



# **Annual Report of the Congregation**

**2013-2014**

## **Unitarian Universalist Church of the North Hills**

**May 18, 2014**

**2359 West Ingomar Road, Pittsburgh, Pa 15237**

**412-366-0244**

**[www.uucnh.org](http://www.uucnh.org)**



Table of Contents	
Agenda .....	4
Slate of Nominees.....	5
President’s Report .....	6
Minister’s Annual Report to the Congregation – May 2014 .....	8
Director of Lifespan Faith Development .....	11
Adult Faith Development.....	11
Ministries to Families .....	13
Children and Youth Faith Development .....	13
District Activities and Trainings .....	16
Professional Development and Activities .....	16
In Closing.....	17
Finance Committee .....	18
Proposed Budget.....	20
Adult Faith Development .....	27
Building and Grounds Committee.....	28
Caring Team.....	30
Child & Youth Faith Development (CYFD) .....	31
Children's Memorial Fund.....	33
Choir Director’s Report .....	34
Coffee Hour Team .....	35
Compassionate Service Team.....	36
Connections Team .....	37
Decoration and Universal Design (D&UD) Team.....	39
Equal Exchange Coffee and Chocolate Sales.....	40
Facilities Use Committee .....	41
Fellowship Groups.....	42
Barn Raisers .....	42
Book Discussion Group .....	42
Craft Group .....	43
Drum Circle .....	43
Men’s Group .....	43
Quilting Group.....	44
Singles Bridge.....	44

Theater Group.....	45
U3 Singles Group.....	45
Ukulele Group.....	45
Fundraising Committee .....	47
Lay Pastoral Care Team.....	48
Leadership Development Team.....	49
Memorial Garden Committee.....	50
Sound System Team .....	51
Stewardship Committee .....	52
Sunday Services Team .....	53
Systemic Change Team .....	55
Threshold Congregation Team .....	57
Affiliated Organization: Bellwood Preschool.....	58
Introduction .....	58
Sessions and Enrollment .....	58
Staffing.....	59
Fundraising and Tuition .....	59
Buildings & Grounds .....	59
Eco-Healthy Child Care Endorsement .....	60
Conclusion .....	60
Annual Meeting Minutes 2012-2013 .....	61
Minutes of the Special Congregational Meeting .....	64

# **Unitarian Universalist Church of the North Hills**

## **2012-2013 Annual Congregational Meeting**

### **Agenda**

**May 19, 2013, 11:30 a.m.-2:00 p.m.**

- Chalice lighting and invocation
- Call to order
- Approval of minutes from Congregational Meetings – May 2013 & January 2014
- Presentation, discussion, and vote on proposed budget – Finance Committee
- Board and Leadership Development Team (LDT)
  - Presentation of nominations from LDT and nominations from the floor (see the slate of nominees on the next page)
  - Election
  
- Brief reports from Board task forces
- Threshold Congregation Task Force report
- Recognition of outstanding service
- Extinguishing the chalice
- Adjournment

## **Slate of Nominees:**

### Board of Trustees:

Dennis Doubleday	Three years, president track
Joyce Kepner	Three years
Randy Minnich	Three years
Kathy Gorka	One year, the balance of the term of a vacated seat

### Leadership Development Team:

Bernita Clover	Three years
Jan Hoeter	One year, confirming a mid-year board appointment

### Candidate Biographies

Dennis Doubleday has been attending UU churches since 1986, beginning with Paint Branch UU in Adelphi, MD and UU Church of Reston, VA. Dennis first found UUCNH in 1988 and has attended continuously since then, except for a 4 year transfer to UU Congregation of Gwinnett County, GA from 1992-1996. He has at various times served on the Buildings and Grounds Committee, the Canvass Committee, and the Fundraising Committee. He enjoys singing in the choir! He has served on the Finance Committee since the 90s and has been the chair of the committee for several non-contiguous terms. He was the Treasurer for three years from July 2007 to June 2010, and previously served on the Board of Trustees from July 1997 to June 2000, taking the role of Vice President and then President in the final two years.

Joyce Kepner has been a member of UUCNH for 20 years. She has been active in the choir, served as choir director for 4 years and taught RE classes for 14 years. She was chair of the Music Committee and Arts in the Autumn in 2004 and 2005. She attended the first offering of *Harvest the Power: Developing Lay Leadership at UUCNH*, and co-facilitated the second year of the program. For the past 2 years, she has served as chair of the Child and Youth Faith Development Committee.

Randy Minnich and family joined UUCNH in 1978. He was a Youth Group advisor for several years and has served on the Board of Trustees, Ministerial Search Team, Long-Range Planning Committee, Ministerial Relations Committee, Transition Team, Canvass Team, Nominating Committee, the Committee on Organizational Structure and Planning and, just recently, the Sunday Services Committee.

Kathy Gorka started attending UUCNH on 9/12/2001 in search of a sense of community, meaning, and understanding, and she became a member later that year. She taught RE as a Youth Group advisor and twice was a Coming of Age Mentor. She has attended various conferences, including General Assembly and a leadership conference, and has worked to support a youth conference. She was also the chair of the Social Action Committee the year the group traveled to New Orleans to provide relief for victims of Katrina.

Bernita Clover began her Unitarian Universalist journey at UUCNH in October of 2012 and became a member of the church in December of 2012. She is currently an usher, Lay Leader, and member of the Connections Team. She also belongs to Sisters in Spirit and participates in UU Christian Perspectives.

Jan Hoeter started to attend UU churches in 2002 and UUCNH in 2009. He has been a Lay Leader and member of the Sunday Services Committee. Jan participates in the Jesus Discussion, PSI and UU Christian Perspectives Group, and he has been facilitating the Men's Group since its beginning in 2012. He is currently serving on the Leadership Development Team, after being appointed by the Board to fill a vacated seat.

## President's Report

I am pleased to report that the state of our Church is excellent. We have a wonderful professional staff, ably led by our Minister, Scott Rudolph, with our Director of Lifespan Faith Development, Greta Porter and our Music Director Mary Doubleday. Our volunteers are competent, hardworking and committed. Our programs are expanding, rich and generally well attended. Our proposed budget is balanced, thanks to the hard work of our Finance Committee and our many volunteers. It has truly been a blessing to serve as President for such a wonderful organization.

Your Board has been engaged and hard working. We have concentrated on areas of policy and coordination, appropriately leaving day-to-day details to our various teams, task forces and committees. I would especially like to thank our outgoing Board members: Midge Miles, Susan Powers, Amy Wilks, and Rob Willig. I will miss each of them for their help, their good words and their guidance. They have served with grace and distinction.

Other than yours truly, we have one continuing member completing two years of service, Lynn Richards, and three completing their first year – Rachael Smart, Bob Delaney, and VP Mark Draa. All have contributed so much this year. Please consider thanking each member personally, both retiring and continuing, for their contributions to our progress as a church. We owe them a debt of gratitude.

I would like to thank Andy Zadnik, who is completing two years of service as our Secretary. Andy has served us so well, with competent, concise and timely minutes and assistance. We also are so grateful to Lindsay Scott who volunteered as our Treasurer at the end of Sue Duda's term. Both deserve our heartfelt thanks.

We have been heavily involved with three key strategic thrusts this year. First, we became a Threshold Congregation, giving us strategic assistance from the Central East Regional Group of the UUA. Our Threshold Congregation Team, working with our CERG consultant, has been working diligently with the Congregation on visioning for our future. I believe that TCT is the most important effort underway at UUCNH this year. The members have been really committed and diligent in their duties. Please be sure to thank them, and particularly co-chairs Paul Cox and Chris Hill, for their efforts.

We have been actively involved in providing frameworks for our existing committees, teams and task forces. Guided by Midge Miles, the Charge, Authority, Responsibilities Task Force has completed a substantial majority of the CAR documents for these groups. As I write this, we are anticipating approving around 20 CAR documents before we complete the Board year. These documents have been made possible by great teamwork between the Board and the groups. I think the Charge and Authority sections of the documents are really important. Since the various groups are creations of the Board, it's essential for the Board and the group to agree on what the Board charges them to do. It's also the Board's obligation to clarify the authority that the group has to carry out its charge. These CAR documents should go a long way toward harmonizing and clarifying our organization structure.

Our third strategic effort has been to continue the work of formalizing and documenting our policies in a number of areas. We have completed work on a policy for Gift Acceptance, which provides guidelines for such things as acceptance of non-monetary gifts and gifts with temporary or permanent use restrictions. We hope to complete policies soon for bonfires on our

property, for coffee hour, and for our building reserve fund. As we grow, having well thought out and carefully articulated policies will help to keep us on an even keel. It lets people know what is expected of each of us in various areas of church life.

As you should be aware, we created an Executive Committee several years ago. The EC consists of the President, the vice president (Mark Draa, this year), the immediate past president (Midge Miles), and the minister as an ex-officio member. Last August, we finalized a CAR document clarifying the role of the EC, which is to assist the President and the Board in carrying out their duties and responsibilities. The EC meets monthly to help set the agenda for the upcoming full Board meeting. I have found the EC to be invaluable in assisting me in my role. They act as my sounding board and I do very little without consulting them. I thank each of them for their advice and consultation.

As I close my third, and what I expect to be my last, term as your President, I am compelled to say that it has been an honor and a privilege to serve with such wonderful people, including our staff, our Board and officers and all the members of this "loving religious community." May our future continue to be bright.

Ed Rockman  
May 2014



## Minister's Annual Report to the Congregation – May 2014

I was at a minister's conference and someone asked me about the congregation I serve. I rattled off something like, "They are an amazing congregation! They are kind, and excited, and healthy, and moving forward together as a community. It is an incredible process to be a part of!" This person responded, "Wow! You don't know how lucky you are." But... in my humble, only-three-years-into ministry opinion, I would like to believe that I do understand how fortunate I am - how fortunate we *all* are to be together. What happens at UUCNH on Sunday mornings and throughout the week is a very special thing. It is honor to be a part of it. Our congregation believes in and lives out the idea of shared ministry. The congregation ministers to the congregation. The people guide the church. Our members and friends join together to make an impact beyond our walls. What we do together is holy and sacred work because it lifts up the bonds between us. I have been witness to acts of caring, justice, vision, stewardship, nourishment, growth, laughter, and joy. Our founders have every reason to be proud of where we are today as a congregation.

The congregation has great cause to express appreciation to this year's board of trustees. They worked incredibly hard for this church. There was no letting up at the end, but rather, things seemed to begin swirling more and more. They adopted a structure of task forces with specific projects, all of which saw tremendous progress. A lot of what the board does might not be immediately seen by the church. But trust that this board moved the church forward while being committed to supporting the teams and committees. This was in large part due to the strong leadership of Ed Rockman, our Board President. His love of this church, coupled with his leadership ability, produced a year of great accomplishments. If you see any board members, thank them. They have it coming.

I remain, as always, indebted to Greta Porter, our Director of Lifespan Faith Development, for her good work and collegiality. Her commitment to religious education in our congregation is clear. She cares for the nurturing and growth of our people from the nursery to our seniors. Greta is a greatly respected religious educator in our Ohio Meadville District. She is a mentor and leader to others. She brings two things to her work that, I feel, make her the success that she is: professionalism and love. UUCNH is fortunate to have gained from her service for 15 years!

We say goodbye to Jen Fontaine in our office at the close of this church year. She is choosing to move on to other pursuits, but anyone who has worked with her (and by now, that is a great many of you), knows that she has approached her job with kindness, ability, thoughtfulness, and an unwavering commitment to helping this church accomplish whatever task came in front of her. I am so thankful for her time here. She has lifted up what we do in our office to a new level.

Our time in worship this year has been diverse and meaningful for me, and I hope for you as well. I continue to be appreciative of the way this congregation embraces new ideas and directions. The space we create on Sunday mornings is my favorite time of the week. In part, this is because I get to hear our magnificent choir led by our Choir Director, Mary Doubleday. I have enjoyed collaborating with Mary in creating meaningful Sunday services for our congregation. I am amazed over and over at both the quality and the diversity of what they provide our souls.

A main activity of the year has been our visioning process, led by our Threshold Congregation Team. It has been a pleasure to work with this group as we listened and collected the congregation's dreams. This process is so important, as it will guide us into our future. As a congregation, you can be assured that this team has worked with commitment and care for the task entrusted to them. And the vision that is emerging is vibrant, exciting, challenging, and wholly "of the congregation." We have set forth goals that will require us to step up in new ways to realize them. I look forward to this in the coming years.

The work I do with our Lay Pastoral Care Team is meaningful, rich, and so important for this community. This team does what I never could do alone. Our goal is to make sure that no one falls through the cracks. They have offered caring hearts and listening ears this year. And the Caring Team has been there as well to offer a meal to those who could use one. No matter our growing size, it is clear that this congregation desires to stay connected and caring. This is what a church is and does.

When I arrived three years ago, our congregation was like many other churches across the country in that money was scarcely spoken of. This seems to be changing, and that is a good thing. Our Stewardship season produced very strong results. There was an intentional effort to speak plainly about money this year - to not pretend that our wonderful church doesn't need the financial contributions of our members. I hope we continue this trend, realizing that there is nothing passé or politically incorrect about speaking of money. It is a reality of being a non-profit, of having congregational polity, and of being responsible for our community. From squirming to open conversation is the right direction.

I have spent a decent amount of time this year designing a new website for the church with a local web developer. This site should be going live over the same weekend as our congregational meeting. It is our hope that this new site will be more inviting for new comers and more interactive for church members and friends. It appears that the internet and social media are not going away any time soon, so it is good that we begin to adapt to this "new fad." Like most things in churches, the website will continue to be a work in progress, but I am excited for the new possibilities it will offer us as a congregation.

In the community, I continue my interfaith work in creating and co-leading a North Hills justice organization named NORTH (Neighboring Organizations Responding Together for Hope). It has been a challenge working with many of the suburban congregations to engage justice work, but my hope is that as UUCNH begins to expand our reach in justice, we might be able to partner with some of these other religious communities.

The Greater Pittsburgh Cluster of Unitarian Universalist Churches is happening! The ministers meet, the programs staffs have gathered twice, social justice and membership committee chairs have met together, and the leadership of nine area churches has met twice to begin drafting bylaws and structure. We recognize that we can be more together as Unitarian Universalists in western Pennsylvania. When we share resources, energy, and ideas, we will begin to realize the promise available to us. All this is pointing toward our first Cluster Annual Assembly on November 1, 2014. I have been co-leading this effort and am encouraged by the enthusiasm so far.

