

**Towson Unitarian Universalist Church
Board of Trustees
March 29, 2023 Meeting**

Date/Time:	March 29, 2023
Meeting:	March Board Meeting, Part 2
Participants:	Patty Barry, Andrew Hager, Ellie Hughes, Larry Magder, Michael Magrogen, Tracey Myers-Preston, Rev. Clare Petersberger, Susan Riggs, Samantha Saalfield
Absent:	
Guests:	Lisa Lumboski
Location:	Zoom
Next meeting:	Wednesday, April 19 at 7:30 pm

Pre-meeting Action Items:

Activity	Owner	Target Date
These action items are to be completed before the meeting. Often, they are related to consent agenda items, for which there is no discussion unless a member has a question concerning them.		
Read and provide revisions of minutes from the previous Board meeting.	All	3/29

Scheduled Agenda:

Chalice Lighting	Rev. Clare Petersberger
Process Observation	Susan Riggs

Go-Around Question	Andrew Hager
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Consent Agenda	Owner
Approve minutes from February Board Meeting	Patty Barry

Discussion Agenda	
Conclusion of Joint Ministry Evaluation Check-in as to where we are with our goals. <u>Joint Ministry Evaluation – Jan 2022 to Dec 2022 - TUUC Minister and Board</u>	Andrew Hager

Discussion Agenda	
<p>The evaluation should be mutual, goal-centered, individual and collective, etc. Hotchkiss, p.138. Suggest that we each use 3 questions: What do I need from</p> <p><u>Joint Ministry Evaluation – Jan 2022 to Dec 2022 - TUUC Minister and Board</u></p> <p>The evaluation should be mutual, goal-centered, individual and collective, etc. Hotchkiss, p.138. Suggest that we each use 3 questions: What do I need from the Board and others, What am I grateful for, and Where do I need something different?</p> <p>Ministry Evaluation of the church’s success or difficulties in achieving the prior year’s vision of ministry:</p> <p>Vision of Ministry for 2022-2023:</p> <ol style="list-style-type: none"> 1. Grow and strengthen the present and future of the church by drawing in newcomers, cultivating new members, reconnecting with families, and creating connection and belonging through physical and virtual engagement. 2. Foster an intergenerational approach to faith formation, programming, and social, economic, racial, and environmental justice work. <p>An annual mutual Performance Evaluation of the Minister’s and the Board’s effectiveness in their respective roles:</p> <ul style="list-style-type: none"> • Hire new DRE---WE DID! Welcome, Kara! • Establish TUUC YouTube presence to further facilitate hybrid accessibility. We have established that Phil may be able to help accomplish this, but it has not yet been done. • Replenish and grow building funds through a targeted appeal. This was not done, as the Board took a different direction toward fundraising. • Establish a task force to develop strategy in anticipation of future building and ground needs. Tomorrow night a meeting of task force for those looking to work on accessibility. • Serve as a teaching congregation for our ministerial intern. TUUC is currently doing that. <p>Supporting our mission</p> <p>Accomplishments:</p>	

Discussion Agenda

- Moved to multi-platform worship in March to deepen our spiritual and ethical lives. Acknowledged that this was a huge task with a deep learning curve
- Continued to work with Kara Tyler to have more engaging Time For All Ages in worship---part of vision numbers 1 and 2
- Recognized that volunteers kept RE going between Joyce Duncan's retirement and Kara Tyler's arrival.
- Recruited new RE volunteers so that teachers can have a break.
- Youth have committed to join worship the first Sunday of the month---part of vision number 2
- Have been serving as a mentor to SarahRuth Davis, our Ministerial Intern
- Launched SACReD (Spiritual Alliance of Communities for Reproductive Dignity) and have been offering their curriculum monthly since October.
- Worked with the Social Action Committee to schedule 4-5 worship services a year focused on our community partners (Mentoring Male Teens In The Hood, ACTC)
- Applied to serve on the Police Accountability Board to support our mission to work for Racial Justice. Clare resigned, as it was not a good fit.
- Became involved with BRIDGE, MD and attended their training in August and Race and Power summit in December and we are in the midst of Sacred Listening Sessions
- Held successful RE programs including coming-of-age programs. New families participating.

Areas for attention:

- Growing the church---especially outreach to Gen Z
- Offer OWL next year

Membership, Inclusion, Care for congregants

Accomplishments:

- Celebrations of life for Bette Thomson, Dr. William Riechel, Nancy Hannah, Jeff Arnstein, Kathy Ramirez, Dr. Simeon Margolis (founding member), Irv Greif, Jeannie Jung, Eve McGovern, Ginny Billian, Charlie Lee, Susan Tusa, Henri Jones (grandson of former TUUC member Ann Jones).
- Art Starr will be joining Lay Pastoral Associates
- The Reverend Karyn Marsh is TUUC's Affiliate Community Minister

Discussion Agenda

- and offered four sessions on depression in the fall
- Multi-session Our Journey program held for newcomers
- Planning for new member recognition in person
- Continued small group programs, including Soul Matters, Aging Together, Writing as a Spiritual Practice, and Our Messy Lives
- Reorganization of Hospitalirunning well
- Right Relations Team up and running.
- Teacher recognition was held in the fall.

Areas for attention:

- We still need a Chair for the Caring Committee.

