



THROOP
UNITARIAN UNIVERSALIST

Love. Compassion. Justice.

We are a welcoming community, loving the world from the heart of Pasadena through compassion and justice for ourselves, our neighbors, and our planet.

**Annual Congregational Meeting Notice and Packet
For June 4, 2023**

Throop Unitarian Universalist Annual Congregational Meeting will be held on Sunday, June 4, 2023 at 12:30 PM in person and by Zoom. The Zoom link is in the “Mailchimp” email.

Please take note of the agenda for the meeting, along with corresponding supporting items that are included in the attached packet. The meeting will be held in the Fireside Room.

We look forward to celebrating the close of the church fiscal year and eagerly anticipate all that will come in the next fiscal year, beginning July 1, 2023.



THROOP

UNITARIAN UNIVERSALIST

2023 Annual Congregational Meeting Packet

Meeting Agenda June 4, 2023

1. Call to Order and Centering words, Maureen Harrington, President, Board of Trustees
2. Certification of Quorum (20% of official membership of 100), Harlow Robinson, Secretary
3. Approval of Annual Meeting 2022 Minutes, Harlow Robinson
4. President's Report, Maureen Harrington
5. Minister's Report, Rev. Tera Landers
6. Presentation of the Budget for 2023-2024, Marissa Morrison, Treasurer
7. Board Committee Reports
 - a. Development Committee, Barbara Kent
 - b. Endowment Committee, Cynthia McDonnell
8. Throop Team Reports
 - a. Campus Caretaking Committee, Hans Rosenberger
 - b. Learning Garden Team, Paula Trubisky
9. Nominating Committee - Election of Leaders
10. Closing Words and Adjournment, Maureen Harrington

Approval of 2022 Annual Meeting Minutes

THROOP UNITARIAN UNIVERSALIST BOARD OF TRUSTEES ANNUAL CONGREGATIONAL MEETING MINUTES JUNE 5, 2022

- Welcome and Chalice Lighting/ Meeting called to order – Roy Inong 12:34
- 2021 Throop Year in Review – Board President Roy Inong/Teri Trendler 12:35
- Throop Scavenger Hunt – Teri Trendler 12:37
- Congregational Changes – Roy 12:42
- Minister's Report – Rev. Tera Landers 12:44
- Certification of Quorum 12:46
(20% of official members; Throop's official membership is 100 people, at least 20 members needed for quorum)
 - **25 members voting in person, 6 members voting through Zoom**
- Approval of 2021 Annual Meeting Minutes 12:47
 - **Jean Prinz motions to approve, Denise Robb Seconds**
 - **31 yes, 0 no, 0 abstentions registered**
- Treasurer's Report – Teri Trendler 12:49
 - Review of Income
 - Review of Expenses
 - Approval of proposed budget
 - **Jean Prinz motions to approve the proposed 2022-2023 fiscal year budget. Melanie seconds the motion and it was passed.**
 - **31 yes, 0 no, 0 abstention registered**
- Nominees for Election by Slate 13:03
 - Allegra Fischer - Nominating Committee
 - Lee Parmeter – Nominating Committee
 - Dave Ryan - Nominating Committee
 - Marissa Morrison - Board of Trustees
 - Harlow Robinson - Board of Trustees
 - Cynthia McDonnell - Endowment Committee
 - Steven Torres - - Endowment Committee
 - **Roy motions to nominate slate. Denis Robb seconds the motion.**
 - **31 yes, 0 no, 0 abstention registered**
- Closing 13:09

Throop Board of Trustees President's Report - Maureen Harrington

It has been quite a year at Throop UU!

The 2022-23 Fiscal Year kicked off by welcoming Phillury Platte as Office Administrator. After the pandemic years with no administration, our Pastor finally has support in the numerous tasks of running a Church Office. In addition, Phillury has contributed her experience and expertise to many other Throop efforts, for which we are very grateful.

The next big milestone was celebrating Rev. Tera's 10th year serving Throop as Pastor, starting out as very part-time in 2012 and growing into a very full time position in 2019. Many hands were at work to make this a special occasion – the Board, the Development Committee, an Event Committee, a Host Committee, and Staff. It was an all-hands on deck effort to arrange the event, reach out to potential Hosts to financially support the event and embark on a \$10,000 fundraiser for Rev. Tera's 10th Anniversary gift of a reimagined North Entry. The dumpster was moved to a more discreet location, new plantings were installed, painting was done and more to come as we look to replace the camellias to the right of the North Entry door. The end result will be exactly what Rev. Tera hoped for, a beautiful and welcoming entry from the Parking Lot.

The next major “event” was securing the building from rodents. Did you hear about New York City's 🐭 problem? The city was overrun. Well, I am happy to report, we do not have a 🐭 problem! Many thanks to Hans Rosenberger and the Campus Care Committee for all the work they did to patch every hole larger than a dime.

Another milestone in this Fiscal Year was the 10th Anniversary of Throop Learning Garden (TLG), a great time to revisit the Vision Statement and Short- and Long-term Goals. This was a collaborative effort with the Board of Trustees and the Garden Stewards as we looked at where we were 10 years ago, where we are today and where we want to go. The Board of Trustees approved a revised Vision Statement and Goals for TLG to support the gardens as we move forward. Thank you to Paula Trubisky and all the Garden Stewards and Gardeners for their love and care of this special part of Throop UU.

There were, however, a few bumps in the road during the year. Unfortunately, we experienced vandalism to our gardens in September, but this led to better monitoring and increased exterior lighting. Thank you to Laramie Haynes who installed the lighting.