Professionally, this has been my third year in the Unitarian Universalist Association Ministerial Fellowship Committee's preliminary fellowship process. The Board and the Threshold Congregations Team will complete my third round of evaluations after this summer. I do not lose sight of the fact that I am in the dawn of my ministry, and I am grateful to this congregation for

being the fertile and supportive soil in which I am growing. I have been able to attend several professional development opportunities this year, all of which shape me in ways that show up in my service to the congregation: a multicultural training at a minister's meeting, the national Allies for Racial Equity conference, UUA General Assembly, UUA Professional Days, a conference on worship theory and arts, and OMDUUMA minister's retreats.

My colleague called me "lucky" for being at a healthy and energetic church. I know better than this. It is not luck. Luck is winning the lottery or Bingo. Luck happens to you. The church we call our spiritual home is created by us. It does not just happen. It is the shared ministry and commitment of the members and friends of this church that makes it come alive. It is drawing upon our rich history and dreaming into our future that produces our fulfilling todays. I thank each and every one of you for being a part of this place. No. This isn't lucky. It is what happens when people come together to build a loving religious community that nourishes the spirit, celebrates life, and cherishes the connectedness of all things. It is the process of being transformed and transforming the world.

## **Director of Lifespan Faith Development**

It is hard to believe that it has been 15 years already that I have served as the congregation's professional religious educator. And what a lovely 15 years it has been! How kind it was of the congregation to recognize this milestone in my professional life in a Sunday service!

Rev. Rudolph continues to be a support and advocate for faith development for the lifespan. Joyce Kepner is completing her two-year tenure as Children and Youth Faith Development Chair in a strong way, bringing organization and wonderful record keeping practices to the team, along with her passion for religious education. The Children and Youth Faith Development Team selected Robyn Travers as Joyce's successor this winter, and Joyce has been preparing Robyn well for the role. Doug Ickert stepped forward early fall to chair the Adult Faith Development Team. He has been extraordinary, recruiting team members, connecting with facilitators and developing facilitator trainings. And, of course, our Faith Development Program for all ages is dependent on the many, many volunteers who work so hard to make the offerings rich and worthwhile. I never fail to be dazzled by the extraordinary people in our congregation and their commitment to this loving religious community.

## **Adult Faith Development**

### **Tremendous Tuesdays/Wonderful Wednesdays**

In the fall we had Tremendous Tuesdays, a series of five potluck dinners followed by Faith Development offerings for adults and children. Rev. Rudolph offered *Building Your Own Theology*, Friends in Awakening offered meditation and the Drama Group offered a program for children.

In the winter, Tremendous Tuesdays morphed into Wonderful Wednesdays. Rev. Rudolph offered *The Spiritual Side of Unitarian Universalism*, Doug Ickert showed the UU History film series *A Long Strange Trip*, and Kurt Kuntz and I offered *Our Whole Lives* Sexuality Education for Adults. Many volunteers offered children's activities related to our Unitarian Universalist principles. Wednesdays brought more than 30 people into church every evening.

### **Sisters in Spirit –Michelle Broge-Connor and Rachael Smart, Coordinators**

Sisters in Spirit is finishing up its third year and is going strong with close to twenty women on the roster. The group opens to new members in January and July and is focused on spiritual, intellectual, and emotional growth as well as creating ties with other women. Each month, a different member presents a topic of her choice, resulting in a wide variety of topics and styles that are very diverse both in substance and in delivery - it is always very refreshing and engaging! The group approaches each meeting with an open mind and the respectful understanding that each of us has something worthwhile to contribute.

CUUPS (Covenant of Unitarian Universalist Pagans)—Michelle Broge-Connor,  
Coordinator

Michelle writes, “Confluence Grove CUUPS is in its third year, with an average of 12 members attending each monthly meeting. The group is open to pagans and non-pagans, as well as members/friends of UUCNH and visitors. CUUPS gathers together to study, promote, and celebrate the practice and understanding of pagan spirituality, for our members, for the Unitarian Universalist Church of the North Hills, and for the larger community, by providing opportunities to examine and celebrate a variety of earth-based traditions and various other pagan paths. Each month, a different member presents a topic or leads a ritual. CUUPS explores aspects from a wide range of traditions, from Neopaganism, to Wicca, to Shamanism, to Hinduism, to Native American traditions, and many more. Members approach each meeting with an open mind and a sense of adventure! This attitude, when combined with the diversity of belief and variety of topics, has kept this a thriving, dynamic group.”

Christian Perspectives—Edie Swihart and Joe Meier

This new discussion group began in January. Edie and Joe help the group create safe space to discuss the impact Christianity has had on participants’ lives. This has been a meaningful group for those who embrace their Christian backgrounds and those who struggle with them. Between 10 and 12 attend each month.

Friends in Awakening – Beth Blair and Patty Pick-Franke

Beth Blair reports, “The Friends in Awakening group has evolved over the past half-year since we started. There are several “regular” weekly meditators as well as those who stop by from time to time, and occasional new faces. Attendance is about seven on average, but varies. We began with more discussion time incorporated, but we now use a book for some insightful thoughts, and keep most of the time to meditative practices. Most weeks, the sessions are from 7 to 8:30 p.m. and involve guided and silent meditation as well as time for tea—although we have newly added a once-a-month one-hour extended silent session from 7 to 8 p.m.”

Jesus Discussion Group—Tony Palermo, Facilitator

Tony offers presentations of current scholarly thinking about the historical Jesus each month. Related topics included Biblical Criticism of the Gospels, The Developing Character of Jesus in the 1st Century, Current Thought about Jesus’ Teaching and Mission, The History of Jesus’ Deification, assorted Apocryphal Gospels [Thomas, Judas, Mary], and the Source Gospel, Q. The group has convened each year since 1992. Readings, from a variety of books, journals & magazines are supplied. Once-a-month sessions last 1-2 hours, with, with 7-13 attendees this year.

PSI (Philosophical and Spiritual Insights) Group – Tony Palermo, Facilitator

Tony leads open-ended discussions about the meeting points of spirituality, morality, ethics and science. Over the last 20 years, topics have included the Nature of Evil, Belief in God in an Age of Science, the Origins of Morality, Sexual Selection and the Maturing of Humanity, and, this year, The Brain and Spirituality. Readings from a variety of books, journals & magazines are supplied. Once a month sessions last 1-2 hours, with 6-12 attendees this year.

### Tuesday Lunch and Learn

With a need for daytime programming becoming evident, our Tuesday Lunch and Learn was launched in April. Participants enjoy lunching together, followed by a viewing and discussion of the UU history video series, *A Long Strange Journey*, with 8 – 12 participating each week.

## **Ministries to Families**

### Young Families Group

Abby Vaughn has coordinated this new group, which has attracted over a dozen families. Children play while parents socialize monthly, followed by a joint potluck dinner with Games Night participants.

### Childcare Coordinator

Allyson Zadnik has arranged for childcare for many, many events at the church. Cindy Muders assumed this role while Allyson took maternity leave. Providing childcare for parents to attend church events is so important in helping a great many families integrate fully into the life of the church.

## **Children and Youth Faith Development**

### Summer Camp for Kids

*Our Place in Space*, our summer camp for kids in July, was a great success, with 38 campers, 7 youth counselors and 20 adult volunteers.

### Summer RE

Our summer Sundays were well attended by children, with between 15 and 22 on any given Sunday, more than any other summer I can remember. Our volunteers offered garden and nature-based activities.

### Teacher Training and Support

In September, our Religious Education volunteers for children and youth began the year with a Saturday morning teacher training. In January, we had a Saturday brunch provided by the Children and Youth Faith Development Committee to allow volunteers to regroup after the holidays and plan for the rest of the church year.

### RE Pageant

In “A Holiday Lawsuit,” our fun holiday pageant in December, our children and youth enacted a lawsuit between Mother Earth and Father Christmas in which everyone wins. The light story line helped children and adults learn about the pagan roots of Christian traditions.

#### Stewardship Sunday Open House

This year’s Religious Education Open House during Stewardship Sunday brought many members to our classrooms to learn what our children and youth do in their classrooms. Faith Development teachers were grateful for this time to share their important ministries.

#### Sunday Morning RE

We had an average of 40 children in our Sunday morning religious education classes. Our roster has 103 children and youth.

##### Nursery

Attentive childcare is provided for our youngest children during Sunday Services.

Volunteers: John Ballance, Rebecca Mundok, Patrice Giancola Noel, Chris Vaughn, Abby Vaughn (coordinator),

##### Preschool

Curriculum: *Chalice Children*

Children explored connections to nature, the world and the universe. Unitarian Universalist principles and values are implicitly promoted throughout the program, fostering a Unitarian Universalist religious identity.

Volunteers: Julie Kant (co-coordinator), Debi Nuttall, Patty Pick-Franke, Rebecca Rudolph, Chris Vaughn (co-coordinator)

##### Kindergarten and First-Second Grades

Curriculum: *Spirit Play*

*Spirit Play* is a Unitarian Universalist religious education program fashioned from Montessori teaching methods. Children are warmly greeted by an adult doorkeeper. A trained adult storyteller presents a story in a prescribed way to foster children’s wonderings, encouraging them to discern their own meaning from the story. Stories relate to our 7 Unitarian Universalist principles and often explore “The Mystery Some People Call God.”

Kindergarten Volunteers: Mary K Hobbs (coordinator), Nghi Dao, Bill McAdams, Midge Miles

First-Second Grade Volunteers: Jeff Jones, Sara Jones (coordinator), Dawn Lindsay, Alissa Smith, Andy Zadnik, Allyson Zadnik

##### *Our Whole Lives* Sexuality Education for Grades 1-2

Facilitators: Greg Jarold and Rachael Smart

Beginning in March, 17 children participated in *Our Whole Lives (OWL)* for first and second graders on Sunday mornings. *Our Whole Lives* helps children learn about relationships, families, reproduction and sexual justice in a developmentally appropriate way.

#### Third-Fourth Grade

Curriculum: *Toolbox of Faith- UUA Tapestry of Faith*

In this curriculum, work tools were presented to children as symbols for spiritual tools. Children discovered what aspects of Unitarian Universalism faith are helpful to them, developing a toolbox of faith.

Volunteers: Robyn Travers (coordinator), Natalie Cruz, Julie Klasen, Deb Rightley

#### Fifth-Sixth Grade

Curriculum: *Bibleodeon*

*Bibleodeon* introduces Hebrew and Christian scriptures by presenting the best-known Bible stories with imaginative play. The class experienced the Bible as an important source of our living Unitarian Universalist tradition.

Volunteers: Joanna and Josh Newlin, Tony Palermo (coordinator), Quay Wood

#### Seventh-Eighth Grade

Curriculum: *Neighboring Faiths*.

This classic program has become a rite of passage for our young people. The year is spent examining Unitarian Universalist principles while exploring many different religions. Field trips included visits to Mennonite, Mormon and Baptist Churches and a Hindu temple, as well as hearing Muslim youth speak about their experience.

Volunteers: James Clarke, Stacy Conlin (coordinator), Alice Hirschel, Jim and Sharon Pillar

#### Youth Group

Stacy Conlin kick-started our youth group this winter with monthly Sunday evenings. Stacy is working hard to have the youth decide on the direction the group will take. Our high school youth decided to invite the 7<sup>th</sup> and 8<sup>th</sup> graders to join them, bringing about 8 youth each month.

Volunteers: Stacy Conlin (coordinator), Ron Smart

#### Coming of Age for High School Youth

This year-long program paired youth with adult mentors in the congregation. Together, they attended Sunday evening sessions to learn more about Unitarian Universalism and to discern their beliefs about life's big questions. The group worked at the Jubilee Soup Kitchen in the Hill District as a service project, and presented Unitarian Universalism at the Interfaith Gathering sponsored by the North Hills Anti-Racism Coalition. In May the youth presented their credo statements in a worship service they designed. In June the group will travel to Boston on a heritage trip.



Youth  
Kate Ishiyama  
Brian Luebbert-Hill  
Melody MacFarland  
Julia Maruca

Mentors  
Alice Hirschel  
Chris Vaughn  
Ron Smart  
Stacy Conlin

## **District Activities and Trainings**

### Hosting Spirit Play Training

We hosted a Spirit Play Training for 15 people in our district. Eight of our congregants attended this full day Saturday training in preparation for teaching this church year.

### Hosting "Fundamentals of a Healthy Youth Group"

We hosted this weekend-long district training for youth and advisors. Stacy Conlin attended and put her training into practice, re-launching our youth group.

### *Our Whole Lives* Sexuality Education Facilitator Training

Robyn Travers and Stacy Conlin attended OWL training last summer in preparation for teaching this coming year.

### Teacher Development Renaissance Module

I was delighted that Robyn Travers attended this 3-day intensive training for religious educators. She returned transformed and excited to assume the role of Chair of the Children and Youth Faith Development Team.

### District Assembly

Doug Ickert attended District Assembly as Chair of the Adult Faith Development Team and returned with many ideas and connections.

## **Professional Development and Activities**

I serve as member and secretary for the Committee on Mentoring of the Continental Liberal Religious Educators Association, and I attended the Fall Conference of this association in St. Paul, MN. I serve as Good Officer for the Ohio Meadville Chapter of the Liberal Religious Educators Association and was the program coordinator for this group's February retreat. I serve as mentor for a colleague in the Pittsburgh area. I completed an on-line class for religious educators about change and transformation in congregations. With Reverend Rudolph, I attended the joint St. Lawrence Ohio Meadville District retreat for ministers and religious educators, which featured Mark Morrison-Reed presenting a history of Unitarian Universalism and African Americans.

## **In Closing**

This has been a year of strong leadership in Faith Development by our chairs, committee members, teachers and program facilitators. I have enjoyed serving the Unitarian Universalist Church of the North Hills these past 15 years. I look forward to partnering with Rev. Rudolph and the congregation in fulfilling the mission and vision of this loving religious community in the coming years.

Respectfully submitted, Greta Porter

## **Finance Committee**

The Finance Committee manages all aspects of the church's finances. We prepare a proposed annual budget prior to each fiscal year (which runs from July 1 to June 30), and then during the year we meet monthly to review the current financial condition of the church. We review the statements to be sure we are staying within the budget approved by the congregation at the previous year's annual meeting. We also watch for any unusual items or changes that may require action by a Committee or the Board.

For our current fiscal year, we are doing well and should finish the year either in balance or with a small surplus. The revenue from pledges and friends is coming in just about as budgeted. We will get only about half the expected revenue from rental of the Little House. It is currently unoccupied and it will require repairs before it can be rented again. Grocery card sales have also declined somewhat. Balancing that, the revenue from the Auction was almost 200% higher than budgeted.

