Trustees extends our express gratitude to all the volunteers of the Towson Unitarian Universalist Church! We are a community because of you!





TUUC Board of Trustees

Neil Porter—President

Sue Royer—President-Elect

Monica Sweidel—Treasurer

Angela Castillo-Epps—Secretary

Karyn Marsh—Trustee-at-Large

Art Starr—Trustee-at-Large

John Mattingly—Trustee-at-Large

Luke Williams—Trustee-at-Large

Rev. Clare Petersberger—Ex Officio

*"Our Mission is to deepen our ethical and spiritual lives together
as we work for racial, social, and environmental justice."*

Operations Team/Program Council

Kai Aiyetoro—Church Administrator

Dan Alper—Auction Chair

Jeanette Anders—Inner Life Council

Patty Barry—Communications

Anita Cox—Stewardship

Jane D'Ambrogio—Outreach Council

Nina Della Vecchia—Auction Chair (incoming)

Joyce Duncan—Director of Religious Exploration

Andrew Hager—Sunday Services Council

Tracy Hall—Music Director

Lisa Lubomski—Caring Committee

Marti Mackenzie—ADORE

Larry Magder—Religious Education Council

Michael Magrogan—Adult Religious Exploration

Karyn Marsh—Membership

Rev. Clare Petersberger—Minister

Lora Powell-Haney—Ministerial Intern

Kathy Ramirez—ADORE

Todd Robertson—House & Grounds Council

Sue Royer—President-Elect & Convener

Samantha Saalfeld—Green Sanctuary

Robin Sinn—Chalice Circles

Lorraine Sorbello—Social Action

Monica Sweidel—Stewardship

Donn Teubner-Rhodes—Music

Joe Tumbler—Finance Council

rites of passage 2018-2019

Child Dedications

Harper Wood
Freyalise Munson

Weddings

Larry Smith and Connie Jacobs
Deborah Brewer and Amanda Eveler
(Have met to plan two other
weddings:
Allen Monger and Sarah Liske
Tim Boniface and Liz Mason)

Memorial Services

Patricia Frost
Ed Park
Ruth Schaefer
Anne Lee
William Sciarillo
Kay and Cliff Terry (at Charlestown)

Through a brief ritual, returned to the earth the cremains of Virginia English, David English, and Helen Sperry. The cremains had been in the TUUC attic for close to four decades.

Bridging Worship Service

May 12, 2019 honored graduating high school seniors:
Roxanne MacKinnon, Kyra Mahoney, and Emma Shannon



My annual report this year focuses primarily on new initiatives in the context of our mission. More detailed information about my activities as your Minister may be found in my monthly reports to the Board posted on the TUUC website.

WORSHIP

Our worship has been enriched, for a second year, by resources provided by Soul Matters. In monthly virtual meetings, Unitarian Universalist colleagues brainstorm ideas for worship. Where other faith traditions ask adherents to “believe” certain tenants, our UU faith tradition asks us to practice certain values. The purpose of focusing on particular themes is to facilitate probing these values more deeply. This year we explored “What does it mean to be a people of...”



September: Vision
October: Sanctuary
November: Memory
December: Mystery
January: Possibility

February: Trust
March: Journey
April: Wholeness
May: Curiosity
June: Beauty



SOUL MATTERS SHARING CIRCLE

This spring, 14 people participated in our **first** Soul Matters Sharing Circle. Our Ministerial Intern, Lora Powell Haney, served as a Co-facilitator. During eight meetings, we explored the soul matters themes in greater depth through sharing our experience with suggested spiritual practices; questions; videos; quotes; and deep listening. We are currently exploring continuing these sharing circles in the fall.

TEACHING CONGREGATION

It has been a joy to welcome Lora Powell-Haney as our half time **Ministerial Intern!** We created a learning agreement; organized a Ministerial Internship Committee to meet monthly with Lora; met weekly to discuss topics recommended by Meadville Lombard Theological School; began to articulate a focused ministerial initiative for Lora to minister with millennials in the wider community next year; and evaluated her preaching, caring, teaching, and service to the wider community thus far. TUUC can be proud to be serving as a teaching congregation for the future of the ministry of the Unitarian Universalist Association!

This year, TUUC also served as a **field education** site for Karyn Marsh. One of her "courses" for Starr King School for the Ministry was a project on governance change. This entailed creating the project; meeting monthly to reflect on how it was going; and evaluating the project at the end of the semester. I was honored to serve on Karyn's Portfolio Review Committee.



CARING

Another way we deepen our ethical and spiritual lives is through caring for one another. I have made 122 pastoral visits as of May 10. I'm grateful to our Lay Pastoral Associates as well as to our Caring Committee for their presence and practical support. And I'm grateful to the congregation for all their expressions of care while our Office Assistant, Nancy Hannah, was on medical leave.

We are fortunate to have such a caring and committed staff: Kai Aiyetoro, Church Administrator; Mary Kay Baker, Bookkeeper; Joyce Duncan, Credentialed Director of Religious Exploration; Tracy Hall, Music Director; and Nancy Hannah, Office Assistant.



GOVERNANCE AND MINISTRY

This year, we have been experimenting with a **new** form of **governance** which entails the congregation electing the Board; the Board delegating operational decisions to an Administrative Team comprised of the Church Administrator, Finance Council Head, House and Grounds Council Head, and Minister that meets monthly; and the Administrative Team working closely with a Program Council that meets at least four times a year and creates our church programs together.

An exciting part of this experiment for the four member **A-Team** was making operational decisions in a much more nimble and timely way than our previous structure allowed including making the decision to purchase a power flush toilet for the women's bathroom downstairs while the plumber was in the church office discussing options. The A-Team has presented draft operational policies on Fob Use; Privacy; Social Media; Fundraising; and Green Sanctuary Purchasing to the Board. A revised policy on Building Use and an expanded policy on Safer Congregations are in progress.

