

Annual Report of the Congregation  
2009-2010

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Unitarian Universalist Church of the North Hills  
2009-2010 Annual Meeting Agenda  
May 23, 2010

Call to Order

Leadership Recognition

Approval of 2008-2009 Annual Meeting Minutes

Election of New Board Members

Election of New Committee Chairs

Election of New Nominating Committee

2010-2011 Annual Operating Budget

Other Business

Adjournment

## President's Report for UUCNH Annual Report 2009-2010

Last June, following the Annual Meeting, I was elected Board President. One of my first activities as president was to sign the Interim Ministry Agreement with Rev. Martha Munson. While I would not meet her in person for another month, our teleconferences gave me a great sense of confidence for the upcoming year.

Personally, I had just left Bayer Corporation after 23 years on a separation package-just ahead of having my job eliminated. So I was really looking forward to a relaxed summer as I worked on house projects and settled in as President.

At the end of the month, we held a Board mini-retreat to develop some high level goals for the coming two years of our Interim Ministry process. This process includes acknowledging our past and planning for the future. The Board will have much organizational and operational work to complete over the next two years.

My July began with a change in plans-I was starting a job as a contractor for a project at Bayer. While not at all what was in my business plan, the work was too good to pass up. So I was already seeing a crimp in my plans to spend a lot more time at UUCNH. Such are the uncertainties of life!

In mid-July, we welcomed Rev. Martha at a Move-In Party attended by about ten members. We helped her settle into her apartment and met her husband Dave. At the end of the month, we held our UUCNH Camping trip.

August brought our RE Peace Camp and Rev. Martha began to settle into her office. Both Martha's and Greta's offices got new paint and some fixing up. And, once the Camp was over, we had new carpet installed in the West Room/Sanctuary, a very welcome and overdue improvement.

We saw a number of new faces around church on Thursdays and Fridays, as we were the distribution point for the Dillner Farm's Community Supported Agriculture (CSA) program. Once we got into the swing of the pickups, we started taking any leftover produce to North Hills Community Outreach (NHCO) for their food pantry.

Many people first met Martha at one of the Meet & Greet sessions set up by the Transition Team. Collectively, these sessions were attended by over 115 people. After introductions, we spoke about "What do you feel is good about the church?" and "What can be improved?" The feelings and thoughts expressed by such a large portion of our congregation provided a great snapshot of our strengths and areas for improvement.

September brought our Ingathering and water communion service, the first with Rev. Martha. While we all were pleased to see that we had a minister again, probably the most thrilled and relieved folks were the Sunday Services Committee. They did such a great job with lay- and guest-led services for the last 15 months.

We remembered those members and friends who passed away in the last year, including Fras Courtsal, Jim Mooney, Don Shephard, Bob Sims, and Tom Madden.

In September, I attended a meeting of the Board Presidents from around the Ohio Meadville District (OMD). Later in the year, I attended the OMD District Assembly and Annual Meeting. Both times, I was able to learn a lot through their sessions and discussions. We are lucky to have a great district with many resources and supportive people.

We continued to expand our fun social activities: Games Night brought families and friends (from 4 year olds to 70 somethings!) to church for a Pot Luck dinner, followed by games of all kinds. From this, a Dungeons and Dragons group spun off for teens and young adults. We started a monthly Drumming for the Soul group, too. And the ongoing Singles Bridge group continues to host a large group from the community.

We also continued our Book Discussion Group and added a Saturday Matinee group. The Simplicity Circle group became the Common Securities Club, and then they became the Barn Raisers Time Bank group.

The Food Donation Station was upgraded to a nice piece of furniture on wheels and moved to a prominent location. This has significantly increased our donations to NHCO.

Beginning in November, the Social Action Committee implemented the Board's Share the Basket policy. Through this policy, we donate 100% of the non-designated (e.g. Pledge) Offering to a charity. The Committee has identified charities to help on the local, national and international levels. For the year, we contributed several thousand dollars to these groups.

We supported the Pittsburgh Interfaith Impact Network (PIIN) with 12-18 people attending their Annual Meeting in December and their Banquet in April.

In January, the Transition Team and Rev. Martha held two Congregational Conversations with about 60 people in attendance. At these meetings, Martha presented the results of the Meet & Greets, leading to some good discussion of where we are and where we want to go.

As we began 2010, the Board focused on current and future ministers. We completed the Interim Ministry Evaluation process, which looks at many aspects of our church. All Board members completed the evaluation form, as did several other members of the congregation. The evaluations were consolidated into one document for submission to the UUA Transitions Office. Based upon the evaluations, we signed an agreement with Rev. Martha for another year.

Then we hosted Rev. Donald Budd, the OMD's District Settlement Representative, on February 7th for a service, followed by Question & Answer and a meeting with the Board. Of course that was the weekend of the big snowstorm, so we had a smaller crowd than we would have liked. But that meant we used this as the first service to be videotaped and put up on our website for everyone to watch!

Through the course of the year, we had our Coming of Age program for youth. In addition to their meetings and service, the youth presented Unitarian Universalism to the North Hills Anti-Racism Coalition's 13th Annual Interfaith Gathering. They represented our church and our denomination well!

In March, we assembled, wrapped and delivered about 40 Easter Baskets to NHCO, to be given to families who can't afford them. This was a great result and another example of our increasing outreach to NHCO, for the larger North Hills community of which we are a part.

Throughout the year, we hosted several local and district events. And our property has seen a nice increase in rentals. Our little house has new tenants, with only a short maintenance and improvement period in between the old and the new.

The budget is in very good shape. We had a wonderful Canvas that produced a significant increase. This has allowed us to budget for our Fair Share contribution to UUA and OMD, plus an increase in staff compensation.

All in all, it has been a great year of activity and enthusiasm. We have transitioned from a strong year of lay-led services to a time focused on the interim ministry process. We have continued to grow in membership, activities and outreach. Our members and friends have been more generous with their contributions of 'Time, Treasure and Talent.'

At the Annual Meeting, we will be electing the members of our Ministerial Search Committee, to prepare us for the next move: a new called minister!

I have enjoyed this past year as Board President and I look forward to another year on the Board to help complete some projects we are just starting. I have avoided listing names in this report, for the main reason of keeping it to a reasonable length. To all of you members and friends who have contributed so much over the last year, I thank you from the bottom of my heart. This position would not be of any value without the support and hard work of so many. Thanks to all of you!

Chris Hill,  
Board President 2009-2010

## **Annual Report of the Interim Minister 2009-2010**

A year ago at this time, I was engaged in conversation with the Interim Minister Search Committee about coming to work with you at UUCNH. How the months have flown! I begin by thanking the IMSC for their faith in me, and for organizing the many hands (which made for relatively light work) to move me into my apartment in July. The welcome was warm all around, from the vast array of Pittsburgh-themed goodies in my office, to the coffee hour on Ingathering Sunday, to folks being in touch in various ways to get to know me (and for me to get to know you). Thank you.

The work seems to be continuing apace. My gratitude to the Transition Team knows few bounds. Ed Rockman has ably chaired. The Team also includes Lou Bartolomucci, Chuck Berry, Midge Miles, Beth Dutton, and Joyce Kepner. They have worked hard on your behalf! At my request, they began the fall by organizing “Meet & Greet” sessions in people’s homes (thanks especially to those who hosted). The questions were the same each time and so, in that way, I was quickly able to get a sense of who you are (who UUCNH is), and some of the strengths and limitations of your life together. This summary is included in the T.T. report, and I shall not repeat it here.

It has been a real pleasure to work with Greta Porter, your Lifespan Religious Educator. She is a competent professional, self-aware, with real affection for children, youth, families, adults, and this congregation as a whole. She has been a vital source of information for me about who does what, when, where, and why. It’s wonderful to be “in harness” with such a good colleague. I also want to add that it is clear to me that she worked above and beyond her job description, especially on the administrative side, to hold things together in the year that you were without a minister. Thank you, Greta.

In January the office secretary, Jane Morello, tendered her resignation in order to take a full-time job with benefits. Thus began some revision in the job description and the search for her successor. An ad was placed in the Post-Gazette (which they then post on Monster.com), briefly outlining the job. The “first pass” on the applicants was about whether they could follow the direction to submit a “cover letter and a resume”. I’m grateful to Paul Cox (VP with the Personnel portfolio) and John Ballance for vetting resumes with me. With the addition of Greta, we interviewed 4 or 5 and then enthusiastically hired Susan Cook (who, at the time, lived in Maine). In the three weeks before Susan could start (2/16), the office was ably staffed by volunteers: John Ballance, Susan Cox, Lynn Richards, Ron Smart, and Midge Miles. Greta and I were grateful for their support, which was much more than just filling in!

Sunday Services seem to have been well attended. As Sunday mornings (the whole of them: meditation, music, RE, the service, coffee hour, and all the rest) are the central event of congregational life, a sign of health and vitality is strong attendance overall.

I have officiated at no weddings (included in this, of course, are what are sometimes called “services of union”) or memorial services. We have had 2 Dedication services. One for Violet Muters, daughter of Cindy and Paul, the second for Leona and Mandy Schroth, twins of Lisa and Rob.

Professionally, I continue to work toward (and even approach completing) final certification as an Accredited Interim Minister. I meet monthly with P’gh UU clergy, and with a small group of OMD interim ministers.

I am happy to be staying here for the 2<sup>nd</sup> interim year and to be helping you to enhance your Strengths and address the Limitations identified in the “Meet & Greet” sessions. You are in many ways a great congregation with a bright future. Your limitations are real however, and some are long-standing. Systemic institutional change is never easy or speedy. I hear also that you wish to do the work in order to become more fully the congregation you say you are. It is my ardent hope that the necessary changes in structure and culture might be made in the year upcoming so that you will be ready to greet your new settled minister with open arms, high energy, and a determination to go forward together with joy toward an ever brighter future.