On the expense side, we are significantly over budget for snow removal and mowing due to the many snowfalls this past winter. Utilities have also exceeded the plan. The other expenses are in line with the budget or lower, and any differences are the result of the timing of payments. A summarized statement comparing the nine months ended March 31, 2014 and 2013 is on the following page.

The Committee also oversees the Endowment investment account. This is an account originally established with a gift from the estate of a long time church member. The church bylaws provide that the dividends and interest earned can be used to help fund the operating budget on an annual basis. To spend any of the balance of the account requires a two thirds vote of the congregation. The balance of the account at March 31, 2014 is \$250,299, which is a 13% increase over the balance of \$221,236 at March 31, 2013.

My thanks to everyone on the committee and especially to Lindsay Scott for her work as Treasurer. I know from experience that it takes many hours per week.

Thanks, also, to Mary Ellen Johnson, who has agreed to return to the role of Chair of the committee for next year.

Submitted by the Finance Committee  
Sue Duda, Mary Ellen Johnson, John Brobst, Joe Meier, Lindsay Scott (Treasurer)  
Dennis Doubleday, Chair

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**  
**STATEMENT OF REVENUES COLLECTED AND DISBURSEMENTS**  
**Ten Months Ended April 30, 2014 and 2014**

	<b>April 2014</b>			<b>Apr 2013</b>
	<b>Actual</b>	<b>Budget</b>	<b>(Under)</b>	<b>Actual</b>
<b>REVENUES</b>				
Pledges, Friends and plate	\$ 218,614	\$ 204,804	\$ 13,810	\$ 212,178
Church use, investment and other revenue	21,465	36,174	(14,709)	27,858
	<u>240,079</u>	<u>240,978</u>	<u>(899)</u>	<u>240,036</u>
<b>EXPENSES</b>				
<b>CONTRACT SERVICES</b>				
( includes compensation, benefits, taxes & expenses)				
Minister	73,260	73,767	(507)	69,254
Director of Religious Education	42,063	42,287	(224)	40,375
Music Director	5,107	5,108	(1)	4,934
	<u>120,430</u>	<u>121,162</u>	<u>(732)</u>	<u>114,563</u>
<b>FIXED COSTS</b>				
Utilities	15,324	13,667	1,657	13,041
Maintenance	6,214	11,667	(5,453)	19,796
Snow removal and lawn mowing	15,438	9,167	6,271	11,843
Custodial and supplies	7,663	7,500	163	6,656
Interest, taxes and insurance	18,727	15,670	3,057	15,330
UUA and OMD dues	15,687	13,073	2,614	13,363
	<u>79,053</u>	<u>70,744</u>	<u>8,309</u>	<u>80,029</u>
<b>CHURCH OPERATIONS</b>				
Telephone, copying, computer & supplies	8,869	10,834	(1,965)	10,909
Administrative assistant	16,878	16,689	189	14,869
	<u>25,747</u>	<u>27,523</u>	<u>(1,776)</u>	<u>25,778</u>
<b>DISCRETIONARY</b>				
Religious education (youth & adult)	3,244	3,333	(89)	1,664
Music and arts	2,396	5,292	(2,896)	1,721
Committees and social activities	7,511	12,924	(5,413)	12,890
	<u>13,151</u>	<u>21,549</u>	<u>(8,398)</u>	<u>16,275</u>
<b>TOTAL EXPENSES</b>	<u>238,381</u>	<u>240,978</u>	<u>(2,597)</u>	<u>236,645</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 1,698</u>	<u>\$ -</u>	<u>\$ 1,698</u>	<u>\$ 3,391</u>

# Proposed Budget

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS													
STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS													
Years Ended June 30, 2011, 2012 and 2013													
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015													
	6/30/11		6/30/12		6/30/13		6/30/14		Proposed		6/30/15 vs 6/30/14		
	Actual	Budget	Actual	Budget	Actual	%	Budget	Budget	%	Budget	\$ Increase (Decrease)	Percentage Increase (Decrease)	
<b>REVENUES</b>													
Pledges, friends and plate	208,633	213,700	238,602	221,310	232,732	85%	237,146	242,200	84%	267,100	85%	24,900	10.3%
Church use and other revenue	35,042	41,795	39,369	35,820	41,439	15%	39,315	46,972	16%	47,995	15%	1,023	2.2%
	<b>243,675</b>	<b>255,495</b>	<b>277,971</b>	<b>257,130</b>	<b>274,171</b>	<b>100%</b>	<b>276,461</b>	<b>289,172</b>	<b>100%</b>	<b>315,095</b>	<b>100%</b>	<b>25,923</b>	<b>9.0%</b>
<b>EXPENSES</b>													
<b>CONTRACT SERVICES</b> ( includes compensation, benefits, taxes & expenses)													
Minister	79,277	79,000	90,445	85,915	84,461	31%	84,470	88,520	31%	94,815	30%	6,295	7.1%
Director of Religious Education	46,007	46,075	46,510	46,675	48,496	18%	48,764	50,744	18%	53,083	17%	2,339	4.6%
Music Director	5,383	5,000	5,383	5,385	5,921	2%	5,921	6,129	2%	6,997	2%	868	14.2%
	<b>130,667</b>	<b>130,075</b>	<b>142,338</b>	<b>137,975</b>	<b>138,878</b>	<b>51%</b>	<b>139,155</b>	<b>145,393</b>	<b>51%</b>	<b>154,895</b>	<b>49%</b>	<b>9,502</b>	<b>6.5%</b>
<b>FIXED COSTS</b>													
Building operations	40,572	49,200	51,773	45,800	55,663	20%	51,900	50,400	17%	54,870	17%	4,470	8.9%
Interest, taxes and insurance	14,220	13,600	17,101	14,520	15,386	6%	14,819	18,805	7%	20,210	6%	1,405	7.5%
UUA and OMD dues	12,168	12,090	12,480	12,480	13,363	5%	13,446	15,687	5%	17,640	6%	1,953	12.4%
	<b>66,960</b>	<b>74,890</b>	<b>81,354</b>	<b>72,800</b>	<b>84,412</b>	<b>31%</b>	<b>80,165</b>	<b>84,892</b>	<b>29%</b>	<b>92,720</b>	<b>29%</b>	<b>7,828</b>	<b>9.2%</b>
<b>CHURCH OPERATIONS</b>													
	<b>23,596</b>	<b>25,655</b>	<b>24,945</b>	<b>26,855</b>	<b>30,826</b>	<b>11%</b>	<b>29,535</b>	<b>33,027</b>	<b>11%</b>	<b>39,185</b>	<b>12%</b>	<b>6,158</b>	<b>18.6%</b>
<b>DISCRETIONARY</b>													
Religious education (youth & adult)	5,964	8,750	7,128	8,600	11,828	4%	13,550	10,300	4%	10,915	3%	615	6.0%
Music and arts	2,044	4,325	1,817	3,700	2,422	1%	4,750	6,350	2%	6,350	2%	0	0.0%
Committees and social activities	11,483	11,800	9,541	7,200	7,159	3%	9,306	9,210	3%	11,030	4%	1,820	19.8%
	<b>19,491</b>	<b>24,875</b>	<b>18,486</b>	<b>19,500</b>	<b>21,409</b>	<b>8%</b>	<b>27,606</b>	<b>25,860</b>	<b>9%</b>	<b>28,295</b>	<b>9%</b>	<b>2,435</b>	<b>9.4%</b>
<b>TOTAL EXPENSES</b>													
	<b>240,714</b>	<b>255,495</b>	<b>267,123</b>	<b>257,130</b>	<b>275,525</b>	<b>101%</b>	<b>276,461</b>	<b>289,172</b>	<b>100%</b>	<b>315,095</b>	<b>99%</b>	<b>25,923</b>	<b>9.0%</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>													
	<b>2,961</b>	<b>0</b>	<b>10,848</b>	<b>0</b>	<b>(1,354)</b>	<b>-1%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>1%</b>	<b>0</b>	

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS		Page 1							
STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS									
Years Ended June 30, 2011, 2012 and 2013									
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015									
	6/30/11		6/30/12		6/30/13		6/30/14	Proposed 6/30/15	
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget	Budget
<b>REVENUES</b>	243,675	255,495	277,971	257,130	274,171	276,461	289,172	315,095	
<b>DISBURSEMENTS</b>									
Fixed costs	66,960	74,890	81,354	72,800	84,412	80,165	84,892	92,720	
Contract services	130,667	130,075	142,338	137,975	138,878	139,155	145,393	154,895	
Church operations	23,596	25,655	24,945	26,855	30,826	29,535	33,027	39,185	
Discretionary	19,491	24,875	18,486	19,500	21,409	27,606	25,860	28,295	
	240,714	255,495	267,123	257,130	275,525	276,461	289,172	315,095	
<b>EXCESS (DEFICIT)</b>	<b>2,961</b>	<b>0</b>	<b>10,848</b>	<b>0</b>	<b>(1,354)</b>	<b>0</b>	<b>0</b>	<b>0</b>	

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 2									
SCHEDULES OF REVENUES COLLECTED									
Years Ended June 30, 2011, 2012 and 2013									
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015									
	6/30/11		6/30/12		6/30/13		6/30/14	Proposed	
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	6/30/15	
REVENUES COLLECTED									
Revenues other than pledges									
Church Use									
Bellwood	8,160	8,520	8,110	8,520	8,520	8,500	8,500	9,200	Increase of 500 plus 200 from
Other	4,815	3,000	4,798	4,500	4,330	4,000	4,000	4,500	
Copy machine use	1,647	600	463	1,000	1,000	1,000	1,200	1,200	
House rent	10,203	10,200	10,200	10,200	10,200	10,200	10,200	5,000	
Investment income									
Interest	92	400	55	200	39	50	57	830	includes new investment accou
Dividends/Other	515	4,000		4,300		6,500	7,500	15,300	2 years
Fund raisers	2,122	3,000	7,872	2,000	6,760		4,400	4,400	
Craft Group					3,053				
Coffee hour	25	0	-229	100	(356)	0	0	0	
RE Income			25						
Designated amounts	2,500	2,500	3,565	0	3,565	3,565	3,565	3,565	
Grocery coupons	4,963	5,000	4,510	5,000	4,328	5,500	4,500	4,000	
Excess funds from 08/09		4,575					3,050		
	35,042	41,795	39,369	35,820	41,439	39,315	46,972	47,995	
Pledges									
Current year	188,910	195,700	213,434	202,825	214,573	217,146	224,200	249,100	
Friends	19,723	10,000	25,168	10,485	18,159	10,000	12,000	12,000	
New pledges		2,000		2,000		4,000			
Plate		6,000		6,000		6,000	6,000	6,000	
	208,633	213,700	238,602	221,310	232,732	237,146	242,200	267,100	
<b>TOTAL</b>	<b>243,675</b>	<b>255,495</b>	<b>277,971</b>	<b>257,130</b>	<b>274,171</b>	<b>276,461</b>	<b>289,172</b>	<b>315,095</b>	
Gross pledge revenue		206,000	216,455	213,500	231,746	228,727	236,000	265,000	
Collection rate		95%	95%	95%	92%	95%	95%	94%	
Collected			204,995		213,796				12% increase

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS		Page 3						
SCHEDULES OF DISBURSEMENTS								
Years Ended June 30, 2011, 2012 and 2013								
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015								
	6/30/11		6/30/12		6/30/13		6/30/14	Proposed 6/30/15
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
<b>FIXED COSTS</b>								
<b>Mortgages &amp; other</b>								
Member loans	2,750	2,750	2,105	2,500	626	625	3,480	3,875
Children's memorial fund	1,892	1,850	1,952	2,000	597	600	630	940
Insurance	8,598	8,000	8,441	9,000	9,483	9,000	10,000	10,500
Life insurance			3,564		3,564	3,564	3,565	3,565
Taxes	915	900	969	920	1,051	930	1,030	1,230
Other	65	100	70	100	65	100	100	100
	14,220	13,600	17,101	14,520	15,386	14,819	18,805	20,210
<b>Building Operations</b>								
Custodian	6,720	7,000	6,790	7,000	7,043	7,400	7,500	7,500
Household items	859	1,000	1,243	1,200	1,256	1,000	1,000	1,900
Maintenance	7,542	10,000	16,851	10,000	20,607	14,000	14,000	14,000
Kitchen						200	500	500
Snow removal/lawn mowing	8,525	9,000	10,508	10,000	11,998	10,000	11,000	14,000
Utilities								
Electric	6,332	8,000	7,130	7,000	4,935	8,000	6,000	6,000
Gas	6,896	11,000	5,043	7,000	6,189	7,000	6,000	6,600
Garbage collection	1,505	1,500	1,508	1,500	1,613	1,500	1,800	1,620
Sewer	957	700	1,240	900	825	1,200	1,000	1,250
Water	1,236	1,000	1,460	1,200	1,197	1,600	1,600	1,500
	40,572	49,200	51,773	45,800	55,663	51,900	50,400	54,870
<b>Denominational affairs</b>								
UUA	8,792	8,792	9,048	9,048	9,628	9,628	11,340	12,600
O-M District	3,376	3,298	3,432	3,432	3,735	3,818	4,347	5,040
	12,168	12,090	12,480	12,480	13,363	13,446	15,687	17,640
<b>TOTAL FIXED COSTS</b>	<b>66,960</b>	<b>74,890</b>	<b>81,354</b>	<b>72,800</b>	<b>84,412</b>	<b>80,165</b>	<b>84,892</b>	<b>92,720</b>
Reported Membership Number		157		156		166	189	210
UUA APF amount per member		56		58		58	60	60
OMD Dues amount per member		21		22		23	23	24
Total fair share		12,089		12,480		13,446	15,687	17,640
Percentage to be paid		100%		100%		100%	100%	100%
		12,089		12,480		13,446	15,687	17,640



UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS		Page 4						
SCHEDULES OF DISBURSEMENTS								
Years Ended June 30, 2011, 2012 and 2013								
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015								
	6/30/11		6/30/12		6/30/13		6/30/14	Proposed 6/30/15
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
<b>CONTRACT SERVICES</b>								
<b>Minister's Package</b>								
Salary and housing	62,508	62,000	62,016	60,705	67,588	61,905	65,296	67,910
SSI Contribution	4,782	4,743	4,744	4,639		4,736	4,995	5,195
Benefits - health, disability, pension								
Disability/Life		668	335	426	465	465	500	500
Health			5,225	5,089	4,658	5,700	5,700	7,200
Pension	8,075	8,009	6,819	6,648	6,759	6,664	7,029	7,310
Professional expenses	3,912	3,580	5,848	3,408	4,991	5,000	5,000	6,700
Transportation/Relocation			5,458	5,000				
	79,277	79,000	90,445	85,915	84,461	84,470	88,520	94,815
<b>Director of Religious Education</b>								
Director - salary	36,000	36,000	36,561	36,560	38,388	38,388	39,732	41,719
Pension	4,320	4,321	3,715	3,716	3,839	3,839	3,973	4,172
Payroll taxes	2,754	2,754	2,797	2,799	2,937	2,937	3,039	3,192
Meetings and professional expenses	2,933	3,000	3,437	3,600	3,332	3,600	4,000	4,000
	46,007	46,075	46,510	46,675	48,496	48,764	50,744	53,083
<b>Music Director</b>								
Director - salary	5,000	5,000	5,000	5,000	5,500	5,500	5,693	6,500
Payroll taxes	383		383	385	421	421	436	497
	5,383	5,000	5,383	5,385	5,921	5,921	6,129	6,997
<b>TOTAL CONTRACT SERVICES</b>	<b>130,667</b>	<b>130,075</b>	<b>142,338</b>	<b>137,975</b>	<b>138,878</b>	<b>139,155</b>	<b>145,393</b>	<b>154,895</b>

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS		Page 5							
SCHEDULES OF DISBURSEMENTS									
Years Ended June 30, 2011, 2012 and 2013									
Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015									
	6/30/11		6/30/12		6/30/13		6/30/14	Proposed 6/30/15	
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget	
<b>COSTS TO KEEP CHURCH OPERATING</b>									
<b>Office</b>									
Telephone / Internet	2,678	2,800	3,122	3,000	3,180	3,600	3,600	2,800	
Postage	1,261	1,400	1,459	1,400	1,405	1,500	1,500	1,600	
Supplies	2,580	2,000	2,371	2,000	2,346	2,000	2,400	2,500	
Repairs and contingencies	1,234	500	1,064	1,000	40	500	500	500	
Computer	1,030	1,000	1,398	1,000	1,751	1,980	2,000	2,000	
Copy machine	2,583	2,000	2,441	2,500	3,688	2,500	3,000	2,500	
	11,366	9,700	11,855	10,900	12,410	12,080	13,000	11,900	
<b>Office Payroll</b>									
Secretarial	11,361	14,820	12,158	14,820	16,710	16,213	17,023	24,960	
Taxes and benefits	869	1,135	932	1,135	1,278	1,242	1,302	1,909	
Pension					428		1,702	416	
Bookkeeper									
	12,230	15,955	13,090	15,955	18,416	17,455	20,027	27,285	
<b>TOTAL CHURCH OPERATIONS</b>	<b>23,596</b>	<b>25,655</b>	<b>24,945</b>	<b>26,855</b>	<b>30,826</b>	<b>29,535</b>	<b>33,027</b>	<b>39,185</b>	

## SCHEDULES OF DISBURSEMENTS - continued

Years Ended June 30, 2011, 2012 and 2013

Budgets Ending June 30, 2011, 2012, 2013, 2014 and 2015

	6/30/11		6/30/12		6/30/13		6/30/14	Proposed 6/30/15
	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
<b>DISBURSEMENTS(continued)</b>								
<b>DISCRETIONARY FUNDS</b>								
<b>Adult programming</b>								
Sunday services	1,835	3,750	3,016	3,500	3,946	4,250	4,550	3,000
Audio Equipment and supplies	488		160	400	2,517	3,000	600	1,465
Compassionate Service Team							750	800
Systemic Change	251	700	855	700	1,767	2,000	400	900
	2,574	4,450	4,031	4,600	8,230	9,250	6,300	6,165
<b>Religious education</b>								
Adult education - Materials	176	300	156	300	437	300	300	300
Adult education - Training and Speakers	295	300	240	300	200	300	300	300
Training	420	1,000	675	600	1,000	1,000	1,000	1,000
Other/Meetings/Holidays/Special Events	456	400	409	400	646	600	600	600
Background checks	114	200	158	200	103	200	200	400
Curriculum & supplies	1,150	1,200	1,166	1,200	925	1,200	1,000	1,000
Crib room	831	800	281	900	168	600	500	850
Youth group	102	100	101	100	88	100	100	100
Library								200
Summer Camp	(154)		(89)		31	0		
	3,390	4,300	3,097	4,000	3,598	4,300	4,000	4,750
<b>Membership</b>								
Publicity / Marketing	213	800	217	200	146	100		
Web-based software/website content	500	800	547	600	600	600	0	500
Materials, Social & pamphlets	291	300	143	300	817	800	1,100	880
Caring, supplies, etc. / care givers	0	300		400		300	300	200
	1,004	2,200	907	1,500	1,563	1,800	1,400	1,580
<b>Music/Arts</b>								
Pianist (FY 2003)	1,350	3,500	1,250	3,000	1,300	3,000	5,100	5,100
Music, instruments & other	397	425	432	400	845	1,450	750	750
Piano tuning	297	400	135	300	277	300	500	500
	2,044	4,325	1,817	3,700	2,422	4,750	6,350	6,350
<b>Social activities</b>								
Coffee hour & children refreshment			(23)			300	300	300
Hospitality / Church dinners	166	100					400	400
Fund raising / Arts Festival							1,000	1,000
	166	100	(23)	0	0	300	1,700	1,700
<b>Other committees / Board</b>								
Stewardship	1,059	1,200	2,046	2,500	2,454	2,500	2,500	3,000
Ministerial search/Ordination	7,806	8,000	1,216					
Child Care (other than Sunday Mornings)	891	300	842	800	1,056	1,200	1,200	1,400
Anniversary Celebrations			4,189	2,000	70	0	0	0
Minister's discretionary fund					500	500	500	500
General Assembly						400	0	
District Annual Meeting					140	150	160	160
Board expenses / Consultant/Other	245	0	364	400	426	600	200	200
Leadership Development					950	500	1,000	1,790
Shared ministry / Threshold Cong.						250	250	500
UU Pittsburgh Cluster Activities							300	200
Building maintenance reserve								
Contingency / Miscellaneous	312					1,106		
	10,313	9,500	8,657	5,700	5,596	7,206	6,110	7,750
<b>TOTAL DISCRETIONARY</b>	<b>19,491</b>	<b>24,875</b>	<b>18,486</b>	<b>19,500</b>	<b>21,409</b>	<b>27,606</b>	<b>25,860</b>	<b>28,295</b>

## **Adult Faith Development**

This past year we have been able to recruit a Chair and two members for the team. Doug Ickert started as the chair last fall and Michelle Broge-Conner and Bruce Travers have joined as the team. The team meets monthly with Greta.

The team has created a Facilitators Handbook to help the leaders of the group. It was very well accepted. We also maintain the Activities Guide and the Church Ministry Board to display the different groups. The guide has been distributed to other UU churches in the area,

We have also conducted two communication meetings with the Facilitators and we are planning one more for the end of May.

For more information on Adult Faith Development at UUCNH, see the report of Greta Porter, Director of Lifespan Faith Development.

Doug Ickert, Chair

## **Building and Grounds Committee**

It's been a big year for B&G: several big projects with the help of many hands.

With a team of six volunteers we upgraded the second Spirit Play Room with new shelves, painted closet doors, installed new lights, resurfaced an exterior wall, did some patching and applied a fresh coat of paint. A wonderful new space to compliment the first Spirit Room for our younger RE members.

And the RE hall has finally gotten a much needed face lift---with newly painted walls, doors, new trim, and with three new built-in coat racks. Exterior doors off the Spirit Room, East Room, and fire exit off the back deck have been sanded and painted. We had an outstanding group of volunteers for this as well.

The biggest expense was the replacement of the East Room HVAC, but we got 22 years from the old one, not too bad. The replacement caused us to look up into the ceiling; and we found huge holes in the insulation. Every tile was removed, and the insulation was repaired, stapled back up, and secured with lathing. Another team of volunteers.

The East Room also got a complete lighting upgrade with all new LED recessed lights, thanks---yet again---to the Craft Group. Of course, now that we could see the walls, we had to give them a new coat of paint, and while we were there the bathroom got a facelift as well.

In Friendship Hall, the older lamps were failing and the bulbs turned out to be quite expensive and short lived. We found a way to retrofit the existing fixtures with new LED lamps and we have done six so far. This has resulted in some repair parts and has begun to cut our lamp replacement costs.

The main heating system provided an opportunity for growth this year. The boiler could not keep up with the long cold stretches. A boiler cleaning, expansion tank drain, a new circulating pump, radiator fin cleaning, and air vent replacement seemed to do the trick. We now know more about hot water heating systems than we thought possible.

The very cold weather found its way into the boiler room and froze a pipe on the new fire suppression system. Thankfully, Rev. Rudolph noticed water leaking out from under the door; and while the water spraying all over the boiler room was exciting, the damage wasn't too bad: a specialized pressure regulator and a fire alarm sub unit.

Last fall brought a refurbishing of the stairway from the parking lot---extending its life for another 3-5 years.

In October we had a work party after the service, the first time we've tried that. It was a big success and helped get UUCNH ready for the winter months: cleaning of windows, cleaning of RE rooms, replacement of burned out lights, cleaning of fans, and smoke alarms, and many other tasks were completed by a terrific group of volunteers. There was lots of fun and grand fellowship. A second work party is scheduled for June first... see you there.

Annual inspections to the fire alarm systems, emergency lighting and lift inspections all

help to keep the B & G people off the streets, and this year every one of these systems needed repair as well.

We were able to improve the West Room lighting by installing higher wattage bulbs up in the cupola and fitting some high lumen wide dispersion LED bulbs in the existing obsolete (“no parts for you”) down-lighting fixtures.

The Craft Group continues to be a blessing to our community with not only their monetary support for worthy projects but also their presence. They help in many ways not seen by many, and they recently pitched in to help get the kitchen ready for the gala fundraising event in May. It was great fun working with this dedicated group of women who do so much to make UUCHN shine!

The little house is in need of several major repairs and is currently under review by a Board task force. They will determine the best way forward; more to come on that...

So many people put on a B&G cap to help out this year, it was a joy to work with you all, thanks.

Respectfully submitted by Diana Hull

## **Caring Team**

The Caring Team supports the mission of UUCNH to be a loving community by fostering a caring atmosphere among our members and friends, sharing times of joy, and providing assistance during times of need.

The primary activity of the Caring Team is bringing meals to families with new babies or after a loss or injury. In 2013-2014, the Caring Team provided meals to four families after the birth of a new baby. The Caring Team uses the Meal Train website to coordinate the delivery of meals. Thanks to Carol Ballance, Tassi Bisers, Stacy Conlin, Susan Cox, Lisa Gurski, Denise Haver, Priscilla Kleiner, Peter Lundquist, Lois Madden, Abby Vaughn, Jennifer Watts, and Allyson Zadnik for bringing meals to these families.

The other main function of the Caring Team is providing rides to and from church on Sunday for our members who reside at Sherwood Oaks retirement community. Lynn Richards organizes this service. Thanks to Marsha Albright, Barbara Brock, Bill Faulkner, Diana Hull, Lois Madden, Midge Miles, and John and Suzanne Seitz for helping with rides.

Thank you to Bob Delaney, the Board Liaison, and to Reverend Scott Rudolph. A special thank you also goes to Susan Cox for helping with the Caring Team while the Chair was on "maternity leave" from her position. Finally, thanks to the congregation of UUCNH for being the eyes and ears of the Caring Team by helping to identify those in need.

Dawn Lindsay, Chair

## Child & Youth Faith Development (CYFD)

The CYFD Committee works with the Director of Lifespan Faith Development (DLFD) for the administration, planning, quality maintenance and success of the UUCNH Child and Youth Faith Development Program.

Thanks go to our many wonderful volunteers who make our program such a success and to Greta Porter, our DLFD, who provides us with the support needed to succeed.

The following are the members of our committee, who also serve as classroom coordinators:

1. Nursery: Abby Vaughn
2. Preschool: Chris Vaughn
3. Kindergarten: Mary K Hobbs
4. 1<sup>st</sup> & 2<sup>nd</sup> Grade: Sara Jones
5. 3<sup>rd</sup> & 4<sup>th</sup> Grade: Robyn Travers
6. 5<sup>th</sup> & 6<sup>th</sup> Grade: Tony Palermo
7. 7<sup>th</sup> & 8<sup>th</sup> Grade: Stacy Conlin
8. Chair: Joyce Kepner
9. Board Liaison: Amy Wilks

We continue to work to integrate CYFD into the larger church.

- Our year started in September with our teacher training. This planning session and setting of expectations launched a successful year. Over 40 volunteers were in attendance.
- Our *Spirit Play* curriculum for Kindergarten and 1<sup>st</sup> and 2<sup>nd</sup> grade has been such a success that it will be continued next year. Thank you again to the Craft Group and to Buildings and Grounds for the work done to make the classroom a terrific place to learn and accommodate the curriculum.
- Each class this year committed to taking part in a service as well as meeting with Rev. Rudolph at least once in an informal setting in order to build upon the relationship fostered by *Time for All Ages*.
- A Halloween party was held for the children, with the 3<sup>rd</sup> and 4<sup>th</sup> grade class sponsoring Jack-o-lanterns for UNICEF. The following volunteers ensured that the party was fun for all: Nghi Dao, Marcus Del Prete, Doug Ickert, Julie Kant, Dawn Lindsay, Alex Landefeld with Gordon & Isaac, Rachel Norris and her pet (non venomous) snakes, Debbi Nuttall, Tony Palermo, Rachael Smart, Abby Vaughn and Quay Wood
- The 3<sup>rd</sup> and 4<sup>th</sup> grade class worked with the Compassionate Service Team to create Christmas ornaments for the Holiday Toy Shop.
- In November and December, we supplemented *Guest at Your Table* with *Guest in Your Classroom*, in order to reinforce the understanding of this activity and UU tradition.