Last, but not least, I want to celebrate the Grand Opening of our fully-accessible new Bathroom and adjacent Powder Room. This project began eight years ago with a generous parting gift from long-time member, Carol Emerson, when she moved to Reno, Nevada, and a donation from Pacific Southwest District Chalice Lighters Grant. Fundraising continued with a Throop-a-thon in Fall 2019, culminating with the matching ACT Grant that we received from the UU Spirit Level Foundation. Through the generosity of many Throop Members and Friends, we also were able to upgrade our Internet service from very slow DSL to high-speed, purchase the cameras and other equipment we use to livestream our services each Sunday and “Meeting Owl” that enables us to offer hybrid (in-person and online) meetings. But the crowning glory was our long-awaited bathroom. As with any project, many hands contributed to the effort but none more than Wendy Wilson, who designed our beautiful bathroom and kept an eye on it through completion. Wendy, we cannot thank you enough for contributing your time, talent and treasure.

President's Report (continued)

As we wrap up this Fiscal Year, I want to thank all of you for the time, talent and treasure you contribute to our beloved Throop Congregation and thank you for the privilege of serving on the Throop UU Board of Trustees.

Warmest regards,

Maureen Harrington, President
Throop UU Board of Trustees

Minister's Report - Rev. Tera Landers

Many years ago, I planted milkweed near my front door. I heard they attracted monarch butterflies, and I wanted to encourage them into my garden. I put it in the ground. I watered. I watched. And then it died. I was so sad! But then the next spring, I noticed a couple of milkweed plants had sprung up in other parts of my garden. And the spring after, I rejoiced when I saw even more milkweed plus a new variety in a different color. Then a few years ago, varieties of milkweed I had never heard of sprang up in the unlikeliest of places.

Throop's community life is like that. We start programs and ministries, and we hope that they flourish. And sometimes they do. And sometimes they don't. But always, the energy and love we put into them scatters seeds for new programs, new ideas, and new people to take root in our soil. We may be surprised at what emerges from our efforts. Please know that our Throop Church is stronger and better because of all the love you share with the rest of us.

Gratitude for Staff and Affiliated Professionals

Part of Throop's vibrancy comes from our staff and affiliated professionals who offer their gifts in abundance for the rest of us. We have a wonderful team of people, and I am lucky to work with them.

- Phillury Platte, Administrator, who has transformed the inner workings of our church office and tends to so many details with warmth and positivity;
- Meghan Hawkes, Musician-in-Residence, who inspires us each Sunday with their music, collaborates with me on worship elements, and leads choir with such grace;
- Lilly and Alfredo Gonzales, Custodians, who work behind the scenes to ensure our Throop building is sparkling and ready for us to gather in each Sunday morning;
- Susan Hall-Hardwick, Accountant, who has professionalized our bookkeeping and our accounting practices;
- Susan Campisi, Web Designer, who keeps our website up-to-date with fresh information;
- Cynthia McDonnell, Volunteer Event Coordinator, who seamlessly oversees the many details pertaining to outside groups using our building;
- Wafic Khalil, Event Host, who is often on-site with our outside events, ensuring everything runs smoothly and guests have what they need;
- Rev. Dr. Megan Visser and Pastor Joshua Berg, both UU community ministers-in-affiliation with Throop, offer us relational ministry.

Membership and Participation

All of the ways you share your gifts with Throop creates an atmosphere in which others want to share and participate as well!

Minister's Report (continued)

- We have welcomed 13 new members this program year;
- There are 76 active volunteers, in all areas of our Throop community life;
- Our choir has grown from five to ten members;
- We continue to welcome people into worship, averaging around 50 people of all ages in person each Sunday, and another 30-40 views on YouTube each week.

Our Worship Life

So many people are involved in our Sunday morning worship life! Their many hands and hearts support worship services that feel vital and alive. Our volunteers create altars, bring in fresh flowers, make sure the candles are out, participate in Throop Players, offer readings and share the chalice lighting words, serve as greeters/ushers, host the coffee hour and bring in treats to share.

Our Throop Worship Associates and Lay Preachers take on extra responsibility for leading and crafting worship: Melanie Hooks, Marcela Luna, Harlow Robinson, Rachel Ryan, Lynn Sexton, Stephen Torres, and Teri Trendler.

We are able to offer our services via livestream each Sunday because of the generous donations you gave for our "ACT Grant" through the UU Spirit Level Foundation, and also because of our dedicated volunteer livestream tech team that runs the cameras each week. This team is Jamal Carver, Steve DeVorkin, Zeke Isbell, Taran Sindeband, and Brad Wallace.

Kids Dig In! Children's Program

We restarted our Kids Dig In! children's program this fall. Ours is an all-volunteer program. Each Sunday, our program rotates among these focuses: all-church ritual, religious education lesson, Throop Learning Garden session, social justice activity. We have 24 children who attend, and they range in ages from tiny babies to young teens. Each Sunday we welcome between 5-10 children. In addition to the regular Sunday program, our volunteers host special Sunday programs for Halloween and Easter. Our volunteers create a warm, welcoming, child-focused space in which each can flourish, explore big questions of life, and cultivate a sense of awe in the world. Throop has child safety guidelines that are followed, which include having two adults present for classes.

Our two lead coordinators are Lynne Webber and Rachel Ryan, with regular teaching/leading from Clara Aburto, Nora Ames, Kate Bartlett, Meagen Brooks, Allegra Fischer, Jake Hartman, Charles Jacobsen, Derek Jones, Carson Price, Denise Robb, Jamie Rose, Dave Ryan, and Paula Trubisky.