I see interim ministry as “holding up a mirror” to the congregation, reflecting what I see, asking questions about policy, structure, organization, development, and offering alternatives when they seem warranted. In this way, interim ministry is “regular ministry” drawn in sharp relief. UUCNH is, was, and ever shall be **your** congregation. Its present process and its future are always in your hands. I trust that you each and all will continue to engage me, to be in touch about pastoral, interim, or other concerns. I am honored to be walking with you. And I am looking forward to the continuing adventure!

Faithfully,  
Martha

The Rev’d Martha L. Munson

## **Director of Lifespan Faith Development**

### **Annual Report for the 2009-2010 Church Year**

It has been a great pleasure to work with our Interim Minister, Reverend Martha Munson. She is a great supporter of religious education and a wonderful colleague to me. I have learned much about church health and systems and appreciate her expertise.

I also appreciate the work of Amy Wilks, our Chair of Children and Youth Religious Education, and Beth Dutton, our Chair of Adult Religious Education. These two dedicated volunteers have ensured that we have had excellent religious education programming for all ages.

Our quality religious education programs for children, youth and adults are dependent on the hard work and commitment of many, many volunteers mentioned in this report, and many others who work hard without acknowledgement.

### **Hosting District Events**

The Unitarian Universalist Church of the North Hills hosted the Ohio Meadville District Jr. High Conference from November 13-15. 135 youth and adults attended including 8 of our own youth. While hosting such a large event proved challenging, a great many volunteers stepped forward to help with the meal preparation and clean-up. The youth enjoyed the event, enlarged their UU world and developed leadership skills.

On March 13, the Unitarian Universalist Church of the North Hills also hosted the Ohio-Meadville District Annual Curriculum Fair, an event of the District Lifespan Faith Development Committee. 31 volunteer and professional religious educators participated including 10 from our own congregation. Amy Wilks, Ron Smart and Bill and Kristilee Williams offered the opening worship. Janet McCall, Jill Mockenhaupt, and Diane and Jim Robertson were part of a morning Tapestry of Faith curricula panel and in the afternoon they put together an amazing workshop allowing participants to sample several of the Tapestry of Faith curricula while engaging in some of the activities.

### **Adult Activities and Religious Education Programs**

#### **Harvest the Power – UUA Leadership Development Program**

I initiated this new UUA Tapestry of Faith Leadership Development program by recruiting six facilitators; John Ballance, Greg Jarold, Janet McCall, Joe Meier, Midge Miles, and Pam Weaver. These facilitators paired up to co-lead four of the 12 sessions over the course of the year, enabling facilitators to be full participants for most of the program. An additional 8 participants made the commitment to engage in the program for the year, developing leadership skills that benefit our congregation and the larger community.

Chalice Circles



Rev. Munson was instrumental in launching this small group ministry program, centered on an exploration of our UU sources, publicizing, organizing and meeting with each group and working closely with facilitators. Over 30 participants in three different groups are enjoying this program.

#### Planning Your Own Memorial Service

Tassi Bisers facilitated this fall offering allowing participants to explore and document their wishes for their own memorial service.

#### PSI (Philosophical and Spiritual Insights)

Tony Palermo leads this monthly discussion group after church on Sundays. Topics are wide and varied.

#### Sunday Morning Meditation

Beth Dutton leads this group on Sunday mornings before the service, a time of centering often followed by discussion.

#### Book Group

Allyson Zadnik is the chief organizer for the Book Discussion Group, held on the third Friday evening of the month

#### Feeding the Spirit

Beth Dutton recruited several chefs to demonstrate their skills and share their expertise this church year.

#### Drumming for the Soul

Ron Smart is the arranges this monthly Drum Circle on the second Saturday of the month.

#### Barnraisers

Sponsored under the umbrella of the Social Action Committee (see that report), this group examines economic, planetary and quality of life issues. Members can use a time bank to share and swap skills and work and even participate in the 100 Mile Challenge – eating foods grown locally within 100 miles for 100 days.

#### Saturday Matinee

Movies are projected that deal with topics of religion, ethics or justice followed by a time for discussion on the fourth Saturday of the month. May's offering complimented the Book Discussion Group's selection and June's showing will be selected by the organizers of the 100 Mile Challenge to eat locally grown and raised food.

#### Games Night

The Burton/Smith family arranges this monthly potluck followed by board games on the first Saturday of the month.

#### Craft Group

Thursday mornings finds the craft group creating beautiful handmade goods that are sold to raise funds to benefit the church.

#### Singles Bridge

John Bernhard organizes this monthly activity for single seniors on the third Saturday of the month.

### **Activities and Religious Education Programs for Children and Youth**

#### Summer Camp

Last August, 45 campers enjoyed Peace Camp thanks to the involvement of 16 teen counselors and 18 adult volunteers. This summer, we are planning Wizard World for the week of June 26-30, 6 – 8 p.m.

#### Playgroup

Playgroup meets on Tuesdays and engages families with children from our church and from the community. Many homeschooling families enjoy this time to socialize and it has proven a point of entry to Unitarian Universalism for several.

#### Sunday Morning Religious Education for Children and Youth

Average Sunday morning attendance for children and youth was 40 and our Sunday morning roster includes 98 children and youth.

#### Nursery

Volunteers: Hannah Baldwin-May, Carol and John Ballance, Lori and Rob Marken, Lisa Schroth, Katie Swidal (paid caregiver)

#### Preschool/Kindergarten

#### Treasure Hunting

The theme of treasure hunting was a concrete way to involve children in the excitement of the search for the meaning of life. Monthly social action projects enhanced this curriculum.

Volunteers: Kate Daly, Chantel Snodgrass, Kristilee Williams Palowitch, Bill Palowitch

Aides: Tonya Strader, Christina Newhill, Brad Wilks

## First/Second Grade

*In Our Hands/ Our Whole Lives* - A peace and social justice program affirming worth of self and others, exploring experiences of fairness, peace, caring, friendships, and partnerships with nature.

Volunteers: Michele Fandozzi, Lisa James, Barb Krupitzer

*Our Whole Lives* sexuality education was offered the second half of the year with an enrollment of 10 students. The program for these young children emphasizes that families come in all shapes and sizes, children arrive into families through birth and adoption, and that people and their bodies are special and to be cared for and protected.

Volunteers: Greg Jarold, Susie Wood

## Third-Fourth Grade

*Holidays and Holydays* – children learned about many religions as they create celebrations from around the world.

Volunteers: Libby Powers, David Steffey

## Fifth-Sixth Grade

*Amazing Grace* - This new UUA Tapestry of Faith curriculum for children helps students understand right and wrong and act on their understandings. This program helps children recognize and depend on their UU identity and resources as essential to the movement toward independence and fulfillment of personal promise.

Volunteers: Kim Davidson Ickert and Doug Ickert, Tony Palermo, Diane and Jim Robertson,

## Seventh-Eighth Grade

*Neighboring Faiths* – This class reviewed UU principles while exploring many different religions. The class visited the Society of Friends, a Hindu Temple, a Muslim center, and a Seventh Day Adventist church.

Volunteers: Tassi Bisers, Amy DeGregorio, Scott Mabey, Alissa Smith

## Youth Group

The youth group enjoyed religious discussions and activities, tried journaling, attended district cons.

Volunteers: Dean Campbell, Matt Ferry, Patrice Noel, Chris Vaughn

## Social Action Sundays and Projects

Our preschool-kindergarten class participated in monthly social action projects organized by Chantel Snodgrass including making cards for patients, learning about good animal care treatment from the Humane Society, and planting flowers for our congregation to enjoy. Our 1<sup>st</sup> – 6<sup>th</sup> graders participated in monthly Social Action Sundays. Projects included learning about and supporting Heifer project, Pennies for Peace of the Central Asia Institute and creating toys for shelter cats. Our 7<sup>th</sup> and 8<sup>th</sup> graders worked together to clear the nature trail at church and the youth are to work at the Greater Pittsburgh Community Food Bank in June.

### Coming of Age

Our Coming of Age program for High School Youth included five 9th and 10th graders and their mentors. The youth and their mentors journeyed together in a series of Sunday evening religious classes. The youth cleaned a North Hills Community Outreach food bank and ably presented Unitarian Universalism at the Interfaith Gathering sponsored the North Hills Antiracism Coalition. The program culminated with a Sunday service in which youth shared their credo statements and parents shared their hopes and dreams for their youth. The service was followed by a luncheon for youth and mentors and their families.

Youth	Their Mentors
Grace Handler	Mark Conaway
Nancy Kepner	Laura Wagner
Pat Meier	Chris Vaughn
Ford Smith	Abby Vaughn
Victoria Robertson	Dave Wells

### Holiday Pageant, *Best Christmas Pageant Ever*

Over 50 children were part of our holiday pageant and 117 adults attended. So many volunteers worked hard to help our children shine, particularly Ron Smart who recreated the script, oversaw rehearsals and helped with staging and props.

### RE Open House

Our Children and RE Volunteers worked hard to decorate their classrooms and share their activities with the larger church community during the RE Open House Coffee Hour in May. Church members had an opportunity to see how our beautiful classrooms are used and how committed our volunteers are to excellent religious education for children and youth.

### **Religious Education Teacher Development and Appreciation**

Our religious education volunteers began the year in September with a Saturday morning teacher training. Teachers had a time to share ideas and learn about expectations and then had an opportunity to plan their year and schedules. In January the volunteers gathered after the holidays for a beautiful brunch, and had a time to regroup and reschedule. End of the year appreciation includes a barbecue and campfire at my house for teachers and their families.

