

TUUC ANNUAL REPORT

Fiscal Year 2019-2020



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VISION AND MISSION STATEMENTS

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Vision 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

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We promise to **T**rust, to welcome each other, to be courteous, patient and warm, to give and gain the benefit of the doubt.

We promise to **R**esolve, to be clear and direct in communication, to be willing to negotiate, to seek mutual resolution to conflict, to share responsibility.

We promise to **U**nderstand, to affirm and celebrate the value added by our diversity, to express opinions while remaining emotionally centered, to listen thoughtfully and judge slowly, to contemplate change, to strive for mutual understanding.

We promise to **E**ngage, to build acquaintance, teamwork, and friendship, to accept a share of the work, to bring a smile, share a laugh, spread some joy, to be grateful.

TUUC BOARD OF TRUSTEES

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Neil Porter—President

Sue Royer—President-Elect

Angela Castillo-Epps—Secretary

Wendell Finner—Treasurer

John Mattingly—Trustee-at-Large

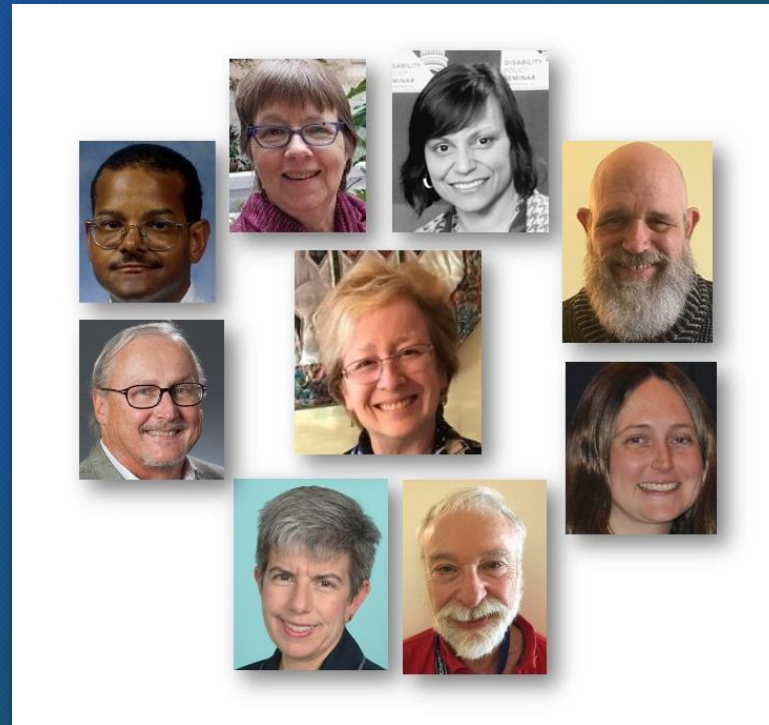
Karyn Marsh—Trustee-at-Large

Art Starr—Trustee-at-Large

Samantha Saalfield—Trustee-at-Large

Rev. Clare Petersberger—Ex Officio

Lora Powell-Haney—Ministerial Intern



FROM YOUR MINISTER

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The Reverend Clare L. Petersberger

rites of passage 2019-2020

7

Child Dedications

Parker Elizabeth Sickler

Jameson Christopher O'Neil

Memorials

Rani Canosa

Allyson Michael

Susan Seim

John Venables

Barbara Sterne

Dawn Murr

Bill Senge

Linda Graham

Being planned

prior to COVID-19:

Ken Kirchhofer

Jill Sliney

Still to be planned

Cynthia Saalfield

Weddings

Greg Ham and Beth Alder

Liz Mason and Tim Boniface

(Began planning May wedding for Nicole Hebert and Clay Condol which was rescheduled due to COVID)



DIAMOND JUBILEE 2020

TUUC celebrated its Diamond Jubilee on January 12, 2020 with moving reminiscences *“It’s The People”* by Nancy Hannah.



REV. CLARE'S 20TH ANNIVERSARY

9

Thank you for the wonderful
and loving April 26th
celebration of my 20th
anniversary serving as your
Minister!



YOUTH MILESTONES

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Bridging worship service on
May 3 honoring graduating
high school seniors
Audrey Azzam and Beth Moseng



AUDREY AZZAM



BETH MOSENG

MINISTER'S ANNUAL REPORT

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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

A primary way we do this is through worship. Our worship has been enriched, for a third year, by resources provided by Soul Matters. 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.

It was awesome to worship as a community of all ages with the Solstice Badger pageant in December which included dancing by our youngest students, singing by our Choir, an instrumental orchestra of our students, and narration by our Youth Group!



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This year we explored
“What does it mean to be a people of...”

September: Expectation

October: Belonging

November: Attention

December: Awe

January: Integrity

February: Resilience

March: Wisdom

April: Liberation

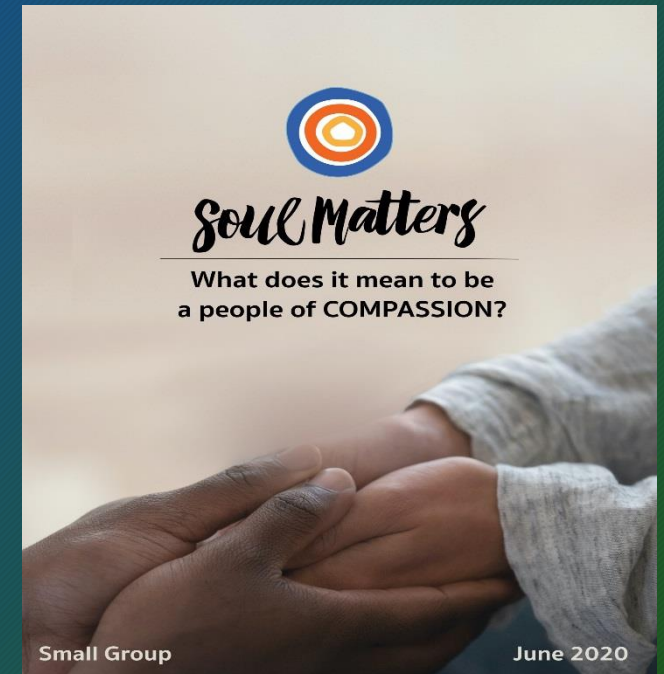
May: Thresholds

June: Compassion

SOUL MATTERS SHARING CIRCLE

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This year, Art Starr and I co-facilitated a Soul Matters Sharing Circle that met twice a month. We explored the soul matters themes in greater depth through sharing our experience with suggested spiritual practices; questions; videos; quotes; and deep listening. In our COVID world there is a greater need for such sharing in virtual space.