Heartfelt thanks to Dr. Neil Porter, President of the Board of Trustees and to the entire Board as well as to Sue Royer, who in addition to serving as President-Elect has also been convening the Program Council, and to the entire Program Council. Thanks, as well to Operations Team members. And finally, thanks to the TUUC Governance Task Force that has continued to work during this experimental year of envisioning future governance at TUUC.



SUNDAY MORNING STRUCTURE TASK FORCE

One of the areas the Board identified for study and discernment is the structure of our Sunday mornings. The Task Force appointed by the Board will have had two meetings by the Congregational Meeting. We are looking at the challenges currently presented by having a worship service at 9:30 a.m., a worship service at 11:15 a.m. with YRE offered at 11:15 a.m., and a parking lot that parks 130 cars. If we are serious about growing the church, we need to explore other scheduling options for our worship, YRE, and Adult RE offerings....or talk about moving from our current location! While there is no "perfect" solution that will meet everyone's needs, we will seek your input and keep you apprised.

“Our Mission is to deepen our ethical and spiritual lives together as we work for racial, social, and environmental justice.”

Here are some of the ways I represented TUUC in the wider community in the past year:

Vespers

Conducted vespers at Blakehurst on the evening of Father's Day 2018.

Many Paths series at Ascension Lutheran Church

Presented our Unitarian Universalist way in religion for this religious education program on August 15. I was questioned about our Black Lives Matter signs. One person said, “We don’t put up ‘Lutheran Lives Matter’ banners” to which a fellow member replied, “Lutherans aren’t getting killed in the streets.” It was a lively dialogue!

Emails to members of the wider community with concerns

Although it's been almost three years since we installed our Black Lives Matter banners, we still receive occasional emails from members of the wider community asking us to remove them.

Assistance Center of Towson Churches

Worked with Linda Lotz, Executive Director of The Assistance Center of Towson Churches to recognize the Shankroffs and their decades of service on behalf of ACTC. We began that Sunday morning with 28 Thanksgiving Baskets committed to ACTC. By the end of the first service, we had 40 baskets committed. And by the end of the second service, we had 60 baskets committed.

Clergy Dialogue through the Islamic, Christian, Jewish Studies Institute

Explored through several sessions, “What the Bible Says About Evil” through the Islamic, Christian, and Jewish Studies Institute. This was an opportunity to get to know local colleagues from different faith traditions.

Morning worship at the Harpers Ferry Ministerial Retreat

Conducted morning worship at the Harpers Ferry Ministerial Retreat for Unitarian

Universalist colleagues in November.

Dedication of the new mosque of the Ahmadiyya Muslim Community

Don and I were honored to represent TUUC at the dinner honoring the dedication of the new mosque.

Luncheon for former Board members of Planned Parenthood of Maryland

Inspired by women who paved the way for reproductive justice when abortion was illegal.

Meeting at Maryland Presbyterian Church — Hate Has No Home Here

Following the vandalism of their banners in support of LGBTQ rights and the Muslim community, Maryland Presbyterian hosted a series of conversations on how to proclaim a message of tolerance. I was part of a breakfast of five people that led to the creation of the Interfaith Coalition of Greater Baltimore.

Earl's Place worship service

Worked with Sheila Malenski and Sheila Helgersen to create a worship service on the theme of journey to lift up the good work of Earl's Place. Two residents of Earl's Place spoke. TUUC raised over \$1,400 for Earl's Place.

Participated in Union Sunday at First Unitarian Universalist Church of Baltimore

Introduced the guest preacher, The Reverend Dr. Fred Wooden, during the celebration marking the 200th anniversary of the sermon delivered there on May 5, 1819 by The Reverend William Ellery Channing which defined Unitarianism for our nation.

Will be attending the Unitarian Universalist Association General Assembly

and representing The Towson Unitarian Universalist Church.

NEIL C. PORTER, BOARD PRESIDENT

As Board President, I would like to use this platform to formally express my gratitude to all the members and friends of TUUC, the volunteers, lay leaders, staff, Rev Clare and especially the dedicated members of the Board! Everyone has worked diligently to move the church forward. Everyone has played a role in strengthening our community.

The TUUC Board reconfigured the goals for the year and has made progress on each of those goals:

1. Implement trial governance model; assess, educate and communicate outcomes to the congregation.

The board has overseen this first trial year of the new governance model involving the newly formed Administrative Team or A-Team, and the newly formed Program Council led by President-Elect Sue Royer.

To educate the leadership of the church the board held a retreat last summer regarding the new governance model.

Members of the Board have been regularly attending meetings of the Governance Task Force (GTF) to help shape governance policies and implement a timeline for changes needed to implement the new governance model.

The Board led two town hall meetings in October on the governance assessment and two in April to provide a progress report and timeline for the evolution to eventual governance model.

2. Cultivate a shared understanding of fiscal responsibility.

The church came together in an amazing way to take part in the annual auction, raising a record-setting amount of funds for the church.

The Board oversaw a successful Stewardship Campaign led by Anita Cox and Monica Sweidel.

The head of the Finance Council, Joe Tumbler is working to simplify reporting of the church's finances.

3. Nurture a culture of gratitude toward staff and congregational leadership.

Members of the board treated members of the staff to dessert on Administrative Professionals Day.

The church hosted a volunteer recognition event (ice cream social) as a sign of appreciation of the many vital volunteers at TUUC.

4. Assess options for Sunday morning worship and programming schedule, with consideration of lifespan religious education.

The Board is actively exploring ways to enhance the Sunday morning experience.

Another major accomplishment consisted of getting a new roof installed, thanks largely to the efforts of Casey Mashburn and the members of the A-team.

Over the next year the board anticipates building membership by bolstering outreach efforts and increasing promotions of events on social medial platforms.

