

Annual Report of the Congregation

2010-2011

Unitarian Universalist

Church of the North Hills

May 22, 2011

Pittsburgh, Pennsylvania

Unitarian Universalist Church of the North Hills

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Unitarian Universalist Church of the North Hills

2010-2011 Annual Meeting

Agenda

May 22, 2011

Chalice Lighting and Reading by Rev. Martha Munson

Welcome and Call to Order by Lou Bartolomucci, President of the Board

Approval of Minutes from May 23, 2010 Annual Meeting

Approval of Minutes from April 17, 2011 Special Congregational Meeting

Approval of UUCNH 2011-2012 Annual Operating Budget

- Resource Person: Mary Ellen Johnson, Chair, UUCNH Finance Committee

Election of New Board Members and Nominating Committee Members

Approval of By-Law changes

- Resource People: Christopher Hill and Edward Rockman of the By-Laws Task Force

Presentation of Certificates of Appreciation

Thank You and Adjourn

President's Congregational Report

2010-2011

This 50th Anniversary Year has been seminal in the History of the Unitarian Universalist Church of the North Hills. The congregation, the Board of Trustees and the Interim Minister Rev. Martha Munson pressed on with the work of transition. We identified areas of historic culture in need of change. We did the following as a congregation and as committees:

- Revised by-laws that spoke of small church roots, satellite roots, doubt and uncertainty. Our revisions state our conviction and confidence, our trust in ourselves, in our leaders and in our ministry. We plan to vote upon acceptance of these revisions at the Annual Congregational Meeting in May of 2011.
- Reviewed and implemented lessons learned during the two year work of transition. We did the hard work of looking back and looking forward. We laid ground work in systems and relationships. We formalized policy and procedure into templates and posted existing policies both on the website and in a notebook available to be read in the church office.
- Sought advice and benefitted by accepting good counsel from other Pittsburgh UU congregations, the Ohio Meadville District and the Unitarian Universalist Association.
- Called a settled minister, the Rev. Scott Rudolph, whom we will install and ordain. We met Rebecca Rudolph, wife of Scott and 2 year old Simon Rudolph, their son, during candidating week. We will come to love this family, who will join us in August 2011.
- Raised a successful stewardship campaign that will fund our next fiscal year budget and more of our hopes and dreams. We paid our full fair share participation to both OMD and UUA for the second consecutive year.
- Turned outward to the larger community to live our UU principles thru many Social Action and Community Service initiatives. Social Responsibility is part of our UUCNH culture. We honored and practiced that belief this past year.
- Advocated for those marginalized by crisis, poverty and prejudice, seeking justice for them.
- Presented religious education programming for adults, youth and children. We hosted gatherings and programs for ourselves, our district and our community. We hosted community sponsored agriculture (CSA) for a second year. Each week of the growing season brought 70+ people into our space. A few were members but most were not.
- Prepared to joyfully celebrate fifty years of life as a UU congregation.

We provided loving community for members, friends and strangers. We fed the hungry and gave warm clothes to neighbors in need. We trained people to offer assistance to seniors who need help. We cared for each other in joy and in grief. We mourned those who died, and welcomed babies born and new members who joined. We practiced our faith. We lived our beliefs.

Lou Bartolomucci, President of the Board

Interim Minister's Report
The Rev'd Martha L. Munson
2010 – 2011

Two years ago, in the spring of 2009, our work together had not begun. I'd talked with the Interim Minister Search Committee, and of course had read the materials that they had prepared. The central task in my mind for our time together was this: To help UUCNH position itself strongly to call its next settled minister. That is the work we have done, which you have done. You are, in my opinion, a much healthier and thus stronger congregation than you were then. Leaders (staff and elected) lead, and for the most part are appreciated for doing so. There is more "trust" (for lack of a better word) in the whole system. You've created some processes and structures more in keeping with the size congregation you are and aspire to be. Have you reached Nirvana? Not quite! For you have also learned that systems change is slow, and requires vigilance. With institutions, as with individuals, new habits need practice.

But there is no doubt in my mind that you are indeed "positioned strongly" to go forward into a bright future with the settled minister you have called. As I prepare to take my leave, I am oh, so proud of you! My work is something like being a coach or a midwife. I cannot effect change. I can help a congregation change if it wishes to do so. You did. You have. You will some more.

It is truly an honor to have walked with you, and to be walking with you for a little while longer. There is still some work to be done and we have not finished the "goodbye" part yet. And so

"For all that has been, thanks. For all that will be, yes!"

Dag Hammarskjold

Martha

Director of Lifespan Faith Development Report Annual Report for the 2010-2011 Church Year

It has been a pleasure to work with Jill Mockenhaupt and Midge Miles as the co-chairs of the Adult Faith Development Committee. Jill, with her attention to detail and her excellent follow-through skills, and Midge, with her wonderfully large UU experience and understanding of the importance of lifespan faith development make an ideal team. Kristilee Williams Palowitch has also been a delight to work with as Chair of the Children and Youth Faith Development Committee as we worked together on the Christmas Pageant and tackling problems that the CYFD Committee brought to light, such as recruitment. I am glad I will have the pleasure of continuing to work with Jill, Midge and Kristilee again next church year.

Our phenomenal volunteers make my job so easy. It is a wonder to work for this community with its committed volunteers who strive to make our faith development programming for children, youth and adults excellent, deep and meaningful.

Working with Reverend Martha Munson these past two years has been so positive for me. She has treated me as a colleague. She has been a sounding board and a font of wisdom. We do not always agree and somehow that just enriches the relationship. While I will miss Martha dearly, I am looking forward to forging an equally collegial relationship with Scott Rudolph.

Adult Faith Development

Cakes for the Queen of Heaven

Rev. Shirley Ranck

Cakes is a woman honoring adult RE curriculum. Kristilee Williams Palowitch led the first series, *In Ancient Times*, a 5-week series which examines the archeological evidence of Goddess worship in prehistoric cultures. It drew 21 women and evaluations were extremely positive. Denise Haver joins Kristilee in leading the second series, *On the Threshold*, a 6-week series that reclaims the stories of powerful women in ancient Judaism and early Christianity. Over 20 are participating. In both series, participants are encouraged to share their personal experiences and beliefs.

Harvest the Power

UUA Tapestry of Faith

This is the second year of offering this leadership development program, a year long series of Sunday workshops, with 23 participants. Matt Ferry, Denise Haver, Kathy Ke, Joyce Kepner, John Ritzert, and Ed Rockman all ably served as facilitators.