I was delighted that we had 10 participate and even offer programming at the March District Curriculum Fair we hosted. Amy Wilks, Kristilee Williams Palowitch and Ron Smart all participated in the district RE Philosophy Renaissance Module, an intensive training for professional and volunteer religious educators. They returned with depth and enthusiasm for UU religious education. Ron Smart attended the *Our Whole Lives* Sexuality Education training for the Jr. High/Sr. High level and looks forward to teaching next church year.

#### Professional Development and Activities

I serve as Vice President and Good Officer for the Ohio-Meadville Chapter of the Liberal Religious Educators Association. I serve as secretary for the Ohio-Meadville Lifespan Faith Development Committee. I am also serving on the search team for the Ohio-Meadville District Lifespan Faith Development and Youth Ministries Consultant.

While I am UUA Credentialed Religious Educator, I am pursuing the Master Level of this credential. I am enrolled in a Master's in religion program at Meadville-Lombard Theological School and took two winter intensive classes there in January. I am taking a UU theology class being field tested as a Tapestry of Faith offering, *What Moves Us* by teleconference. I am delighted to have the opportunity to participate with other RE professionals from across the country before this is offered in our congregation, probably next fall. I was able to attend the Fall Liberal Religious Educators Conference in Providence Rhode Island, where Rev. Dr. Peter Steinke spoke on church systems, and Rev. Dr. Thandeka presented affect theology. Along with 6 members of our congregation, I attended the District Assembly featuring Rev. Meg Riley speaking of the UUA Standing on the Side of Love campaign.

#### In Conclusion

It is a great pleasure to work for a congregation with such a strong commitment to quality and deep religious education for children, youth and adults. I look forward to new challenges and growth that the coming year is sure to offer.

Respectfully submitted,

Greta Porter

## I. Operating Budget

The finances of the church are in very good shape as of this date. We started the year with a balanced budget of \$225,539.26, in part because a surplus in the prior year allowed us to carry over \$3221.26 in income to this year. However, to date our income exceeds our expenses by \$23,807.51. (See the table at the end of this section.)

That surplus is likely to shrink as year-end expenses close the gap, since we have already collected 95% of our pledge (and thank you very much for that!) However, even though we budgeted for only 50% payment, we will most likely to be able to pay our full Fair Share dues to both UUA and Ohio-Meadville District for the second year in a row, after many years of being unable to hit that target.

### Budget Summary as of 05/09/10

	<u>Jul '09 - Jun 10</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
<b>4000 · Pledges</b>	173,494.07	183,100.00	-9,605.93	94.75%
<b>4030 · Plate</b>	4,651.00	7,008.00	-2,357.00	66.37%
<b>4100 · Church Use</b>	10,212.28	9,710.00	502.28	105.17%
<b>4200 · House Rent</b>	8,550.00	10,200.00	-1,650.00	83.82%
<b>4300 · Investment Income</b>	875.75	4,800.00	-3,924.25	18.25%
<b>4400 · RE Income</b>	100.00			
<b>4505 · Service Auction / Fundraisers</b>	0.00	3,000.00	-3,000.00	0.0%
<b>4600 · EE Coffee and Chocolate</b>	110.60			
<b>4670 · Prior Year Surplus</b>	3,221.26	3,221.26	0.00	100.0%
<b>4700 · Grocery coupons</b>	3,937.50	4,500.00	-562.50	87.5%
<b>Total Income</b>	<u>205,152.46</u>	<u>225,539.26</u>	<u>-20,386.80</u>	<u>90.96%</u>

<b>Expense</b>				
<b>5000 · FIXED COSTS</b>	59,621.12	69,700.00	-10,078.88	85.54%
<b>6100 · Ministry</b>	58,267.45	71,804.26	-13,536.81	81.15%
<b>6200 · Religious Education</b>	37,075.83	45,930.00	-8,854.17	80.72%
<b>6560 · Payroll Expenses</b>	2,581.85			
<b>66900 · Reconciliation Discrepancies</b>	0.00			
<b>7100 · OFFICE OPERATIONS</b>	14,206.66	21,130.00	-6,923.34	67.24%
<b>8000 · DISCRETIONARY SPENDING</b>	9,592.04	16,975.00	-7,382.96	56.51%
<b>Total Expense</b>	<u>181,344.95</u>	<u>225,539.26</u>	<u>-44,194.31</u>	<u>80.41%</u>
<b>Net Income</b>	<u><b>23,807.51</b></u>	<u><b>0.00</b></u>	<u><b>23,807.51</b></u>	<u><b>100.0%</b></u>

## **II. Endowment**

Because of the general market downturn, our Endowment fund took a significant hit in the fiscal year prior to this one, falling from \$187,079 as of June 30, 2008 to \$142,568 as of April 30, 2009. Happily, the general market turnaround in the last year has reversed most of the loss of the prior year; we have a \$182,203 balance as of April 30, 2010.

## **III. Building Fund (Capital Campaign)**

Our construction loan on the recent building improvements project was being carried at 7.5% interest. Meanwhile, our operating budget had enough funds to pay off the loan, just sitting in a money market fund earning about 1%. Therefore, with Board approval, I decided to advance funds from the operating surplus to the Building Fund in order to pay off the construction loan early. This saved us net several thousand dollars in bank interest charges.

As of 05/09/10, the Building Fund still owes \$23,500 to the operating accounts. That amount will be paid back as Capital Campaign pledges are fulfilled.)

We still have the anonymous donor loan of \$100,000 outstanding, but that is interest free for another two years.

We still have outstanding unpaid pledges of \$60,870. The collection rate has been good overall, but some of the unpaid pledges are overdue and may have to be written off. (I have informally estimated that about \$32,000 of the outstanding pledges will remain unpaid, for various reasons.)

We expect that the pledges still to be paid will be enough to pay back the operating accounts the amount that was advanced, but most if not all of the anonymous donor loan will remain open. The Board will need to decide on a plan to begin paying it off at some point in the future.



**Adult Religious Education  
2010 Annual Report  
Unitarian Universalist Church of the North Hills**

The Adult Religious Education Program at UUCNH continued to offer opportunities for gathering and learning for our church membership. Many of the programs were organized and lead by church members. The Program is anchored by its on-going programs, which include:

**Barn Raisers, which was formerly Common Securities Club (which was formerly Simplicity Circle!)** This is facilitated by Fred and Melinda Geiger and encourages sustainable and community-oriented solutions to the challenges of contemporary living.

Allyson Zadnik facilitated the **Book Group**, with book selections that are relevant to the on-going exploration of our UU Principles, including issues of social justice.

**Sunday Morning Meditation**, facilitated by Beth Dutton, has been regularly attended by a solid group all year, before the service. Fairly often, visitors to UUCNH inquire about the group, and a few have attended.

There were also many new offerings, including:

**Saturday Matinees** on the fourth Saturday of every month, with movies that are focused on ethical, justice, or religious themes.

**UU Hour** was offered in the fall and winter, focusing on a different topic each month including UU History, Summer and Winter Institute, and Congregational Polity.

Several church members and friends enthusiastically greeted Reverend Martha's initiative to start **Chalice Circles**, which are small group ministries that meet bi-monthly for dialog and support. Three groups were formed and continue to meet at church.

**Feeding the Spirit** cooking classes were led by some of the outstanding cooks in the church. Participants were able to enjoy the fruits of their labor as part of the class.

**Drumming for the Soul** is a new drumming group organized by Rom Smart, and has appealed to a wide range of ages at UUCNH.

The UUA program **Harvest the Power** provided excellent information and ideas on leadership. The class started in the Fall of 2009, and will wrap up in the Spring of 2010, with 15 participants engaged in and committed to this year-long leadership development program. We have had very favorable responses to the Tapestry of Faith programs at UUCNH, which also included the Spirit of Life and Spirit in Practice Programs. This class was a core offering of the Adult RE program and served to connect the participants to UU principals and practice.

This will be my last Annual Report as Chair of the Adult RE Committee, as Midge Miles has agreed to take over as the Chair in July.

Respectfully submitted by,

Beth Dutton , Adult Religious Education Chair

BUILDINGS & GROUNDS ANNUAL REPORT  
2009-2010

1. Seems we were constantly changing the burned out lights in Friendship Hall. Now that we got a whole box of the lights they won't burn out so often.
2. Prepared the little house for renting and took bids on possibly insulating the place.
3. Had the parking lot pot holes repaired and spread more slag.
4. Repaired a couple of areas of asphalt in the upper parking lot.
5. Repainted the parking lines.
6. Installed silo doors in the upstairs music room.
7. Stretched fabric on bulletin boards.
8. Removed a wasp nest or two.
9. Cleaned up the mess from the old shed that was leaning against the church.
10. Jenny Suchin Butler continues to keep the plants watered in a timely manner.
11. Replaced the blinds in the East Room.
12. Kept the place supplied with paper towels, toilet tissue, garbage bags etc.
13. Investigated dishwasher problems.
14. Kept the sound system up and running.
15. Had the grass cut and snow removed as needed.
16. Wooden perimeter put around stage in west room.
17. West room lighting revised and improved.

Craig Thomson Chair

## Caring Committee Annual Report

July-2009-June 2010

The Caring Committee took on a more traditional role with the coming of interim minister, Martha Munson, who has taken on pastoral care for the congregation. Prior to Reverend Munson's arrival, Janet McCall organized a beautiful memorial plaque dedication in the memorial garden for Don Shepherd in September. Lois Madden took over the role of Chair in mid October. Because a family medical emergency required Lois to be out of town for several months, Janet continued to play an important role in responding to the needs of our community.