SUE ROYER, PRESIDENT-ELECT/CONVENER OF THE PROGRAM COUNCIL

This church year, following the passage of a resolution at the June 2018 congregational meeting, we embarked on a trial governance approach which created the Program Council. The purpose of the Program Council is to support and advance TUUC's vision and mission by offering programming. The Program Council is a forum for direct communication among the many groups at our church which sponsor programs.

The Program Council has met six times, with an average of twenty people attending each meeting. Eschewing monthly reports from individual councils, we decided instead on a collaborative approach to meetings. We divided into three smaller groups each time to discuss a break-out topic and then report back to the whole council. Recent meetings have also included a spotlight on one area of programming. General announcements about upcoming programs are included. The minutes of our meetings are posted on the church's website.

The Program Council set goals for the year:



- Foster synergy between individual committees; promote at least one program per quarter that is sponsored by or attended by people from more than one committee or group
- Improve communication, promotion, and awareness of programs
- Sponsor one additional all-congregation collaborative fun event (in addition to the auction)

- Promote attendance and active participation in Program Council meetings
- Add Process Observation to Program Council and O-Team meetings

How have we done relative to the goals we set?

By its very nature, the Program Council has fostered synergy between individual committees. Attendance at council meetings has been very good. Committee representatives have been encouraged to not sit with the same people each meeting, and, through the break-out discussions, there have been opportunities to share and learn. A common remark during or after a Program Council meeting has been that a participant learned something new about an area of our church's programming.

An example of a program that was sponsored by or attended by people from more than one committee is the neighborhood dinners held in February and March of 2019. During our idea generating sessions, many Program Council participants expressed a desire for additional fellowship opportunities, particularly small group dinners. The Stewardship Committee wanted to sponsor neighborhood dinners as part of the annual stewardship drive, and



brought this idea to the Program Council. The Program Council offered suggestions, including making some dinners child-friendly, and offering a luncheon option at the church. Several Program Council members offered to host a dinner in their home. In all, 140 people attended a neighborhood dinner and had the opportunity for fellowship while sharing a meal.



We worked to increase awareness and promotion of programs through discussion at Program Council meetings, ensuring that events are promoted in the Threshold, in our Facebook Group, and when appropriate, on our public Facebook page, and with posters in the lobby. By creating Facebook events on our public page for the First Friday film series, which has been co-sponsored by Available Light and A Dialog on Race and Ethnicity (ADORE), we were able to attract people from the wider community to attend several of the screenings and post-film discussions.

The Program Council, in concert with the Membership committee and the Stewardship committee, organized an all-church fun event in May: volunteer appreciation and ice cream social. With input from many, we gathered the names of all the volunteers and our Church Administrator Kai Aiyetoro created scrolls listing the volunteers. The ice cream social provided an opportunity for fun and fellowship for all ages.

The Program Council meetings have been well attended; participants have had the opportunity to interact and get to know each other better. We have added process observation to each meeting; process observation is a tool for ensuring that have broad participation, that we don't interrupt each other, and that we share responsibility for the outcome of the meetings.

The feedback from Program Council participants has been overwhelmingly positive--that the Program Council is a very effective approach for fostering direct communication, that we are operating as a collective instead of just as individual committees, and that we are building and improving relationships that help us further the mission of our church.

“Our Mission is to deepen our ethical and spiritual lives together as we work for racial, social, and environmental justice.”

Auction Committee

Chaired by Dan Alper, the Auction 2018, with the theme "Stir It Up!" took place on November 17, 2018. The Auction Committee worked very hard and effectively to make this a fun and successful fundraiser that advanced fellowship as well as it generated revenue. In addition to the 15-member Auction Committee (including two new members), twenty-four additional volunteers actively participated to make this logistically complex event turn out so well. We raised over \$28,000, 13% greater than the amount budgeted; and stayed well within the \$1,000 expense allotment. Dan Alper who has chaired the Auction Committee for three years is stepping down after this year, but will continue to serve on the Committee. Nina Della Vecchia has graciously agreed to join the Committee and serve as its new Chairperson.



Stewardship Committee



Co-Chaired by Monica Sweidel and Anita Cox, the Stewardship Committee had an excellent year. The theme of this year's fundraising effort was "Stir it Up", Initial pledges were \$299,400, which was below our target. But, a 2 for 1 matching grant challenge produced additional pledges of \$17,600, bringing the total pledged amount to \$317,000. This is a 2.2% increase over last year. Hats off to Monica and Anita for a job well done!

Accounting Committee

The Accounting Committee is reviewing and updating our Internal Controls Checklist to ensure that we are following sound record keeping processes. This work should be completed later this year. It is also reviewing our use of Restricted Net Assets to ensure that we are meeting new accounting and legal requirements for the reporting of these funds. The budgeting process is also being refined for next fiscal year to require that all non-capital spending be recorded on the Profit and Loss statement. This will allow better understanding of whether we are living within our budget and financially how we are doing overall. Finally, we will be transitioning to accrual accounting which will better reflect the TUUC's financial picture.

Special Gifts

There were no special gifts received nor projects supported by the fund this fiscal year. The balance of the Special Gifts fund is almost \$5500.