TEACHING CONGREGATION



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It has been a joy to work with Lora Powell-Haney as our half time MINISTERIAL INTERN! Lora's focused initiative was on reaching out to those seeking earth-based spiritual practices. Lora led us in worship, provided pastoral care, served as a member of the A-Team, Program Council, and Board, has been working to get out the vote. Lora told us "We can do this hard thing!" when we went virtual and facilitated and initiated programming. Lora graduated from Meadville Lombard Theological School on May 17th. Lora's internship with us ends on May 31. Lora will be preparing to see the Unitarian Universalist Association's Ministerial Fellowship Committee in October.



CONGRATULATIONS!

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This year, after a decade as an active leader of TUUC, and three years in seminary, Karyn Marsh graduated from Starr King School for the Ministry. In July, Karyn will be heading off to do her Ministerial Internship at All Souls Unitarian Universalist Church in Tulsa, Oklahoma (a congregation of about 2,500 members.)

TUUC can be proud to have served as a teaching congregation and to have shaped the future of the ministry of the Unitarian Universalist Association. We will be celebrating them through a drive-by party at TUUC from 5 p.m.-6 p.m. on June 6. We will miss Lora and Karyn; wish them only the best; and look forward to learning how they are transforming lives and faith communities with their ministries!



CARING

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Another way we deepen our ethical and spiritual lives is through caring for one another. I have made 114 pastoral visits or calls as I write. I'm grateful to our Lay Pastoral Associates: Mimi Marks, Mary Beth Brizzolara, and Nancy Mears as well as to our Caring Committee: Lisa Lubomski, Spice Kleinmann, and Michael Magrogan for their presence and practical support.

I'm grateful that when we moved to virtual space, Carol Horst contacted me to learn how we might reach out to keep in touch with chronologically gifted members. I worked with Carol to establish a Phone Pals program. Within 72 hours, 31 people had volunteered to be a Phone Pal. Although not that many people requested to speak with a Phone Pal on a regular basis, a second round of calls confirmed that some individuals do appreciate at least a monthly call.

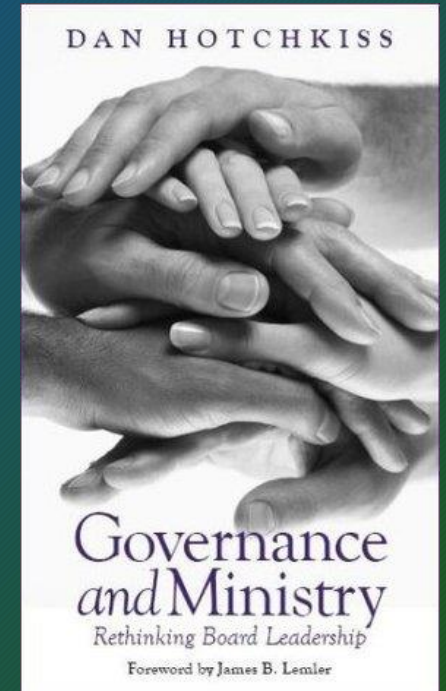


GOVERNANCE - ADMINISTRATIVE TEAM

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This year, we have been implementing 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 Head, House and Grounds Head, and Minister that met monthly until mid-March and has been weekly since going into virtual space; and the Administrative Team working closely with a Program Council that meets to plan church programs together.

The A-Team completed the project to order new chairs for the Meeting Room; has presented to the Board operational policies on Fob Use; Privacy; Social Media; Fundraising; and Green Sanctuary Purchasing; When COVID arrived, we were in the midst of updating the Safer Congregations policies and had met with the Fire Department and planned an active shooter training in May for the leadership.



THANK YOU!

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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 Chairing the Program Council, and to the entire Program Council.

In terms of Personnel, this year said goodbye to Mary Kay Baker and welcomed Raly Baltchev as Bookkeeper. We hired our first paid teacher, Zinnia Epps, who grew up in TUUC. We accepted with gratitude and sadness, Nancy Hannah's resignation as our Administrative Assistant. Nancy served us well and faithfully for 14 years in this role. Moving forward, we have begun preliminary conversations about hiring a part time Social Media Assistant to create engaging content for TUUC's media presence, and seeking out new social media avenues and ways of connecting with audiences.



TUUC Staff: Kai Aiyetoro, Church Administrator; Rev. Clare Petersberger, Minister; Raly Baltchev, Bookkeeper; Lora Powell-Haney, Ministerial Intern; Nancy Hannah, Administrative Assistant (now retired); Joyce Duncan, Credentialed Director of Religious Exploration; and Tracy Hall, Music Director (not in photo).

MINISTER'S PROFESSIONAL DEVELOPMENT

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I attended the Unitarian Universalist Association's General Assembly in Spokane and brought back ideas for worship, membership, and institutional change for a more diverse religious community.

I participated in the Anam Cara Clergy Group (local) that meets monthly for spiritual deepening.

I delivered the invocation at the Democratic Central Committee dinner on October 17th. I was told that the theme was unity and honoring women leaders. Upon learning of the death of Congressman Elijah Cummings that morning, I revised my invocation!

I participated in Planned Parenthood of Maryland Leadership calls which shaped a worship service in January on access to reproductive health care.

I met monthly with the Chesapeake Unitarian Universalist Ministers Association and will be attending the Unitarian Universalist Association General Assembly in June.

MINISTRY SINCE COVID

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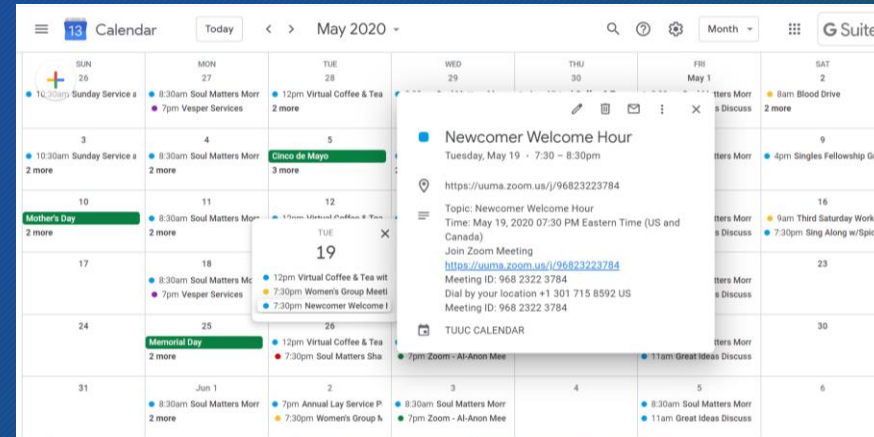
On March 11 the A-Team voted to close TUUC due to COVID. We held TUUC's first virtual worship service at 10:30 on March 15. Lora Powell-Haney had expressed her faith at the Program Council meeting on March 11: "We can do this hard thing." And we did. Heartfelt thanks to Kat Palmore and Matt Smith for immediately volunteering to do tech along with Sue Royer, Marilyn Maze, Andy Peterson, and Neil Porter. The need for a strong tech team became particularly clear on April 19th when TUUC was Zoom bombed. We have put additional security measures into place and expanded the tech team to include Steve Finner, Walter Burnett, Patty Barry, and Mike Tierney.