The Caring Committee supports UUCNH's mission to be a loving community by fostering a caring atmosphere, and providing support for members and friends in times of need. This year Caring Committee responded to requests to be in touch with members and friends who were in hospital or had family members in hospital and offered support in the form of transportation, meals, and friendship. Birthday, get well and sympathy cards were sent and visits made to members living at Sherwood Oaks. Janet McCall has stayed in close touch with our oldest member Sally Johnson.

In the interest of coordinating efforts within the church community, an initial contact was made with Common Security Club, now Barn Raisers, to see if there were areas in which the two groups could cooperate in deepening the caring community.

Many people have offered their assistance and we are grateful for the efforts of Terry Ronald and Rik Rodefer for their help with transportation for those members living in Sherwood Oaks. Special thanks to Dale Newman for her loving cards and inspiration to communicate. Thanks also to Susan Cox, Kristilee Patowitch, Barbara Draa, Rachael Smart, Fred Geiger, Kurt Kunz, Barbara Brock, Sue Duda, Midge Miles, John and Carol Balance, Lou Bartomolucci, Tassi Bisers, Janine and John Brobst, Kathy Ke, Joe Meier, Peggy Trevanion, and Alyson Zadnik who have volunteered their services. And thanks to Pat McClone as Board Liaison, Janet McCall for her continued dedication and to Rev. Martha Munson for her compassionate leadership.

## Children's Memorial Fund

### Annual Report 2009-2010

The Children's Memorial Fund was established in 1962 by 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. The Fund was established "for the relief of suffering and neglected children throughout the world". Grants are made only from the 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. At the end of this current fiscal year its value will be approximately \$46,700, most of which is on loan to the church at the current rate of 5%.

Although in the past year numerous inquiries and requests were made from children's services professionals and families with children in need, only one grant was made. \$723 was used to purchase an accessible and adaptable swing seat for the home use of a boy with a diagnosis of cerebral palsy who required total assistance to utilize a regular swing.

Other requests this year were for grants 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.

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 2009 Christmas Eve offering raised \$682 for the Children's Memorial Fund. 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 in Friendship Hall. The plaque has not been updated for awhile. The patience of those who have donated is appreciated. An update is planned for this year.

The members of the Children's Memorial Fund Committee are:

Carla Baldwin, Greg Jarold (Chair), Kathy Mastantuono, Claudia Minnich, Tony Palermo, Peggy Trevanion (Secretary/Treasurer)

Respectfully Submitted,

Greg Jarold

## CHILDREN & YOUTH RELIGIOUS EDUCATION COMMITTEE

### ANNUAL REPORT 2009-2010

My term as Children & Youth Religious Education (C&YRE) Chair is coming to an end, and I reflect on the past two years with some mixed emotions. I thoroughly enjoyed the more intense involvement in RE, and working to make improvements in RE has been delightful and rewarding. I have also enjoyed teaming with Greta Porter, Director of Lifespan Faith Development, as well as a variety of RE volunteers. However, I have missed being in the classroom on Sunday mornings and am looking forward to teaching again next year.

One of the highlights of this past year for me was my participation in the Religious Education Philosophy Renaissance Module held in Cleveland, Ohio in February. Two of our teacher volunteers, Ron Smart and Kristilee Williams Palowitch, participated in the module along with me. We had a terrific experience and brought back lots of ideas and inspiration. Also, I have welcomed the opportunity to work with our interim minister, Martha Munson. She has been an insightful leader for our church community.

C&YRE teaching teams and curricula for the 2009-2010 church year were as follows:

Nursery – *Lisa Schroth*, Hannah Baldwin-May, John and Carol Ballance, Rob and Lori Marken, Katie Swidal

Preschool/Kindergarten - *Kristilee Williams Palowitch*, Kate Daly, Chris Kirby, Bill Palowitch, Chantal Snodgrass (*Treasure Hunting*)

1<sup>st</sup>-2<sup>nd</sup> Grade – *Barb Krupitzer*, Michelle Fandozzi, Lisa James, Christina Newhill (aide), Tonya Strader (aide), Brad Wilks (aide) (*In Our Hands - first half of the year*)

Greg Jarold, Susie Wood (*OWL – second half of the year*)

3<sup>rd</sup>-4<sup>th</sup> Grade - *Ron Smart*, Libby Powers, Rachael Smart, David Steffey (*Holidays and Holy Days*)

5<sup>th</sup>-6<sup>th</sup> Grade – *Diane and Jim Robertson*, Kim Ickert, Doug Ickert, Tony Palermo (*Amazing Grace, Tapestry of Faith*)

7<sup>th</sup>-8<sup>th</sup> Grade – *Amy DeGregorio*, Tassi Bisers, Scott Mabey, Alissa Smith (*Neighboring Faiths*)

Youth Group – *Matt Ferry*, Dean Campbell, Patrice Noel, Chris Vaughn

The C&YRE Committee was comprised of the following individuals who also served as class coordinators: Lisa Schroth (Nursery), Kristilee Williams Palowitch (P-K), Barb Krupitzer (1-2), Ron Smart (3-4), Diane and Jim Robertson (5-6), Amy DeGregorio (7-8), and Matt Ferry (Youth Group). Barb attended our first meeting and then, due to personal reasons, did not continue as class coordinator or RE volunteer. All of the remaining members proved to be dedicated teachers and coordinators who contributed enthusiastically to the work of the Committee. During this past church year, the C&YRE Committee has worked to support our Director of

Lifespan Faith Development, Greta Porter; to provide the RE teaching teams with peer support, teacher training, and curricula review including Teacher Training in September and the Teacher Brunch in January; and to encourage RE teachers to take advantage of educational opportunities outside of UUCNH.

Although the Sunday morning programs are the foundation of children and youth religious education at UUCNH, many other programs and events help to shape RE participants such as *OWL*, the weekly playgroup, and the annual summer camp. With regards to the children and youth at UUCNH, here are some of the highlights of our past church year.

Many church members volunteered to lead the Time For All Ages, which is held in the service prior to the start of RE classes each week.

The RE Holiday Pageant, *The Best Christmas Pageant Ever*, was held in December and was a big success.

- UUCNH hosted the Youth Conference in November. The Con was extremely successful due to a variety of volunteer assistance.
- Our Whole Lives (*OWL*) for 1<sup>st</sup> and 2<sup>nd</sup> graders was held during the second half of the church year, and was taught by Greg Jarold and Susie Wood.
- In February, three of our RE volunteers, myself included, attended the Religious Education Philosophy Renaissance Module in Cleveland, Ohio.
- UUCNH hosted the Eighth Annual District Curriculum Fair on March 13. The theme was “Tapestry of Faith”.
- Following the service on Sunday, May 2, the Children and Youth RE classes hosted an Open House. Each class decorated their rooms, and each was prepared to showcase some of the things they have been doing this church year. Pre-K and *OWL* classes were set up in the library; everyone else was in their classrooms. Coffee hour hosts were most gracious and brought all the food and coffee upstairs to encourage congregational participation in this Open House. RE volunteers and parents contributed to coffee hour snacks. Many positive comments were heard during the Open House, and it was so nice for the children, youth, and RE volunteers to share their experiences of the past year.
- Summer Camp 2010 has been planned for July with a theme of “Wizard World”.
- Plans are in the works for a summer RE program, particularly during the month of August when many people are “church shopping”.

One of the biggest challenges of the Committee this year was Social Action. Last year we tried Roots & Shoots. We have also tried having each class prepare and lead a social action project. This year, several volunteers, including me and Greta, stepped up and planned a project. For next year, the Committee agreed to eliminate Social Action Sundays and instead, each RE class would be expected to do their own social action/service project during the year. It is also hoped that a church-wide yearly or bi-yearly project can be decided upon for the future.

In conclusion, the C&YRE Committee continues to support and advocate for the children and youth of UUCNH in many ways. Next year the Committee will be chaired by Kristilee Williams Palowitch, and our search for a settled minister will begin. UUCNH’s commitment to our children and youth is one of our biggest strengths as a congregation. I am most grateful to have had the opportunity to serve as Chair of this Committee. Amy Wilks, C& YRE Chair

## THE DECORATING AND UNIVERSAL DESIGN TEAM

This committee of two, Nan Boeh and Janine Brobst, is responsible for the aesthetic appearance of the interior of the church building. Since the inception of our committee, we have selected, located, and purchased the following items:

1. Bulletin boards for Friendship Hall, and the fabric with which we covered them
2. New carpeting for the West Room floor
3. New cellular blinds for the East Room windows
4. A wooden pantry in which church members may place foods they donate to the North Hills Community Outreach
5. Baskets in which to store magazines-for-sale in a more attractive manner in Friendship Hall
6. The suggestion box and the small bulletin board on which answers to the suggestions are posted

In addition, decisions have been made regarding the placement of:

1. The art on the walls in Friendship Hall
2. The arrangement of adult library shelving on the second floor
3. The bulletin boards
4. Nan's sign above the office window which designates the area in which grocery cards are sold
5. The Name Tag board, moved to a more convenient and visually pleasing area near the entrance/exit of Friendship Hall

The bulletin boards have been kept in order, and posters concerning the activities of this church have been designed. We try to keep the walls as free of miscellaneous posters as possible. We have received help from many sources, including John Ritzert, Pete Lundquist, John Brobst, Kurt Kuntz, Carol Ballance, Jim Noel, Hal Turner, and the Crafty Ladies. This committee is always open to suggestions for improving our church's appearance.

Janine Brobst

## Facilities Use

The Facilities Use committee rarely meets. We do conduct some business via email. Most of the work is done by phone or e-mail by the chair.

We have new tenants in the Little House. The house was empty for two weeks, so the church lost very little income on the house rental.