ENDOWMENT COMMITTEE

PAUL KONKA, CHAIR

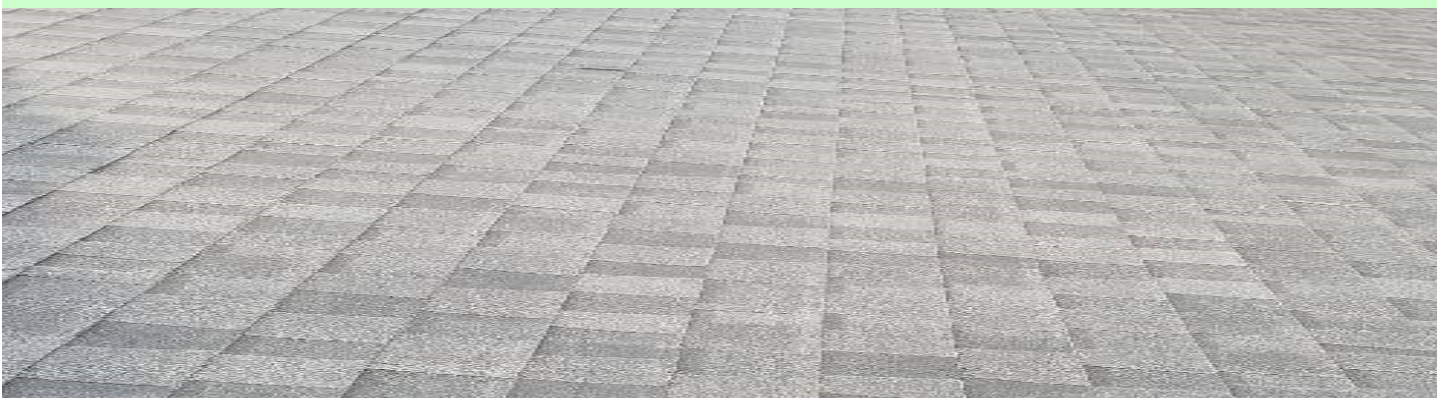
The value of the TUUC Endowment as of March 31, 2019 was \$953,081, which is a 10.8% increase from the value as of December 31, 2018 (\$859,886) and a 2.6% increase from the value as of March 31, 2018 (\$928,879).

Date	3/20/2018	9/30/2018	12/31/2018	3/31/2019
Value of the Endowment	\$928,879	\$995,147	\$859,886	\$953,081

According to our bylaws, 4% of the value of the Endowment shall be transferred to the operating budget of TUUC each year following the end of the calendar year. That 4% equated to \$37,414 for the 2018 – 2019 church year.

In November 2018, with Board of Trustees approval, \$41,570 from the Endowment was loaned to the church to be used as capital expense to replace the roof and clerestory windows. Interest is being paid on the loan. The value of the loan is included in the overall value of the endowment.

The TUUC Endowment is invested in the following: Vanguard 500 Index Fund, Vanguard FTSE Social Fund, Vanguard Total International Fund, Schwab US Small Cap ETF, and Cash. The investments are within the guidelines enacted by the Endowment Committee since its decision many years ago to move from investing in individual stocks to investing in mutual funds or exchange traded funds. While the stock market has more risk than bonds or cash, over the long term (and the endowment is for the longest possible term—forever!) stocks will always outperform bonds.



PERSONNEL COMMITTEE

PAUL KONKA, CHAIR

The Personnel Committee met several times during the church year. The Personnel Committee uses guidelines from the Unitarian Universalist Association to make recommendations for salary and benefits for our church staff. These guidelines take into account the job position, the size of our church, and our geographic index. The Personnel Committee recommended to the Board of Trustees that all staff be paid at 104% of their midpoint as determined by the UUA salary guidelines. In Fiscal Year 2017 – 2018, the Personnel Committee recommended to the Board of Trustees that all staff be paid at 103% of their midpoint. The Board approved and Congregation voted at the 2018 Annual Meeting for pay raises, which brought all but one employee to 103% of their midpoint.

JEANETTE ANDERS, COUNCIL HEAD

Under the Operations Team for TUUC, Inner Life is the umbrella for our church social activities, ranging from movies, discussion groups, and mindful meditation to men's breakfasts, ethnic lunches, and singles potluck feasts to improvisational theater, jam sessions, and book club discussions. We discuss issues of aging in our small group 'Aging Together,' and in all of our small groups, we hope to build and deepen group bonds.

News of Inner Life Council committees is listed in the 'Threshold,' our TUUC weekly publication, bringing current information to newcomers, members, and visitors about activities our church offers to the whole community.

The three Inner Life Council committees most often recognized in our TUUC community at this time are:

MEMBERSHIP COMMITTEE: *

- provides 'ambassador' outreach to the greater Towson community
- greet/welcomes visitors to services
- provides orientation to prospective and new members
- recognizes new members at special services of welcome

HOSPITALITY/FELLOWSHIP COMMITTEE:

- provides a comfortable meeting place for members and newcomers to chat
- prepares and serves refreshments between and after services and special events where people can meet and enjoy the company of others

CARING COMMITTEE:

- identifies members and friends needing special care
- provides assistance and maintains contact with those people
- offers continuing assistance

Other groups work very independently and function to their satisfaction in that way.

* Members may vote at the annual meeting. TUUC has 240 members and 200 friends who support the church financially and who participate in church activities other than by voting. TUUC has had 160 visitors (who have attended services once or more) since July 2018.

GALLERY UNICORN

EMILY TARSELL, DIRECTOR

Goals for Gallery Unicorn for the past year were to continue with the following: 1) increase diversity in the work exhibited, 2) increase community awareness and involvement with the Gallery, 3) increase the interface between the exhibitions and church programs and 4) increase the Gallery's financial reserves. 5) In addition, this writer took initiatives to find a replacement since I am resigning as Director of Gallery Unicorn as of July 1, 2019. Significant progress has been made with all of these goals, the highlights are provided below:

Increased diversity – In addition to the usual group and solo exhibitions, Gallery Unicorn has exhibited work from community groups by hosting exhibitions of work from the Towson Arts Collaboration and the Baltimore County Arts Guild as well as hosting our Annual Juried Exhibition and our Annual Members.