March 12, I participated in a "how to do on-line worship" webinar sponsored by The Church of The Larger Fellowship. On March 25, I participated in an "Enriching Virtual Worship" webinar with The Rev. Erika Hewitt and Dr. Marcia McFee. I also participated in two webinars pertaining to grieving at a distance.

I adapted a Needs/Gifts Assessment form from a colleague which our Church Administrator posted on the website.

As a result of responses received, TUUC had Soul Matters Meditation moments led by Lora on Monday, Wednesday, and Friday mornings, vespers, led by Karyn Marsh and Tracy Hall, on Monday evenings; Coffee with the Minister on Tuesday and Thursday; a bedtime story on Tuesday evenings; a Great Ideas Discussion Group; and a weekly Family Gathering by Joyce.

Existing programs have continued on-line: Evening Book Group, Men's Group, Women's Group, Soul Matters Sharing Circle, Improv, Choir, Social Action Committee, Green Sanctuary Committee and Single's Group. Interest has been expressed in a poetry group...so please let me know if you would like to host any virtual programs.



As I shared earlier, the needs assessment also asked whether regular check-ins by phone or on-line would be appreciated and Carol Horst worked with me, and other Lay Pastoral Associates (Mimi Marks, Nancy Mears, and Mary Beth Brizzolara) to initiate a Phone Pals program.

I am grateful to the Board for voting to apply for the Payroll Protection Plan. Thanks to the hard work of our Church Administrator, Bookkeeper, and President-elect, TUUC received a loan for \$59,300. We believe that all but about \$3,000 will be forgiven with one percent interest.

While no one can predict the future course of COVID, we do know our commitment to protecting our most vulnerable members. As the Reverend Dr. Debra Haffner writes, “NOTHING WE DO INSIDE OUR CHURCH WALLS IS WORTH DYING FOR.” TUUC is preparing for worship to remain in virtual space through the summer.



U.S. Small Business
Administration

**PAYCHECK
PROTECTION
PROGRAM**

I LEAVE YOU WITH THESE WORDS ADAPTED FROM THE REVEREND GRETCHEN HALEY:

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“Here in this far apart space
that is also close in,
so much remains uncertain
with each passing breath
the ground is shifting,
all we can say for sure
is that we are caught
in this tangled blessing of life
of grief and gratitude, together -
like always, except more -
...ready for whatever comes next....”



THE COMMITTEE ON MINISTRIES AND SUNDAY MORNING STRUCTURE TASK FORCE

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In 2018, the TUUC Board identified the structure of Sunday morning services and religious exploration as an area needing study and discernment. The Board appointed a task force to design a collaborative process that would survey TUUC members for their opinions and ideas in order to identify potential solutions to various challenges. The task force included the members of the Committee on Ministries, many of whom have expertise in such processes. The following individuals served on the task force: Walter Burnett, Angela Castillo-Epps, Joyce Duncan, Karen Fireman, Lou Gieszl, Andrew Hager, Tracy Hall, Lora Powell-Haney, Ellie Hughes, Karyn Marsh, Rev. Clare Petersberger, Sue Proctor, Janet Schollenberger, and Art Starr.

The task force organized and moderated eight congregational conversations, or focus groups, held during January and February 2020. Participants were asked a series of questions designed to elicit feedback about the format and content of current Sunday morning activities:

- What determines which worship service you attend?
- For you, what are the most important aspects of Sunday morning at TUUC?
- If you could design a worship service from scratch for TUUC, what elements would it contain?

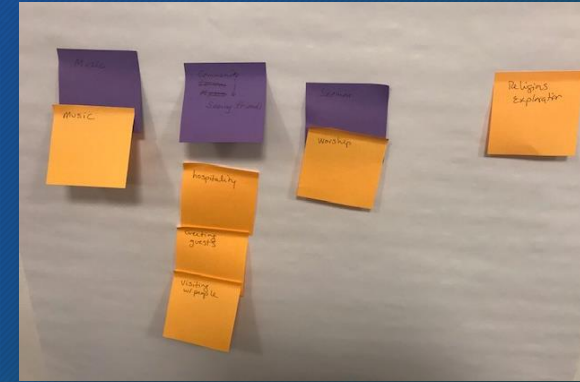
- In what ways does our current Sunday morning format support your feeling of community?
- In what ways does our current Sunday morning format not support your feeling of community?
- What else would you like to add to our conversation?

More than fifty people—representing more than 20% of our active members and friends—participated in these spirited and engaged sessions, sharing experiences and preferences, identifying problems, and brainstorming ideas.

The original intent was to use the information gathered to develop a survey that would gather the opinions and desires of the full congregation, the results of which would be delivered to the Board in May 2020. However, with the shift to virtual services with the COVID-19 pandemic, the goals of the task force are also changing. Even when the TUUC congregation is eventually able to reconvene physically, we will continue to incorporate virtual activities into our worship and exploration. The task force will continue its activities, shifting its focus to the structure and content of our virtual activities in order to gather feedback from the congregation. A full report will be made to the congregation once the data on virtual services has been gathered, and the eventual congregational survey will address both physical and virtual Sunday morning structure and content.

Thank you to all who have participated so far!

---The TUUC Committee on Ministries



BOARD OF TRUSTEES REPORT

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BOARD

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As of this report, the Board has met fifteen times this fiscal year, including a retreat for goal setting and orientation in August. In addition to monthly meetings, the Board met for special meetings as follows: governance policy (Jan 11), endowment and investment policy with Charles Schwab representatives (Oct 21), endowment and the UU Common Endowment Fund with the CFO of the UUA (Jan 29), and bylaws changes (Mar 30). The Board has met virtually since March, 2020, due to the COVID-19 Pandemic.



GOVERNANCE

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A major focus of the Board this year has been continuing the work of codifying TUUC's governance change. The Board appointed a bylaws committee, comprised of trustees Karyn Marsh and Art Starr, and members Dan Alper, Herb Shankroff, and Linda Talley. Bylaws changes jettisoning the Operations Team were approved unanimously by the Congregation on October 27. The bylaws committee worked on multiple articles; additional changes to the bylaws will be voted on at the June 14 Congregational meeting.

The bylaws changes implement recommendations from the Rev. David Pyle, who conducted a governance assessment of TUUC, culminating in a report dated March 20, 2017. In parallel to the bylaws work, the Board has been discussing and making decisions on governance policy. The recently completed governance policy document is based on guidelines in *Governance and Ministry*, by Dan Hotchkiss, and builds on the work of the TUUC Governance Task Force. Among other things, the policy delegates certain responsibilities to the Administrative Team and to staff, and sets guidance and limitations relative to the delegation.

The Board conducted listening sessions to listen to questions and comments from the Congregation about the proposed bylaws changes, on September 29, October 13, and April 19. Some modifications to bylaws were made after receiving feedback.

All Board members completed non-disclosure forms, which were focused on potential conflicts-of-interest. The forms were reviewed by Board Officers who then gave a report to the entire Board.