Social Justice Team

Throop has been very active on the issues of housing justice and climate change. Our social justice team was on fire this year! Cynthia McDonnell, Allegra Fisher, Rachel Ryan, Jeannie Brown, Diane Morgan, Denise Robb, and Kim Nava. Additional people have been liaisons for housing issues: Jake Hartman, Abby Thomas, Charles Dillingham, and Jen Burkner. Together, and with your help, they have done so much:

- Monthly sack lunches for the Friends in Deed Street Outreach Team
- Social Justice Common Read
- Twenty Throopers attended the Clean Green Rally for Climate Justice
- Throop was home base for the Pasadena Rent Control Campaign
- We show up to advocate for important issues at Pasadena City Council and other meetings

Minister's Report (continued)

- We host the Eco-Breakfast Club every other month
- Wrote letters for "Vote Forward"
- Gathered winter supplies for Friends in Deed
- Active with Pasadena 100, the local initiative to ensure Pasadena Water & Power sources 100% carbon-free energy by 2030
- Sponsored at table at the May Friends in Deed / Mayor's Prayer Breakfast
- Lobbied for housing issues with LA Voice

Pastoral Care Team

The Pastoral Care Team extends the care of the church, through one-to-one caring and helping activities by lay members of the congregation to our Throop members who are in special need. This is a ministry of presence and support. Our Pastoral Care Team engages in one-on-one conversations, sends cards to note life's celebrations and griefs, and offers practical support when needed.

Our Pastoral Care Team members are Lynn Sexton (chair), Anna Gottesman, Skye Hannah, Karen Hirsh, Jean Prinz, Rachel Ryan, and Tish Strickland.

A Final Note of Thanks

We have many more Throop members and friends who lead special groups, programs, activities; who reach out to one another in friendship, love, and care; who do small acts of kindness that go unseen but that are felt by us all.

You'll see other reports in this Annual Meeting Packet by the Treasurer/Finance Committee, Endowment Committee, Development Committee, Nominating Committee, Campus Caretaking Committee, and Throop Learning Garden Team. They all do incredibly important work that supports our Throop vision of loving the world from the heart of Pasadena.

And finally, you'll see a report from our President, Maureen Harrington, on behalf of our Board of Trustees. Your Board meets at least ten times a year, and they hold the visioning, long-range planning, and fiduciary responsibility of our congregation. Being on the Board is a big role, and so much of what they do is unseen. Maureen has spent many, many hours this year on a wide array of tasks to help our congregation thrive. Your time and attention to so much has been invaluable. Thank you, Maureen!

It turns out, the various types of milkweed that have found a home in my garden do indeed attract monarch butterflies. All the rains of this past winter have nourished the soil, and I anticipate this summer's milkweed will be abundant!

All of you who have found a home at Throop, it is your voices, hands, hearts, hopes, and prayers that have created our strong community, and a community that fosters a sense of belonging, helps people make meaning in their lives, and deepen their values.

Thank you all for a wonderful almost eleven years of ministry together!

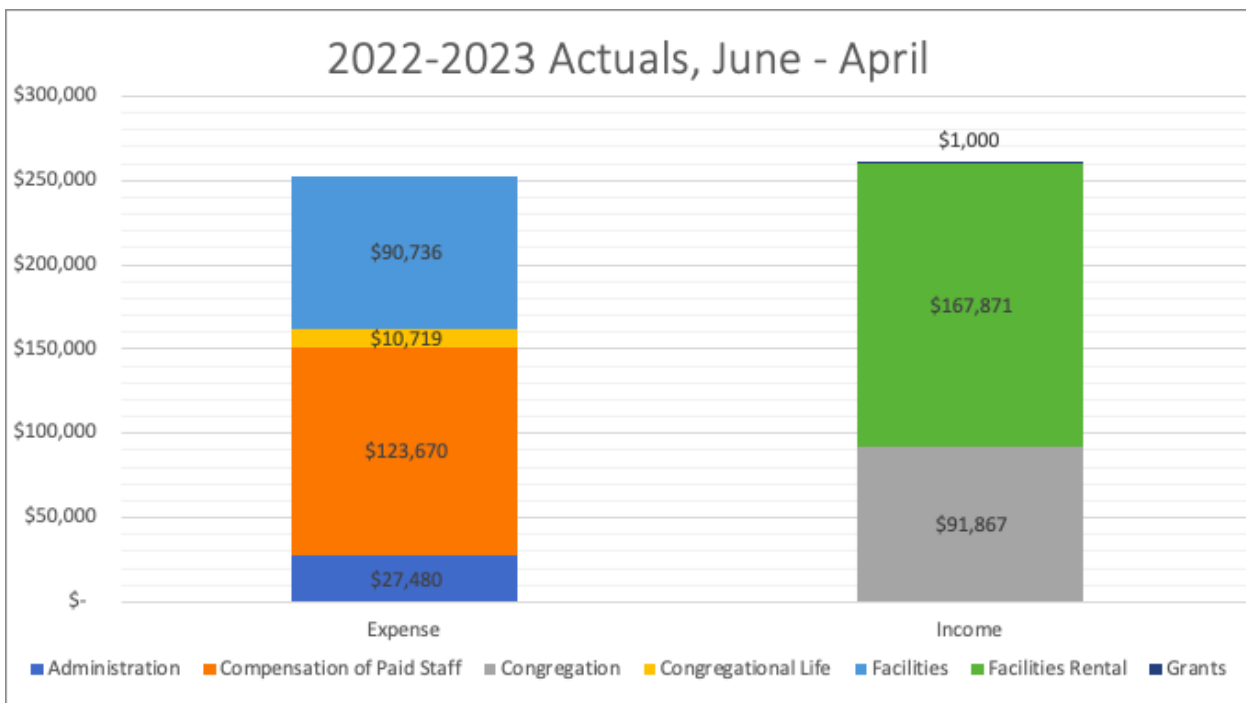
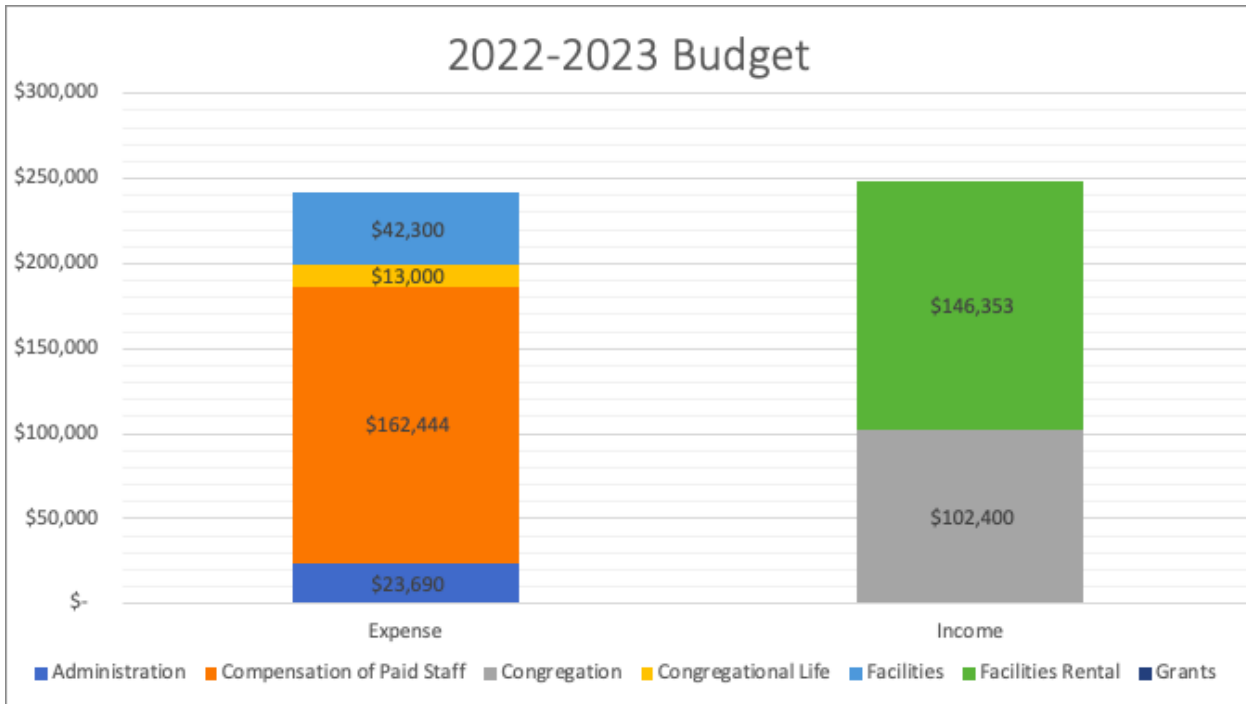
I love you all,