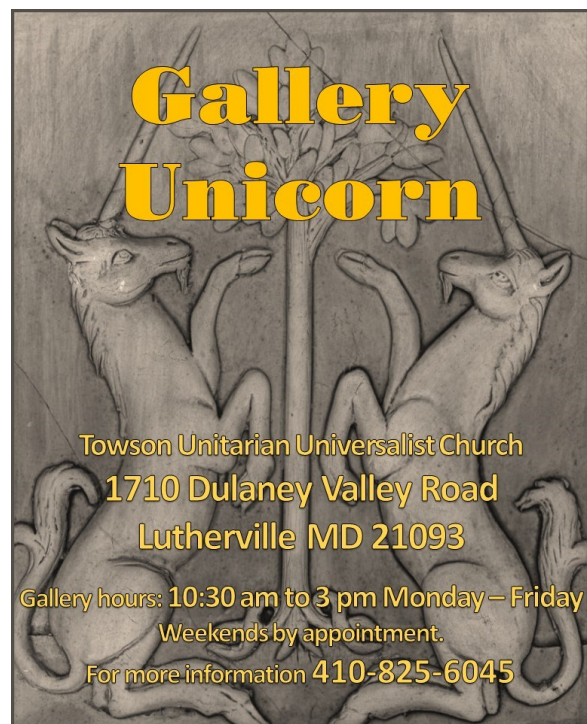
Increased community awareness – We increased awareness through expanded email lists, networking with community arts organizations such as the Towson Arts Collective, the Creative Alliance, the Baltimore County Arts Guild, and increased use of Facebook.



To further connections with the community, this writer wrote a proposal to host an exhibition of art as a partner along with 22 other Baltimore County organizations to participate in a six-week program on the theme, *Water/Ways*. As part of the Museum on Main Street initiatives sponsored by the Smithsonian Institution, proposals regarding programming related to water as an environmental necessity, important cultural elements and source for creative exploration and inspiration were reviewed. Gallery Unicorn will host an opening for the *Water/Ways* Art Exhibition on June 2, 2018. The partnership presents a great opportunity to increase public awareness of Gallery Unicorn.

Increased interface with the church programs. A UU values-based juried show on the theme of "Vision" was presented in September of 2018.

Replacement for Director role. Lisa Lubomski volunteered to take on the role of Gallery Director in July 2019 and this writer agreed to stay on for another year as Lisa became more familiar with what the role involved. Ellie Hughes also volunteered to assist Lisa. Ellie will be a great asset as well since she is currently the Director of Programming at the Walters Art Gallery.



GALLERY UNICORN

SAMANTHA SAALFIELD, CHAIR

In our tenth full year as an accredited Green Sanctuary, the committee continued to focus on opportunities for environmental education and advocacy, responsible stewardship of the TUUC grounds, and continued cultivation of our environmental justice partnership in Baltimore City. To facilitate community awareness of renewable energy, in the context of the Maryland Legislative Session, we hosted a successful screening of the documentary *Reinventing Power: America's Renewable Energy Boom*, attended by members of the TUUC and larger communities. Dr. Alfred Bartlett, of the Chesapeake Physicians for Social Responsibility and the Maryland Sierra Club, led an informative discussion following the film, and representatives from Sierra Club and Solar United Neighbors offered additional opportunities for engagement. Green Sanctuary Committee members also continued our work to maintain the native trees, rain garden, and bayscape garden planted on the TUUC grounds in 2015, through organization of and participation in work parties, including a planting day to revitalize the gardens in April. The Earth Day 2018 service featured a return visit by Dr. Alfred Bartlett, who gave an inspiring and thought-provoking sermon about reimagining humans' relationship with the Earth.



Since 2016, the Green Sanctuary Committee and other volunteers from the TUUC community have been engaged in a partnership with Amazing Grace Lutheran Church in East Baltimore, focusing on food justice/urban gardening through maintenance of their urban greenspace and vegetable gardens. We are looking forward to continuing our work alongside Amazing Grace's gardening intern this summer and further building relationships with members of the Amazing Grace community. Toward this latter goal, we are organizing a social event on June 2, to introduce more members of the TUUC community to Amazing Grace.

Green Sanctuary Committee also continued to provide Equal Exchange organic fair-trade coffee, tea, chocolate, and nuts for sale to the TUUC community. The proceeds from our monthly fair-trade sales fully fund the fair-trade organic coffee served during every Sunday's coffee hour, which GSC prepares and serves as part of Sunday Hospitality once a month. A portion of the purchase price also goes to the good works of UUSC, through the UUSC Coffee Project and the Equal Exchange Interfaith Program. For the second year in a row, in 2018, TUUC was among the top 5% of 6,000 faith congregations in the country that order from Equal Exchange.

LORRAINE SORBELLO, CHAIR

Social Action Committee activities this year have worked towards deepening our ethical and spiritual lives together, as we work for racial, social, and environmental justice.

The ADORE group, or A Dialogue on Race and Ethnicity, promotes education, understanding and interaction on racial issues through open discussions, books on black life and white privilege, field trips, and visits with other congregations. We also held Racial Justice Sunday Services, involving the entire congregation.

Earl's Place, a project of United Ministries, provides up to two years of transitional housing and supportive services for 17 homeless men committed to changing their lives. Throughout the year, TUUC contributed items such as toiletries, paper goods, cleaning supplies, clothing, and donations of volunteer time and money. TUUC members visited, shared dinners, had singalongs, and provided gifts and stockings at Christmas.

By conducting such things as tutoring sessions for black youth in the inner city, Mentoring Male Teens in the Hood volunteers formed constructive relationships with boys who might, otherwise, never have any interaction with non-police white people. Likewise, TUUC members might not have any contact with inner city youth otherwise.

Out for Justice representatives have made TUUC members aware of important State Legislation which aims to correct unfair treatment of prison populations, which are disproportionately minorities. The congregation is encouraged to contact their State legislators to support such legislation.

Through donations of food and monetary assistance to the Assistance Center for Towson Churches and Our Daily Bread, we have worked to lessen the problem of societal income inequality for area homeless and food deprived.