The Board approved a policy regarding TUUC's support of proposed legislation and/or public policy positions. In support of our mission and for timely response during legislative sessions, the Board supports legislation proposed by and/or public policy positions taken by the Unitarian Universalist Legislative Ministry of Maryland (state-level) or by Unitarian Universalists for Social Justice or Unitarian Universalist Ministry for the Earth (national-level), if such legislation or public policy position is supported by the appropriate Church committee or group.

The Board permits the use of the Church's name in support of such legislation and/or public policy positions. The sponsoring committee will then provide information about the supported legislation to be included in the Threshold.



Treasurer Monica Sweidel resigned in February, in preparation for her move out-of-state. The Board appointed Marion (Casey) Mashburn as Treasurer in February; Casey had begun the process of orientation to her duties when the COVID-19 Pandemic forced major changes in how we operate. Casey was not comfortable continuing.

The Nominating Committee recruited Wendell Finner, who was appointed by the Board in early May to serve as Treasurer. Wendell will serve out the remainder of Monica's term, which ends on June 30, 2021. They will be eligible to run for another term.



CHURCH AS EMPLOYER

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Mary Kay Baker, who served as TUUC's Bookkeeper for over eight years, resigned at the end of June, 2019. We wish her the best in her second retirement. A search committee was formed to look for a new bookkeeper. After conducting an extensive search, reviewing multiple resumes, interviewing several candidates, and conducting reference and background checks, we signed a contract for the bookkeeping services of Ralitsa (Raly) Baltchev.

In other staffing changes, Nancy Hannah, a TUUC Member and our long time Office Assistant, resigned in mid-March. We wish Nancy all the best and are happy to see her joining our virtual Sunday services. The Board and Rev. Clare have discussed a re-imagined part time role to backfill the Office Assistant position. This re-imagined role will focus on outreach, social media, and the use of technology in support of the church.

Our Ministerial Intern Lora Powell-Haney, graduated with her Masters of Divinity in May, and completes her internship with TUUC at the end of May. We wish her all the best in her future endeavors.

TUUC formally adopted a Section 125 plan with Board approval in October, 2019. A Section 125 plan is a cafeteria plan that meets the requirements of Section 125 of the Internal Revenue Code. It provides participants an opportunity to receive certain benefits on a pretax basis. Some TUUC employees had health insurance premiums paid with pre-tax dollars prior to this, but TUUC did not have a Section 125 plan in place, to the best of our knowledge.

In March 2020, as the COVID-19 Pandemic hit and Maryland declared a state of emergency, staff started working from home. The Board authorized two weeks of sick pay for all employees, regardless of hours worked. Additional employee benefits related to the Pandemic have since been mandated by law.



FINANCE

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In July 2019, errors were discovered in payroll affecting two employees. These were corrected in the first quarter of the fiscal year.

Joe Tumbler, Finance Head, conducted an informal review of TUUC's books. He made the Board aware that certain funds at TUUC were being treated as "restricted funds" without prior Board authorization. The number of these funds had increased over the prior ten years and expenditures from these funds were not flowing through the income (profit and loss) statement.

The Board approved Joe's recommendations that:

- 1) All funds will be budgeted and committees will submit a budget.
- 2) All spending will be logged in the profit and loss statement.

We cleaned up who had access to TUUC financial accounts, removing those who are no longer church officers and adding current officers to the accounts at PNC and at Charles Schwab. Procedures for stock donation were updated.

The Board approved TUUC applying for a loan through the CARES Paycheck Protection Program. The UUA recommended that churches apply and provided guidance on preparing and gathering the necessary documents. We applied for and were approved for a loan of \$59,300. The guidelines for turning the loan into a grant require that the funds be spent within eight weeks and that at least 75% of the amount be spent on employee pay and benefits.



U.S. Small Business
Administration

**PAYCHECK
PROTECTION
PROGRAM**

ENDOWMENT

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The Board delved into the Endowment and investment policy this year. We educated ourselves through discussions with the Endowment Committee Chair Paul Konka, discussions with Finance Head Joe Tumbler, and two meetings with experts: one with two representatives from Charles Schwab, where TUUC's Endowment is currently, and one with the Chief Financial Officer of the UUA and the head of the UU Common Endowment Fund. The Board expressed concerns in June and October of 2019 in the following areas:

- that our asset allocation is too aggressive, being 93% in stock mutual funds. Given that the Endowment provides income to the church, it seems more prudent to shift at least some of the funds into bond funds that have fixed returns. This would help mitigate the volatility of stocks.
- that calculating the amount to be transferred to the operating budget based on a single point in time is not best practice. This leads to potentially wide fluctuations from year to year in the amount transferred to the operating budget.
- that only 15% is invested in socially responsible stocks.

The Board has adopted an investment policy and will work with the Endowment Committee in the next fiscal year to implement that policy.

Value of the Endowment:

Date	6/30/2019	9/30/2019	12/31/2019	3/31/2020
Value of the Endowment	\$935,966	\$932,953	\$1,004,489	\$787,347

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.

Program Council

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PROGRAM COUNCIL REPRESENTATIVES

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A Dialogue on Race and Ethnicity (ADORE): Kathy Ramirez

Adult Religious Exploration Committee: Michael Magrogan

Aging Together: Michael Magrogan

Auction Committee: Nina Della Vecchia

Caring Ministry: Lisa Lubomski

Church Administrator: Kai Aiyetoro

Convener: Sue Royer

Director Religious Exploration: Joyce Duncan

Finance Council Head: Joe Tumbler

Green Sanctuary Committee: Carel Hedlund

House and Grounds Head: Todd Robertson

Lay Worship Associates Committee: Andrew Hager

Membership Committee: Karyn Marsh

Memorial Garden: Robin Sinn

Men's Groups: Art Starr

Minister: Rev. Clare L. Petersberger

Ministerial Intern: Lora Powell-Haney

Music Committee: Donn Teubner-Rhodes

Music Director: Tracy Hall

Social Action Committee: Lorraine Sorbello

Social Media/Communications: Patty Barry

Stewardship Committee: Anita Cox and Monica Sweidel

Women's Reflection Group: Jane D'Ambrogi

Youth Religious Exploration Committee: Karen Fireman

Program Council

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The Program Council, having the role of supporting and promoting the church's mission and vision by offering programming, met ten times during this second year of its functioning. Meeting attendance averaged nineteen persons; most meetings included a spotlight topic and an opportunity for small group brainstorming and discussion. Spotlight topics included: Stewardship, the Sunday Morning Structure Task Force, Membership, Welcome Renewal Team, and the Youth Religious Exploration Coming of Age Program.

The Program Council set the following goals for the year:

1. 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.
2. Improve communication, promotion, and awareness, to encourage attendance and active participation in church programs.
3. Sponsor one additional all-congregation collaborative fun event (in addition to the auction).
4. Renew TUUC's status as a Welcoming Congregation by sponsoring a team and undertaking work in the five practices of Welcome Renewal.