Rev. Tera Landers

Throop UU Budget Proposal for Fiscal Year 2023-2024

Board of Trustee Budget Presentation Marissa Morrison, Treasurer

022-2023 Budget Summary and Performance:

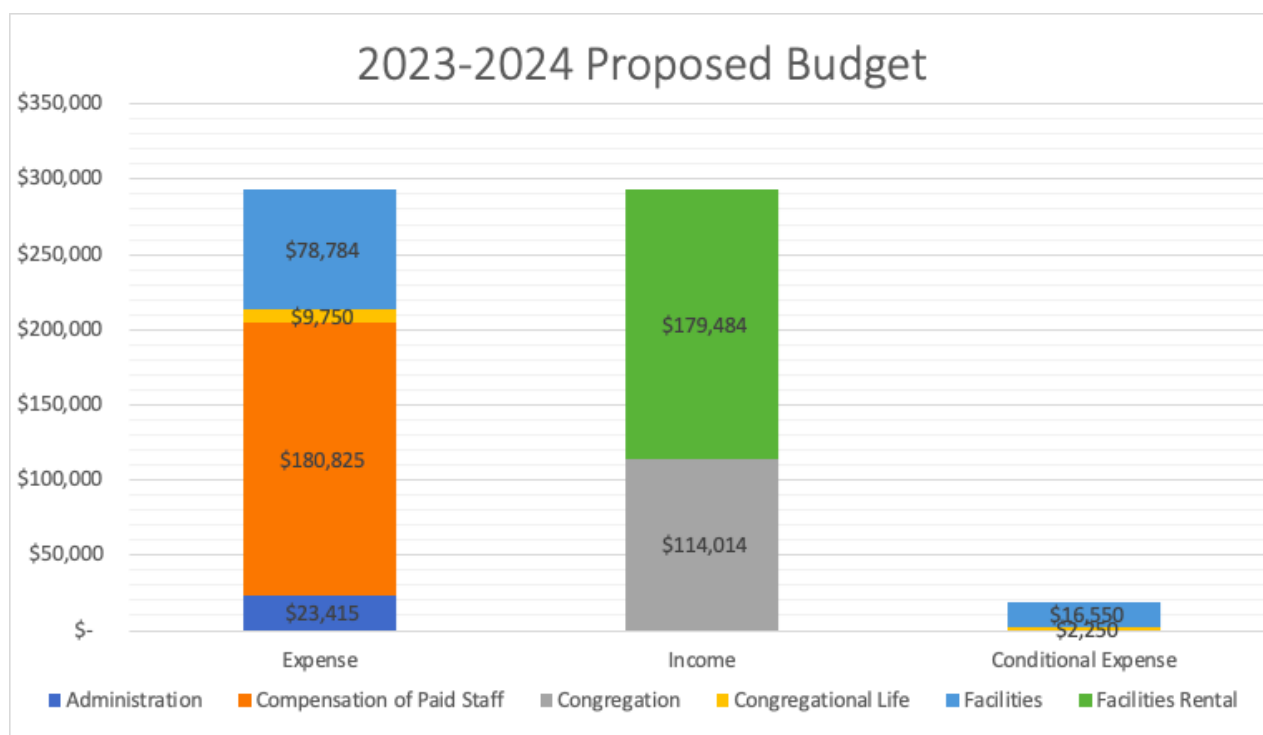


Budget Presentation (continued)

The 2022-2023 budget included an increase in both facilities rental and congregation based income. Reviewing only the partial year, our facilities-based income has exceeded the annual budget already. Henry House remains fully occupied, and more main building rentals have occurred than in any previous year, thanks in large part to volunteer and administrative support offered by Rev. Tera, Phillury, and Cynthia McDonnell. Despite economic fluctuations, the Endowment has maintained sufficient value to provide quarterly infusions to the general funds.