The Employee Ownership Coalition and Environmental Solutions Initiative informed the TUUC congregation of State Legislation to raise the Minimum Wage and to promote Employee Ownership of local companies. In that way, TUUC members could contact their legislators to support such legislation.

Unitarian Universalists for Social Justice (UUSJ) mobilize and amplify the voice of Unitarian Universalists. Once a month, UU volunteers in their Advocacy Corps visit Capitol Hill to deliver letters to their Congressmen from UU Congregations across the country.

On Unitarian Universalist Service Committee (UUSC) Sunday, TUUC is reminded of the work which that organization does to promote human rights, all over the world. Congregants renew and initiate memberships to support the work of the UUSC.



ANDREW HAGER, COUNCIL HEAD

During the 2018 - 2019 church year, TUUC used Soul Matters Sharing Circle's theme-based ministry program as noted in the Minister's section of this report. This is not only a terrific resource for Rev. Clare Petersberger and music director Tracy Hall, but also for the Lay Worship Associates who fill in when Rev. Clare is not in the pulpit.

Last summer, the Lay Worship Associates focused on the theme of Creating Connections. Sean Mackey, Karyn Marsh, Dominique Hall, Kat Moseng, Tim Boniface, and Andrew Hager led services, as did the Social Action Committee.

After Rev. Clare's return in late August, the Lay Worship Associate continued to assist other groups in presenting services on a monthly basis. Stewardship, Social Action, YRUU, Green Sanctuary, and music each led services. Ministerial intern Lora Powell-Haney also led Sunday services several times.

The theme for Summer 2019 is Circles. Lay Worship Associates are working with music director Tracy Hall and Religious Exploration Director Joyce Duncan to ensure a series of engaging services with programming for adults and children alike.

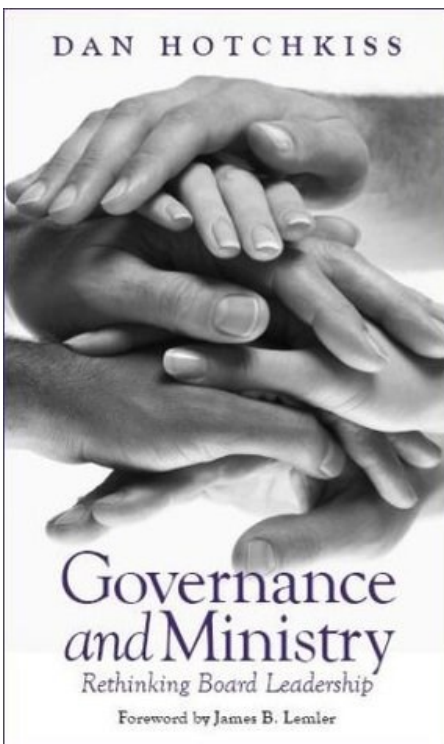
In March of 2019, Lora Powell-Haney led a three-part sermon writing workshop. The goal was to help attendees develop their own spiritual practice and, in so doing, create a sermon on a theme of their choice. Around half a dozen people attended, ranging in age from ten years old to... well, considerably more than ten.

Given the ongoing use of Soul Matters Sharing Circle, the strong Lay Worship Associate team, our returning ministerial intern, and the sermon writing workshop, Sunday Services should continue to flourish for the foreseeable future.



JASON BRASPENNICKX, CHAIR

The primary role of the Governance Task Force for the 2018 - 2019 church year was to serve as a resource to the Board of Trustees, the Administrative Team, and the Program Council during the trial year of the new governance model approved by the TUUC congregation in June of 2018. The committee met monthly with the President and President-Elect, to provide guidance to the Board as to the implementation of the governing model, and to review the goals of the different elements of the governing structure, including the Board of Trustees, Administrative Team, and Program Council. The Governance Task Force drafted and submitted policies in the areas of Governing, Guidance and Limitations, Delegation, and Board Oversight after the Congregational Meeting last June.



This was completed after a consultation process with David Pyle of the Central East Region of the UUA and the Board of Trustees. The Board suggested a structure that clearly defines policy making guidelines at TUUC. In addition, the roles of the Board of Trustees, Administrative Team, Program Council, will be clearly defined. Over the next year, the Board will finalize the policies for approval. The Board will nominate a Bylaws Committee that will revise bylaws for congregational approval in October to remove the Operations Team from the governance of TUUC. The Board will present additional bylaws changes in advance of the June 2020 annual congregational meeting; those needed to make the new governing model permanent.

The Board worked extensively to focus on fulfilling the mission and vision of TUUC while delegating the drafting of day-to-day Operational Policies to the Administrative Team, and development of programs to the Program Council. Two Town Hall meetings were held on April 24 and April 28, where members of TUUC were invited to hear how the new governing model was progressing, and to hear how the governing model was supporting the mission and vision of TUUC.

No structure guarantees success or promises a life free of problems.

"T.S. Eliot warned against "dreaming of systems so perfect that no one will need to be good." Luckily congregations are full of people who are good already. The work of governance change can be simply a matter of enabling the congregation to be as good as they are.

— Dan Hotchkiss

TRACY HALL, MUSIC DIRECTOR

Towson Unitarian Universalist Church continues to enjoy an active music program, which provides music for weekly worship and special events.

As in previous years, congregational and guest musicians assisted the Lay Worship Associates who led the summer services. Various musicians in the congregation and some guests—vocalists, instrumentalists, and ensembles—also continue to enliven worship throughout the year. Special thanks for frequent music provided by Deborah “Spice” Kleinmann, Tony Bonta, and the band Once Around the Horn.

A new formation with the platform system allowed the choir more spacious seating and a better acoustical configuration for worship this year. Most Sundays the choir numbered around 25 people, which is an increase over last year!