Chalice Circles

The Chalice Circle small group ministry program was offered again this year, thanks to Rev. Martha Munson. Lisa Schroth and Ron Smart co-facilitated this very successful group of eight and discussion focused on one of the seven UU principles each session. Scott Rudolph was able to join the group for the last meeting.

Saturday Matinee

This fall and winter I held a monthly Saturday matinee with films with a religious, ethical or justice focus. While participants seemed to enjoy the selections, we never had more than a handful of viewers.

UUA Common Read

Jill Mockenhaupt and I were eager to facilitate the UUA Common Read discussion group entered on *The Death of Josseline* about issues of immigration. We were disappointed that only two signed up, not enough for a critical mass.

PSI

Tony Palermo leads this monthly discussion group, after the service. An abbreviation for "Philosophical, Spiritual Insights", this group ranges free over a spectrum of topics from Psychology thru Evolution, the Physical Sciences, and Spirituality. Source material includes the writings of pertinent authors and reading materials are provided.

Jesus Discussion Group

Tony Palermo has led this monthly discussion group, after the service, for years. Topics include the historical Jesus and theological development of the Jesus movement thru the first century. Sources include the writings of well known scholars, liberal & traditional. Reading materials are provided.

Sunday Meditation

A handful of mediators gather each Sunday morning before the service. Beth Dutton is organizing a meditation retreat for Saturday morning, June 4.

Drumming for the Soul

Ron Smart reports the following:

We started the autumn off with co-organizer Kim Davidson Ickert's drum-making workshop, which had around 20 in attendance. Kim, Rachael (Smart) and I consider ourselves all to be co-organizers. The following weekend, we moved the circle outside around a bonfire to celebrate the autumnal equinox, with drumming, dancing, stories, and a touch of earth-based ritual. Around 30 attended this equinox celebration. Throughout the year, attendance was fairly constant at around a dozen, with a diverse group of drummers making up the circle each month, ranging from kindergartners to our Sherwood Oaks friends and everyone in between. We celebrated the vernal equinox during April's circle, where we also created a labyrinth on the Sanctuary floor, enjoyed a delicious dessert potluck, and had the pleasure of meeting our new minister, Scott Rudolph. Attendance at this event was around 25. The dessert potluck was so well-received that we're thinking of making it a permanent fixture of drum circle.

Children and Youth Faith Development

Summer RE

Last summer, after a couple years of hiatus, we offered a summer RE program in June and August. The focus was on art to coordinate with Arts in the Autumn. Participation was just a handful of children each Sunday.

Summer Camp

Wizard World was the name of last summer's camp for kids. We had 47 children participating, 20 of whom did not attend UUCNH. We also had 10 teen helpers and 17 adult helpers. This has proven to be a wonderful way to draw families with children into the church. Volunteers worked hard to make this a terrific week for the campers. Twitter and posting summer camp as a Facebook event were effective in getting the word out as well as word of mouth.

Playgroup

Playgroup came to an end this fall after over a decade. Playgroup had evolved into more of a homeschooling social time than a program keeping with UU ministry. A survey of church families with young children indicated little current interest in playgroup.

Teacher Training

Teacher training went well and was well attended. Kristilee Williams Palowitch led a powerful opening appropriate for the 9/11 date of the event. The theme for the training was "It Takes a Village." Volunteers earnestly grappled with making our church community the ideal village in which to raise our children and youth. Rev. Martha joined us for final activities and shared a closing with us.

In January, we had a Saturday luncheon to allow RE volunteers to regather after the holidays and plan for the rest of the church year.

This month, my husband and I will host our annual barbecue in appreciation for all the volunteers who work so hard to provide excellent programming for our children and youth.

Sunday Morning RE

We had an average of 38 children and youth in RE classes each Sunday with 88 children and youth on our rolls. We have experienced the loss of many families, while we new families with young children have started coming to our church. We ended up merging 5th and 6th grade with 3rd and 4th grade because of the loss of families. Amy Wilks and Kristillee Williams Palowitch called families who had stopped attending to discover no particular dissatisfaction with church, just outside demands on the families.

We hosted an open house in October to let the congregation know what happens in the classrooms, moving coffee hour to the upstairs. A few members of the congregation volunteered to aide in the classroom through the RE Open House.

The pageant, "Gifts from the Ancestral Stars," was well attended (130) and well received. The theme was our universal creation story: we are evolved from the chemicals given off by stars exploding millions of years ago. Many, many volunteers worked hard to help our children and youth shine. Several people shared with me how particularly impressed they were with our youth, helping the little ones with their roles and showing poise at the podium.

Nursery

Volunteers:

Carol and John Ballance, Rick and Stacy Conlin, Ryan and Shannon Gould, Shawn Lorea and Tom Pichieri

Paid Care:

Hannah Baldwin-May, Rob Carnahan, Maura Deming, Katy Swidal

Preschool/Kindergarten

We are Many, We are One

Children celebrated diversity in nature, in people and in religion through this curriculum. They learned that they are part of a loving community in their families, in our church and in the larger world.

Volunteers: Kate Daly, Lisa Schroth, Chantel Snodgrass, Allyson and Andy Zadnik

1st – 2nd Grades

Moral Tales- UUA Tapestry of Faith

By the Rev. Alice Anachecka-Nasemann and Elisa Davy Pearmain

Moral Tales provides children with spiritual and ethical tools to make choices and take actions that reflect their Unitarian Universalist beliefs and values. The stories in Moral Tales draw from all our UU Sources to activate and inform the children's learning how to make moral choices.

Volunteers: Vanessa Manz, Tony Palermo, Diane and Jim Robertson, Rob Schroth, Tonya Strader

3rd-6th Grades

Windows and Mirrors- UUA Tapestry of Faith

By Gabrielle Farrell, Natalie Fenimore and Dr. Jenice View

Children learned to acknowledge their own experiences and perspectives and to seek out and respect those of others. Topics included forgiveness, anti-racism, and prayer. In an ongoing art activity, the Window/Mirror Panel, children explored creatively the dynamic relationship among our awareness of self, our views of others and others' view of us.

Volunteers: Margaret Coyne, Christina Newhill, Rachel Smart

7th – 8th Grade

Compass Points by Gaia Brown.

Through this curriculum, middle school you began to discover what they believe about life's big questions, to think independently, make decisions and explore values. These youth were exposed to our rich Unitarian Universalist history and tradition.