- Our theme for our December CYFD Service this year was the “Holiday LawSuit” which focused on the pagan roots of Christian traditions. Rachael Smart edited a script created by another church. The reviews were outstanding.
- The January teacher’s planning brunch was held on Saturday, January 4th with the committee providing food. Lessons learned from the first half of the year were shared with the whole group.
  - In February, the decision was made to move forward with planning for Summer Camp with Robyn Travers as chair. The date for the camp is: July 28 – August 1, from 6 to 8 p.m. The Theme is “Ancient Egypt.” Our campers will become archaeologists for this week of summer fun, "digging" into Egyptian culture. In keeping with our Unitarian Universalist Principles and Purposes, children will practice respecting the beliefs of others while learning about the Ancient Egyptians and how they lived. Campers will experience hands-on activities as they learn about the religions, architecture, mummification practices and language of this ancient people.
- As part of Stewardship Sunday, the RE committee hosted a Children and Youth Faith Development open house. While the stewardship team prepared the sanctuary, the congregation was welcomed to tour the different classrooms. Teachers prepared the rooms to show the project and current curriculum by each classroom, and congregants were given stickers to put in a passport. All completed passports were entered in for a drawing of a gift basket. The open house was a huge success, and the committee received many compliments from parents and non-parents alike in the congregation
- An Easter egg hunt was coordinated by Dawn Lindsay, with different age groups being asked to hunt for eggs of a specific color. Many thanks to Dawn for taking on this responsibility and doing it so well.
- Thanks to Abby Vaughn, there is now a bin of extra clothes up to size 4 available in the nursery in case young children need a change of clothing.
- A survey is being created to gather information from both teachers and parents to learn what we have done well and where we could improve. This information will be used by next year’s team. It is important that we gather feedback from both our parents and teachers in order to better plan for next year.

I have enjoyed my two years working with Greta and the CYFD Committee as Chair, and I look forward to making continued contributions to the life of this church in other ways. We have truly functioned as a team, with all sharing in the opportunity to enrich the experiences of our children and youth. I greatly look forward to next year, as Robyn Travers assumes the role of Chair. She is bringing much enthusiasm to the role, as well as new ideas.

Respectfully Submitted,  
 Joyce Kepner  
 Chair

## **Children's Memorial Fund**

The Children's Memorial Fund was established with a gift of \$5,000 from Dennis Gilbertson in memory of his wife Virginia and their children, Christine and Eric, who were killed in a plane crash during the summer of 1962. The Fund was established "for the relief of suffering and neglected children throughout the world". Grants are made only from the interest income of the Fund and only when no other source of funding can be found.

In the years since its establishment, the Fund has grown through contributions from church members and friends. The current value of the Fund is approximately \$54,600, most of which is on loan to UUCNH at the current annual interest rate of 1.5%, an annual income of roughly \$650.

In the past year a small number of inquiries and requests were made by children's services professionals and families with children in need. Although they were all for genuine needs, only two fit within the scope of the Fund's mission and financial capabilities, and they totaled roughly the amount of this year's interest income. Declined requests were either larger than what we were able to fund or were not in keeping with our mission statement. In these situations, the Committee must deny the requests. The two grants that were made are as follows: a \$100 contribution to the funeral expenses for a two year old boy who had spent much of his short life in Children's Hospital of Pittsburgh suffering from PAID (Paroxysmal Autonomic Instability with Dystonia) Syndrome; and a \$593 contribution to a family's first month's rent and security deposit payment when they were forced to move to a different rental home after one child with existing severe respiratory health issues suffered ill effects brought on by the growth of mold in their previous rental home.

If anyone knows of a case of a child in need where all known sources of financial assistance have been explored but come up empty, please refer the professional involved with the case or a family member to a member of the Committee. All cases will be considered and grants made based on our financial ability and the Fund's guidelines.

The 2013 UUCNH Christmas Eve offering raised \$776 for the Children's Memorial Fund. In addition, the total of other gifts to the fund this year was \$165. These gifts have been added to the loan to UUCNH. The Fund is always grateful for gifts from church members and friends. Through gifts, the Fund can continue to increase its ability to help needy children.

Individual donations to the Fund can be memorials to loved ones. An "In Memory Of" plaque listing honored loved ones is hanging outside of the West Room. The plaque has not been updated for awhile. The patience of those who have donated is appreciated. An update is planned.

Greg Jarold, Coordinator

## Choir Director's Report

The following members and friends participated in at least one choral event this year:

Marsha Albright	Kurt Kuntz
John Bernhard	Alex Landefeld
Tassi Bisers	Craig Lewis
Carolyn Blackmore	Julia Maruca
Tom Brown	William Maruca
Susan Cox	Bill McAdams
Natalie Cruz	Janet McCall
Kate Daly	Joe Meier
Dennis Doubleday	David Miles
Mary Doubleday	Josh Minnich
Kathi Finch	Charlotte Moore
Julia Glencer	Johnson Moore
Carolyn Hrach	Connie Ritzert
Julie Kant	John Ritzert
Kathy Ke	Rev. Scott Rudolph
Joyce Kepner	Patty Scott
Tom Kinney	Laura Swihart
Judy Kirby	Mark Swihart
Priscilla Kleiner	Donovan Truitt
Carol Kline	Allyson Zadnik

Highlights of the choir year included the Staheli "How Can I Keep from Singing" for Thanksgiving, the Christmas piece "Lux Aurumque" by Eric Whitacre, "How Lovely is thy Dwelling Place" from the Brahms' *A German Requiem*, which we sang on Easter, the self-referential "Heaven Help Us All," a Stevie Wonder homage, and the contagious "Happy," by Pharrell Williams, which closed out the year.

Old favorites included "City Called Heaven," with Judy Kirby soloing, the "Humming Chorus" from *Madame Butterfly*, and Copland's "Simple Gifts." Pop culture gave us "Down to the River to Pray," from the movie *O Brother Where art Thou?*, and "No-one Is Alone," from Sondheim's *Into the Woods*. Smaller ensembles performed the Phillip Phillips hit "Home," Sam Moore's "None of Us are Free," and the Indigo Girls' "Galileo."

Janine Brobst and Hal Dixler continued to provide UUCNH with beautiful music as our service pianists. And, as always, Hal Dixler has our deepest gratitude for continuing to accompany the choir.

Mary Doubleday, Choir Director

## **Coffee Hour Team**

Coffee hour for this past year has proceeded much as in recent years, with a few tweaks to the organization and the details of hosting. With the larger number of people who come together in Friendship Hall each Sunday for coffee hour fellowship, we've enlarged the space utilized for this activity, and we now use the entire area of Friendship Hall. To make sure that people do not have to hover near the doorway into Fellowship Hall and near the kitchen, we now have two locales in the room with coffees and snacks available, both in the usual front of the room and in the back area as well. And we've set up an area within the room for children to enjoy their beverages and snacks, by making a low table and benches available for them. This also allows for families to easily monitor their children while still enjoying being in fellowship with all; the benches provided in this area are available for children and parents alike, and they are used weekly. Instructions for "doing" coffee hour have been edited in an effort to make for easy co-hosting. Several meetings have been held during the year to discuss the best way to continue this fine tradition; we are preparing now to solicit input from congregants as well, as we plan for the coming year.

Perhaps the weekly attendance at coffee hour says it all: we enjoy the opportunity afforded by coffee hour to come together in fellowship.

Ginny Love, Coffee Hour Chairperson

## Compassionate Service Team

The Compassionate Service Team strives to live out the church's mission and our UU beliefs through direct service to others. By providing targeted opportunities for our members to be directly involved in the change they hope to see in the world, we hope to create an atmosphere of continual outreach to those in need in our communities and the world. In order to effectively achieve this, we have decided to coordinate donation projects with our monthly "Share the Plate" calendar, thus creating a unified project/focus for each month. We have found this very effective and the congregation has responded well to this approach.

Some examples of projects for this year are:

- Our Hunger Garden and farm stand
- The food pantry for North Hills Community Outreach
- Providing 3 shelter meals for the Pleasant Valley Men's Shelter (an increase from last year)
- Eyeglasses collection for the Lions Club
- Hats and Mittens Tree for NHCO
- Christmas gift collection for NHCO
- Thanksgiving meal collection for NHCO
- Adopt-a-Highway
- Toiletries collection for Hearth
- Men's flip flop collection for Northside Common Ministries

We on the Compassion Service Team will continue work and search out new opportunities for service within our community. We look forward to working with the congregation to create a better world for all.

Sincerely,

Jennifer Behun  
Chairperson, Compassionate Service Team

## Connections Team

The Connections Team carried out the church's mission of "building a loving religious community" by hosting a variety of events and welcoming 26 new members into our congregation!

The year began with some challenges, as we lost two key members of our committee to other UU church roles. However, we added four new enthusiastic committee members and two new greeters, and we have a great team in place.

We completed a much-needed update of the directory and distributed it to members. We are grateful to Bob Delaney and our church admin, Jen Fontaine, for their extensive time devoted to this project.

The committee led a service in April on "Radical Hospitality" to help us all to think about the benefits of opening our hearts to those we don't know. Kathy Ke provided the inspiring sermon, and committee members performed their "Coffee vs. Tea" skit. Mary Doubleday and Carol Ballance provided an entertaining song and sign language for the *Time for All Ages*.

In May we kicked off our new "Conscientious Connectors" program, as we aim to involve the entire church in the welcoming process. Each Sunday that folks participate, they will wear a "welcome" button and introduce themselves to people they don't know. It's as easy as approaching someone and saying, "Hi, I don't think we've met!"

Last year we launched "Deepening Our Connections," a gathering to help new members develop deeper connections within our church community. This year we revamped the format and opened it up to all church members and friends. The evening featured fun opportunities to help attendees to get acquainted and to connect on a deeper level. Twenty-two people attended the event, and feedback was very positive.

During the CAR (Charge, Authority, Responsibilities) process, it was decided that the greeters fall under the Connections Team. Three of the greeters now attend our committee meetings, and we have found the synergy to be beneficial.

The Connections Team continues to execute and refine the UUCNH Path to Membership program:

- *Meet the Church* is a one-hour session for newcomers with information about our faith tradition and our church. Seven sessions were held in the past year.
- *Exploring a Path to Membership* is a four-hour class for anyone considering becoming a member of our congregation. It provides more detail about the UU faith tradition, congregational polity, and benefits and expectations of membership. Three classes were held this year.
- *New Member Sunday* is a special service where we welcome new members into our congregation. New Member Sundays are scheduled twice a year.
- *Deepening Our Connections* is designed to help new members and others to build stronger connections within our religious community.

We are grateful to the many people at UUCNH who help to make our church the welcoming place it is. When folks go out of their way to chat with newcomers, they truly make a difference. We look forward to another year of welcoming newcomers and helping our wonderful community to get more connected!

Yours in faith, the UUCNH Connections Team

Becky Ridgeway (Chair), Kathy Ke, Edie Swihart, Craig Lewis, Bernita Clover, Dawn Lindsay, Bob Delaney (Board liaison and database maintenance)

Greeters: Chuck Berry (Greeting Coordinator), Bob Delaney, Craig Lewis, Christina Newhill, Bill Moul, Carol Ballance.

We are grateful for the much-appreciated guidance, insight, and support from Reverend Scott Rudolph and Greta Porter.

## **Decoration and Universal Design (D&UD) Team**

The committee has not been busy this year. Their limited activities have included the following:

- Approving Marsha Albright's request for hanging of Virginia Hatch pictures on the second floor.
- Improving the bulletin boards. This project, which has been an assignment to the committee, has been taken on by Michelle Broge-Connor. Michelle has provided major improvement of both appearance and content.
- Working with the CAR document development.
- Recommending increased coat hanging space with new spaces outside the nursery, and seeing that change through to completion. Building and Grounds was responsible for carrying out this work.
- Identifying a placement location for the peace pole project, developed by Doug Ickert.

### Committee Members:

Sybil Baumwell

Carolyn Hrach

Greg Jarold

Pete Lundquist

Dick Marjoram

David Miles, Chair



## **Equal Exchange Coffee and Chocolate Sales**

From Small Farmers to You-That's the point of Equal Exchange, an employee-owned business based in Massachusetts. UUCNH is proud to offer a selection of Equal Exchange Fair Trade items for sale. Fair trade means that the farmer is guaranteed a fair price for their product in advance of the harvest. And Equal Exchange provides partial payment before the growing season to many of the Cooperatives they work with. Those of us who get regular paychecks can appreciate that knowing their expected income allows farmers to budget for expenses like education for their children, medical costs and other necessities.

We offer all Organic coffees, teas, and chocolates in Friendship Hall. All of the coffee used in the percolators is Organic Fellowship Blend, regular and decaf. The small profit we make selling items to members and friends helps cover the cost of coffee for so many of our UUCNH activities. And the cost is still less than the same items sold at Giant Eagle! When you buy something, you're benefiting the church, Equal Exchange and the small farmers in dozens of countries around the world.

In the last year, we have really ramped up our church Coffee usage, from 35 lbs to over 60 lbs. Our coffee sales have gone up from 11 cases to 12. But by increasing the chocolate offerings, we have seen an increase from 4 boxes to 15 boxes!

Coffee comes in whole bean or drip grind for \$9 per bag. The Teas and Chocolate bars are \$4 each or 3 for \$10. You can pay by check to UUCNH or place your cash into the black metal container on the bookshelf.

There's an Equal Exchange catalog on the cart. If there's something you'd like, we can always order a case/box just for you!

Chris Hill, Coffee Procurement Agent

## **Facilities Use Committee**

Our facility provides rental space for our members and for outside persons seeking space for a variety of reasons (both one time and recurring) including business meetings, musical events, family celebrations, classes, workshops, weddings, and memorial services.

This year, we continued to welcome such events. In particular, we continued to host weekly gatherings by Pittsburgh Folk Space, and bi-weekly meetings of North Hills Toastmasters through April 2014.

The “little house,” which was a regular rental in the past, is now empty. The Board has set up a task force to decide on plans for the future of that building.

The Facilities Use Committee has functioned largely through the efforts of the Chair to this point. Jen Fontaine, Office Assistant, has helped with scheduling, and Lindsay Scott, Treasurer, has been supportive in handling payments and refunds.

However, given the increased interest in our church, we have put out a call for additional committee members, as well as for gatekeepers, who are paid a modest fee to ensure that renting groups have access to the building and that they leave the facility in good condition.

Submitted on behalf of Kathryn M Flower, Chair

## **Fellowship Groups**

Fellowship groups at UUCNH have been enthusiastic and active over the past year. In the following sections, individual groups briefly highlight their work over the course of the past year.

### **Barn Raisers**

The mission of the Barn Raisers Time Bank is to build, foster, and deepen relationships in the Pittsburgh community by intentionally supporting one another through sharing of skills, resources, and energy, without an exchange of money but rather by exchanging service time, recognizing that each member's contribution of time and effort is equal in value. The Barn Raisers has been working toward that mission this past year, as we slowly grow into the surrounding community. Currently the group consists of about 90% church members and 10% from the community. The members do a variety of exchanges with one another, including things such as gardening, childcare, giving rides, computer help, fitness advice, housework, house repairs, de-cluttering, music lessons, massage, sewing, resume help, pet sitting, and more. Every month on the fourth Monday, the group holds a potluck as a means to get to know one another better and to share information about recent and upcoming exchanges. Potlucks typically draw a gathering of 12-14 group members out the 50+ on our membership list.