The following are the key activities of the Program Council and associated groups in support of deepening our ethical and spiritual lives together as we work for racial, social and environmental justice:

Common Read

The Program Council sponsored a Common Read: *An Indigenous People's History of the United States*, by Roxanne Dunbar-Ortiz. The book challenged readers to learn US history through a narrative that centers the story, the experiences, and the perspectives of Indigenous peoples. The young people's version, which many of us read, highlighted the connection between indigenous rights and climate justice.

We sold books at church, and sponsored three discussion groups: one in January after Sunday services, co-led by Lora Powell-Haney and youth group member Rose Green, one at the January ADORE meeting, which also featured a guest speaker from the Baltimore American Indian Center, and one in February at the monthly book group. Several follow-on activities were discussed, including the possibility of researching the history of the land on which the church sits to determine which peoples lived on it and acted as its stewards; how they lived; how they were displaced; who displaced them; and under whose authority they were displaced; and then to acknowledge these peoples with signage on the property and a respectful ceremony.

Green Sanctuary

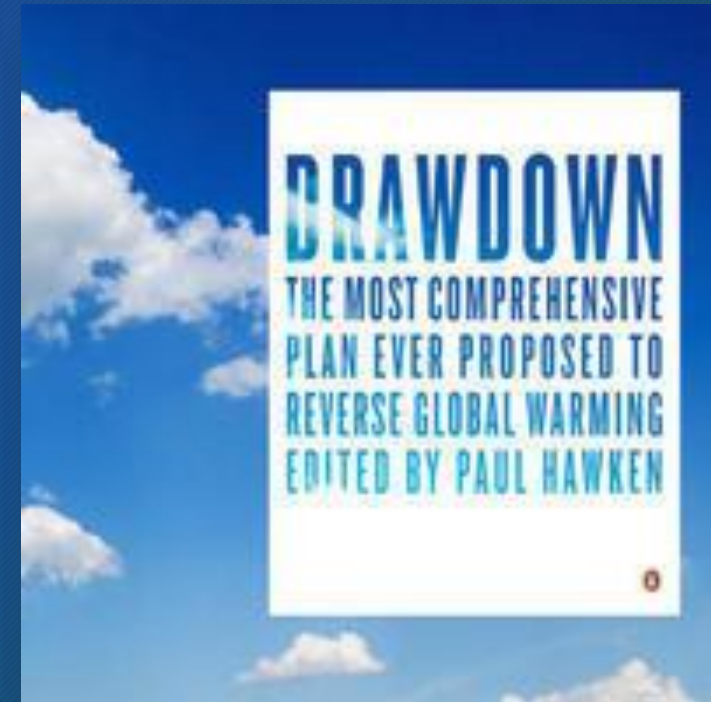
The Green Sanctuary Committee sponsored a number of programs to help educate us and promote action as we work for environmental justice, including:

The Maryland Beyond Coal Forum, co-sponsored with the Sierra Club, with the goal of getting the state to develop and implement a coal community transition plan to chart a just and responsible environmental and economic transition away from coal in the state's electricity sector.

Gardening at Amazing Grace Lutheran Church in East Baltimore - to help restore and maintain an urban community garden.

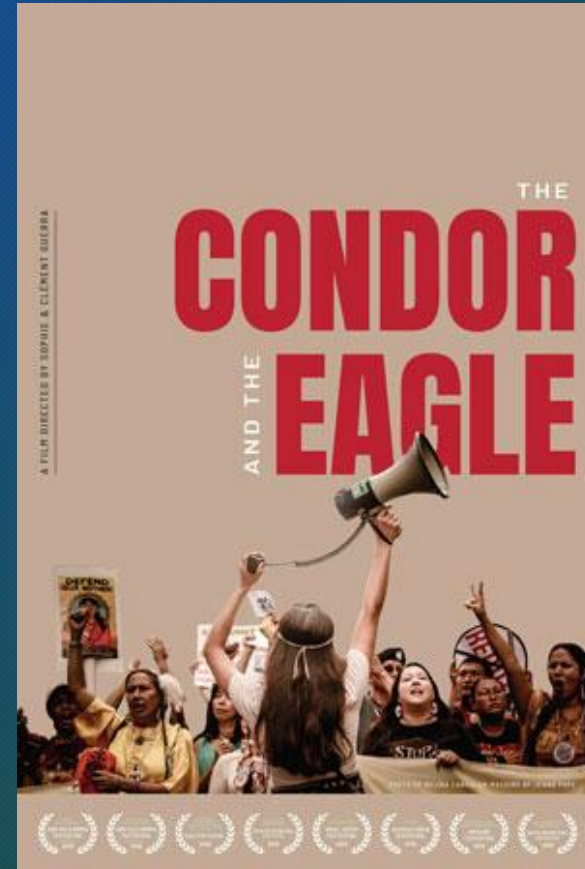


Project Drawdown workshop, where participants learned about scientifically proven ways to reverse global warming. Over the course of 5 years of rigorous scientific research, scientists identified and modeled the 100 most substantive, already existing solutions for addressing global warming and revealed astounding news: that it is possible not just to slow global warming, but to actually reverse it by 2050. There was sufficient interest to continue and sponsor a five-session workshop, focused on actions. Participants continued on Zoom after mid-March.



Sold organic, fair trade coffee and chocolate, to support fair compensation for responsible farmers, and support our church's commitment to serve fair trade coffee on Sundays.

A planned screening of the award-winning documentary film, *The Condor and The Eagle*. This was planned for March 13 and had to be cancelled on short notice due to the COVID-19 Pandemic. The film tells of the efforts of indigenous peoples in the northern and southern hemispheres to fight environmental injustices on their lands and in their neighborhoods. Online screenings were scheduled by UU Ministry For Earth in March and April; these were promoted to the church community.



Available Light

The Available Light Movie Series partnered with ADORE to sponsor viewing of films which examine race and ethnicity, including:

- The Confederate States of America
- If Beale Street Could Talk
- The Wedding Banquet
- Us
- SKINS
- Paris is Burning

Each film was followed by a thoughtful discussion.