We rent one upstairs room every Friday night. This provides a very small but steady income.

We have rented to two large parties this year. We have an all day event and two weddings scheduled before the end of the fiscal year.

UUCNH donated the use of the building to the Ohio-Meadville district for a youth conference and the annual Religious Education Curriculum Fair. First Unitarian Church held an all day Covenant Circle Retreat here. We also helped the community-at-large by allowing the Census Bureau to hold enumerator training in a classroom for a week.

Everyone who uses the facility, indoors or out, paid or for free really appreciates our beautiful site.



## **Finance Team**

### **Annual Report for 2009-2010**

Contributing members of the Finance Team this year were Chairperson John Brobst, Treasurer Dennis Doubleday, Mary Ellen Johnson, Susan Duda. We welcome additional participants at any time.

The team meets on the second Tuesday of the month, but at times scheduling conflicts alter this date. If you are interested in attending please e-mail John Brobst (jjbrobst@consolidated.net) to confirm the schedule.

#### **2009-2010 Fiscal Year Current Status**

The budget for this fiscal year (2009-2010) is \$224,318. Currently we are expecting to end the year with a surplus. The surplus will be used to pay as much as possible toward our fair share dues to the OMD and UUA.

#### **2010-2011 Budget**

On Page #2 is the proposed **2010-2011** budget. Member's generous support of the Stewardship Campaign, this year, has made it possible to achieve much needed increases in compensation and to pay our fair share dues to OMD and UUA. We have estimated the final pledge amount to be \$206,000, a substantial increase over the prior year. The compensation adjustments include a 10% increase in the compensation package for Greta Porter, a \$5,000 increase for office administration and a full year of compensation for the interim minister. We can all be proud of what we have accomplished with this budget.

Please review the budget and if you have questions ask any of us on the financial team.

John Brobst

Chair, Finance Team

## **UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

### **STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS**

**Year Ended June 30, 2008**

**Budgets Ending June 30, 2008, 2009 and 2010**

**Amounts Needed for June 30, 2011**

	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	
	<b>6/30/09</b>	<b>6/30/10</b>	<b>6/30/11</b>	
<b>REVENUES</b>				
Pledges, friends and plate	182,225	190,108	213,700	
Church use and other revenue	32,625	34,210	41,795	
	<u>214,850</u>	<u>224,318</u>	<u>255,495</u>	
<b>EXPENSES</b>				
<b>CONTRACT SERVICES</b>				
( includes compensation, benefits, taxes & expenses)				
Minister	46,753	70,583	79,000	
Director of Religious Education	39,026	39,030	43,075	
Music Director	4,500	4,500	5,000	
	<u>90,279</u>	<u>114,113</u>	<u>127,075</u>	49.7%
<b>FIXED COSTS</b>				
Building operations	52,725	50,600	49,200	
Interest, taxes and insurance	14,270	13,700	13,600	
UUA and OMD dues	0	5,400	12,090	
	<u>66,995</u>	<u>69,700</u>	<u>74,890</u>	29.3%
<b>CHURCH OPERATIONS</b>	<u>21,056</u>	<u>21,130</u>	<u>25,655</u>	10.0%
<b>DISCRETIONARY</b>				

Religious education (youth & adult)	13,240	10,200	11,750	
Music and arts	4,225	4,325	4,325	
Committees and social activities	3,900	4,850	11,800	
	<u>21,365</u>	<u>19,375</u>	<u>27,875</u>	10.9%
<b>TOTAL EXPENSES</b>	<b>199,695</b>	<b>224,318</b>	<b>255,495</b>	<b>99.9%</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>15,155</b>	<b>0</b>	<b>0</b>	

## Membership Committee

Annual Report, May 2010

UUCNH continues to attract several visitors each week, who are warmly welcomed by our friendly greeters and other members of the community. Heartfelt thanks to all who are helping to extend our "Culture of Hospitality!" It was great to hear that one of the recurrent themes which Martha heard in the Meet-and-Greet sessions was that we are very warm and welcoming!

Our newcomers are further integrated via participation in UU Discovery Classes, which are the first step in our Pathway To Membership. We held three sessions, which were well-attended and very lively. Here, our potential new members share their spiritual journeys and are encouraged to join other small group activities, such as Round Robin dinners, Book Group, Chalice Circles, etc. In fact, Game Night, Barnraisers (formerly Common Security Club), and the new Drumming Circle are all activities created by new and recent members.

This year, fifteen new members joined UUCNH, bringing our total membership to 172. This is a testament to the renewed passion and energy that have infused our community.

This spring, we will embark on creating a new photo directory, which will also be accessible online. Look for announcements to schedule your portrait session! The Membership Committee will also be trying to reach out to people whom we haven't seen in awhile - if you have noticed anyone missing, please let us know, or feel free to contact them yourselves and see how they're doing!

Thank-you again to everyone who is helping to keep our membership vibrant and active and GROWING!

## Memorial Garden 2009-2010

The heavy snows in February beat down some of our juniper trees but we tied them up and they will survive.

We had one service for Don Shepherd who died unexpectedly at age 61. We also installed a long overdue memorial plate for Ken Smithman a long time member (perhaps a founder) whose family claimed we had ignored their calls concerning the matter and they therefore washed their hands of the situation. A search of the records did indicate some communication went unheeded mostly because a letter was sent to the wrong person and another call came in when we had a transition in the office and the message was lost. Ken was instrumental in keeping an eye on the remodeling construction in 1990 when he was chair of Buildings and Grounds. Anyway the matter was amicably resolved and Ken's plate got installed.

Other than that we just had regular maintenance activities.

Craig Thomson  
Committee Chair

## Music Committee Annual Report 2009-2010

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

- John Bernhard
- Tassi Bisers
- John Brobst
- Jenny Butler
- Don Courtsal
- Susan Cox
- Dennis Doubleday
- Mary Doubleday
- Carolyn Hrach
- Kathy Ke
- Joyce Kepner
- Nancy Kepner
- Judy Kirby
- Kurt Kuntz
- Janet McCall
- Midge Miles
- David Miles
- Charlotte Moore
- Johnson Moore
- Josh Minnich
- Karen Nicely
- Bronwyn Nicely
- Connie Ritzert
- John Ritzert
- Rachel Smart
- Craig Thomson
- Robert Turley

The choir performed 33 anthems this year. We welcomed our new Interim Minister, Martha Munson, at Ingathering, with *How Can I Keep from Singing* by Staheli. This is a beautiful and challenging piece, and included a wonderful solo by Judy Kirby.

Choir member David Miles led a service on Robert Frost in October, for which the choir did three of the settings from Randall Thomson's *Frostiana*.

A sermon on the limits of language inspired us to learn and perform the *Humming Chorus* from *Madama Butterfly*. Kathy Ke roused the congregation on canvass Sunday with a solo rendition of *Don't Rain on My Parade* (and pledges have never been higher!)

Craig Thomson contributed to the service on Unitarian blind spots with *The Very Model of a Modern Unitarian*.

In May, Paul Cox gave a moving service on the anniversary of Kent State; the choir participated by performing the *Graduale* from the Cherubini *Requiem*, which had been sung at the original memorial service.

The Flower Communion on June 6<sup>th</sup> will mark the end of Mary Doubleday's tenth year as the UUCNH choir director; the choir will mark the occasion with a performance of *Make Our Garden Grow* from Leonard Bernstein's *Candide*. As always, we would like to offer our deep gratitude to our accompanist, Hal Dixler.

## **Report of the 2009-2010 Nominating Committee**

The Nominating Committee submits the following nominations to the congregation:

### **Board of Trustees, three-year terms 2010-2013**

- Matt Ferry
- Joe Meier
- Pam Weaver

### **Board of Trustees, two-year term 2010-2012**

At the time this report was prepared, we did not yet have acceptance from the nominee for the position to succeed Jenny Butler, who has resigned because she and her husband are relocating to Washington, DC, but we expect to have the nominee confirmed by the Annual Meeting.

### **Nominating Committee, two-year terms 2010-2012**

- Denise Haver
- Kathy Ke

### **Treasurer**

- Sue Duda

### **Committee Chairs for positions approved by the congregation, for three-year terms 2010-2013**

- Adult Religious Education: Midge Miles
- Building and Grounds: Hal Turner
- Children and Youth Religious Education: Kristilee Williams Palowitch
- Finance Committee: Mary Ellen Johnson
- Stewardship: Carol Ballance
- Sunday Services: to be determined prior to the Annual Meeting

In the course of arriving at these nominations, the Nominating Committee has made a number of observations and recommendations, which will be presented in summary fashion at the Annual Meeting and in a written report to the Board of Trustees.

For the UUCNH Nominating Committee:

John Ballance, Chair

Committee members: Sue Duda, John Ritzert, Ed Rockman, Bob Turley

## Publicity

As reported last year, the major focus of publicity in 2009-2010 was on the use of the new web technology to promote the church and the activities in the church. This new technology has allowed UUCNH to let committee chairs or their designate to create and publish content. This has most effectively been used for groups that feel comfortable with the new technology in place. For groups that have not felt comfortable with the new technology a dedicated committee member – Kristilee Williams has managed content for the groups.

The use of the web has been extremely effective and well received. The trend on the use of the website in the past was an average daily hit rate of about 40 pages per day. As more timely information in the news sections, and calendar sections were added in the fall, this rate increased to 900 hits per day by the end of 2009. The increased use of the website directly by users – especially Sunday Services for the promotion of each week’s service – has increased the hit rate to over 1300 per day. The low usage rate at the beginning of the year makes any percentage increase absurdly high. It is important that the trend has continued to climb and higher publication of content by committee chairs will increase that further in the future.