Volunteers: Doug and Kim Ickert, Bill Palowitch, Amy Wilks

High School Youth Group

A Place of Wholeness - UUA Tapestry of Faith

Youth Group made use of this new curriculum for youth with great success, while having an opportunity to tackle just a few of the many lesson plans. Youth this year participated in District Cons, enjoyed a Sunday snow tubing outing, made a banner for the Pride Parade and created a Sunday service around the theme of Love. Youth also participated in a new Pittsburgh Youth cluster group.

Advisors: Joyce Kepner, Chris Vaughn, Laura Wagner

Sunday Evening OWL (*Our Whole Lives* Sexuality Education)

This comprehensive sexuality education program was offered as a series of Sunday evening classes. We opened this to our UU neighbors and drew children and youth from Ginger Hill and East Suburban congregations.

- OWL 5th-6th Grade
Facilitators: Greg Jarold and Pam Weaver
7 participants completed the program
- OWL 7th and 8th Grade
Facilitators: Marsha Albright and Ron Smart
13 youth are completing the program
In addition to the Sunday sessions this group had a fall church sleepover and will finish the year with a camp-out.
- OWL High School
Facilitators: Dean Campbell and Greta Porter
6 youth completed the program

Rachael Smart and Rob Schroth attended an intensive OWL training in Cincinnati, Ohio in preparation for teaching OWL 1st-2nd grades next church year.

Vanessa Manz will attend intensive OWL training in May in preparation for teaching Jr. High OWL.

Professional Development, District and Community Activities

I served on the 14th Annual Interfaith Gathering planning committee sponsored by the North Hills Anti-Racism Coalition. River, Bill and Kristilee Williams Palowitch were our Unitarian Universalist representatives at this event in March and they did a tremendous job of sharing our Unitarian Universalist faith and practices.

I am enrolled in the Master's in Religion Program at Meadville Lombard Theological School as well as in the Master Level RE Credentialing Program of the UUA. As part of these programs, I completed a preaching with class Bill Schulz and a Paganism class with Margot Adler this past summer at Meadville Lombard. I also completed an on-line class on human growth and development.

I attended the Liberal Religious Educators Association (LREDA) fall conference in New Orleans. The theme was "Solidarity, not Charity," with a focus on Social Action. I have been elected President of the Ohio Meadville District Chapter of LREDA after serving several years as secretary. I also serve as a Good Officer to my LREDA colleagues.

I served on the district search committee for the Ohio Meadville District Lifespan Faith Development and Youth Ministries Consultant. Colleague Jan Gartner was hired.

I have resumed volunteering at the Caring Place, a center for grieving children and their families. I have found the training and work enriches the work I do for the congregation.

As I reflect on this past church year, I anticipate next year with great excitement. I look forward to supporting the ministry of Scott Rudolph.

Respectfully submitted,

Greta Porter

1. Operating Budget

The financial situation of the church is sound. We entered the church with a balanced budget of \$257,523 including payment of UUA and OMD fair share. We have a surplus of \$6200 as of May 1. This includes the extra costs of the ministerial search. And so far we have not needed to dip into any surplus.

Investment income was not taken from the Endowment fund as it has not yet been needed.

Budget Summary as of 5/1/2011

	July to May 1	10 months of budget
Pledges	165,486.87	166,833.33
Plate and friends	17,055.93	13,416.67
Church use	12,604.58	10,100.00
House rent	8,503.00	8,500.00
Investment income	596.56	3,666.67
Arts in the Autumn	2,122.26	2,500.00
Grocery coupons	4,287.50	4,166.67
Other	-91.46	
Prior year surplus		5,419.29
Total income	210,565.24	214,602.63
Fixed costs	58,492.75	62,408.33
Ministry	65,124.81	67,440.13
Religious Education	41,668.89	41,979.17
Reconciliation discrepancies	-6.00	
Office operations	20,020.07	21,379.17
Discretionary Spending	19,070.57	21,562.50
Total expenses	204,371.09	214,769.30
Net income	6,194.15	-166.67

Fixed costs include all utilities, supplies, fair share, insurance, taxes.

Discretionary expenses include music, committee expenses, board expenses.

Ministerial search is included in discretionary and was \$7,641.15.

2. Change of pledge handling.

We changed accounting of pledges to process them in the Church Windows system that handles our membership information. This keeps all information on a member in one place. It is tailored to handle this type of information and give a good statement to the member.

The secretary (when we have one) handles the entry of the data. We hope this will eventually work toward having a full time office manager.

3. Endowment

Our endowment fund is reviving from the crash a couple of years ago. Last year we had come back up from a low of \$142,000 to \$182,000. This year it surged up to 219,713.80 which means we will be able to draw from the income if needed.

4. Building fund

Dennis has diligently tried to clear up the trailing pledges to the Building fund. He will soon have paid back the loan from the operating fund.

We hope to close the fund down this year.

Adult Faith Development Committee (Formerly Adult RE)

2010-2011 Annual Report

Unitarian Universalist Church of the North Hills

This year our challenge has been to try to clarify what is “Adult RE”, what do we mean by it and what falls under that umbrella? What is the goal of Adult RE and what does Unitarian Universalist religious education for adults mean in our congregation? And lastly what parts of adult programming is the “Adult RE” committee responsible for and what are those responsibilities?

The first thing we did was decide on a name change. Since the department that was formerly known as Religious Education is now called Lifespan Faith Development we decided that a first step toward to achieving consistency was to change Adult RE to Adult Faith Development. (Children’s RE changed to Faith Development for Children and Youth)

We then looked at the activities that have traditionally come under the heading and asked does this belong under faith development or maybe does it fall under enrichment or a social activity, or even an interest group? Up till now we have had lots of wonderful and interesting programming ranging from offerings from the UUA with defined curriculum’s to book group and Barn Raisers. For the most part any adult programming fell under the broad heading of Adult RE.

At first we thought that if it was a program that was clearly Unitarian Universalist generated then it would fall under our heading. Some examples would be Chalice Circles (small group ministry), Harvest the Power, Spirit of Life, Spirit in Practice and Cakes for the Queen of Heaven. We also had the idea that any offering that fell under the broad range of activities talked about in the program Spirit in Practice would belong also. (This is a Tapestry of Faith program that explores how you practice your Unitarian Universalist spirituality in your life) A couple of examples would be meditation and drumming. The last type of programming we thought of would be books from Beacon Hill Press, or films suggested by Unitarian Universalist sources for discussion. We ran into a couple of problems with this definition of Adult Faith Development because it leaves out programming that is not coming from Unitarian Universalist sources.

So our goal is to define guidelines that will be used to determine if the program belonged under faith development or not.

We look forward to developing clarification of these guidelines.