Social Action

The Social Action Committee met regularly and maintained relations with our community partners. We recruited church volunteers to contribute food, time, gifts of clothing and money. Fifteen percent of the offering plate is directed to Social Action, as is 100% of the offering plate on the fifth Sunday of the month. Our partners include:

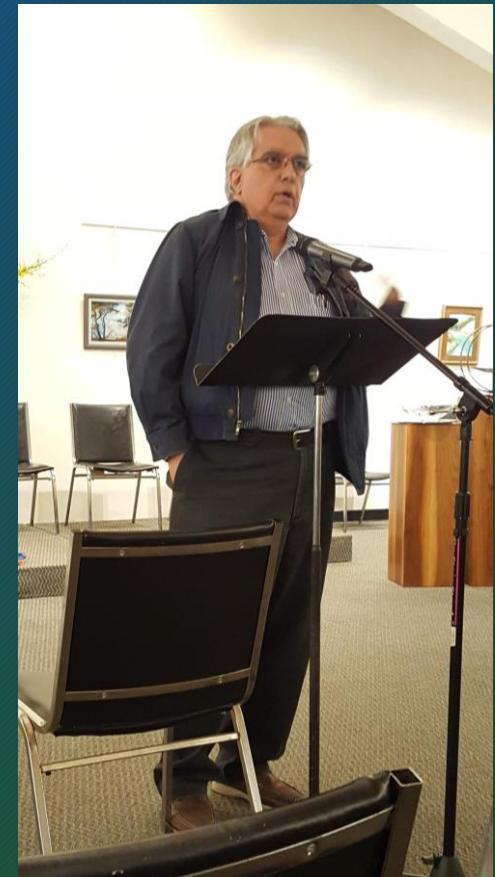
- Assistance Center of Towson Churches - donations of food, Thanksgiving baskets, money, and volunteer hours
- Cornerstone Community Housing (Earl's Place) - donations of money, toiletries, Christmas stocking gifts and gift items on resident Dante's Christmas wish list, plus a home-cooked meal and sing-along in December at Earl's Place. Many church members attended the annual fundraising dinner and/or contributed to the silent auction.
- Mentoring Male Teens in the Hood - donations of school supplies, money and volunteer tutors each month
- Our Daily Bread - donations of 60+casseroles on the months with five Sundays
- Out for Justice - donation of money and support of their legislative agenda
- UU Legislative Ministry of Maryland - donation of money and support of their legislative agenda
- UUs for Social Justice - donation of money and support of their legislative agenda
- UU Service Committee - donation of money and support of their legislative agenda

ADORE - A Dialog on Race and Ethnicity

Kathy Ramirez volunteered to lead ADORE this year. She planned and facilitated sessions as follows:

- Bystander Training, co-sponsored with Casa Maryland, on the rights of our immigrant neighbors and of bystanders.
- How to handle difficult conversations about race with family members at the holidays, with guests from SURJ (Showing Up for Racial Justice).
- Guest speakers from Unitarian Universalists for Justice in the Middle East facilitated a circle talk about Palestine and Israel and what UUUJME is doing to promote a peaceful and just resolution to of the Palestine - Israel conflict, affirming the equality, dignity, freedom and security of the people's involved.
- TUUC's own Morad Eghbal presented a program about his native Iran, its conflicts, and how it is portrayed in the media. He shared his insights, beyond the headlines of how the US media portrays Iran.
- Indigenous Lives, including a discussion of the Common Read and a guest speaker from the Baltimore American Indian Center
- How Racism Impacts Health and Health Care

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Blood Drives were held in partnership with the American Red Cross in December and in May, the latter even though the church was closed.



BLOOD DONATION SIGN-UP SHEET

Saturday, December 14, 2019
8:00 a.m. to 1:30 p.m.

If you would like to donate blood, please provide your name and contact information. We'll contact you to confirm your appointment. The entire donation process – screening, blood draw, and post-donation snacks – typically takes about one hour.

Thanks for giving the Gift of Life!

Questions? Contact Clare Flynn-Avalone (443-858-1972 / flynnavalone@msn.com) or Nina Della Vecchia (917-817-0099 / ndv4416@gmail.com)

Time	Name	Phone Number	Email Address
8:00 a.m.	Ben Gitelson	410-502-2943	ben@ben@aol.com
8:00 a.m.	John Barry	410-215-4664	jbarry@job116.com
8:15 a.m.	Jenn Gitelson	410-218-0132	jgitelson@gmail.com
8:15 a.m.			
8:30 a.m.			
8:45 a.m.			
9:00 a.m.	Jason Zaspennicky	413-791-8193	jzaspenny@comcast.net
9:00 a.m.	Tanya Sandreck	901-464-1247	tsandreck@mcgrathkirk.com
9:15 a.m.			
9:30 a.m.	Jim Peter	443-299-8470	
9:30 a.m.	Kim Foster	443-299-8471	
9:45 a.m.			
10:00 a.m.	Karin Bonnett	410-682-7500	kbonnett@budgetblinds.com
10:00 a.m.			
10:15 a.m.			
10:30 a.m.			
10:45 a.m.			
11:00 a.m.			
11:00 a.m.			
11:15 a.m.			
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12:30 p.m.			
12:45 p.m.			
1:00 p.m.			
1:00 p.m.			
1:15 p.m.			
1:30 p.m.	Bess & Jason The A	443-790-6003	lcahills@shaw.com

Fellowship

There have been many opportunities for fellowship and spiritual growth this year:

Aging Together sponsored regular programs, including “Finding meaning and purpose in life as one ages” at the August 13 meeting, which included guests from the Baltimore County Department of Aging. Aging Together moved to online Zoom gatherings.

Two men’s reflection groups met on a regular basis; they are self-run where a participant chooses a topic and leads the session. Each group affords an opportunity to reflect on issues from a male perspective and share with other men in a safe space. This year, Jane D’Ambrogi started a women’s reflections group as well. The Singles Fellowship met monthly, as did the Ethnic Lunch group. The Evening Book Group met monthly to discuss various books. The Improv group met every other week for expression and movement.

Opportunities for food and fellowship included the Fall Harvest Celebration and bonfire (with Samhain ritual) sponsored by the Youth Religious Exploration Committee, our annual Auction in November, luncheons and brunch on Sunday mornings monthly sponsored by the Stewardship Committee, and a meaningful Seder during Passover. An all-ages talent show and chili contest was planned for April 4, however, it was cancelled due to COVID-19.

The Covenant of Unitarian Universalist Pagans

Rituals were held to honor ancestors, the elements, and the turning of the wheel, including for Samhain, Winter Solstice/Yule, Imbolc, Ostara, and Beltane.

After mid-March, with the stay-at-home restrictions due to the COVID-19 pandemic, many of these programs continued in virtual space.

While the church used Facebook to broadcast announcements and notify members and the public about events before March, the use of social media has been and will continue to be especially important during the time the church building is closed.



Gallery Unicorn

Gallery Unicorn started the year with a juried exhibition, *Expectations*. Nineteen artists were represented, with work in a variety of mediums. The juror for the show was TUUC Member Dr. Eleanor Hughes, Deputy Director for Art & Program at the Walters. Other exhibitions included the Baltimore Camera Club, and the annual Member's show.



Membership & Greeters

The Membership Committee has been working this past year on getting newcomers connected to TUUC's programs. The Membership Committee relaunched the Ambassadors Team, which is a group of members whose job is to speak with any newcomers before and after services. The Ambassadors have been effective in creating a more welcoming environment for guests.

In the next year, the Membership Committee will work on materials that can be given to newcomers when they visit and getting various groups in the church more involved in greeting newcomers, an effort that will necessitate collaboration with the Program Council. The Membership Committee has also hosted regular membership information sessions over the past year, which have resulted in several new people becoming members. Currently, the Membership Committee is working on pathways to membership and new ways to orient newcomers to TUUC and Unitarian Universalism, foster individual spiritual growth, and create beloved community.