On November 25th, we tried something new: an All-Community Choir. Anyone who was interested could come to rehearse on Sunday morning and then sing during the service. A few regular choir members boosted this special group, but more than half (about 20 people) of those who sang were not regular choir members. We’ll do that again on May 26.

On March 24, the TUUC Choir was joined by guest orchestral players to present selections from the *Requiem* by Karl Jenkins. The unusual orchestration included strings, percussion, horns, and a shakuhachi flute (Japanese flute). A video presentation created by Montana Monardes, at the request and guidance of Music Director Tracy Hall, enhanced the dynamic music. Cecelia Peterson and Judi Clague were vocal soloists.



TUUC Choir members also attended a fun singing workshop with Dr. Glen Thomas Rideout at the Rockville UU church in October, and participated in the joint choir at First Unitarian for Union Sunday in honor of the 200th anniversary of the “Baltimore Channing Sermon” in May 2019.

Highlights anticipated for the 2019-20 year include a concert in the fall, and a musical theater production in the spring. Music Director Tracy Hall also plans to organize a meeting to explore the possibilities for a new generation of a multi-genre concert series at TUUC.

JOHN BARRY & PATRICK MAHONEY, CO-CHAIRS

During the 2018 - 2019 church year, the Committee on Ministries (COM) worked with Reverend Clare Petersberger, and others within TUUC, to support the mission of our church in the following manner:

- Discussed and evaluated the new church governance model
- Reviewed the goals of the Board, A-Team, and Program Council
- Discussed in depth the goals and challenges facing the Sunday Morning Task Force. Focused discussion on ***Schedule of Worship (one or two services), Parking Limitations, Increase Church Membership, Lifespan Religious Exploration***
- Reviewed UUA salary guidelines and recommended the minister's compensation package for 2019 - 2020
- Met monthly with Rev. Petersberger to review her monthly report to the Board

Provided input on the purpose and scope of COM for a Policies and Procedures Manual review by the Governance Task Force



THE SEVEN PRINCIPLES OF UNITARIAN UNIVERSALISM

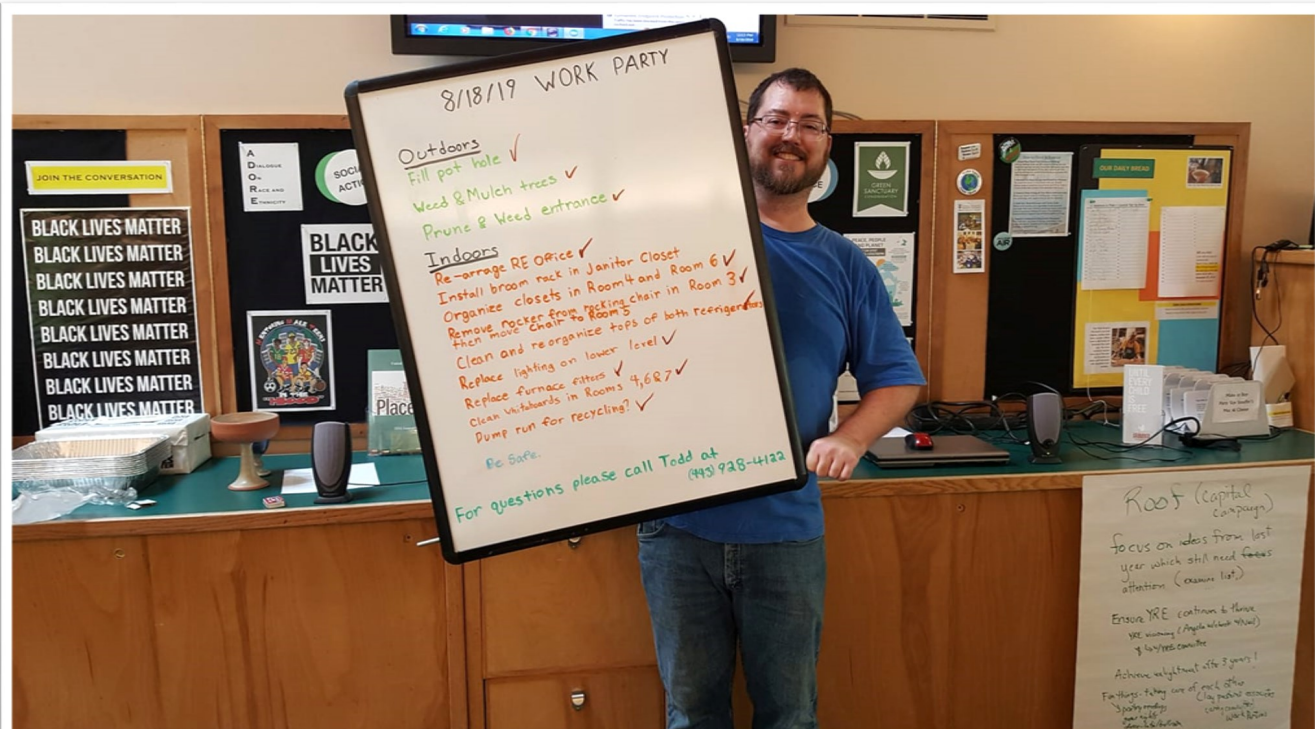
1. Honor the inherent worth and dignity of every person.
2. Practice justice, equity, and compassion in human relations.
3. Accept one another and encourage spiritual growth.
4. Support the freedom to search for what is true and right in life.
5. Ensure all have a vote about matters that concern them.
6. Work for a peaceful, fair and free world.
7. Care for planet Earth, the home we share with all living things.