On the expense side, the facilities costs have exceeded those anticipated, while compensation of paid staff is somewhat lower than anticipated. Facilities costs were related to special projects (Rev. Tera's 10th anniversary garden, bathroom updates, building updates) and to drastic increases in the gas prices in Pasadena. Despite these costs, the increased income has helped to keep our church finances sound.

2023-2024 Proposed Budget:



Looking to the 2023-2024 fiscal year, the following items have been laid out within the budget

Expenses

- o Modifications to Administration
 - Partial contribution to the UUA in response to the provided 'Ask'
 - Increase costs where appropriate to account for CPI adjustment
- o Modifications to Compensation of Paid Staff
 - Increase pay for minister to UUA recommended salary range
 - Increase pay for all other staff in conjunction with CPI adjustments (4%)
 - Increase number of paid hours for Administrative position
 - Addition of part-time Events Coordinator

Budget Presentation (continued)

- Addition of part-time Religious Education Coordinator
- Elimination of Intern Minister role for this fiscal year
- o Modifications to Congregational Life
 - Increased granularity of accounts, with nominal changes to spending
- o Modifications to Facilities
 - Increased investment in maintenance of the Throop main building
 - Increased investment in the maintenance of Henry House
 - Increase to the gas utility expense for the main building
 - Increase to the Throop Insurance policy
- o Alignment of budget accounts thematically with explanations for administrative ease

Income

- o Congregation
 - Increased granularity of accounts, with nominal changes
 - Addition of Annual Fundraiser with target goal of \$5000
- o Facilities Rental
 - Increased main building income beyond what was seen in 2022-2023 due to increased staff support with part-time Event Coordinator position
- o Alignment of budget accounts thematically with explanations for administrative ease

Out of pragmatism, the board has elected to approve the ‘Policy for Temporary Expense Limitations in the 2023-2024 Fiscal Year.’ The intent of this policy was to balance both realistic and aspirational funding of accounts which will benefit the richness of Throop’s community and help to provide foundational structure for its future. The items listed below are not to exceed their initial allotted amounts (column 2 below) until a formal evaluation of Throop’s financial standing is conducted in January of 2024. Additional funding up to the amounts outlined in column 3 below may be allocated to the line items as deemed fitting and proper.

Expense Account	Amount that cannot be exceeded prior to January 2024	Funds that may be conditionally available following January 2024 evaluation
66900 Social Justice **	\$ 500.00	\$ 500.00
66880 Membership/Welcoming **	\$ 500.00	\$ 500.00
Kids Dig In Program **	\$ 500.00	\$ 500.00
Adult Education **	\$ 250.00	\$ 250.00
30 Days for the Earth **	\$ 200.00	\$ 200.00
66870 Leadership Development **	\$ 250.00	\$ 250.00
Miscellaneous **	\$ 50.00	\$ 50.00
66120 HH Building Maintenance/Repair **	\$ 1,000.00	\$ 4,000.00
66310 Landscaping/Gardening **	\$ 550.00	\$ 550.00
66500 Throop Building Maint./Repair **	\$ 3,000.00	\$ 12,000.00
Reserve Fund	\$ 0.00	\$ 1,000.00

Budget Presentation (continued)

The initial and potential subsequent funding of the above items allows us to pass a budget with a slight surplus, \$723.89, while flagging an additional \$19,800 that the board wishes to allocate toward specific goals if funds are available. Please view the below for details per category.

Income:

	FY Budget Proposal	Initial / Guaranteed Funds	** Conditional Funding
Revenue			
INCOME			
Congregation			
40100 Donations/Pledges	\$ 94,840		
Designated Fundraising			
Annual Fundraiser	\$ 5,000		
40150 In-Kind Contributions			
Total 40100 Donations/Pledges	\$ 99,840		
40410 Minister's Discretionary Fund	\$ 1,000		
40500 Investment/Dividend Income	\$ 13,175		
Total Congregation	\$ 114,014		
Facilities Rental			
40350 Main Building	\$ 80,000		
Restricted			
Security Deposit			
Henry House			
40910 Suite A- Hakimi Home Health	\$ 17,472		
40920 Montessori School	\$ 66,420		
40925 Suite C-Jessica Thaxton	\$ 7,488		
40930 Montessori Office	\$ 8,104		
Total Henry House	\$ 99,484		
Total Facilities Rental	\$ 179,484		
Total INCOME	\$ 293,498		

Expense – Administration

	FY Budget Proposal	Initial / Guaranteed Funds	** Conditional Funding
Administration			
60100 Bank Fees			
60120 Credit Card Processing Fee	\$ 1,100	\$ 1,100	
Outside Event Fees			
Member Donations			

60130 Interest Expense	\$ 50	\$ 50	
60150 Late Fee	\$ 25	\$ 25	
60160 Returned Check Fee	\$ 25	\$ 25	
Total 60100 Bank Fees	\$ 1,200	\$ 1,200	
60230 Bookkeeper	\$ 9,000	\$ 9,000	
66775 Rental Events	\$ 5,000	\$ 5,000	
Event Hosts			
66950 UUA & PSWD Dues	\$ 2,375	\$ 2,375	
66305 Staff Gifts	\$ 600	\$ 600	
66320 Licenses & Fees	\$ 550	\$ 550	
66330 Office Supplies	\$ 840	\$ 840	
66335 Postage	\$ 300	\$ 300	
66340 Payroll Processing	\$ 1,250	\$ 1,250	
66610 Communications	\$ 2,000	\$ 2,000	
66700 Website Hosting	\$ 300	\$ 300	
Total Administration	\$ 23,415	\$ 23,415	