Respectfully submitted by,

Jill Mockenhaupt and Midge Miles Co-chairs of Adult Faith Development Committee

Buildings & Grounds Committee Annual Report 2010-2011

The Buildings & Grounds Committee (B&G) had a busy year keeping up the property. The major improvements include: East Room flat roof repair; upper parking lot guard rail installation; driveway pothole repair; and parking lot space creation via the removal of dead trees. This final job has not been billed by the contractor; he has been reminded on no fewer than four occasions to send a bill, and has not followed through.

The renovation of the church building has necessitated a new cost in upkeep annually: the fire suppression system. The church is subject to yearly inspections of the sprinkler system, fire alarm system and the fire hydrant. All of these items are required to undergo professional inspection at a cost, and then the Franklin Park Fire Marshal passes judgment on their suitability. Efforts have been made to consolidate these costly inspections to save "in bulk." The inspection of the lift is also a new annual expense.

Other minor work was conducted throughout the year as needed, and included, but is not limited to: plumbing repairs, painting, electrical improvements, East Room ceiling tiles and insulation, deck powerwashing, etc. Much of the general cleaning and upkeep took place during two work parties, one in August and one in May.

Planned projects include the improvement of the nursery hallway for storage, lighting and aesthetics; landscaping along the front face of the building; orientation and improvements to the minister's office; silo crack filling; and repairs to the steel doors that need attention.

The silos present a major challenge on the church's horizon, both financially and symbolically. A structural engineer who specializes in building restoration was consulted on the cause and solution for the breach in the wall of the rear silo. It was caused by steel bands that encircle the silos, running through the inside of the terra cotta blocks. Over the years, water has penetrated the blocks and caused the steel bands to rust. This has resulted in an unstoppable process that will continue to break silo blocks. The consultant estimated a remaining life for the silos of approximately 10 years, with an estimated cost of \$50,000 for demolition (in today's dollars). To keep the silos standing as long as possible, he recommended an annual treatment of silicone caulking in all the surface cracks, as well as tending to the peeling paint of the silo roofs. These will be addressed this summer. High strength cement has been used to repair the broken block in the rear silo.

Most repairs and B&G business this year were conducted by committee members including Peter Lundquist, Hal Turner, John Brobst, Craig Thompson, Bill Palowitch and Bob Delaney. The remaining work that wasn't contracted was conducted by congregation members, mostly during the work parties.

John Brobst negotiated a modified cleaning contract with Bellotti Cleaning to address two primary issues: thoroughness and increased use of the building.

Bob Delaney created a supply-ordering process that could be used for all parts of the church community that need supplies, including B&G, staff, the Church Rental Committee (I don't know the formal name) and Sunday Services (which oversees the kitchen for coffee hour).

B&G shared or accepted a few costs associated with operation of Bellwood Preschool this year, including the replacement of the boiler room steel door, and a planned street sign improvement.

B&G is currently under budget on discretionary spending, and the fixed costs of contracted upkeep appear in order.

Overall participation fell a bit short of expectations, with four individuals handling the lion's share of the year's B&G duties. An effort will be made to include more congregants in regular, hands-on maintenance. Meetings are planned at least every other month, and more often if deemed necessary.

B&G Committee Chairperson Hal Turner plans to serve in this capacity for the foreseeable future, or until the UUCNH Board would like to replace him.

Submitted by

Hal Turner, Chair

Caring Team Annual Report

July 2010-June 2011

The Caring Team has benefited greatly from the advice and support of interim minister, Rev. Martha Munson. We look forward to working closely with Rev. Scott Rudolph. The Caring Team supports UUCNH's mission to be a loving community by facilitating and fostering a caring atmosphere among all friends and members, helping our community in times of joy, and providing assistance through times of need.

The congregation has provided loving and extended support to members and friends

this year in the form of transportation to medical appointments, meals, hospital visits, and friendship in times of loss. Sympathy, birthday, and get well cards were sent. Thank you to Dale Newman for donating her special cards when needed.

Memorial services were held at UUCNH for two long time members, Sally Johnson and Bob Turley. Many members contributed their time, love and talent in support of these families and to help create memorable services.

A wheelchair and walker were purchased for members who may need them at church. Thank you to Barbara Brock for locating these for UUCNH.

Lynn Richards has continued to organize drivers for our Sherwood Oaks members. Thank you to Lynn, Paul Hraach, Diana Hull and Rik Rodefer for their time and care. An additional driver is needed as well as several substitute drivers.

A special thanks to John and Carol Ballance, Lou Bartolomucci, John and Janine Brobst, Barbara Brock, Sue Broughton, Inga Burton-Smith, Susan and Paul Cox, Barb and Mark Draa, Bob Delaney and Priscilla Kleiner, Irene Dinning, Sue Duda, Denise Haver and Matt Ferry, Hal Dixler, Diana Hull, Pete Lundquist, Janet McCall, Midge Miles, Kathy Miller, Greta Porter, Peggy Trevanion, and Alice and Dave Wells for their support and assistance.

Caring Team thanks Pam Weaver as board liaison and Rev. Martha Munson for their help and looks forward to extended outreach next year.

Lois Madden, Chair

Children's Memorial Fund

Annual Report 2010-2011

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. The current value of the Fund is in excess of \$49,000, most of which is on loan to the church at the current rate of 5%.

In the past year a small number of inquiries and requests were made from children's services professionals and families with children in need. Although they were for genuine needs, none fit within the scope of the fund's mission or financial capabilities. Requested grants were either larger than what we were able to fund or were not in keeping with our mission statement. In these situations, the Committee must deny the requests.

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 2010 Christmas Eve offering raised \$531 for the Children's Memorial Fund. In addition, the total of other gifts to the fund this year exceeded \$1,000. 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 2010-2011

May 2011

My first term as Chair of the Children & Youth Religious Education Committee has been a wonderful and rewarding experience. I had a lot to learn this year, but working with our Director of Lifespan Faith Development, Greta Porter, made it much easier. Greta is so supportive and helpful, and a pleasure to work with. Our committee members as well as our teaching volunteers have been a dedicated and inspiring team who all made great contributions to the Children & Youth RE program this year.

Committee members and RE teaching team leaders this year included :

Nursery: Shawn-Lorae Pitchieri

Preschool/Kindergarten: Kate Daly

First and Second Grade: Tonya Strader

Third through Sixth Grade: Rachael Smart

Seventh and Eighth Grade: Kim Davidson Ickert

Youth Group: Joyce Kepner

OWL: Ron Smart

Jim Robertson was originally on the committee as a team leader for the Fifth and Sixth grade classes, however because of the very low attendance in that class (no children at all attended the first class session,) the committee made the decision to not continue with a separate Fifth and Sixth grade class, but instead to merge it with the Third and Fourth grade class to create a Third through Sixth grade class. This worked well, the children enjoyed the class, and it also freed up some much needed teachers to work with the First and Second grade class.