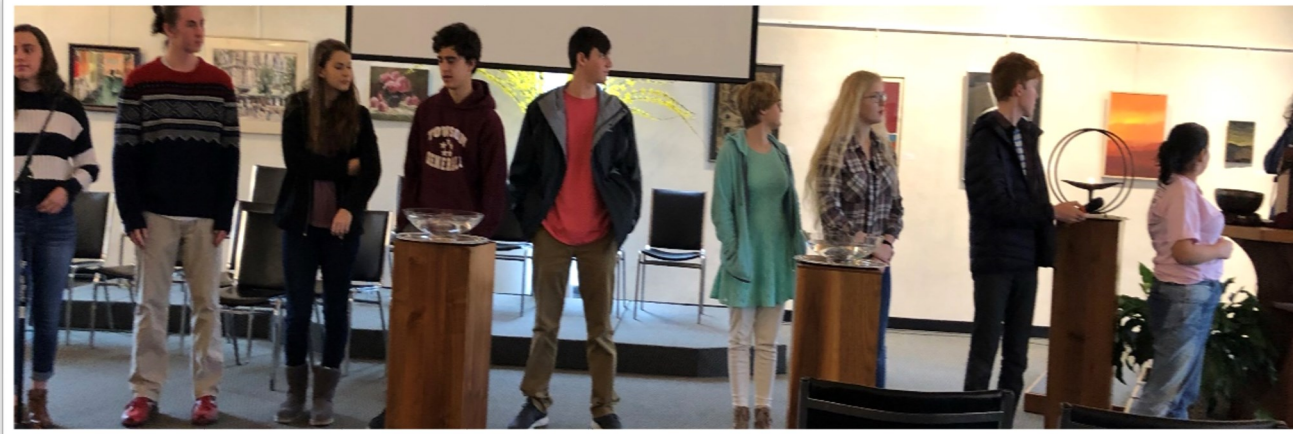
TODD ROBERTSON, COUNCIL HEAD

The Building and Grounds of TUUC has had several successes this year. Our new security system went live this year. We now have an upgraded security alarm system, security cameras to deter and catch vandalism, and a more flexible and responsive access control system. We were also able to have a new roof installed. Considering the age (~30 years) and leakiness of the old roof and the intense rains of the last few months, the timing was just perfect. We have installed a new, high flush toilet in the women's bathroom to rectify chronic problems in that area.

We continued to hold building and grounds work parties on the third Saturday of the month throughout the year with a significant number of new volunteers. The native trees planted by both the congregation and Baltimore County continue to survive at a 90%+ rate and thrive. However, 2018 was the rainiest year on record in Maryland. The groundwater saturation and periods of high winds caused us to lose an additional ~5 trees throughout our property incurring significant expenses for clean up and safety for a second year.



JOYCE DUNCAN, CREDENTIALLED RELIGIOUS EDUCATOR



The Youth Religious Exploration Ministry continued our focus on both deepening learning about Unitarian Universalist faith and outside engagement.



Our teens bonded as a group and explored their own abilities in a high ropes course overnight at Genesee Valley Camp in the Fall. They impressed the congregation with their musical talent and heartfelt thoughts on the theme of trust during their worship service in February. They prepared for the service trip to Big Creek People in Action, WV, by using UUA resources that featured videos sparking discussions about the intersection of power, poverty,

and oppressive systems, and holding two fundraisers.

The 6th - 8th grade class this year learned about social and environmental injustice by using the metaphor of the wizarding world using the new curriculum Harry and UU. The group learned about seven different horcruxes and fought them by doing hands-on service projects, including a book drive, making fleece scarves for teens experiencing homelessness, donating to the Make-A-wish foundation, and supporting the ASPCA through making dog toys and biscuits. They also learned about environmental issues and used that knowledge on YRE Sunday by talking to the workshop participants about the importance of native plants in supporting wildlife and then planting these in our playground.





RELIGIOUS EXPLORATION

Our 3rd - 5th grades took a trip around the world using the curriculum Passport to World Religions. They spent Sundays learning about the culture and religious faith of different countries, and expanding their religious literacy of the faiths of Islam, Inuit culture, Buddhism, Hinduism, Christianity, Judaism, and Unitarian Universalism.



This class joined with the 1st - 2nd graders to stuff stockings for the men at Earl's Place and Prospect Place. The 1st - 2nd graders had a busy year learning about many gifts of religious community using the curriculum Wonderful Welcome, and then learning about their bodies and families in the Our Whole Lives sexuality education program for Kindergarten through 2nd grade.

Our youngest class, PreK - Kindergarten, used the curriculum Chalice Children to learn about church community and the symbols of our faith through free play, song, stories, and activities, and especially art.



All classes participated in our December church service on Cosmos, Creation, and Community, presenting songs or skits connected to what they had been learning.

All TUUC families were invited to join us for our Fall family potluck and bonfire, which featured s'mores and singing, where we were joined by young adults who had graduated from our program and others who are part of our campus ministry program at Goucher College. All classes also gathered to alleviate hunger in Baltimore by preparing tins of lasagna for Our Daily Bread. We also enjoyed the fellowship of an egg hunt and time together during Easter Sunday.



TUUC IN ACTION AS A COMMUNITY



BLACK

LIVES

MATTER

YRUU LUNCH FUNDRAISER

MENTORING MALE TEENS IN THE HOOD

NEIGHBORHOOD DINNER

HERB & SUE SHANKROFF—ACTC RECOGNITION

ADORE FIELD TRIP AT IDA B'S

Gina Pierleoni Untitled Flag

Reception: March 17th, 1:30-4pm Gallery Talk: 2:30pm Exhibit runs through May 12th.



Gallery Unicorn is located within Towson Unitarian Universalist Church.
1710 Dulany Valley Road Lutherville, MD 21093
weekdays 10am-3pm weekends by appointment 410.825.6045



ADMINISTRATIVE APPRECIATION DAY



ICE CREAM SOCIAL 2019

ICE CREAM SOCIAL 2019



YRUU FUNDRAISER LUNCHEON



MENTORING MALE TEENS IN THE HOOD



ICE CREAM SOCIAL 2019



ICE CREAM SOCIAL 2019



YRUU SERVICE