In order to help facilitate increased use of this technology for both communication and publicity, we have proposed web use guidelines to the board, and created confidentiality standards for information that is used for internal communication. It is hoped that these process improvements will increase the content on the site, and thus increase the usefulness of the site as a publicity mechanism.

The areas of the site that are viewed the most are the news items and calendar items on this site. There is little viewing of any “static” pages that are accessible through the pull down menus on the toolbar. It is clear that what people want to know when they visit our site is what is happening and when is it happening. Committee chairs and staff should keep this in mind when determining how to use the web to promote their activities.

The major focus of publicity in the coming year will be to expand the use of the website by getting more committee chairs to use it and to better integrate the use of social networking and other web promotion into a general communications framework for UUCNH. Currently, there is a growing use of Facebook by UUCNH members for publicity of the church on an ad-hoc basis independent of the committee.

On the website, we hope that the photography of church members and activities on the site will show the true church – that is the membership of the church - in action. To this end we have proposed to the board model releases that are being collected so that we can effectively promote who we are and what we are doing. We are in the process of collecting these model releases now.



We will also attempt to make use of traditional print media as a mechanism to get our messages out into the community. The newly reestablished committee of chairs meetings gives us a mechanism to gather the materials for the lead times that are required by these publications – generally six weeks for monthly publications. We made limited use of print in the last year.

Work has started on a new promotional tri-fold and we will have that completed shortly after the annual meeting and before the Pride Parade in June where it will be distributed at a joint Pittsburgh UU table.

Respectively Submitted,

Fred Geiger

**Social Action Committee  
Annual Report 2009-2010**

The Social Action Committee met regularly this year on the second Wednesday of the month. In October, the board approved “Share the Basket” Sunday and asked that the committee select 4 organizations to receive contribution throughout the year. On the first Sunday of each month, all non-pledge donations are contributed to that month’s organization. The board requested that we select a local organization, a regional organization, a national organization, and an international organization. The following organizations were selected. The contributions noted are through May, 2010.

<b>Organization</b>	<b>Classification</b>	<b>Contributions to Date</b>
North Hills Community Outreach	Local	\$1,147
Habitat for Humanity of Greater Pittsburgh	Regional	\$407
Unitarian Universalist Service Committee (UUSC)	National	\$493
Heifer, International	International	\$791

**North Hills Community Outreach**

In addition to the “Share the Basket” contributions, UUCNH contributed to the programs at NHCO in many other ways. The Food Pantry contribution cart was given a new home and moved to an area of prominence in the middle of Friendship Hall. Janine and John Brobst worked with Lou Bartolomucci to acquire and stain the lovely cabinet that now collects the weekly contributions for the Food Pantry. Ann Cooke continues to deliver the contributions each week. Kurt Kuntz and Barb Brock delivered the unclaimed produce boxes from the CSA drop off each week to the food pantry. In the fall, we held a coat drive and at Easter, we provided 37 baskets filled with candy and surprises for the kids. We provided \$200 to permit the staff at NHCO to shop for their clients at the spring Bellwood kids stuff sale. In July and August we will hold two training sessions for “Open your Heart to a Senior” Once again, Chris Hill organized and ran the Citrus Sale which raised \$1,480. The various activities have provided approximately \$11,000 in donations (financial or in-kind) to this important organization. Very shortly, we will begin collecting for the back to school backpack and supplies drive.

**Pittsburgh Interfaith Impact Network (PIIN)**

UUCNH continued its work with PIIN this year. Several members and friends attended the various board meetings and participated in the following events. Apologies to those I have missed.

- Northside Tour - Barb Brock, Sue Broughton, Carol Ballance
- PIIN Board Retreat - Jane Purifoy, Carol Ballance, Sue Broughton
- Single-payer rally at Baker's Square - Barb Brock, Carol Ballance, Tassi Bisers

- Transportation Task Force - public hearing at P.A.T. offices - Carol Ballance  
Carol has joined the Transportation Task Force. Sue continues to head up creating the program for the annual banquet. This year UUCNH members purchased or sold more ads than any previous year. Fifteen people attended the banquet where Sue Broughton received an award for her many years of work with PIIN.

### **Recycling and Fair Trade Coffee sales**

Chris Hill continues to head up our recycling efforts and keeps us all stocked up in Fair Trade coffee and chocolates. Assisting Chris by transporting paperboard and phone books is Barb Brock, Marsha Albright, Jenny Butler and the Swartzes. Chris also provides many resources for recycling and environmental issues, posting them on the bulletin boards and in the Intercom.

### **Barn Raisers**

Last spring, the Simplicity Circle decided to transition into a “Common Security Club” which explored ways to support each other during the difficult economic times. After completing the program, the group decided to rename itself “Barn Raisers” and start a Time Bank. The time bank is a way for people to exchange services without placing a financial value on the service. An hour of baby sitting has the same value as an hour of yard work, housecleaning or plumbing. The group is starting out with church members and friends until it has some more experience and will then expand it out into the community.

### **100 Mile Challenge**

The average ingredient travels 1,500 miles from farm to plate. In May we are kicking off a local food challenge encouraging people to join the local food movement with a presentation by Dillner Family Farms about the importance of local farming and sustainable agriculture. The 100 days of eating food from within 100 miles will begin on June 6th.

### **Pride March**

In June many members of UUCNH will join with the other UU churches in the greater Pittsburgh area in support of the GLTB community by marching in the Pittsburgh Pride March and Pride Fest. We will all be wearing our blue UU T-shirts and carrying our banners so that everyone knows that we believe in the worth and dignity of everyone.

I personally want to thank everyone who participated in one way or another this year in Social Action activities. Being my first year as committee chair, I needed a lot of guidance and support and everyone was more than eager to provide it. I’m sure I have missed someone’s efforts in this report and for that I apologize.

Respectfully submitted,

Melinda Geiger, Social Action Committee Chair

## Sound, Website And Technology (SWAT) Team

We have added several new people trained as Sound Technicians, including Pat McGlone and Max Conaway. We have a much broader group now trained to provide sound support than any time in the past.

The revised church website was launched in June 2009, and was used for the distribution of materials for the 2009 annual meeting. Use of the site has increased significantly over the course of the year. The average number of daily hits in June was 42 – this held steady over the summer but increased from 229 hits per day in September to an average of 1360 in March and April of this year.

This increase can be attributed to the extensive use of the site for news and calendar information. Groups for management of information also use the site – this is especially true of the Transition Team and the Committee of Chairs.

In addition, we videotaped the Rev. Daniel Budd's presentation on the Search Committee process on February 7th (the big snow weekend) and posted it on the website. This allowed many more people to view it.

The site has been stable, with only one outage caused by a UUCNH administrative error. There have been no major technology issues with the site in the current year.

On the Technology side, we have purchased an LCD Projector for presentations. This saves us the challenge of borrowing member's equipment, as we have done in the past.

And the SWAT Team accomplished all this without holding any formal meetings this year-A new model for the organization.

## **Stewardship Committee – Annual Report – 2009-2010**

Susie Wood and Joe Meier – Co-Chairs

Carol Ballance, John Ballance, John Brobst, Sue Duda, Mary Ellen Johnson and Inga Burton Smith – members

The Stewardship Committee's main focus each year is the Annual Stewardship Campaign, which asks the members and friends of UUCNH to provide financial support for the church. This support generally takes the form of a pledge to give money to the church on a regular basis throughout the coming year. Some people choose not to pledge, but simply provide a single donation. Other members cannot pledge due to difficult financial circumstances and give when they are able. Others do not pledge and do not give for reasons of their own. The job of explaining the need for financial support and asking for this support can be both frustrating and inspiring. There is a cadre of incredibly committed members and friends who step up each year to provide the money that is necessary to quite literally keep UUCNH in existence.

This year we used the "face-to-face" canvass format, where each member and many friends were asked to meet with a canvasser in order to discuss their shared interest in UUCNH and the need for financial support from the congregants. Our campaign was a tremendous success. To date, we have pledge commitments/donations totaling \$199,135, an increase of \$17,180 over last year's total of \$181,955, a 9% increase. Last year's number is based on total dollars pledged or donated through June of last year. We anticipate several thousand more dollars will ultimately be donated this year as a result of letters sent to members and friends who do not live in the Pittsburgh area and members and friends who have supported UUCNH in the past but do not come to church on a regular basis. We hope this number will reach \$205,000, or nearly 12% over last year's total.

We had 31 people participate in the Campaign as canvassers. These volunteers were vital to the success of the campaign. Their enthusiasm and drive were an inspiration to the committee. In addition to everyone on the committee, canvassers included – Lou Bartolomucci, Chuck Berry, Tassi Bisers, Janine Brobst, Sue Broughton, Mark Conaway, Matt Ferry, Rich Gongloff, Gordon Higgins, Chris Hill, Paul Hrach, Diana Hull, Kathy Ke, Joyce Kepner, Kurt Kuntz, Lois Madden, Pat McGlone, Kathy Miller, Jan Ridenour, Ed Rockman, Diane Robertson, Rik Rodefer and Peggy Trevanion. Our most sincere thank you goes out to this wonderful group. Ed Rockman gets kudos for training the committee for the leadership canvass and creating the main canvass training presentation. Reverend Munson did a tremendous job training the canvassers.

The canvassers were sent out not only to collect pledges, but also to garner feedback of any type that our member/friend families thought important. These comments have been organized and sent to the appropriate parties (minister, treasurer, membership, board) for their interest or action.