Teacher and volunteer recruitment has been a big issue for our committee this year and we spent a lot of time discussing our need for additional RE teachers and RE volunteers, and brainstorming and attempting various ways to fill that need. We decided that our greatest need was for volunteers to serve in "Classroom Aide" positions, to fulfill the requirement that two adults be present in the room and to assist with general classroom needs while the RE teacher led the session. We planned an RE "Open House" in which each classroom presented some examples of its current curriculum to allow church members who are not involved with RE and/or who don't have children in the program, to get an idea of what kinds of things our children and youth were learning about and to give them the opportunity to ask any questions they might have about our programs of the RE teachers. We also put out sign-up sheets to ask members of the congregation to consider volunteering just one Sunday morning as a Classroom Aide, and we did get a few volunteers from that endeavor. I also mentioned our need for additional Classroom Aides at a Committee of Chairs meeting, and got a good response from those committee members and also other members of their respective committees. All of that

additional help was so greatly appreciated by our committee, our teachers, and our children, and it was great to see our “village” come together and work to meet this need. What a great example for the kids of how our UUCNH church community sticks together and helps each other out when the need is there.... it really does take a “village”! The committee has discussed different ways of soliciting Classroom Aides for next year, starting early in the church year, so that we do not run into this problem again.

Another major theme for our committee this year was what kind and type of social action education we could do with the children, how to fit it into the various curriculums, and what types of projects would be feasible and accessible to the children and youth. We started off with a food drive for the North Hills Community Outreach, but the enthusiasm for that was low, so the decision was made midway through the year that instead of fitting Social Action into our already busy years and curriculums, that we would again have all-ages summer RE classes in June and August with a social action theme. Planning is currently underway for various projects and we are seeking volunteers to help with those classes as well.

Our Seventh and Eighth grade and High School age youth were also given a chance to attend an informative session about the Ohio Meadeville Youth Adult Committee (YAC) Youth Conferences, thanks to the time and effort of Sarah and Caitlin Campbell. As a result, several of our youth have attended conferences this year, including a Social Action Conference in Pittsburgh, and have really enjoyed the opportunity to meet, learn, worship, and socialize with other UU Youth throughout the district.

I was pleased this year to have the opportunity to attend a webinar along with Greta Porter, called “Shared Leadership: The Staff/RE Committee Partnership” which was led by Jan Gartner, OMD LFD and Youth Ministries; and Pat Infante, CERG Regional Faith Development Consultant. The webinar covered the practical and relational aspects of creating a healthy partnership between paid staff and volunteers, and was very informative.

In conclusion, our committee has worked hard this year to help make Children and Youth Religious Education more visible to and more integrated with the entire church community, to support our children and youth through education and fun activities, and by providing them with a warm, caring, safe and supportive community in which to grow, learn, and explore beliefs and values. I have truly appreciated the opportunity to serve on this committee and look forward to doing so again next year with enthusiasm.

Respectfully Submitted,

Kristilee Williams Palowitch

Communications Committee

Fred Geiger, Webmaster and Chair, Publicity

Dawn Fitzgerald-Swidal, Chair, Intercom

Susan Cox, Publicity and Facebook

Heather Lawrence, Arts in the Autumn

Kristilee Williams-Palowitch, Web

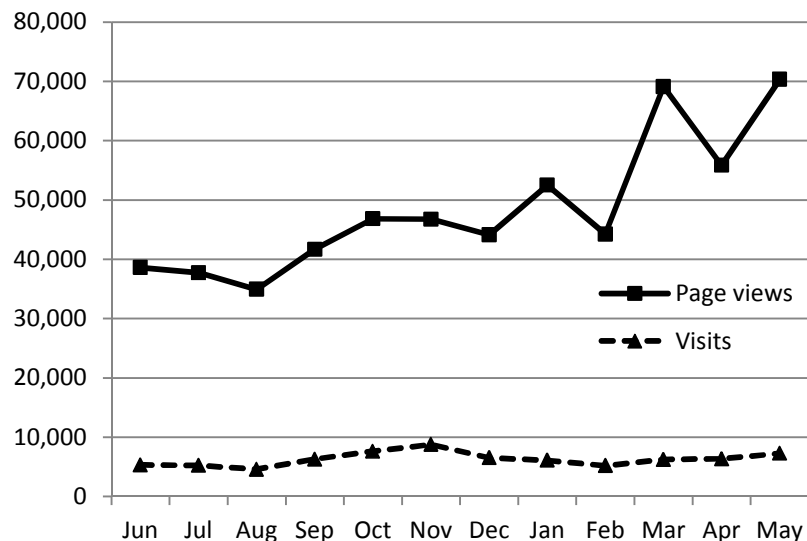
Communications was established by Fred Geiger as a team in 2010 and encompasses the traditional functions of Publicity Committee, Webmaster, and Web Administrator. The team led the Committee of Chairs in a review of the church's publication and communication strategies and tactics, with improvements to be implemented in the coming year. Accomplishments for this year include:

Facebook

UUCNH launched its Facebook page this church year as a real-time, mobile-friendly, youth-of-all-ages-oriented medium for announcing events, socializing, and publicizing our church. Seventy-six of our friends and members have "liked" the page, which is necessary to post there. The page is administered by Sue Cox, Kristilee Williams-Palowitch, and Greta Porter who regularly review content for appropriateness.

Website

Traffic continues to increase for our website. This year's page views (total number of pages viewed by all visitors) and visits (the number of individual sessions initiated by visitors) show that both Arts in the Autumn and our ministerial search increased the number of visits (a measure of breadth of usage) and that the culmination of the search process dramatically increased our page views (a measure of depth of use of the site).



Other Publicity

- The Arts in the Autumn promotion strategy included a website, a poster, and seeding articles in the Tribune Review and Trib North Hills Edition.
- A new trifold was designed and published, primarily with visitors in mind.
- The Ministerial Search Committee was supported with photography for the congregation's information package.

Intercom

The monthly Intercom, prepared by Dawn Fitzgerald-Swidal, has seen an increase in downloads from the website and improvements to the paper version. Most notably, the calendar has been moved from the back calendar to the center, where it functions as a pull-out for those of us who manage our lives on the surface of a refrigerator, not on the screen of a phone.