Expense – Congregational Life

66800 Congregational Life			
66820 Congregational Programs **			
66900 Social Justice **	\$ 1,000	\$ 500	\$ 500
66880 Membership/Welcoming **	\$ 1,000	\$ 500	\$ 500
Kids Dig In Program **	\$ 1,000	\$ 500	\$ 500
Adult Education **	\$ 500	\$ 250	\$ 250
30 Days for the Earth **	\$ 400	\$ 200	\$ 200
66870 Leadership Development **	\$ 500	\$ 250	\$ 250
Miscellaneous **	\$ 100	\$ 50	\$ 50
Total 66820 Congregational Programs	\$ 4,500	\$ 2,250	\$ 2,250
Worship Services and Special Events			
66840 Church Events			
Coffee Hour/Hospitality	\$ 1,000	\$ 1,000	
66890 Minister's Discretionary Fd Exp	\$ 1,000	\$ 1,000	
66920 Worship Service	\$ 2,500	\$ 2,500	
66940 Sound/Video Services	\$ 500	\$ 500	
66960 Music Program & Supplies	\$ 2,500	\$ 2,500	
Total Worship Services and Special Events	\$ 7,500	\$ 7,500	
Total 66800 Congregational Life	\$ 12,000	\$ 9,750	\$ 2,250

Budget Presentation (continued)

Expense – Compensation of Paid Staff

	FY Budget Proposal	Initial / Guaranteed Funds	** Conditional Funding
Compensation of Paid Staff			
60200 Administrator			
60220 Administrator Salary	\$ 26,000	\$ 26,000	
Administrator Retirement	\$ 975	\$ 975	
Total 60200 Administrator	\$ 26,975	\$ 26,975	
Events Coordinator	\$ 13,000	\$ 13,000	
Religious Education Coordinator	\$ 5,200	\$ 5,200	
60240 Custodian	\$ 5,800	\$ 5,800	
60250 Minister			
60260 Minister Salary & Housing	\$ 73,500	\$ 73,500	
60264 Health Insurance	\$ 8,917	\$ 8,917	
60265 Life Insurance	\$ 617	\$ 617	
Disability	\$ 956	\$ 956	
60266 Professional Expenses	\$ 6,000	\$ 6,000	
60267 Retirement	\$ 7,350	\$ 7,350	
FICA	\$ 5,623	\$ 5,623	
Total 60250 Minister	\$ 102,963	\$ 102,963	
60280 Music Director			
60285 Music Director Prof Exp	\$ 300	\$ 300	
60286 Music Director Salary	\$ 15,687	\$ 15,687	
Total 60280 Music Director	\$ 15,987	\$ 15,987	
66240 Workers Comp	\$ 900	\$ 900	
60298 Social Media/Web Designer	\$ 1,000	\$ 1,000	
66000 Payroll Taxes	\$ 9,000	\$ 9,000	
Total Compensation of Paid Staff	\$ 180,825	\$ 180,825	

Budget Presentation (continued)

Expenses – Facilities

	FY Budget Proposal	Initial / Guaranteed Funds	** Conditional Funding
Facilities			
66050 In-Kind Donations Services			
66120 HH Building Maint/Repair **	\$ 5,000	\$ 1,000	\$ 4,000
HH Property Manager	\$ 4,974	\$ 4,974	
66200 Insurance			
66210 Multi-Peril/Umbrella Liab	\$ 18,000	\$ 18,000	
Total 66200 Insurance	\$ 18,000	\$ 18,000	
66310 Landscaping/Gardening **	\$ 1,100	\$ 550	\$ 550
66450 Property Taxes Henry House	\$ 11,000	\$ 11,000	
66500 Throop Building Main/Repair**	\$ 15,000	\$ 3,000	\$ 12,000
Custodial Supplies	\$ 1,260	\$ 1,260	
66600 Utilities			
66630 Electric - Main	\$ 8,000	\$ 8,000	
66640 Gas - Henry House	\$ 5,000	\$ 5,000	
66650 Gas - Main	\$ 12,000	\$ 12,000	
66670 Trash	\$ 10,000	\$ 10,000	
66680 Water - Main	\$ 4,000	\$ 4,000	
Total 66600 Utilities	\$ 39,000	\$ 39,000	
Total Facilities	\$ 95,334	\$ 78,784	\$ 16,550
Reserve Funds	\$ -	\$ -	\$ 1,000

Board Committee Reports

Development Committee, Barbara Kent, Chair

The committee wants to first thank Robert Holley, whose leadership led to the successful completion of the ACT Grant fundraiser and the wonderful celebration of Rev. Tera's 10th Anniversary at Throop. While Robert remains a valued member of this committee, he asked to step down as Chair in February 2023. Barbara Kent was appointed Chair and began her term in March. The committee also worked on the following things:

- Green collection envelopes were created to be placed in the pews for Sunday collection so donations and pledges are accurately recorded.
- White information slips were also printed which should help capture information on new attendees. These have also been placed in pews.
- In August, 2022, the committee began planning for Rev. Tera's 10th year anniversary event. A host committee was formed to underwrite the cost of the event. Letters, e-mails, and personal calls were made to secure the estimated \$2,500.00 cost of the event; \$2,335.00 was raised. The committee planned and coordinated this very successful event.
- In conjunction with the 10th Anniversary celebration, fundraising began for a garden at the northern entrance to the church as a gift to Rev. Tera in honor of her 10 years of service to the Throop congregation. Estimated cost for this endeavor was \$10,000. The committee raised \$9,730.00 which was sufficient to demolish the existing structure, move the trash receptacle and complete the garden.
- With the hiring of Phillury Platte, we are beginning to receive accurate information regarding donations. This will help as we plan future annual giving campaigns as well as special giving opportunities.
- Members of the committee and Rev. Tera have been taking part in Partners for Sacred Spaces, Southern California cohort, which provides information on fundraising planning and community engagement for the preservation of historic church buildings.
- In Fall 2022, pledge reports were sent to members/friends with active pledges; in January 2023, year-end gift reports were sent to all donors to Throop for tax purposes.
- In March, the committee began planning for the annual pledge campaign. Letters and e-mails were used to contact members. Throop members spoke on different Sunday mornings on the importance of pledging and what pledging means to them. To encourage and denote pledging, small paper poppies were given to members who pledge to attach to name tags. Reminders to pledge were made in weekly Tidings.
- Throughout the year, committee members have been kept informed about the progress of the new accessible bathroom. After the church service on April 16, 2023, a short ceremony was held celebrating the completion and opening of the new bathroom. This completed the ACT Grant funded components.

