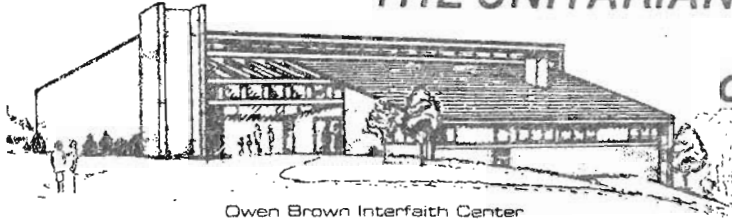


THE UNITARIAN UNIVERSALIST SOCIETY
of HOWARD COUNTY



Owen Brown Interfaith Center

The Reverend Stephen Kendrick
Minister

7246 CRADLEROCK WAY
COLUMBIA, MARYLAND 21045
(301) 381-0097

April 1988

Dear Friends,

I'm writing to thank you for the joys and rewards of my past five years as your Director of Religious Education, and to tell you of my decision to leave UUSHC this summer to enter the seminary and continue my own religious education and growth. It is a decision filled with both sadness and joy.

I am sad to say goodbye, because I know that your nurturing and encouragement have gone a long way toward readying me for this exciting step. You have taught me so much about what a caring community can be! And so while I grieve at the leaving, I rejoice in the strength that carries me onward.

I have realized that in order to support myself in this field I will need to get further training, and while I applaud the progress that UUSHC has made in upgrading the RE Directorship, I urge you to continue working toward a viable full time professional position. The potential here is tremendous.

But that realization coincides with a period of theological questioning that has intensified during my studies at Wesley Seminary this semester. I need to resolve some spiritual turmoil before I can serve effectively in the church, or be sure that this is my calling. I have put off going to seminary until I could be sure it was "the right path," but I realize now that only in walking that path will I know whether or not it's "right."

I am strengthened by the dedication you've given to our program and the faith you've placed in me; it gives me the courage to move into the unknown. My studies may lead me back to RE--I'm hoping so. But wherever I land, it will be with the awareness that religious education is crucial to Unitarian Universalism, and with a fierce commitment to support it. I have learned that lesson with this congregation, and I am so grateful to you for it.

I've used John Hanley Morgan's closing words here with both children and adults to emphasize what our church means to us. He wrote:

Go well into life now, and when you need us,
Always remember that here
You will find the hands of friends.

I am indeed going well into life now, and it is precious to me to know that when I need you, here I will find, as I have from the start, the hands of friends.

With love and best wishes,

Libby Smith

RESOLUTION for Discussion and Decision at the Annual Meeting of the
Unitarian Universalist Society of Howard County Maryland on April 30th 1989:

WHEREAS, our Society and the Unitarian Universalist Association of which we are members is, by word, spirit and deed, committed to the protection and enhancement of Life in all ways possible;

WHEREAS, one of the avoidable yet growing hazards to individual lives is the addictive drug alcohol - damaging to the bodily and mental health of the alcoholic person and damaging to victims of drunken driving and drunken abuse; - and often fatal;

WHEREAS, steadily mounting medical and police evidence indicts alcohol as an addictive drug with potentially damaging results in the workplace, home, travel and in the life of the drinker;

THEREFORE, to be true to our Unitarian Universalist Commitment to protect and to enhance Life; and to avoid setting an Institutional example which could be harmful to children, youth and susceptible adults , WE HEREBY RESOLVE that alcoholic beverages shall not be sold or served at any public function or in any facility of the UUSHC and that at small and semi-private meetings related to the UUSHC held in homes of our Society there shall always be served at least one non-alcoholic alternative beverage

These Policies shall be recorded in the Records of the UUSHC and shall be published for the information of members and friends at least once a year.

Richard R. Rodes *Jean B. Rodes*
3/11/89 March 11, 1989

*** prepared and presented at the suggestion of the UUSHC Board after their discussion of our letter to them on this issue

UUSHC ADMINISTRATIVE CLUSTER

ANNUAL REPORT, 1988-89

The Administrative Cluster is composed of the chairpersons of the Space and Property Committee, the Personnel Committee, the Finance Committee, the Treasurer, the Budget Officer, the Administrator and the Trustee for Administration. We are collectively responsible for logistics, personnel, finances and administrative support to the UUSHC. These functions may not sound much like a church, but we are, in fact, a not-for-profit Maryland corporation. As such, we own part of this building, employ several people and have all of the headaches that go with any business of comparable size.