Decorating and Universal Design Team
Annual Report for 2010-2011

“Team Décor” (A shortened version of our lengthy title) was down to one member because Nan Boeh moved to Europe. So, Janine Brobst has welcomed three new members to the team: David Miles, Janet McCall, and John Prendergast.

This year the board made no requests for our team to select and purchase carpets, window blinds, or other items, as we have in the past. Some drapes were purchased for the West Room, but our team was not consulted.

In this year’s meetings we have been deciding where to hang various things that needed to be placed on the walls. Bulletin Boards have been updated regularly, and floral arrangements have been created for Sunday Services.

If you have suggestions for improving the appearance of our Church, please feel free to notify one of our team members.

Submitted by

Janine Brobst, Chair

Facilities Use Committee

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 had the same tenants in the Little House for the entire year. This is a good steady income for the church. Problems with the house have been minimal this year.

We rented one upstairs room every Friday night. This provided a very small but steady income. However the group seems to have disbanded.

We have rented to the Society for Creative Anachronism, the La Leche League ,Gaia Fest, Northern Area Environmental Council, a few weddings, showers, farewell lunches, birthday parties, birthing classes and lego club.

UUCNH donated the use of the building to PIIN so they could host a Power of 32 meeting. We hosted a UU Pittsburgh area meeting.

Often one rental leads to another as people see and enjoy our wonderful building and our lovely grounds.

The process for renting is a little confusing. Everything flows through the office, then a volunteer and eventually the treasurer. We would love to have an office manager who handles this! But for the immediate future we're trying to track things better with the treasurer to make sure everything is paid for and refunded in a timely manner.

The church really should start thinking about a keypad entry. This provide better security than we currently have. Anyone with a key can come and go at will. Luckily we have not had a problem but the potential for theft or damage is clearly there.

Carol Ballance, Chair

Finance Committee Annual Report 2010 – 2011

The Finance Committee meets monthly throughout the year to review the current financial condition of the church. We review the statements to be sure we are staying within the budget approved by the congregation at the previous year's annual meeting. We also watch for any unusual items or changes that may require action by the Committee or the Board. For our current fiscal year, we are doing well and should finish the year with revenues in excess of expenditures. There is a summarized statement for the nine months ended March 31, 2011 on the following page.

During the current year, the finance committee has worked with our treasurer, Sue Duda to transfer some of the bookkeeping responsibilities to the office administrator. The office administrator is now recording contributions and pledge revenue using the new Church Windows software. The new software allows us to produce easier to understand contribution statements and also to provide a better tracking system of historical information. The ultimate goal is to have all of the bookkeeping done by the office administrator, with the treasurer and the finance committee providing oversight. This will require more hours and dollars devoted to the office position.

The Committee also oversees the church investment account. This is an account established with a gift from the estate of a long time church member. The church bylaws provide that the dividends and interest earned can be used to help fund the operating budget on an annual basis. To spend any of the balance of the account requires a two thirds vote of the congregation. The balance of the account at March 31, 2011 is \$200,650, which is a 19% increase over the balance at June 30, 2010.

Submitted by the Finance Committee

Sue Duda, Treasurer, John Brobst, Dennis Doubleday
Mary Ellen Johnson, Chair

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS
STATEMENT OF REVENUES COLLECTED AND DISBURSEMENTS
Nine Months Ended March 31, 2011

	Actual	Budget	Over (Under)
REVENUES			
Pledges, Friends and plate	\$ 165,149	\$ 162,225	\$ 2,924
Church use, investment and other revenue	<u>24,752</u>	<u>30,917</u>	<u>(6,165)</u>
	<u>189,901</u>	<u>193,142</u>	<u>(3,241)</u>
EXPENSES			
CONTRACT SERVICES			
(includes compensation, benefits, taxes & expenses)			
Minister	58,895	60,696	(1,801)
Director of Religious Education	35,239	34,556	683
Music Director	<u>3,762</u>	<u>3,750</u>	<u>12</u>
	<u>97,896</u>	<u>99,002</u>	<u>(1,106)</u>
FIXED COSTS			
Utilities	13,643	16,650	(3,007)
Maintenance	4,816	7,500	(2,684)
Snow removal and lawn mowing	8,045	6,750	1,295
Custodial and supplies	5,543	6,000	(457)
Interest, taxes and insurance	15,005	10,200	4,805
UUA and OMD dues	<u>6,928</u>	<u>9,068</u>	<u>(2,140)</u>
	<u>53,980</u>	<u>56,168</u>	<u>(2,188)</u>
CHURCH OPERATIONS			
Telephone, copying, computer & supplies	8,259	7,275	984
Administrative assistant	<u>9,572</u>	<u>11,966</u>	<u>(2,394)</u>
	<u>17,831</u>	<u>19,241</u>	<u>(1,410)</u>
DISCRETIONARY			
Religious education (youth & adult)	2,621	3,225	(604)
Music and arts	1,406	3,394	(1,988)
Committees and social activities	<u>10,332</u>	<u>12,262</u>	<u>(1,930)</u>
	<u>14,359</u>	<u>18,881</u>	<u>(4,522)</u>
TOTAL EXPENSES	<u>184,066</u>	<u>193,292</u>	<u>(9,226)</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 5,835</u>	<u>\$ (150)</u>	<u>\$ 5,985</u>

Proposed Budget 2011-2012

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 1

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2008, 2009 and 2010

Budgets Ending June 30, 2008, 2009, 2010 and 2011

Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
REVENUES	208,899	216,657	214,850	225,357	224,318	255,495	257,130
DISBURSEMENTS							
Fixed costs	63,218	71,177	66,995	74,960	69,700	74,890	72,800
Contract services	108,503	87,926	90,279	113,403	114,113	127,075	134,375
Church operations	20,836	19,086	21,056	19,564	21,130	25,655	26,855
Discretionary	14,004	12,714	21,365	17,886	19,375	27,875	23,100
	206,561	190,903	199,695	225,813	224,318	255,495	257,130
EXCESS (DEFICIT)	2,338	25,754	15,155	-456	0	0	0