Board Committee Reports (continued)

Endowment Committee

Del Mar Endowment Report:

- The Endowment Committee members met in September 2022 and reviewed the quarterly report for our Securities America account with Xina Kingshill, committee consultant.
- A summary for the fiscal year 2022-23 to date is provided from the March quarterly report as follows:
 - The beginning value as of July 1, 2022 was \$255,137.
 - Funds transferred to Throop Church were \$8,100 during 2022-23
 - Ending value March 31, 2023 was \$251,310
- Committee Members include: Chair (open), Barbara Kent, Cynthia McDonnell, Steven Torres

Throop Team Reports

Campus Caretaking Committee, Hans Rosenberger

This was a momentous year with the church accomplishing more repair than had been done in any year in my memory. The following work was done this year:

- Accessible bathroom project - Completed April 2023
- Rat proofing of church exterior and interior doors - Dramatically cut down on rodent issues by rodent proofing the church exterior and many interior doors (child education area doors).
- Rebuilding doors - The Throop patio doors/thresholds and fire escape doors were rebuilt.
- North and west facing window sashes, sills and wood features were restored. Rain gutters were repaired and painted
- Heating system repaired so that all three zones of the gas heat will function on their respective thermostats
- Some reactive work was done as well to deal with the rain and some localized campus flooding this winter (sandbags)

Some ongoing issues to be considered for addressing this coming year (in non-prioritized order):

- Window/wood/gutter restoration on exterior - We have many windows that haven't been maintained for approx 40 years and whose complete deterioration and replacement would be very expensive to deal with. Areas of focus include high windows and gutters on south and east of the church
- Water leak issues over kitchen - install metal cap to wall - coat roof outside pastor's office
- Henry House - paint is old and failed on much of the trim and exterior - create timeline for repainting
- Air conditioning/heating - Henry House central unit and Montessori heating units - very old units requiring more maintenance - timelines for replacement
- Find and fix remaining roof leaks on church (SE sanctuary)
- Water drainage issue Montessori school, Throop Patio/Throop Hall

Throop Learning Garden Team, Paula Trubisky

Gardens are part of the family. Just like family members they will always need love, attention and purpose. The vision for the Throop Learning Garden is “to provide an accessible and beautiful permaculture garden that nourishes connection with the soil, provides a respite for meditation, and enriches community” (Approved Board revision, January, 2023). Permaculture uses organic gardening practices following earth care, people care, and fair share ethics. It is part of our congregational intent to reduce our ecological footprint and develop practices in sync with nature.

We lost a key member of The Throop Learning Garden community this year, the wonderful Thom Hawkins. He led arguably the most successful engagement team and community outreach program of the Throop Learning Garden in the past 5 years. Much love and appreciation for his years of care for the earth, mentorship, community building, love and support.

Throop’s Learning Garden is large and we are thankful for volunteer stewards and project leaders that provide a point of contact for 9 separate garden areas and 5 care issues. The hügelkultur patch, herb garden, fruit tree forest, and parking lot walkway need new stewards. We are grateful to Throop member Laramee Haynes who continues to contribute landscaping business time for larger scale maintenance such as large tree pruning.

Garden Activities Summary

We are all volunteers, we are a community, and we are continuing to learn how to envision and create together to adapt to our changing climate, resources, and needs. While collaborative garden decision guidelines are still needed, much work continued to support garden activities for the 2022 -2023 year in the following areas:

1. Creating Learning Opportunities for our Kids Dig in Program

In a culture that has grown increasingly disconnected from the natural world, once a month, Kids Dig In educational program focuses on activities to help connect kids with the amazing wonders of the earth. Activities are intended to build connections to our urban garden ecosystem highlighting nature growth and harvest cycles, plant identification, and harmonious eco-systems that support people and native animals and birds.

2. Increasing Community Engagement through Design and Activities

Drought Vegetable Garden (DVG):

The DVG is arguably our most successful program building a compassionate garden team and forging community relationships with our neighbors in the past 5 years. Turning a once barren, weedy corner into a successful demonstration site for growing vegetables in our changing climate, this area is supported by a dedicated close-knit gardening team. It serves as a point of contact for neighbors passing by to engage with the Throop community and learn about our garden and congregation. Over the years, it has served as a point of entry for several new garden volunteers and new congregants.

We are still adjusting to the loss of our passionate loving leader, Thom Hawkins, and destructive vandalism that happened last fall. Thanks to a dedicated team of volunteers, the DVG is producing again.