Fiduciary & Fiscal

Accomplishments:

- Shifted assets to socially responsible investing
- Gave staff cost of living increases
- Held a successful auction --first every hybrid, raised \$22,000
- Drawing 5% from Endowment
- Resolved bookkeeping issues by hiring forensic accounting.
- Hired a new bookkeeper

Areas for attention:

- Stewardship

Governance

Accomplishments:

- Living into our new Governance structure and policies
- A-Team and Program Council functioning as they should
- Board approved Governance policies, including Right Relations
- Congregation approved the 8th principle

Areas for attention:

- Safer congregations policy

Employer and care for staff

Accomplishments:

- Honored Joyce Duncan's service to TUUC with gifts and a party
- Approved new Personnel Manual
- Benefits tune-up workbook completed by Personnel Committee
- Recognized Kai Aiyetoro for her extra work on Bookkeeping
- Provided Tracy Hall with extended leave by hiring Andrew Stewart as a pianist and by forming smaller singing groups in May and June
- Hired Kara Tyler

Discussion Agenda	
<ul style="list-style-type: none"> Contracted with Andre Melton and Marcel Butler for AV <p>Areas for attention:</p> <ul style="list-style-type: none"> Getting a YouTube presence <p><u>Building/Grounds</u></p> <p>Accomplishments:</p> <ul style="list-style-type: none"> New Sign erected Replaced Black Lives Matter banner and improved method of hanging it Street light repaired Tree work done Memorial Garden water fountain repaired Removed wood that fell over the summer Replaced door downstairs Upgraded AV equipment <p>Areas for attention:</p> <ul style="list-style-type: none"> Maintaining enough volunteers to manage grounds <p><u>Leadership</u></p> <p>Accomplishments:</p> <ul style="list-style-type: none"> Have strong lay leaders Formed a partnership with BRIDGE, MD Formed an Internship Committee for SarahRuth Davis Revitalized Stewardship focus <p>Areas for attention:</p> <ul style="list-style-type: none"> Not burning out our leaders Volunteer recruitment <p><u>Rituals and connection with wider UU world</u></p> <p>Accomplishments:</p> <ul style="list-style-type: none"> Ordination of The Reverend Karyn Bergmann Marsh More connected through General Assembly Rev. Clare Petersberger serving as a Good Officer for the Chesapeake UU Ministers Association Our Roots and Wings chapter of the Covenant of UU Pagans Relaunching. Rev. Clare Petersberger preached on the Article II Commission Internship Committee is connected to UUA Ministerial Commission Congregation passed the 9th principle. Utilized Pat Infante and Central East Region in hiring of new DRE 	

Discussion Agenda	
<p>Areas for attention:</p> <ul style="list-style-type: none"> • Not paying recommended congregational amount to the UUA, although we are contributing a significant amount 	
<p>Naming of New Path</p> <p>The Board needs to devise a way to name the recently completed path, an Eagle Scout project consisting of a trail from the Meadow to the Memorial Garden.</p> <p>Todd Robertson’s eventual goal is to expand the trail and create interconnecting trails.</p> <p>When invasive species were removed and water retention efforts led to the loss of the Pettijohn Trail. Members discussed the need to continue to honor Francis Pettijohn, perhaps with a fundraiser with a plaque. The question was raised about recognizing other founders as well. One founding member, Hazel Talbott, is still with us.</p> <p>Andrew Hager proposed using Memorial Garden funds (which is currently at about \$15,000) to purchase plaques for remaining founders not recognized yet by plaques. This would cost about 41700.</p> <p>Andrew suggested that the trail might be called TUUC Ancestors’ Trail. This would honor both the founders and the enslaved people and indigenous who once lived and worked on the land. Also would be meaningful to TUUC’s Pagan group and would honor other loved ones who have died besides the Founders.</p> <p>It was suggested that we also erect a historical marker to honor the former stewards of the land and/or mark the deeds of the founders.</p> <p>The Board discussed what the process of naming might be. A contest might be dissonant with honoring the founders of TUUC and who was on the land before. Another possibility is having a naming opportunity as a fundraiser, perhaps naming part of the trail for one year, to be determined at the auction.</p> <p>This led to a wider discussion about how to open up the process while ensuring it is community-building.</p>	<p>Andrew Hager</p>

Discussion Agenda	
<p>A contest would raise awareness. If a different method of naming is chosen, how else can awareness of the new trails be raised?</p> <p>Andrew Hager will write an article in the Threshold. Perhaps there will be a brief introduction of the topic at a service before the May board meeting. We could solicit ideas in The Threshold as well.</p> <p>The Board voted unanimously to encourage the Head of Grounds to use the Memorial Garden Fund for plaques for founders who do not yet have one.</p> <p>The Board recommended that the new trail might be called the TUUC Ancestors' Trail and that a historical marker eventually be erected in a prominent location on the trail, pending discussion with the A-team and House and Grounds.</p> <p>Pending further discussion with the A-team and House and Grounds, the Board will be voting to finalize the name at the May board meeting.</p>	
<p>Hospitality:</p> <p>For this Sunday, we need food, especially savory food. Lisa Lumbocki is on deck but may need backup. The Board will help with bring food and assist. Andrew Hager will also ask Cabin Fever members to help.</p>	
<p>Stewardship Highlights:</p> <p>A matching gift up to \$30,000 is in play, including those who increase their gift. Andrew Hager made a video in support. Thus far, from last year, 33 pledges increased, 10 new pledges, 57 stayed the same and 9 decreased. Tracey Myers-Preston is crunching numbers and looking at the data. The Board should be aware that there is a single donor contributing a large portion of the pledges.</p>	Tracey Myers-Preston

Having no further business before it, the meeting adjourned at 9:02.