SCHEDULES OF REVENUES COLLECTED

Years Ended June 30, 2008, 2009 and 2010
 Budgets Ending June 30, 2008, 2009, 2010 and 2011
 Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
REVENUES COLLECTED							
Revenues other than pledges							
Church Use							
Bellwood	7,706	8,260	7,705	8,110	8,110	8,520	8,520
Other	1,604	1,275	3,000	3,584	1,000	3,000	4,500
Copy machine use	383	824	820	566	600	600	1,000
House rent	8,520	10,200	10,200	10,250	10,200	10,200	10,200
Investment income							
Interest	775	332	100	444	800	400	200
Dividends/Other		710	4,000	474	4,000	4,000	4,300
Fund raisers	7,976	6,006	3,000		3,000	3,000	2,000
Coffee hour and special events	-148	106	300	195	0	0	100
RE Income	205	125		100			
Designated UUA/OMD	1,751	2,265		3,875		2,500	0
Grocery coupons	3,550	5,066	3,500	4,688	4,500	5,000	5,000
Excess funds from 08/09				3,221	2,000	4,575	
	<u>32,322</u>	<u>35,169</u>	<u>32,625</u>	<u>35,507</u>	<u>34,210</u>	<u>41,795</u>	<u>35,820</u>
Pledges							
Current year	155,292	163,593	162,450	174,148	169,100	195,700	202,825
Friends	12,784	10,263	12,275	10,318	12,000	10,000	10,485
New pledges	1,800		2,000		2,000	2,000	2,000
Plate	6,701	7,632	5,500	5,384	7,008	6,000	6,000
	<u>176,577</u>	<u>181,488</u>	<u>182,225</u>	<u>189,850</u>	<u>190,108</u>	<u>213,700</u>	<u>221,310</u>
TOTAL	208,899	216,657	214,850	225,357	224,318	255,495	257,130
Gross pledge revenue			171,000		178,000	208,000	213,500
Collection rate			95%		95%	95%	95%

Proposed Budget 2011-2012

SCHEDULES OF DISBURSEMENTS

Years Ended June 30, 2008, 2009 and 2010
 Budgets Ending June 30, 2008, 2009, 2010 and 2011
 Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
FIXED COSTS							
Mortgages & other							
Member loans	2,750	2,750	2,750	2,750	2,750	2,750	2,500
Children's memorial fund	1,767	1,796	1,780	1,831	1,810	1,850	2,000
Insurance	8,488	7,725	8,700	7,842	8,000	8,000	9,000
Taxes	1,084	888	1,040	888	1,040	900	920
Other	50	105		155	100	100	100
	14,139	13,264	14,270	13,466	13,700	13,600	14,520
Building Operations							
Custodian	5,465	7,280	7,500	6,720	7,000	7,000	7,000
Household items	1,099	888	800	984	1,200	1,000	1,200
Maintenance	12,185	7,417	10,425	10,864	10,500	10,000	10,000
Snow removal/lawn mowing	8,365	8,027	9,000	11,720	9,000	9,000	10,000
Utilities							
Electric	6,190	7,845	8,500	6,695	8,000	8,000	7,000
Gas	11,696	10,115	13,500	7,089	12,000	11,000	7,000
Garbage collection	1,365	1,470	1,500	1,440	1,500	1,500	1,500
Sewer	581	668	750	656	700	700	900
Water	507	728	750	1,004	700	1,000	1,200
	47,453	44,438	52,725	47,172	50,600	49,200	45,800
Denominational affairs							
UUA	1,200	9,800	0	10,416	3,928	8,792	9,048
O-M District	426	3,675	0	3,906	1,472	3,298	3,432
	1,626	13,475	0	14,322	5,400	12,090	12,480
TOTAL FIXED COSTS	63,218	71,177	66,995	74,960	69,700	74,890	72,800
Reported Membership Number			175		167	157	156
UUA APF amount per member			56		56	56	58
OMD Dues amount per member			21		21	21	22
Total fair share			13,475		12,859	12,089	12,480
Percentage to be paid					42%	100%	100%
					5,401	12,089	12,480

Proposed Budget 2011-2012

SCHEDULES OF DISBURSEMENTS

Years Ended June 30, 2008, 2009 and 2010
 Budgets Ending June 30, 2008, 2009, 2010 and 2011
 Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
CONTRACT SERVICES							
Minister's Package							
Salary	52,175	33,101	33,101	56,833	70,583	62,000	60,705
SSI Contribution	3,975			4,348		4,743	4,639
Benefits - health, disability, pension							
Disability/Life						668	426
Health	7,856	4,461	8,180				5089
Pension	6,739	3,972	3,972	7,342		8,009	6,648
Professional expenses	3,392	1,481	1,500	1,353		3,580	3,408
Transportation/Relocation	911	1,384					5,000
	<u>75,048</u>	<u>44,399</u>	<u>46,753</u>	<u>69,876</u>	<u>70,583</u>	<u>79,000</u>	<u>85,915</u>
Director of Religious Education							
Director - salary	24,200	32,618	32,618	32,618	32,620	36,000	36,560
Pension	2,904	3,914	3,914	3,914	3,915	4,321	3,716
Payroll taxes	1,851	2,495	2,494	2,495	2,495	2,754	2,799
	<u>28,955</u>	<u>39,027</u>	<u>39,026</u>	<u>39,027</u>	<u>39,030</u>	<u>43,075</u>	<u>43,075</u>
Music Director							
Director - salary	4,500	4,500	4,500	4,500	4,500	5,000	5,000
Payroll taxes							385
	<u>4,500</u>	<u>4,500</u>	<u>4,500</u>	<u>4,500</u>	<u>4,500</u>	<u>5,000</u>	<u>5,385</u>
TOTAL CONTRACT SERVICES	108,503	87,926	90,279	113,403	114,113	127,075	134,375

Proposed Budget 2011-2012

SCHEDULES OF DISBURSEMENTS

Years Ended June 30, 2008, 2009 and 2010

Budgets Ending June 30, 2008, 2009, 2010 and 2011

Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
COSTS TO KEEP CHURCH OPERATING							
Office							
Telephone / Internet	1,610	2,604	2,000	2,628	2,700	2,800	3,000
Postage	1,269	1,422	1,300	1,469	1,400	1,400	1,400
Supplies	2,444	1,582	2,700	1,749	2,000	2,000	2,000
Repairs and contingencies		210	1,200	190	1,000	500	1,000
Computer	794	536	550	654	1,000	1,000	1,000
Copy machine	4,509	3,170	4,000	2,228	2,000	2,000	2,500
	10,626	9,524	11,750	8,918	10,100	9,700	10,900
Office Payroll							
Secretarial	8,370	7,768	7,530	8,663	9,020	14,820	14,820
Taxes and benefits	640	594	576	663	690	1,135	1,135
Bookkeeper	1,200	1,200	1,200	1,320	1,320		
Taxes and benefits							
	10,210	9,562	9,306	10,646	11,030	15,955	15,955
TOTAL CHURCH OPERATIONS	20,836	19,086	21,056	19,564	21,130	25,655	26,855