Rachael Smart, Coordinator

### **Book Discussion Group**

Participants in the Book Discussion Group (BDG) recommend, read, and discuss historical and current literature and nonfiction on a wide variety of topics. It meets monthly, except December, on the second Friday at 7 p.m. in the East Room; titles may be recommended at each meeting. We welcome those who have not read or finished reading the title if they have an interest in the topic and wish to listen, learn, or contribute. Attendance varies because there is no requirement to read any or all of the books or to attend any or all of the meetings.

Each participant who has read the book has an opportunity to speak during "Rank and Reason," which starts the discussion, by ranking the book within its genre on a scale of 1-5 and giving a brief reason for that ranking. This is followed by an expanded open and thoughtful discussion.

The Book Discussion Group supports the mission of the UUCNH in that our meetings develop a sense of community, and our reading and discussion of the selected titles of substance enable us to learn about the world and ourselves, discuss enduring topics and questions, and thereby informally to nourish our spirits, celebrate life, cherish the connectedness of all things, and transform ourselves.

The results and recommendations of my December 2012 survey regarding the operation of the BDG were presented, discussed, and adopted at the January 2013 meeting; they have been implemented in full. Included were meeting frequency, location, and time; facilitator posting of announcements in various venues; maintaining an advance schedule of six titles;

guidelines for recommended titles; expectations of those who recommend titles; and a quorum of four people for discussion. I have subsequently developed guidelines that are available for others to use in writing a review for the announcements.

After attending the EUUL leadership training in winter 2014, I asked one of the other participants to evaluate my leadership of the BDG. She developed her own quite thoughtful, thorough, and relevant criteria and ranked me on a scale of 1-5; I deeply appreciate her approach and comments. BDG is currently in the process of developing and adopting a covenant for our discussions.

Eleanor Howe, Facilitator

## **Craft Group**

We have a dozen crafters who are regular members of The Craft Group, which meets Thursday mornings from 10 a.m. to noon. In addition to sharing our projects and ideas, we celebrate birthdays (including a "Chip Party" for Scott - he prefers chips to desserts). This year, we also held a "New Grandma" shower; each attendee brought her favorite children's book.

We hold two sales each year, one in the Spring and another, our holiday sale, in November and December. Proceeds are used to fund projects which are not included in the church budget. We recently funded the following projects: new lighting in the East Room, additional hymnals, and renovation of the Spirit classroom and silo bathroom. We welcome visitors and new members to our group. Please join us to meet fun and interesting people.

Irene Dinning, Coordinator

## **Drum Circle**

Drum circle transitioned back to meeting every month this year, with a small core of devoted regulars (who always love company!) and a sporadic stream of people who enjoy coming occasionally when they can (everyone is always welcome, there are drums to spare and childcare can be available upon request!). The drum circle upheld their tradition of celebrating the Fall and Spring Equinoxes. The Fall Equinox, which was held jointly with the CUUPs group, was very well attended and included a bonfire and spiral dance. The Spring Equinox was very lightly attended and included a dessert potluck and a labyrinth. The drum circle is going to take a hiatus for the summer months of June-July-August and will return in September to kick off the new season with the Fall Equinox event.

Ron and Rachael Smart, Coordinators

## **Men's Group**

With few exceptions, the Men's Group has been meeting at UUCNH every second Sunday after the service at noon for a facilitated meeting, and every fourth Tuesday at 6 p.m. for our "Open Forum" (no fixed topic). We have about 30 members, up to half of whom attend the Sunday meetings of up to 2 hours. Attendance and duration for the Tuesday Open Forum meetings is approximately half that of the Sunday meetings. While our prime objective is male fellowship, facilitated topics have been quite diverse, e.g. "Making Choices," "Key to World Peace," "What Does It Mean to be Fulfilled?," "Morality Theory," "System Thinking in the Pursuit

of Happiness,” “Life's Lessons,” “Should One Write One's Own Epitaph?”, “American Masculinity 2014,” and “How My Love of Women Made Me a Feminist.”

We recently agreed on a group logo and created a group flyer to post on the bulletin board in Friendship Hall, for members, friends and visitors to take home. Most recently, we became an Adult Faith Development Group (as opposed to Fellowship) and have scheduled our first retreat on "Life Lessons" for September. Compared to last year, our attendance increased by 15% and is now close to 200 (total member's attendance over all meetings) for this church year.”

Jan Hoeter, Facilitator

## **Quilting Group**

I hope that you felt yourself wrapped in the love that created the quilts that you saw hanging on the walls of the sanctuary earlier this year, when we had a display of quilts by a number of local quilters. Each piece of fabric was carefully chosen to create a unique quilt. Many were made as gifts to family members to mark special occasions such as births or anniversaries.

Quilting has a rich history at this church. This year, the Craft Group created a quilt to be raffled off at the annual Holiday Craft sale. The quilt that started the current group of quilters is a nature printed quilt with embroidered panels, made by members of the Herb Society of America, Western Pennsylvania Unit, to celebrate their annual meeting in Pittsburgh in June 2011. After the fabric was printed, the quilters met to assemble the quilt in the East Room.

Monthly meetings on the second Tuesday are held from 10 a.m. to 2 p.m. in the East Room. We bring our own lunch. An iron and ironing board are provided. Each quilter brings her own project to work on. We share new techniques and ideas, help solve problems, give opinions on colour choices, and of course we always have show and tell. Some people only come when they need help. Others come every month to work on a hand quilting project – for instance, a queen size bed quilt. We have cutting tables set up and we bring sewing machines –it is a busy place, just ask Scott. His stole and the 50<sup>th</sup> anniversary banner are products of the group's creativity.

Have you seen the play “The Quilters”? I recall going in the 1980s, when the Pittsburgh Public Theatre was on the Northside. Although we are not pioneers heading West with our wagons, we share family stories, support one another during times of distress and celebrate the joyous occasions in our lives. Unlike many of the groups that meet at the church, we are open to the community at large.

I would like to introduce the participants, including Rachel Swarts (one of the founding members of the church), Susan Powers, Irene Dinning, and Carolyn Hrach.

Peggy Trevanion, Coordinator

## **Singles Bridge**

Singles Bridge had a transitional year in 2013. After ten years of serving as a social dinner bridge club for singles, it has evolved into a dinner bridge membership club for all who

play bridge, and is now "Saturday Night Bridge." SNB is a fully sanctioned ACBL open pairs bridge, which means that any ACBL member can get master points at the games.

The club meets on the third Saturday of every month for a delicious themed dinner followed by bridge, fun, and fellowship. The club has purchased eight card tables for UUCNH, and pays the church \$50 per event. Details about the club can be found on the website: [www.singlesbridgepittsburgh.org](http://www.singlesbridgepittsburgh.org), or directly from John Bernhard, Coordinator ([bisbernhard@aol.com](mailto:bisbernhard@aol.com), 412-855-2168)

## **Theater Group**

The Theatre Group was formed this year with 10 active members. We presented two Improv Theatre evenings for the church that were organized and led by Robin Carmen. These were followed by a mystery dinner theatre, "Leprecon—the Convention for Believers in All Things Faerie," which was directed by Edie Swihart. She held tryouts, chose the cast, directed rehearsals and staged the play. The theatre group has provided theatrical support for a Sunday Service. Currently we are meeting and planning for the next church year.

In keeping with the church's mission, the Theatre Group provides healthy adult play. It gives members an opportunity to stretch and expand. Theatre can be light or heavily dramatic. It provides loving connection with church members to celebrate life and nourish the spirit.

Sandy Faulkner Chair of the Theatre Group

## **U3 Singles Group**

U3 is a singles group created this year to provide a loving space for unattached UUs to come together to find fellowship and support. The group began its life with a picnic at the church in August; we have shared many activities since then, and we will continue to support and nurture each other in the coming year. As a new group, we continue to work on defining ourselves and our mission beyond supporting the singles of our church. As our group grows and develops we will continue to focus on the mission statement of the church.

Jennifer Behun, Coordinator

## **Ukulele Group**

About two years ago, the ukulele group was formed at our church, meeting twice a month. We started with 5-6 participants and now have meetings averaging 25 people, including two seven year olds. We have joined the internet 'meet-up group,' so that non-church members can join us. Probably 50 people have attended at one time or another.

We have performed three times for the church services, for church Space Camp, twice at Rosecrest Nursing and at another church as well. We have a waiting list for venues that want us to perform.

Some of our members play with with Steel City Ukes, our sister organization, perform at Hambones Restaurant in Lawrenceville, and attend ukulele camp in the Catskills. We also support bringing well known ukulele players to Pittsburgh to perform.

In keeping with our Unitarian values, our group creates connection with members, blending voice and strings in harmony. We are welcoming of all, member-beginners included. Many of us started unable to play one chord.

When we play, most of us are in tune, some are not. A few have memorized the music, most have not. Some have perfect pitch and harmonize, others don't. And when we hit a wrong chord, there are others to cover it up and carry us. It is a great group of ukulele players.

Sandy Faulkner, Chair of Ukulele Group

## **Fundraising Committee**

The church's major fundraiser for the year was a Goods and Services Auction, held on May 4<sup>th</sup>, 2014, which was favorably received and well supported by the congregation. As of this reporting, the auction has brought in at least \$12,000 in revenues for the church. Well over 200 items or services were donated, most to a "silent auction," with a select group of special items featured in a "live auction." The theme was "Cuatro de Mayo," and make-your-own burritos were served to all who attended. Bidding was active, and the atmosphere was highly festive.

Our Auction Team of Mark Draa (incoming Board President), Patty Pick-Franke, Tassi Bisers, Connie and John Ritzert, Lynn Richards and Rena Feingold worked hard to support this event with patience and commitment through to the very end!

All of the following volunteered their time and efforts in many ways, from soliciting donations, to decorating, organizing the bidding, preparing the food, working on the catalog, and more: Carla Baldwin, Chuck Berry, Tassi Bisers, Janine Brobst, John Brobst, Stacy Conlin, Bob Delaney, Mary Doubleday, Dennis Doubleday, Barb Draa, Mark Draa, Sue Duda, Rena Feingold, Lisa Gurski, Chris Hill, Brian Luebbert-Hill, Jan Hoeter, Kathy Ke, Lance Kennelty, Priscilla Kleiner, Kurt Kuntz, Alex Landefeld, Molly Lundquist, Pete Lundquist, Tom May, Joe Meier, Jim Noel, Patty Pick-Franke, Greta Porter, Lynn Richards, Becky Ridgeway, Connie Ritzert, John Ritzert, Patty Scott, Carmen Thomson, Bruce Travers, and Allyson Zadnik.

Faithfully Submitted—  
Sybil Baumwell, Fundraising Chair



## **Lay Pastoral Care Team**

*Mission Statement - The Lay Pastoral Care team will provide support with an atmosphere of safety and compassion, and be a visible reminder of UUCNH's care, concern, and connections.*

The team had a successful and meaningful year, offering care and companionship to the congregation. We work with Rev. Rudolph to meet the pastoral needs of our church, in hopes that no one “falls through the cracks” and that all congregants know they can turn to the team for support. If you need pastoral care or know of someone who does, please do not hesitate to reach out to one of us or to Scott Rudolph. Joining Kathy Cypher, Greg Jarold, and Susan Powers, we welcomed two new members to our team this year: Marsha Albright and John Ritzert. It is an honor to be with members and friends of the church in times of sorrow and joy as we work to fulfill our team's mission.

The Lay Pastoral Care Team

## Leadership Development Team

Among the Leadership Development Team's (LDT's) responsibilities is preparing a slate of candidates for election to the Board of Trustees and LDT. We are pleased to make the following nominations (biographies can be found together with the Annual Meeting Agenda at the start of this Annual Report):

### Board of Trustees

Dennis Doubleday	Three years, president track
Joyce Kepner	Three years
Randy Minnich	Three years
Kathy Gorka	One year, the balance of the term of a vacated seat

### Leadership Development Team

Bernita Clover	Three years
----------------	-------------

LDT is also charged with identifying, preparing, and supporting congregational leaders, and this is the focus of the majority of our work. We seek to do this in alignment with our mission through a number of consciously chosen features of our programs:

- We are building structures and connections in the congregation that encourage and enhance effective leadership;
- We view leadership as a personal ministry that can offer spiritual nourishment and growth for leaders;
- We are interested in promoting systems thinking among leaders, which recognizes the interconnectedness of the elements of our congregation and the outside community;
- By offering a model of leadership that is focused on the self and on a way of being, not on techniques and ways of doing, we are encouraging personal transformation in our leaders as they investigate how they can increase their effectiveness as they increase their ability and willingness to bring themselves more fully and authentically to their leadership work.

2013-2014 was the team's first year as an elected body; our previous two years were spent developing the programs we are now implementing. We found ourselves with heavy workloads and considerable time pressures as we transformed the plans we had into concrete connections, events, and workshops, and that gave us an increased appreciation of two things: first, the difficulty that congregational lay leaders as individuals face in maintaining the long view while driving a small group of volunteers to complete sometimes difficult tasks in limited time; and second, the importance of maintaining that long view. Just as we preached in our inaugural *Essence of UU Leadership* workshop series, an undue focus on efficient management can lead to successful completion of the wrong tasks; so, to the extent that we slowed down and practiced good leadership, we benefitted by discerning where the right work was.

We feel privileged to have served UUCNH's mission and we look forward to deepening our connections to those who bravely bring their personal leadership ministry to the church.

### Leadership Development Team

Bill Faulkner, Matt Ferry (Chair), Jan Hoeter, Greg Jarold, Connie Ritzert

## **Memorial Garden Committee**

The Memorial Garden team is presently made up of the following members: Rachel Swarts, John Ritzert and John Brobst.

From July 1 through December 31, 2013, Brian Weller was chair of the Memorial Garden Committee. During that time, we provided a memorial plate for Jeff Essex, son of Janine & John Brobst. In addition, a service was performed in September for Ginny Hatch. We want to thank Marsha Albright for handling Ginny's service and related details. For Ginny, we provided a memorial plate, a tree, and a marker stone. Ginny's ashes are spread beneath her stone & tree.