Stewardship has been working with membership to keep our member rolls up to date. Many people are not aware of the fact that our dues to the OMD and UUA are based on the number of members of UUCNH. Dues for each member are approximately \$75 per year. Every year we coordinate with membership to identify people who have not been seen at church and who do not respond to our stewardship appeal to see if they want to continue as members. NO one is removed from the member rolls without their notification and anyone can continue as a member by simply expressing their desire to do so. UUCNH does NOT have a financial requirement for membership. In honesty, the stewardship committee has discussed our desire to have a

“Contribution of Record” be a requirement for continued membership. This is an issue that must be dealt with through the Board, not the Stewardship or even Membership committees.

Thank you letters will be sent to all pledging and donating families next. We hope to finish this work by the end of this month.

Lastly, this will be the last year that Susie and I will be co-chairing the Stewardship committee. In our tenure we have tried to foster a spirit of generosity. I have nothing but praise for those with whom I have served, all of whom have spread the good news of generosity by example. We have also tried very hard to specifically reach each member each year to offer them an opportunity to help our community in a way that many would rather not think about. Occasionally we hear that our committee, and by extension UUCNH, only cares about money and how much we can get from people. Perhaps this may explain why some people choose not to give. I have found that no single approach in asking for money will be successful with everyone, and that some people will be offended by the same words that inspire others. It is my sincere hope that our efforts are viewed from both the perspective of the difficulty of the task and its vital importance to the community. It has been an honor to serve UUCNH and very humbling to be made aware of the generosity of so many of its members and friends.

Respectfully submitted by Joe Meier

For those interested in the “numbers”:

The campaign focused on the members. The advance canvass of UUCNH’s leadership (Board members and Committee Chairs) and lead financial donors (many of whom are both leadership AND lead donors) raised over \$125,000 in pledges from 33 member families, our interim minister and our Director of Lifespan Development. This is the second year that we asked the church leadership to step up BEFORE the main canvass and we were again very gratified by the response. When leaders lead like this, the stewardship committee’s job is made much easier. At the time of the campaign, March 7 – 28, the congregation had a total of 172 members, 15 of whom were new since last year’s campaign. The members represent 121 family units, including 10 new families. All member units were contacted, 114 (that’s 81 in addition to the advance canvass) directly by a canvasser and 7 by letter. Those not canvassed directly included older members we felt it was not appropriate to ask for money from, and several who live far away. Of the 114 member units contacted directly, 97 pledged, 9 could or would not pledge and we are still trying to meet with 8 others. Two of the families declining to pledge have decided to move from member to friend status, leaving UUCNH with 170 members today. To date therefore, 87% of our member families have actively participated in the campaign, with 82% offering financial assistance to our community.

In addition to members, we felt it important to approach non-members who use church resources, whether Religious Education, receiving the Intercom, or regularly attending Sunday services. We included 36 non-member or friend families in our campaign, 24 of whom were contacted directly and 12 more sent letters. 15 of these friend families graciously decided to offer a pledge to UUCNH. We also sent a solicitation letter to the nine families who participate in the playgroup held at UUCNH on Tuesdays.

Friend pledge families put together with our member pledges total of 112 families bonding

together to support a cause they believe in and love. We had 58 families increase their pledge this year, and we had 10 new families contribute. Some of the new member families had already been contributing as friends. In light of our troubled economy, we feel that the campaign has been an incredible success and highlights a community that is energized and forward looking – toward a future with a new minister and fair wages for our employees.

## SUNDAY SERVICES COMMITTEE

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### ANNUAL REPORT 2009 – 2010

2009 – 2010 was a good year for the Sunday Services committee.

Our regular members were Sue Duda, Midge Miles, Mary Doubleday, Pete Lundquist, Greta Porter as a valuable regular guest, and Susan and Paul Cox as co-chairs. Others also met with the committee for part of the year, and made useful contributions to our work.

The following information will cover the period September 2009 – August 2010, because our planning calendar spans the summer, and thus effectively comprises its own church year. At the time of this writing, we are developing plans for late summer Sunday services.

We scheduled services from a variety of presenters:

- Interim Minister Martha Munson developed and presented 27 services.
- UUCNH members developed and presented 8 services (some not yet delivered); these members include David Miles, Pete Lundquist, Rachel Norris, Brian Weller, Krishna Pendyala, and Paul Cox. Janet McCall, Craig Thomson, Mary Doubleday, Randy Minnich, Midge Miles, Johnson Moore, Inga Burton-Smith, Denise Haver and others, especially members of the CRE program, took various parts in services.
- Guest speakers or groups presented 9 services.
- The Sunday Services Committee developed and presented 2 services.
- Our UUCNH college students presented 1 service.
- We are now developing services for July and August.

Our average attendance remained essentially steady at 85, although data are incomplete, and a few services were lightly attended owing to horrible weather.

The Sunday Services Committee benefited from help from many:

- John Brobst continued as head Audio Tech Wrangler. He continues to recruit, train, and schedule audio technicians for our services, and even designed tee shirts for audio techs.
- Abby Vaughn, Melinda Geiger, Robb Willig, Mark Conaway, and Kathy Miller were Lay Leaders. Their contribution assures that our services will function smoothly and that the congregation is represented prominently in each service.
- Ivan Baumwell recruited and maintains the schedule of ushers this year.
- Meanwhile, Pete Lundquist, along with Mark Draa and others have continued to make incremental improvements to our sound system. Pete undertook the complete refurbishing of the audio closet, to the delight of everyone who works there.
- Members of the committee who functioned as Service Coordinators for special and guest services devoted many, many invisible hours to each service.



- The contributions of the UUCNH choir, directed by Mary Doubleday, and our pianists Janine Brobst and Hal Dixler are indispensable. UUCNH can be proud of the work of these musicians.
- Besides functioning as a productive guest member of our committee, Greta Porter helped us identify presenters for the Time For All Ages, and presented many of those herself. Many UUCNH individuals and families participated in services as chalice lighters.

Our committee attempted to work as economically as possible, and we expect to be able to make a few equipment purchases for the audio system, perhaps improving the way we record our services. We expect to finish the year in the black.

Finally, Martha Munson has made the work of our committee easier. Martha took responsibility for over half our services, and equally important, helped the committee with good advice and input all year.

We welcome new members Abby Vaughn, Mark Conaway, Denise Haver, and John Ballance, with whom we believe next year will be in excellent hands.

Beginning in July 2010, Susan and Paul Cox will no longer be co-chairs of the committee. We will miss working with these dedicated and productive friends, and are grateful for our opportunity to serve with them for 3 years. We leave the committee confident that next year's work will continue to be rewarding to both the committee members and the congregation.

## Transition Team Report

The Transition Team (TT) was formed in the spring of '09. Simply put, our purpose is to assist our Interim Minister, Martha Munson, with her work with our Congregation. In the beginning, Martha introduced us to the *Janus Workbook*, a project of several UUA districts and the Transitions Office of the UUA Ministry and Professional Development Staff Group. We discussed the workbook and agreed to follow many of its suggestions.

The workbook notes that, in the Alban Institute volume *Temporary Shepherds*, editor Roger Nicholson (who is scheduled to speak at UUCNH soon) identifies the five developmental tasks that a congregation in transition must accomplish if its successor ministry is to be effective. Based on those suggestions, we adopted the following goals for our transition period:

- Claiming and honoring our past and healing any grief and conflicts.
- Illuminating our unique identity, strengths, needs, and challenges.
- Clarifying the multiple dimensions of leadership, both ordained and lay, and navigating the shifts in leadership that accompany times of transition.
- Renewing our connections with available resources within and beyond the UUA.
- Enabling us to renew our vision, strengthen our stewardship, prepare for new professional leadership, and engage our future with anticipation and zest.

To begin to accomplish these goals, we held a series of meetings with the Congregation. At those meetings, Martha helped us to work on the first two of the above goals. We held a total of 14 events during the fall, attracting almost 120 participants. With the help of the TT, Martha summarized the strengths and limitations that she heard from the participants (see the *Summary* at the end of this report).

We believed that these were important observations that should be communicated as widely as possible. We also recommended that our leaders address the observations. In the first step in communication, Martha took the *Summary* to the UUCNH Board, which discussed it at length. Following that, we held discussions with the Committee of Chairs, and finally with the Congregation.

We continue to review the *Summary* at our meetings. To address the issue of “2 congregations” (see first limitation), we recently held a joint meeting with RE committee to explore ways to address this observation. We believe that was a very productive first step.

We believe that the *Summary* represents a general consensus in the Congregation about the state of our church at the time the meetings were held. It was truly a mirror held up to the congregation. We also believe that we have made great strides during this year in addressing the identified limitations. We encourage our leaders, including the Board, the Committee of Chairs, and our committees to keep these issues in mind as they plan for our future.

Finally, on a personal note, the opportunity to serve with this Transition Team has been one of the most rewarding experiences in my almost 40 years with UUCNH. I want to thank

each of our members for the unstinting efforts this past year: Lou Bartolomucci, Chuck Berry, Beth Dutton, Joyce Kepner, Midge Miles and last, but far from least, our stellar Interim Minister, Martha Munson. Speaking for the Team, we look forward to continued progress during this transition period.

Ed Rockman, Chair for the Transition Team

#### Summary thoughts on Major Themes, UUCNH “Meet & Greet”

MLM Fall 2009 14 events and 117 participants

#### Strengths

- RE for children and youth mentioned in every group; Greta’s leadership in most groups. Clear that this is perceived to be a (if not the) major strength
- UUCNH is welcoming, hospitable
- “Diversity” mentioned often (this seemed to be primarily about the world of ideas)
- Food events, inc. Coffee Hour
- Space, physical plant
- Music & choir
- Lay-led services

#### Limitations

- Need more overlap/interaction of families with younger children and others in congregation. (It sometimes feels as if UUCNH is 2 congregations.)
- Leadership, and newcomer integration into same; it can be hard to find entry points. Those doing it “forever” perceived to be unable/unwilling to let go or to ask in a way that works for younger members.
- Issues with professional ministry. Mistrust of authority; past professional misconduct. Tenure. Expectations. (of interest to these last 2, one group put “resistance to authority” on the list of “what we do well”)
- Communication. Often triangulated. “Don’t do conflict well”. (One group: “We disagree really well”)
- Significant intolerance (disrespect) perceived by theists/Christians (many of whom are newer).
- The money portion of stewardship is weak.
- Inward focus. Lack of connections to P’gh area UUs, OMD, and beyond. Social Action is individual; a desire for one project that UUCNH can get behind.