Stewardship

Anita Cox and Monica Sweidel led our Stewardship Committee again this year. They organized teams, stewardship testimonials, an information packet and pledge form, and a fabulous kickoff brunch!

Stewardship testimonials are one of the most meaningful ways that congregants learn more about those who are willing to speak in front of the congregation about what the church means to them. Many enjoyed the great food and fellowship of brunch after each service on February 2. Despite the major disruption created by the COVID-19 pandemic, the stewardship campaign nearly reached its goal.



Welcome Renewal Team

Many years ago, our church became a Welcoming Congregation. That UUA program was designed to help UU churches to become more welcoming to sexual and gender minorities. The Five Practices of Welcome Renewal is a program that was unveiled in 2015.

The goal of the program is, "To honor your original pledge, it's essential that new people in the congregation (as well as people who were originally involved in the program) understand your congregation's commitment to this work and learn about the current needs and concerns of LGBTQ+ people." The Team met one time and started the work associated with the five practices.



YOUTH RELIGIOUS EXPLORATION MINISTRY

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The Religious Exploration Ministry started the church year with five classes meeting on Sunday mornings plus a Nursery for children 6 months through 4 years old. Both younger grades used UUA curricula that include meaningful stories, discussion, games, crafts, art activities, and ritual.

The youngest group, Kindergarten through 1st grade was taught by Zinnia Epps and Angela Castillo-Epps, with occasional help from Patricia Lott. This class enjoyed learning about Unitarian Universalism and their church home in the curriculum *Creating Home*. They had just started a second curriculum, *World of Wonder* when TUUC stopped in-person meetings.

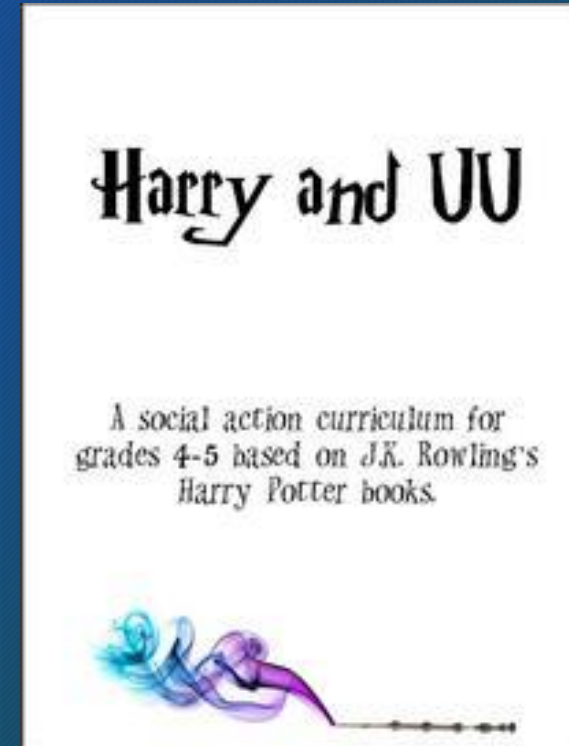
The 2nd/3rd grade group was led by veteran teachers Jack Hennigan, Karen Fireman, with help from Patricia Lott and substitutes. They learned to follow an internal moral compass through the curriculum *Moral Tales*, and had just started *Faithful Journeys*.



Joyce Duncan,
Credentialed
Director of
Religious
Exploration

The 4th-6th grade group entered the magical world of Harry Potter and UU, in which they tackled seven different horcruxes, or social justice issues, led by Lisa Barnett, Eleanor Hughes, and Lou Gieszl. They made posters in support of fair trade, met with members of the Social Action Committee, made scarves for teens without homes, made jars of Friendship soup, made dog biscuits and dog toys to support animal shelters, all while learning about the issues of child labor, homelessness, hunger, and animal cruelty, among others.

Our 7th-9th grade group was engaged in learning about human sexuality, values, and related issues as part of the Our Whole Lives middle school program, with advisors Deborah “Spice” Kleinmann, Bess Hauf, and Larry Magder. The class had excellent participation, including a fall overnight. Unfortunately, the spring overnight had to be cancelled due to coronavirus.



Young Religious Unitarian Universalists continued as a tight group that offered the congregation a moving service in March on resilience, which showcased their musical talents and thoughtful insights. This group also helped with making tins of lasagna for Our Daily Bread.

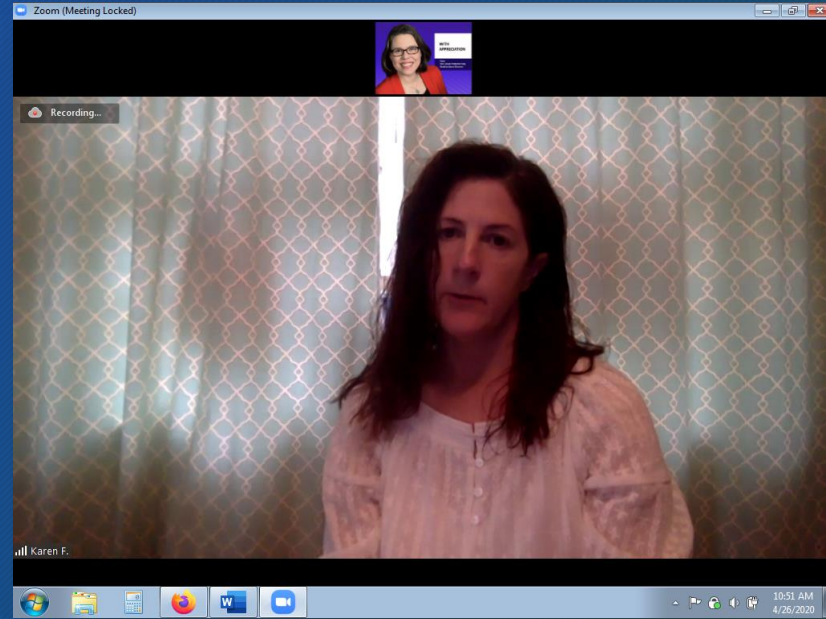
The YRE Committee planned and held a well-attended family bonfire and potluck night that welcomed the fall in November 2020.

The entire youth ministry program participated in the December multigenerational service, the Solstice Badger. The younger classes shared a dance of the firesprites choreographed by Angela Castillo-Epps; the 4th-6th shared their thoughts on the importance of friendship; 7th-9th grade group learned and performed a beautiful chant with voices and instruments, organized by Tracy Hall. YRUU read all the parts and enacted the tale around which the service was planned, The Solstice Badger.



When we moved to on-line services in mid-March, the YRE ministry moved quickly to provide ways for families and children to stay connected. Joyce learned how to make videos that provide ritual, story, music, and discussion and download them to YouTube for families to watch. These are the only TUUC offerings that are NOT Zoom meetings. We are currently assessing whether families would prefer to see each other in a Zoom format meeting instead.