On January 1, 2014, John Brobst took the chair position and Brian resigned from the committee. As of this writing, there has been little other activity. The committee is investigating several changes regarding the memorial plaques. The plaques are located on the wall outside the east door of the West Room. The changes contemplated are as follows:

- 1) Possible relocation of the plaque board to a place closer to the memorial garden.
- 2) If the plaque board is located outside, we are contemplating a more weatherproof enclosure.
- 3) Possible relocation of the plaque board to a place inside the church.
- 4) Replacement of the plaques with more durable material (such as brass). At present the plaques are inconsistent in color, which gives them a less than elegant look.
- 5) Standardization of plaque fonts and font sizes.

Any changes, as contemplated above will depend on available finances. The Memorial Garden is a self- sustaining church entity and funds may not be adequate.

Memorial Garden Team,  
John Brobst, Chair

## Sound System Team

The Sound System Team is made up of the following volunteers: Dennis Doubleday, Mark Draa, Pete Lundquist, Bill McAdams, Bill Maruca, and John Brobst. Bill Maruca is our newest wrangler. Bill replaced Paul Cox, who retired from sound duty responsibilities due to hearing problems. We wish to thank Paul for his valued services.

We welcome volunteers; **and are presently looking for a more technical replacement facilitator for John Brobst.** If interested please contact John ([brobstjohn@gmail.com](mailto:brobstjohn@gmail.com)); or talk to one of the wranglers on any Sunday.

The team has no scheduled meetings, but we correspond frequently via e-mail and meet informally at intervals throughout the year. When training is required, Mark Draa schedules a meeting with the volunteer to work on technical issues & protocol.

### **2013-2014 Fiscal Year**

This year has been a relatively quiet time for the wranglers. We purchased and installed the iPad that we had budgeted for. As always, the sound system requires constant periodic fixes to sound cables, microphones, speakers, etc. Most of such work is done by our more technically qualified volunteers, Mark Draa and Pete Lundquist. We have had continual problems with our microphones/amplifiers for the hearing-impaired. To stay within budget and hold down costs, Mark purchased hearing-impaired kits that he assembled. We hope the assembled kits will work well.

### **2014-2015 Fiscal Year**

This coming year we have an aggressive budget that will incorporate choir microphones, a West Room stage monitor, improved piano and audience microphones, battery chargers and a badly needed CD player that will integrate with the sound console.

We welcome comments and suggestions regarding sound issues. Please don't hesitate to talk with us if you feel the need.

Submitted by the Sound System Team  
John Brobst, Coordinator

## Stewardship Committee

The Stewardship Crew led a very successful canvass this year. The total confirmed pledges as of April 30 were \$263,928.00, almost a 12% increase over last year. The average pledge is \$1,898.76. We have several pledges of \$7,000.00 and more.

The campaign had a wonderful theme of UUCNH as a sailing ship. Al Cypher provided a watercolor painting, posters and logo around the theme. We produced a brochure with the help of Sue Broughton. Jen Fontaine (office assistant), Midge Miles and Sue Duda did the bulk mailing.

In addition to the brochure we had articles in the *Intercom* and testimonials prior to Stewardship Sunday. We were much more intentional about the message than in previous years. We were very clear that commitment to the church includes financial commitment. We used the UUA's Fair Share Giving Guide and even talked about tithing! Overall, the congregation embraced the discussion about money.

We held a "lead pledger thank-you" event at Fred and Melinda Geiger's home the week prior to Stewardship Sunday. This was for those who pledge \$3000 per year and up. Kathy Ke, Mary and Dennis Doubleday provided musical entertainment, Board members provided the food.

As always, the canvass helps uncover who is no longer around and we will work with the Connections team to clean up the membership list. We have 26 members who did not pledge anything: dues (district and UUA) are \$80.00 per person.

The Stewardship Crew was the best! They are as follows: Tassi Bisers, Alan Cypher, Bob Delaney, Kathy Ke, Kurt Kuntz, Lynn Richards and Robyn Travers. We also thank all of their spouses! We thank Julie Kant for her touching testimonial on Stewardship Sunday, and the following extra hands on deck: Chris Hill, Brian Luebbert -Hill, Mike Gorka and Ryan Gorka.

We thank everyone for their continued financial support of UUCNH!

Respectfully submitted,

Carol Ballance  
Stewardship Chair

## **Sunday Services Team**

Team members: Tassi Bisers, chair, John Ballance, Alex Landefeld and Randy Minnich and ex-officios Minister Rev. Scott Rudolph, Director of Lifespan Faith Development Greta Porter, and Choir Director Mary Doubleday. Many thanks to retiring members Jan Hoeter, Priscilla Kleiner and Julie Kant.

*“The role of the Sunday Services Team (SST) is to provide high-quality, dynamic Sunday services in concert with the Minister. Through a process of intentional planning, ongoing conversation, and evaluation, the SST and minister will ensure a rich, mission-grounded, and congregationally connected worship life that serves and inspires UUCNH. The SST is charged with planning and coordinating all services not led by the Minister.”*

These words form the Charge that the Sunday Services Team submitted as part of their Charge, Authority and Responsibility Document; they let you know we have been working very hard! We have thoroughly enjoyed providing services together with Reverend Scott, and we look forward to this summer’s theme of “Transformation.”

On the next page, you will find a listing of the services we prepared over the past year, and the participants who contributed generously to making these a success.

Hugs and Thank Yous to our Board Liaison, Rachael Smart.

Submitted by Tassi Bisers  
Sunday Services Team Chair

**Coffee Hour**

Ginny Love, coordinator

**Flowers**

Janine Brobst, Coordinator

**Lay Leaders**

Adam Hirschel

Kate Daly

Bernita Clover

Tom Brown

Bruce Travers

**Audio-Visual Team**

John Brobst, Coordinator

Paul Cox

Bill McAdams

Mark Draa

Dennis Doubleday

**Ushers**

Jill Mockenhaupt, coordinator

Christina Newill

Alex Landefeld

Bernita Clover

Sue Duda

Irene Dinning

Abby Vaughn

Charlotte Moore

John Brobst

Chris Hill

**Outside Speakers**

John Gardner

Rev. Keith Kron

Damaris Davis

Christie Anderson

Rev. Robin Zucker

Julie Ann Sullivan

Rev. Heidi Swarts

Rev. Renee Ruchotske

**Our Mission Statement, Debated**

John Ballance

**The First Principle**

Paul Cox

**Seven Generations**

Laura Wagner

Jack Maruca

Julia Maruca

Brian Weller

Susan Morris

Ron Smart

Tassi Bisers

Midge Miles

Susan Cox

**Ah Ha! Moments in Faith****Development**

John Ballance

Robyn Travers

Priscilla Kleiner

**The Life and Death of James Reeb**

Jennifer Behun

Jan Hoeter

Edie Swihart

Midge Miles

Laura Wagner

Tassi Bisers

**Embrace and Let Go: Owning  
Your Religious Past****What's New?**

Jennifer Behun

Sandy Faulkner

Beth Blair

Patty Pick-Franke

Bruce Travers

James Carmen

The Uke Group

**Hope is the Thing with Feathers**

John Ballance

Paul Cox

Adam Hirshel

Tassi Bisers

Kathy Cypher

**Teaching, Learning and Freedom**

Alex Landefeld

Michael Baumgartel

Mary Doubleday

**Grace and Giving**

Ron Smart

**Radical Hospitality**

Kathy Ke

## **Systemic Change Team**

The Systemic Change Team was formed last year, to focus on addressing the root causes of injustice, trying to transform the world by changing the system through community organizing and legislative advocacy.

In keeping with social justice advice provided by the UUA, we continue to strengthen connections and work in coalition with many partners. It is said that power comes from organized people and organized money; and acting in partnership with allies such as other churches, interfaith organizations, environmental groups, labor unions, government officials and non-profits, is the most effective way to exercise our power.

Our Team continues to actively participate in PIIN, the Pennsylvania Interfaith Impact Network. PIIN is a congregation-based community organizing entity that brings the moral imperative to such issues as gaining equity in education for Pennsylvania's schools, improving public transit, fighting for living wages and family-sustaining jobs, putting an end to gun violence, and standing up for immigration reform.

We are proud that several PIIN leaders call our church "home." Carol Ballance is chair of PIIN's Transit Task Force, Tassi Bisers is chair of the Jobs & the Economy Task Force, and Sue Broughton continues to work tirelessly as she has done since PIIN's inception, attending a host of meetings and actions, and producing the program book for PIIN's annual banquet. Three easy ways to get involved in PIIN are to attend the annual Public Action Meeting in the fall, come to the annual Banquet in the spring, or accompany our PIIN leaders to a monthly Congregational Leadership Assembly that happens each 2nd Thursday evening.

This year, our Team has also begun to bolster our congregation's participation in UUPLAN (the Unitarian Universalist Pennsylvania Legislative Advocacy Network), a statewide coalition of UU churches that works with partner organizations such as the Restaurant Opportunities Center, Planned Parenthood, and Equality PA, on issues including economic justice, reproductive justice, and BGLTQ equality. Several members of our congregation have become increasingly active with UUPLAN, attending meetings, participating in local actions, and even taking a trip to Harrisburg to advocate to our state legislature directly.

A goal of the Systemic Change Team for the upcoming year is to continue to engage more of the congregation in social justice, and to keep providing a wide range of accessible opportunities. We also hope to help educate each other about the importance of working for social justice in the city of Pittsburgh and wherever we can make a difference in our area. After all, what happens in the city, or statewide, affects us even here in our cozy suburbs, because we are all part of this interdependent web. We hope to capitalize on the interest the congregation has demonstrated toward social justice, and help make our collective vision a reality.

If you've made it to a meeting, an action, a banquet, or a rally, or signed a postcard, decorated a sign, made a phone call, or taken part in some other effort we and our partners have made in the fight for social justice, we thank you. And if you haven't, then please accept this invitation to join us as we work toward the UUCNH mission to "transform ourselves and our world."



In the words of the Reverend Dr. Mark Morrison Reed,

*The central task of the religious community is to unveil the bonds that bind each to all. There is a connectedness, a relationship discovered amid the particulars of our own lives and the lives of others. Once felt, it inspires us to act for justice.*

Feel the connectedness, nurture the relationship, and share in a rich Unitarian Universalist legacy.

Act for justice.

In Faith,  
Ron Smart  
Systemic Change Team Chair

## **Threshold Congregation Team**

The Threshold Congregation Team was formed at the Board's request about a year ago in spring 2013. The Threshold Congregation program is under the auspices of the Central Eastern Region Group (CERG) or the UUA. We are charged with developing a draft Vision for where UUCNH is going in the future—think 2020 as a destination. For all of us at UUCNH, this is our Invitation to dream and an opportunity to fulfill our promise!

We began with self-education on the process for developing a Vision, and then a Strategic Plan to achieve it. We also collected self-assessment surveys from our Team, the Board and a number of Committee Chairs—about 20 in all. We have compiled this summary data, which gave us a 'Best Practice' aspirational goal, along with a broad-based rating of where we are now.

We next held about a dozen small group meetings so we could listen to what members and friends want UUCNH to be in the future. We had about 80 members & friends come to these sessions, sharing over 500 individual dreams for UUCNH.

Since then, we have been grouping, sorting, slicing, dicing, and looking at the dreams from all angles. We have come up with about 10 areas (based upon our 'ministries' from the Committee on Shared Ministries) for our Vision, each with future goals.

Over the next few months, we'll be refining these areas with input and comments from the Board, Committee Chairs and our Members & Friends. If you have any questions, feel free to talk to any of the TCT members: Paul Cox (Co-chair), Barb Draa, Chris Hill (Co-chair), Brian Luebbert-Hill, Kathy Miller and Michelena Wolf.

## **Affiliated Organization: Bellwood Preschool**

### **Introduction**

Bellwood Preschool and Kindergarten (Bellwood), as a community outreach program of the Unitarian Universalist Church of the North Hills (UUCNH), submits this report to UUCNH in summary of the past school year. Further information is available upon request.

### **Preschool Activities**

Bellwood Preschool had another successful year in carrying out our mission "to create a warm and loving place where children can become problem-solving, empowered, compassionate individuals who share a deep respect for our fragile planet."

The school follows a daily rhythm of arrival, together time, choice of five area activities (including K-Kids), outdoor activities or stories and songs, then dismissal. Through these activities children learn kindergarten-readiness skills, artistic expression, science, nature, multiple languages and cultures, respect, compassion, and responsibility, just to name a few. All the while, the teachers create an environment, described by director Linda Moser, as a place where "kids always [have] time to tell what's on their minds and in their hearts."

The Bellwood community extends beyond the classroom to family events such as the Fall Family Night at Soergel Orchards, a River Cruise, the Fall and Winter children's performances, the spring Art Show, and play dates throughout the year.

Children were enriched with the Science, Spanish, and Miss Music programs; a new program called FitKids was implemented this year to instill a love (or at least a routine!) of fitness in the children's young minds. In addition to the wonderful activities the teachers provide on a daily basis, the children benefit from the many visitors invited to the school. This year the children learned about safety from the Franklin Park Volunteer Fire Co., Allegheny County Sheriff's office, and Animal Friends. They enjoyed shows by School of Rock, members of the Pittsburgh Symphony Orchestra, and storyteller Mother Goose. The children learned about several areas of science from programs such as My Body and The Unisphere Planetarium, both from the Carnegie Science Center. History and culture were the focus of visits from Chief Silver Fox and Princess Bluebonnet. In addition, they had vision, speech, and hearing screens, and learned about dental health from a dentist.

### **Sessions and Enrollment**

Bellwood continues to offer 3 (MWF am or pm), 4 (MWF am or pm and TH am), and 5 (MWF am or pm and TH all day) session options. The am session runs from 9:00-11:30 am; the pm session runs from 12:30-3:00 pm; the Thursday full-day session runs from 9:00 am-2:00 pm. The 4- and 5-session options are reserved for children in their Pre-K year. We had enrollment for the 2013-2014 school year of 32 children in the AM session and 30 children in the PM session (capacity is 32 students per session).

For the 2014-2015 school year we plan to maintain the same session options.

At the time of this report, enrollment for the 2014-2015 school year is full for the AM session, while a few spots remain for the PM session.

## **Staffing**

Simply put, Bellwood's teachers are Bellwood. It is the teachers who make the school a place where children learn not only what they need to know to prepare for kindergarten, but also what they need to learn to be good citizens. We have a staff of nine teachers to maintain the 1:6 teacher-student ratio.