We are the stories we tell. What we say about ourselves reinforces and informs our identity. These are some of the stories I'm hearing about UUCNH:

“We are poor givers financially (in support of operating budgets).”

Among adults (but not among children and youth) “we tolerate bullies” and, in so doing, are willing to have people at UUCNH feel unsafe.

“We are hard on ministers.” “Our ministers don't stay long.” (Or, in some cases, we don't want our minister to stay long.)

“We say we want to grow, but our actions do not reflect our words.”

(Is this what you want your Identity to be?

Do you wish to reframe these stories?)

**BELLWOOD PRESCHOOL**  
**2009-2010 ANNUAL REPORT**  
**May 2010**

**Introduction**

Bellwood Preschool (BPS) as a community outreach program of the Unitarian Universalist Church of the North Hills (UUCNH) presents this report to UUCNH as a summary of our year. Other information and details are available on request.

**Preschool Activities**

The children begin with Happy Time and then have their choice to access the several areas of the school to play and learn. The children walk the nature trail and access the playground and outdoor areas as weather permits. The teachers extend the curriculum – Miss Judy teaches Spanish, Ms Music (Janine Brobst) visits on Thursdays, Miss Annette shares yoga, Miss Gayle awes with science, Miss Carol with her stuffie sidekick Chef Combo demonstrates hands-on nutrition and cooking.

Bellwood's visitor program brought many guests to meet the children this year including the zoo, fire department, a policeman, Princess Bluebonnet, Mother Goose and Pocahontas from Gemini Theater. Families gathered in the fall for Family Night at Soergel's and a Parents' Tea and for the children's productions in October and December. The Art Show themed Imagine this year showcases the creativity and hard work of the children and the teachers.

**Teachers and Staffing**

Nine of ten Bellwood teachers will return in the fall. Annie Sundy completed her fourth year at Bellwood and is leaving to devote time to her forthcoming first grandchild. The remaining teachers will cover her afternoon position. Bellwood teachers are our distinguishing competitive advantage with an average of over 10 years of Bellwood experience. The school maintains an enviable 1:6 teacher-student ratio with 80% full teachers compared to most other schools staffing 50% assistants and a 1:7 or 1:8 ratio.

Bellwood employs the equivalent of less than 1 full-time position to manage all day-to-day activities including accounting and bookkeeping. Administration includes Co-Directors Jan Ridenour and Linda Moser who is also the Lead Teacher. Our very part-time Treasurer, Joanne Scherer, also completes payroll taxes and accompanying reports for UUNCH.

The volunteer BPS Board works year round to manage the following areas – KidStuff Sale, Publicity, Registrar, Building & Grounds, Special Events, Treasurer, and Fundraising.

**Fundraising**

Fundraising met budget and the main activities included - Entertainment Books, Becky Thurner Family Portraits, Original Works Artwork, and Bruster's Couponbooks. Additionally several activities provided social opportunities along with some level of fundraising: Dinner at Uno's, Soergel's Family Night, Bounce U Play Session. For the second year, Mark and Janice Schiller,

Building & Grounds Chairpersons and owners of Pittsburgh Water Limo, donated river tours to serve Bellwood as a social and fundraising event.

Bellwood's Fundraising Chairperson, Michelle Leavitt, streamlines the fundraisers to be as fair and fun as possible for the Bellwood families while considering that the fundraising budget covers all Bellwood expenses except salaries.

Contributing about 70% of the total fundraising are the Spring and Fall Kidstuff Sales thanks to the enormous efforts of volunteer parents and the co-chair BPS Board members, Jennifer Zielinski and Heather Fisher, along with the much-appreciated generosity of UUCNH family in sharing their facility. We feel that the sales provide a service to the 100 sellers of the consigned children's items and the buyers and the community in general by facilitating the recycling of gently used clothing and toys. Over the last two years, Jennifer and Heather have made improvements to the sale, moved the days to Friday and Saturday, decreased the hours while increasing revenue, and maximized the donations of the remaining items to worthwhile organizations.

### **Enrollment and Tuition**

2009-2010 enrollment remained full with 64 students about half of whom attended the full-day Thursday option for children eligible for kindergarten next year allowing Bellwood to meet the tuition revenue budget which covers teacher salaries.

Next year's enrollment still has several remaining spaces. Bellwood will not maintain budget with our current enrollment. Over the next months we hope increased publicity efforts will bring enough students to fill the roster for the fall as they did last year. Additional publicity includes signage and advertising in the Franklin Park newsletter and Pittsburgh Parent Magazine's Education issue. As of May enrollment is lower than previous year and Bellwood may implement a study team to research the next steps to maintain Bellwood's educational offerings.

### **Building & Grounds**

Maintaining the school building and grounds is an ongoing concern. Bellwood does not budget for repairs and uses overage to maintain the building. This year Bellwood stabilized the bathroom sinks, updated the bathroom floor, installed a child-sized commode, completed the grounds fence circumference, installed a child-sized sink for washing hands near the art and snack areas. Upcoming critical jobs include interior painting, upgraded lighting, and repairing the fence. Also under consideration are repairing the exterior retaining wall, replacing carpet, and expanding signs. Cosmetic maintenance is always an area of concern as prospective families often see things that we do not. Standard maintenance such as steaming the carpets, waxing the floors, and cleaning the building are ongoing expenses. Roughly 75% of fundraising proceeds are allocated to school building expenses including maintenance, improvements, cleaning, and the donation for usage of the facility to UUCNH leaving a small portion for other overhead, school supplies and activities. We are grateful for the continued use of the church facility for K-Kids, special events, meetings, office space, annual Art Show and the KidStuff Sales.

### **Conclusion**

Thanks to our extended Bellwood family – UUCNH, our teachers, the families, the Board – our school continues to thrive and provide an environment for our children to thrive at Bellwood and in the world.

This year concludes my fourth and last year on the Bellwood Board. I am happy to turn the board over to a well-qualified team for the 2010-2011 year.

Respectfully submitted,

Kim Wahlenmayer

Bellwood Preschool Board President

Unitarian Universalist Church of the North Hills

Annual Minutes Meeting

June 7, 2009

**Attendance:**

49 members in attendance. This constituted a quorum

In addition, 16 of the members held proxies for absent members. This provided a total of 65 voting entities.

**Call to Order:** The meeting was called to order by President Pat McGlone at 12:15 pm.

**Pat** thanked the outgoing board members (**Carolyn Hrach, Rik Rodefer, and Janet McCall** and secretary **Sue Duda** for their services.

**Chris Hill** thanked all of the SWAT team – for the excellent job they did maintaining the audio equipment and our new web site. Those included are **Pete Lundquist, Jim Noel, Dennis Doubleday, John Brobst, Mark Draa, Don Shepherd, Bill Swidal, Fred Geiger, Dean Campbell and Judy Kirby.**

**Pat McGlone** gave special credit for the year for the following:

**Janet McCall** who stepped up to the plate and handled the caring committee responsibilities when there was no chairman.

**Janine Brobst** who does so much around the church to keep the appearance up.

**Sybil Baumwell** who takes on huge projects and does them so well.

**Fred Geiger** who did our wonderful new website.

Also the 5 who have made a difference, helping in so many ways:

**Pete Lundquist**

**Paul Cox**

**Midge Miles**

**John Brobst**

**Chris Hill**

**Approval of the 2008 annual meeting minutes:**



**Motion** made by Don Courtsal, seconded by Ivan Baumwell – minutes approved unanimously.

**Election of the Board of Trustees and Committee Chairs.**

**The following were on the ballot:**

For 3 year terms on the Board:

**Connie Ritzert**

**Jenny Butler**

**Judy Kirby**

Nominating committee

Carryover members:

**Sue Duda**

**Bob Turley**

New Members:

**Ed Rockman**

**John Ballance**

**John Ritzert**

Committee chairs:

Adult RE – **Beth Dutton**

Building and grounds – **Hal Turner**

Finance - **John Brobst**

Membership – **Kathy Ke and Kathy Miller**

Social Action – **Melinda Geiger**

Stewardship – **Susie Wood and Joe Meier**

Mary Doubleday objected to the fact of nomination of committee chairs. Chris Hill indicated that the Organizational Manual has some discrepancies which will be addressed this year.

**Motions:**

Close the board nominations – Carolyn Hrach, seconded by Ed Rockman

Close nominating committee nominations – Carol Ballance, seconded by Susie Wood

Both approved with voice vote.

The ballots were collected and the new board, nominating committee, and committee chairs were elected overwhelmingly.

**2008-2009 Annual Operating Budget:**

The Budget was handed out as people arrived. There is no deficit, but we are not scheduled to give our fair share to the UUA and OMD. Kurt registered an objection to this, but it is required for the budget to be balanced.

**Motion** to approve the budget made by Don Courtsal, seconded by Carolyn Hrach.

Approved unanimously.

**New Business:**

None brought up.

**Adjournment.**

Ed Rockman made a motion to adjourn, Fred Geiger seconded the motion. The vote was unanimous and the meeting adjourned at 12:50.