Throop Learning Garden (continued)

Nature engagement activities for Throop membership:

Lifestyles activities in sync with nature using gifts from the garden for our congregants were showcased throughout the year. The intent is to help congregants experience, gain knowledge about, and enjoy garden gifts. Examples include:

- Supporting the ministry by making herbs available to commemorate life events.
- Changing organic waste into resources to support congregant activities such as creating butterfly wings and dream pillows.
- Using garden flowers and other natural materials to create bouquets for services, decorations for Throop events, and snacks using garden produce for coffee hour.
- Movie night “Biggest Little Farm” (postponed).
- Work Parties to bring small groups of folks together to build community and provide learning opportunities to support the health and care of our garden.
- Watering upgrades installation work party: October, 2022 to replace an aging irrigation system in the fruit tree forest.
- Fruit tree pruning party: December, 2022: George Patton and special guest Alex Arciniega teaching members and outside guests fruit tree pruning.
- Mulch Pathways (ongoing) to add patterns and improve harmonious connections between congregants and delicious fruit. City mulch and chop and drop pruning practices provide a zero cost, zero waste method to define pathways, while improving soil, and suppressing weeds.
- Removed herbs and edibles were used to create bouquets, after service snacks, and materials for Kids Dig In programming and congregant activities.

Courtyard clean-up:

The courtyard requires consistent tending as it is used most weeks during coffee hour after service, for weddings and other events and every Friday our youngest tenants use it for soccer practice! Group work activities were spent removing potted plants and garden storage items, replanting trampled donated succulents and removing vines and pruning overgrowth.

Throop Learning Garden Community Workdays:

Designed to create opportunities to build relationships, learn about techniques being used to care for our earth, and engage all people of different abilities in activities, community workdays are held on the 4th Saturday of the month (with the exception of November, December, July, August). Exploring options such as a Sunday sign-up sheet and/or possible signage in the garden could help increase participation.

3. Decreasing Garden Maintenance

Our focus over the last year has been to decrease our maintenance through control or elimination of invasive species, design features to suppress weeds and improve water retention, and removal of overgrowth. Practices include:

- Removal and/or control of invasive species. While weeds can perform vital ecosystem services such as protecting and restoring exposed or degraded soils, provide habitat for beneficial organisms, and make nutritious food, garden members work together to determine invasive weeds and plants that need removal and control and post to a shared document for all.
- Dense wildflower canopy coverage: Lupine, Phacelia, CA poppies and cover crops are used to lessen weed growth--the denser the canopy the fewer the weeds. Aggressive weeds will continue

Throop Learning Garden (continued)

to grow through dense canopy requiring ongoing maintenance before seeding. Wildflowers and cover crops are also beneficial for attracting pollinators and beneficial insects.

- Mulch to suppress weeds, improve water retention, increase health soil and improve community engagement. Mulching the hügelkultur patch resulted in less weeds and more growth of nasturtium, mustards, and other edibles. Thick mulch pathways improve community engagement in the fruit tree forest. Mulch and hand weeding successfully suppressed invasive nutgrass from overtaking wildflowers in Los Robles parkway.
- Heavy pruning in the native garden and removal of the native passion vine allowed natives more room to thrive in the front area native garden. Wreaths out of passion vine pruning were used at a Throop event. Removal of the courtyard vine growth on the wall helps preserve the wall's integrity. Removal and heavy pruning of plants in the front area are helping to clean up appearance as we wait for further plans to enhance the area.

4. Continue Strategies to Improve Water Usage and Increase Healthy Soil

The new watering system for the fruit tree forest, and mulching activities previously described were two of our main activities. We hope our human energy is rewarded with healthier trees, and increasing yields, while creating more opportunities for community engagement.

Other activities included:

- Raised beds - Taking lessons from the DVG, ollas have been installed in 3 of 4 of the raised beds. Ollas allow slow water release, helping sustain plants particularly during warm months. Raised beds require more water, as they heat up faster and do not receive as much stored water from the soil. Adding ollas and significant amendment to the soil through compost, has allowed for more vibrant plant growth. A variety of vegetables have been harvested from the raised beds and we expect more to continue to come throughout the summer/fall of this year. Future consideration should be given to potentially reorienting the raised beds to allow for greater access and to take advantage of the wonderful soil that currently sits beneath it.
- Composting system - Composting is a vital strategy in following our permaculture gardening principles as it improves soil health, increases harvest yields, catches and stores water, decreases organic waste, and improves our use of renewable resources. These resources keep cost low and produce higher quality materials than store bought replacements. We temporarily lost our valuable composting system and compost, losing valuable resource reserves to maintain the health of our garden, particularly for food crops. Unfortunately, composting is nearly impossible in its current state due to accessibility issues. The bins were moved to the new trash location, which severely limits access due to the space being too tight given the maneuverability of the large trash receptacle. An alternative location for the compost storage area would allow Throop gardeners to resume composting activities and again provide beneficial compost to all areas of the garden. Organic, permaculture gardens depend upon a delicate balance to nourish an ecosystem that attracts beneficial insects and native wildlife, understand changes in shade and sun as plants mature or are heavily pruned, and continuously build soil health and water retention. We depend on expertise, particularly of George Patton, to identify plants in need of special care. He is currently treating our native Toyon tree and courtyard mallow bush to improve their health.

Throop Learning Garden (continued)

Areas stewards and project leaders:

- Native garden along Los Robles: Stephanie Cabral
- Raised vegetable beds: Jamal Carver
- Front sanctuary entrance: Morrissa Morrison
- DVG primary team: Clara Aburto, George Patton, Charles Jacobsen, Melanie Baker
- Los Robles wildflower strip: Michael Kelley
- Courtyard: Rachel Ryan
- (The following areas need stewards: Parking lot walkway, Hügelkultur, Herb Garden, Fruit tree forest)

Care issues project leaders:

- Permaculture, plant and soil expert: George Patton
- Watering system: Michael Kelley, Jamal Carver, Marissa Morrison
- Garden Historians: Michael Kelley, Rev. Tera Landers
- Vision room: Paula Trubisky

Additional garden work party or workday volunteers not already mentioned include Ripley, Dave, Gordon, Vahe, Erlend, Diane, and Jean. Bella, Juliane, and Alex are visiting garden gurus that have helped provide additional help.

Nominating Committee - Election of Leaders

(Nominating Information will be available prior to the Annual Meeting)

Closing Words and Adjournment, Maureen Harrington