The Bellwood Board members are responsible for the collective governing of the school as well as tasks involved in facilitating the operations of the school. Our dedicated parent board is comprised of the following positions: President, Kid Stuff Sale, Treasurer, Secretary, Registrar, Publicity/Communications, Special Events, Family Events, Buildings and Grounds, Teacher Liaison, Yearbook Coordinator, Church Liaison to Bellwood.

## **Fundraising and Tuition**

Our main fundraiser continues to be the Fall and Spring Kid Stuff Sales. It is because of our hardworking, dedicated Kid Stuff Sale committee, and parent volunteers that we are able to hold such a significant event. The sale not only raises the majority of the money used for school supplies, church donation, and building upkeep, but also provides a service to the community and the Earth! As always, we are grateful to UUCNH for the use of the building. We are especially glad for the partnership with Michelena Wolf and her committee, in seeing that the donated items go to those that need them most. We hope to continue that partnership in the future.

To raise additional dollars, we have a flat fundraising fee per child. We find this to be most effective, as every dollar goes toward the school. We again offered some special opportunities for Bellwood families including photography sessions, a river cruise, and logowear, which all help to provide some revenue for the school.

Our tuition is used to cover teacher salaries. Tuition for the 2014-2015 school year will remain the same as the current school year.

## **Buildings & Grounds**

Bellwood made some significant improvements to the building and grounds. A security keypad was placed on the entry door to allow teachers access while maintaining tight security for the children. The playground equipment was thoroughly cleaned and new sealer was applied to the wooden structures. Additionally, the interior of the building was painted with no-VOC paint, and new mulch and sand were added in the backyard. Standard maintenance such as window washing, gutter cleaning, and floor cleaning was performed.

Areas that need to be addressed in the near future are: replacing linoleum flooring; spreading new mulch; replacement of the cover to the sandbox in the back yard; and continuing fence replacement

We are grateful for the continued use of the church facility for K-Kids, special events, meetings, office space, the annual Art Show and the KidStuff Sales.

### **Eco-Healthy Child Care Endorsement**

Bellwood was recognized as an Eco-Healthy Child Care center in 2014. As explained on their website, "Eco-Healthy Child Care is a national program that ensures child care settings are as happy, healthy, safe and green as possible by reducing children's exposure to toxics." To qualify for this title, Bellwood had to comply with at least 24 of 30 standards determined to reduce children's exposure to environmental health hazards. Eco-Healthy Child Care partners with reputable organizations such as American Academy of Pediatrics and The National Association for the Education of Young Children. We are proud to have recognition for the eco-healthy choices our teachers have been making for years.

### **Conclusion**

Through the partnership with UUCNH, dedicated board members, a diligent office administrator, a director who is able to see the world through the eyes of a child, and a loving, talented teaching staff, we made our corner of the world a better place for 62 young children.

Respectfully submitted,  
Melissa Nelson  
Bellwood Parent Board President

## Annual Meeting Minutes 2012-2013

May 19, 2013

Chalice Lighting and reading (Matt Ferry, Past President – chalice lighter; reading by Midge Miles, Board President)

Rev. Scott Rudolph offered a moment of prayer.

A quorum of members being present, the meeting was called to order at 12:14 pm (Midge Miles).

1. Motion to approve 2012 minutes and January congregational meeting minutes. Motion by Mary Ellen Johnson; second by Peggy Trevanion. Approved without objection.

2. Budget update (Dennis Doubleday)

Dennis provided an update on the budget. Everything was going fine. Thanks were expressed to Sybil Baumwell for coordinating the rummage sale. The budget was looking good for next year. Dennis or Mary Ellen can answer any questions.

A question was asked as to whether there was any thought into investing in the UU Common Endowment Fund. Mary Ellen has looked into it. There are mixed reviews as to the ease of working with the fund, and the return. But, it's something that can be considered.

A motion was made to approve the budget. Motion by Paul Cox; second by Susan Cox. Approved without objection.

3. CAR presentation (Ed Rockman)

CAR stands for Charge, Authority, and Responsibility. Each committee, task force, team, etc. has been asked to develop their own CAR document. The Board established a task force to facilitate development of these documents. The groups will write them, and bring them to the CAR Task Force, so the task force and Board can approve them. As an initial "field test," CAR documents were drafted for the Connections Team and Audio Wranglers. The Board looks forward to partnering with each group on this task.

Midge has agreed to take over after Ed to chair the CAR Task Force. This effort should empower groups to do their work efficiently and effectively, with minimal involvement by Board. The key is to maintain liaisons between groups and the Board.

(Midge then offered to answer any questions.)

One responsibility of each group is to develop their own internal document that defines their procedures and tasks. The types of groups are so varied. Some are mission oriented and some are task oriented.

The CAR Task Force and the minister thought it was important for everyone to have an update on what's happening. The congregation will hear more on this as it's rolled out to the groups. A number of activity groups have not been worked on yet, e.g., the ukulele group.

4. Recognition of retiring Board members (Midge)

Midge expressed her appreciation of the following retiring Board members. They have been so valuable to this Board, and they will be sorely missed.

Joe Meier: Joe has a wonderful with sense of humor. He speaks frankly and direct. He says it as it is.

Matt Ferry: Matt pays attention to a lot of detail. He offered a voice to look at the other side of an issue.

Pam Weaver: Pam is soft-spoken, but has a wealth of experience. She doesn't intervene much, but, when she does, it is with careful consideration and reason.

Janet McCall: Janet finished a 1-yr term, but her workload will not allow her to continue. Janet offered a careful consideration of issues, and a wealth of experience from working with other boards.

The retiring Board members received small tokens of appreciation (applause).

5. Nominations from Nominating Committee (Kurt Kunz)

With the transition to the new Leadership Development Team, this will be the last year for the Nominating Committee. By shifting to the LDT model, there should be a more intentional and smoother process.

The committee has come up with a slate of four nominees to the Board:

Mark Draa for a 3-year term, as well as the role of VP for this year.

Bob Delaney for a 3-year term.

Rachel Smart for a 3-year term.

Susan Powers for a 1-year term.

Also, the LDT has agreed to formulate a slate of new members. This has been approved by the Nominating Committee.

Bill Faulkner for a 2-year term.

Matt Ferry for a 1-year term.

Greg Jarold for a 3-year term.

Connie Ritzert for a 3-year term.

Rob Schroth for a 2-year term.

There was a call for nominations from the floor. There being none, a voice vote was proposed. With no objections, the candidates were approved by voice vote.

6. Special thanks to the following members:

Fred Geiger, for 5 year of maintaining the church's website.

Sue Duda, for countless volunteer hours to record the church's finances, and working with various office personnel.

Lou Bartolomucci, for her strong effort lifting up people, the kid's stuff sales, and share-the-plate.

Bob Delaney, for his work transforming the Membership Committee to the Connections Team, during which time 33 new members joined the congregation and we reached the milestone of 200.

Diana Hull and Pete Lundquist, for countless hours of service, ensuring the ongoing health and safety of our beloved barn and its environment.

Denise Haver, for building the Leadership Development Team and for modeling the integrity of leadership. (Matt Ferry received the certificate on her behalf)

Ron Smart, for the time and effort he gives to various programs, and for serving as a role model for how to live our values.

7. New business

Ed Rockman expressed his appreciation of Midge Miles and her work as Board president. After serving on the Transition Team and Search Team, Midge was persuaded to take a position on the Board. While serving as president, Midge has been a leader helping to reach out to the larger denomination.

Midge requested that any gift to her be devoted to training. Therefore, over \$300 is being committed to leadership training in her honor. But, because Midge also deserves some relaxation after a very productive year, a massage treatment has been arranged for her.

Dennis Doubleday expressed his appreciation of Sue Duda for her work on the Finance Committee and as treasurer for the last 3 years. Dennis also recognized Lindsey Scott as the next treasurer.

With no further business, a motion was made to adjourn. Motion by Bill Faulkner; second by everybody.

Meeting adjourned at 12:47 pm.

Respectfully submitted by Andrew Zadnik



# **Minutes of the Special Congregational Meeting**

January 19, 2014  
UUCNH West Room

There being a quorum present, the meeting was called to order at 12:15 pm

**I. Welcome and Introductions – Ed Rockman.** Ed provided an overview of the agenda.

## **II. Chalice lighting – Rev. Scott Rudolph**

### **III. Report from President on the State of the Church – Ed Rockman**

Ed expressed his pleasure that the state of the church is outstanding. He offered his appreciation of the music program (“thriving and inspiring”); the Director of Lifespan Faith Development, Greta (“wonderful resource for this church”); the minister, Rev. Scott Rudolph ([for his] “ability to guide gently without dictating”); the religious education programs, and Sunday Services. He commented that the Board and support groups are healthy and active. (applause for Greta, Scott, and Mary Doubleday [Music Director])

Ed described how the many programs at the church have been categorized into Faith Development, which fall under Greta, and Fellowship. Bob Delaney is the liaison between the Board and the Fellowship program. (recognition and applause for anyone who leads a Fellowship or Faith Development program)

Ed offered his thanks to Sunday Services, Buildings and Grounds, and Finance committees; as well as the Board of Trustees. He commended the Board members for all they do for the community.

Ed described how 5 Strategic Task Forces have been created, which were reported on later in the meeting.

Finally, Ed thanked all the volunteers. (applause)

### **IV. Peace Pole Project Presentation – Doug Ickert**

The Peace Pole Project began in 1959 in response to the bombings of Japan. Each pole has the phrase, “May peace prevail on Earth” in up to 14 different languages. Currently, more than 100,000 poles are located in 180 countries. This includes poles at several UU churches. The process for establishing a pole includes the formation of a local committee. The committee determines where the pole will go and which languages are portrayed.

If it is decided to install a peace pole at UUCNH, a donor has already offered to cover the cost. The pole does not have to be purchased through the Peace Pole organization, but it does to be part of the official goal.

A motion was made to approve installing a peace pole at our church. Motion by Marsha Albright; second by Hal Dixler.

An amendment was offered by Midge Miles, that the Board appoint a committee to work on the project.

Members discussed whether it was necessary for the Board to decide.

Connie Ritzert seconded the amendment, with the proviso that the Board approve the final location.

It was determined that a paper ballot was not necessary.

The amendment passed with a majority; 2 opposed.

The motion passed with 1 opposed.

#### **V. Threshold Congregation Team Presentation – Chris Hill**

Chris introduced the team members and gave an overview of their activities. The team's purpose was to collect ideas from the congregation for how we will move forward. This was accomplished through 11 90-minute sessions. About 80 people attended, and over 500 ideas came through. These ideas were broken down into many focus areas, including Community Building, Pastoral Care, Sunday Services, and Professional Ministry.

The team presented to the congregation a word cloud based on the focus areas. The largest "cloud" was Outreach, followed by Community Building, and then Social Action.

The team also is working with a leadership consultant from CERG, the Central East Regional Group of the UUA. They are looking at different types of growth, such as maturational, incarnational, associational, and numerical.

Currently, the team is looking into each focus area, grouping ideas, and synthesizing them to develop future goals. The conversations have been exuberant, optimistic, and visionary. Areas of growth that were proposed most included Social Action, Living Our Values with Increasing Energy, Community Visibility and Involvement, Physical Plant Expansion, and Sunday Services as a Source of Strength. These goals will be refined as the team moves forward, and they are still looking for input.

The team offered some suggestions to keep the interest alive, e.g., talk to non-UU people about UUCNH, get involved in church activities, and support outreach efforts that church is currently doing.

The congregation then asked questions and discussed the presentation. One concern expressed was the potential loss of community. The team responded that the need for community was identified as being something people really love about the church.

Ed Rockman is the liaison between the Threshold Congregation Team and the Board. The Board is working closely with the team.

#### **VI. Hunger Garden Project Presentation - Jennifer Behun**

As part of our social action program, a hunger garden was approved by the congregation last year. The garden grew herbs and flowers, and over \$1,000 was raised for North Hills Community Outreach and Northside Common Ministries. The garden and particularly the church "farmstand" were successes. However, the garden was not a congregation-wide project, with just a few individuals doing most of the work.

This year, the congregation is being asked for suggestions for how to get more people involved. Questionnaires have been handed out in order to see what level of interest there is to make the garden continue. (the questionnaires were collected at the end of the presentation)

## **VII. Reports from Board Strategic Task Forces**

a. Congregational Communication – Amy Wilks. This team is working to increase communication within the congregation. As part of this effort, a new website should be up next month; the church’s Facebook page is very active (kept up-to-date by Susan Cox); and there’s a “Bravos from Board” each month as a “thank-you” to one person. Also, all Board members are interested in reaching out to members through 1-on-1 conversations. This includes doing “kidchats,” which are brief conversations with children and youth (pencils are given out after each conversation). Further, Board members have fancy name tags, and soon committee chairs will too. Any input is welcome – contact Amy, Lynn Richards, or Rachel Smart.

The team is working on redesigning the Intercom and phasing out paper copies to transition to an electronic version (recognizing that some people will still like paper copies). As part of that process, Scott is talking with Dawn Fitzgerald, who now does the Intercom.

b. Bellwood – Amy. Bellwood Preschool is a community service of UUCNH. An important goal was to further define the church’s relationship with Bellwood. The new Document of Understanding has now been revised and signed. A copy will be placed in the office.

c. Policies – Mark Draa. The church’s policies are in a red binder in the office, and will eventually be posted on the website. This year, the Policies Task Force is working on new policies for gift acceptance, buildings and grounds reserve fund expenditures, coffee hour, and bon fires. The task force is comprised of Bob Delaney, Susan Powers, and Mark.

d. Congregational Covenant – Susan Powers. Susan and Bob Delaney are working to define a plan for creating a covenant, which is a promise between church members regarding how they will act with each other. This is considered the foundation of our congregation. Creating the covenant will be a task left to the congregation. The current timeline is to review the plan and present it at the annual meeting in May. Then, the task force will begin engaging the congregation in the fall to define a covenant.

e. Charge, Authority, Responsibility - Midge Miles. The CAR Task Force is comprised of Rob Willig, Lynn Richards, Rachel Smart, and Midge. They are working with the various church groups to define each group’s charge from the Board, area of authority, and specific responsibilities. Out of approximately 23 groups, initial CAR documents have been received from all but 2. The task force is reviewing what has been submitted, and hopes to send back edits in February, with final Board approval in May. It is expected that the documents will be adjusted and amended as they are used.

## **VIII. Extinguishing the Chalice – Mission Statement.**

### **IX. Adjournment**

A motion was made to adjourn. Motion by Sue Duda; Second by Bill Faulkner.

Meeting adjourned at 1:42 pm.

Respectfully submitted by Andrew Zadnik