We initially offered both music and storytime for younger children through Zoom meetings. We found that families were overwhelmed trying to get their children to Zoom meetings throughout the school day. We have contacted many families and will contact more to see what would be most appreciated for younger children.



Older children and teens have enjoyed meeting on Sundays with the teachers or advisors and fellow class members. There are separate Zoom meetings for the 4th - 6th group, the 7th-9th group, and teens in YRUU. YRUU will miss the participation of two bridging seniors, Audrey Azzam and Beth Moseng, but wishes them well in their new endeavors. Patrick Mahoney, Fred Sypher, and Tom Zeller continue to meet with this group on Sunday mornings.

The Youth Religious Exploration Committee meets monthly to support our mission and goals and provide feedback and assistance. The committee also helped to plan and run the Fall parent/teacher orientation that included a potluck dinner, bonfire, and overview of YRE procedures. In addition, most members are also teachers, or directly involved in planning or overseeing an essential YRE program or area. Margee Bailey made sure that the Nursery was fully staffed, clean, safe, and new staff members trained. Patricia Lott and other members of the YREC formed a task force to consider how to update our Coming of Age program. We could not offer the programming we do without the work and insight of this committee, currently chaired by Karen Fireman.

MUSIC THIS YEAR

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Fall 2019 began another year of music supportive to our TUUC worship. The TUUC Choir and lots of individual music makers from our congregation were featured. Guest musicians included pianist Aaron Hill, and the bluegrass/folk duo Nick and Luke. On November 2nd, the TUUC music program came together to present a lively evening concert, “Like Night and Day.”

In December, music was a big part of the Winter Solstice service that focused on RE students. The TUUC Music Committee, headed by Donn Teubner-Rhodes, continued to support the music program of TUUC throughout the year, and both Donn and Music Director Tracy Hall served on the Program Council this year. Tracy Hall also served on the Sunday Schedule Task Force which, combined with the Committee on Ministry, began gathering information to determine what sort of Sunday offerings would best meet the needs of the congregation.



But everything changed in March 2020 with the shift to Zoom worship, due to COVID-19. TUUC Choir has continued to meet on Zoom each week, for a little singing and lots of social support for one another. But due to the constraints of internet latency, the primary nature of our music programming has changed from choral singing to song leaders, instrumental soloists, and presenters (individuals or small family groups).

We brought together many musicians to present a Special Music Service that spoke to challenges and transitions and how we move through them (“Thank You, Disillusionment”) on May 17th. While many churches have been using pre-recorded music, we have focused on the more personal nature of live music, despite some inherent musical limitations. We expect this method of presenting services to continue for some time.



Tracy Hall,
Music Director



Deborah Kleinmann

HOUSE & GROUNDS

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HOUSE & GROUNDS

66

The property at TUUC consist of ~ 9 acres of stream, forest, shrub, reforestation area, memorial gardens, picnic and meditation areas, parking lot, paths and a building nearly 50 year old. In the last year over 50 volunteers have attended nine work parties including the 8th Annual Black Friday Work Party. This year saw the completion of the milestone first round of English Ivy control for the entire property. Having removed ivy from all the trees on the entire property at least once over the last 7 years, we will continue to maintain annual maintenance in this area. We have also begun a program for control of other invasive species including porcelain berry and multiflora rose.

December saw our storage on the upper level and attic reviewed and cleaned sending 3 carloads of old office equipment and outdated records of no historical value to recycling or the dump. During the current closure, the facility is being regularly monitored and maintained to ensure its continued upkeep. Thank you all for your assistance in helping to maintain our building and grounds.

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Speaker View

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Sue Royer She/H...

Nancy Mears

Jeffrey Arnstein

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Deborah Kleinmann

Lyn

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Mary

Michael Magrog...

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Marie Razulis

Sharyn Rhodes

Susan Proctor

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Lois Hybl

Alan Starr

Dena's iPad

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Stop Video

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Manage Participants 34

Chat 1

Share Screen

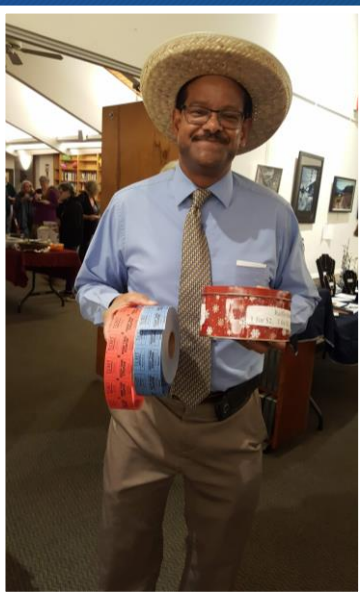
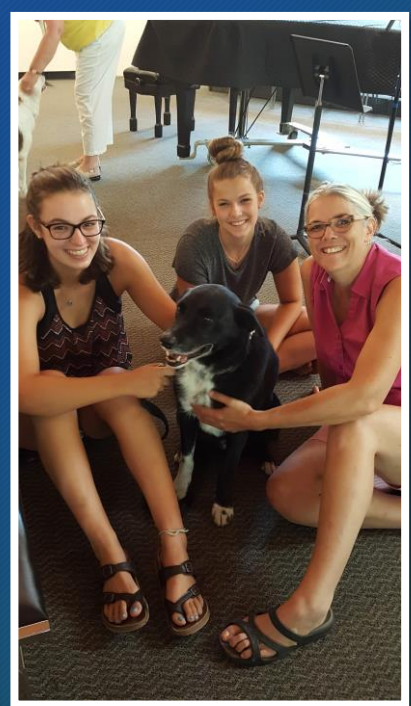
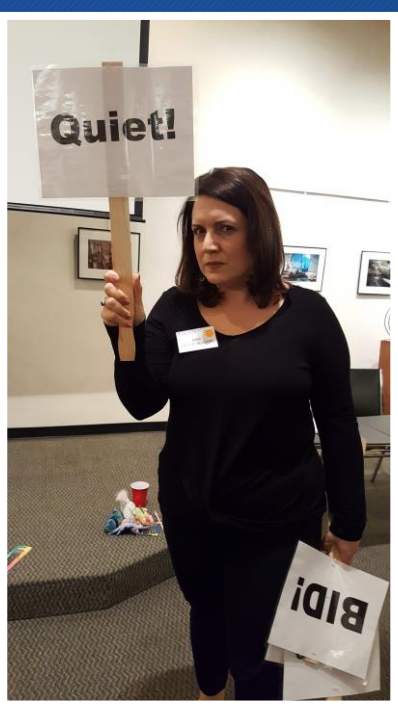
Record

Reactions

Leave Meeting

Windows Taskbar: File Explorer, Calculator, Firefox, Adobe Reader, Zoom, Word

System Tray: 4:10 PM, 4/11/2020







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