SPACE AND PROPERTY Gene Berg, chair of the Space and Property Committee sees to it that our chairs, tables, and the public address system are ready for us each week, that our equipment is kept in good repair and that we do our share of the maintenance work on this building. Gene has organized a crew of volunteers who work on a rotating schedule. For example, the setup for this meeting was done by Max Buffington and Steve Lerner, the OBIC duty custodian. Probably the most serious single problem facing our society in the past few years is the need for additional space. The Board hopes that multiple Sunday services will relieve at least some of the problem for adult services, but the need for additional space for religious education classes is equally severe. In recent months, in cooperation with OBIC, we have investigated a number of options for securing additional space for religious education activities. One promising lead, involving nearby office space, couldn't be arranged quickly enough to meet our needs. Another involved placing unsightly temporary buildings on OBIC property. These plans were rejected in favor of leasing space at the Owen Brown Middle School, which is nearby, appropriate, and affordable. We have filed an application for classroom space beginning in September.

PERSONNEL Claudia Sumler chairs a Personnel Committee consisting of herself, Jean Somers and Ken Walsh, all appointed by the Board. They make sure that the jobs of our employees are clearly defined, recommend salary, benefits and leave policies to the board, and rewrite individual contracts every year. This year they conducted a major review of salaries paid by other churches, worked closely with our Administrator to redefine the administrator's position, and made specific recommendations to the board concerning the vacant Religious Education post, the need for paid clerical help in the office, compensation for conference attendance by staff members and the need for better bookkeeping software.

FINANCES Phyllis Wise chairs the Finance Committee, which encompasses all aspects of budgeting and fund raising. During this past year Canvass Cochairmen Tom Cook and Scott Ramsey and fifty volunteers canvassers conducted the most successful campaign in our

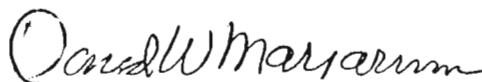
history, producing \$126 thousand in pledges. Heather MacDonald organized the most profitable auction in our history, raising over \$10 thousand in cash, and Gerri Wiggins and Eva Moore raised over \$1500 in the first of two garage sales. The Finance Committee also initiated a number of new fund raisers this year, including the very popular Farmers' Market organized last summer by Eva Moore and the Yellow Pages commercial directory produced by Kathy Cook.

ADMINISTRATOR The responsibilities heaped on the shoulders of our Administrator, Becky Kim Birnie, cut across all aspects of the society and touch each of us. The most obvious are the management of the office and the day-to-day business of the society and the enormous workload associated with the production of the LINK and the Order of Service. We are sometimes less aware of other work she does, recruiting and training volunteers, writing procedure manuals, and working with Janet Ramsey, our treasurer, to keep the books straight. She is assisted by many volunteers, among whom are Amy Moore, Harriet Baldau, Dick Blumenthal and Pat Buffington. Everyone you saw wearing a carnation this morning was one of those volunteers. This year has seen the completion of a very major project in cooperation with the Membership Committee. Greg Shank wrote new software for our membership database and completely overhauled the data. As a result, we all have new directories with a lot more information in them. The office, which we share with OBIC and CUMC, has also taken delivery of a new copying machine, paid for with OBIC funds, and the UUSHC owns a new laser printer, paid for with special funds raised by Leo MacPherson.

By now I'm sure that you've figured out the fact that the real theme of my report is the fact that little if any of the work of the Admin Cluster could have been accomplished without the help of large numbers of energetic volunteers. I've already alluded to the fact that many of you served as pledge canvassers, worked in the office, set up chairs, sold advertising, worked in the office and a dozen other things. The chairs of the Admin Cluster committees join me in thanking you all, and we will try to acknowledge everyone by name in our final reports.

In conclusion, as outgoing trustee, I would like to say a words of personal thanks to Phyllis, Claudia, Gene, Janet and Becky, who kept it all going last year, no matter what, and to Tom and Evelyn who were patient with us, and a very special word of thanks to Jim Wu, who, in addition to bashing the budget, teaching Sunday School, serving on the Long Range Planning committee, and helping with major fund raisers, still found time to serve as Acting Trustee for much of 1988, earning both ears and the tail.

Respectfully submitted by:



DAVID W. MARJARUM
Trustee for Administration