Proposed Budget 2011-2012

SCHEDULES OF DISBURSEMENTS - continued
 Years Ended June 30, 2008, 2009 and 2010
 Budgets Ending June 30, 2008, 2009, 2010 and 2011
 Amounts Needed for June 30, 2012

	Actual 6/30/08	Actual 6/30/09	Budget 6/30/09	Actual 6/30/10	Budget 6/30/10	Budget 6/30/11	Budget 6/30/12
DISBURSEMENTS(continued)							
DISCRETIONARY FUNDS							
Adult programming							
Sunday services	1,896	3,634	6,000	3,363	3,000	3,750	3,500
Audio Equipment and supplies		58		596	300		400
Social Action		223	0	26	0	700	700
	1,896	3,915	6,000	3,985	3,300	4,450	4,600
Religious education							
Meetings and professional expenses	2,000	2,000	2,000	3,000	3,000	3,000	3,600
Adult education - Materials	84	91	100	81	200	300	300
Adult education - Training and Speakers		112	100		200	300	300
Training	270	200	600	800	600	1,000	600
Other/Meetings/Holidays/Special Events	337	139	600	130	600	400	400
Background checks		341	240	142	200	200	200
Curriculum & supplies	2,042	1,351	2,200	1,722	1,200	1,200	1,200
Crib room	688	532	700	674	800	800	900
Youth group	219	198	500	171	100	100	100
Summer Camp	-85	-73	200	234			
	5,555	4,891	7,240	6,954	6,900	7,300	7,600
Membership							
Publicity	291	554	500	318	1,500	800	200
Web-based software/website content	784	487		760	750	800	600
Materials, Social & pamphlets	187	192	1,200	236	600	300	300
Caring, supplies, etc. / care givers		39	100		100	300	400
	1,262	1,272	1,800	1,314	2,950	2,200	1,500
Music/Arts							
Pianist (FY 2003)	3,550		3,500	4,100	3,500	3,500	3,000
Music, instruments & other	522	663	425	345	425	425	400
Piano tuning	230	215	300		400	400	300
	4,302	878	4,225	4,445	4,325	4,325	3,700
Social activities							
Coffee hour & children refreshment	-60	106					
Church dinners	225	161	100	174	100	100	
Fund raising / Arts Festival	275	584	1,000	135			
	440	851	1,100	309	100	100	0
Other committees / Board							
Stewardship	332	42	1,000		1,000	1,200	2,500
Ministerial search		52				8,000	
Child Care (other than Sunday Mornings)	101	225		478	300	300	800
Anniversary Celebrations							2,000
District Conferences/Leadership Training							
General Assembly							
District Annual Meeting							
Board expenses / Consultant/Other	116	588		401	500	0	400
Contingency / Miscellaneous							
	549	907	1,000	879	1,800	9,500	5,700
TOTAL DISCRETIONARY	14,004	12,714	21,365	17,886	19,375	27,875	23,100

Membership Committee

Annual Report 2010-2011

Thank you to everyone in the congregation who has made an effort to reach out to Visitors and newer Members. "This place is so welcoming," is a phrase we hear over and over these days when we meet newcomers. This was not the case 4 years ago when we first started as Membership Co-Chairs! Keep up the good work, everyone!! A special thank you to our dedicated team of 15 Greeters, our strongest team to date, who were ably trained by Denise Haver, our friendly and well-organized Greeter Coordinator!

Over the past year, we added 9 new Members to our rolls and celebrated this on "New Members' Sunday" this spring. At the same time, we continue to re-visit the database periodically and attempt to update everyone's status, sorting folks into Visitors, Friends, and Members categories.

UU Discovery Classes for newcomers were held in the fall and winter. These were both well-attended and very interesting. More classes will be scheduled soon. The Board is currently establishing new Policies and Procedures. The Membership Committee has drafted a Path to Membership which will be included; it is anticipated that attendance at a UU Discovery Class will be required before one can become a Member.

Last fall, our team made phone calls to dozens of families in our database whom we had not seen for awhile and attempted to re-establish connections with them. This effort seemed to be well-received, and we would like to repeat the practice regularly, especially later this summer, when we can let people know about Scott Rudolph's arrival!

The new directory has been published, thanks largely to the efforts of Priscilla Kleiner and Bob Delaney, as well as many other volunteers who staffed the registration table. We used Lifetouch, a company recommended by many members of the OMD. We were pleased with them and especially with the structured program they provided to help the volunteers of the church go through the entire process from beginning to end. We are still distributing the directories and tracking them as they are handed out. There have been many compliments on the directory. We think it is beautiful!

We anticipate continued growth in numbers and vibrancy thanks to the wonderful members of this community.

Kathy Ke
Kathy Miller
Co-chairs

Memorial Garden Committee

During the fiscal year 2010-2011 we had no activity except normal maintenance.

Craig Thomson
Chair

Nominating Committee

Annual Report

The 2011 Nominating Committee is pleased to submit its candidates for the Board of Trustees and the 2012 Nominating Committee, to be voted on at the annual meeting on May 22, 2011.

Board terms are generally 3 years, unless the candidate is filling out the remaining term of a departed member. The bylaws provide for a maximum consecutive term of 48 months. There are 2 Board members who have served for less than 1 year and are being nominated for full 3-year terms (incumbents – below). There is also a nominee for the 1 remaining year of a departed Board member. Following are the Board nominees:

For remaining year of 3-year term of member who resigned

Rob Willig

For 3-year terms

Janet McCall (incumbent)

Midge Miles

Amy Wilks (incumbent)

Nominating committee members serve a 1-year term and are eligible for re-election to one additional term.

Continuing member nominees

Denise Haver

Kathy Ke

New member nominees

Beth Dutton

Kurt Kunz

Vanessa Manz

2011 Nominating Committee

Ed Rockman, Chair,

Members

Denise Haver

Kathy Ke

John Ritzert

John Ballance

Social Action Committee Annual Report 2010-2011

The Board of Trustees continues to search for a qualified Chair for the Social Action Committee. The congregation and committed members continued our tradition of community service and social responsibility by the following initiatives through the end of April 2011.

UUCNH hosted Community Sustainable Agriculture (CSA) by being a distribution center and staffing the distribution for 22 weeks of the growing season from June through October. Members delivered donated fresh produce to NHCO.

UUCNH again hosted training sessions for the United Way program, Open Your Heart to a Senior. May 2011 will be the next presentation.

UUCNH joined the Pittsburgh UU group (5 UU congregations) to advocate for civil rights and justice through participation in Gay Pride week and the North Side Common Ministries' initiatives to feed, clothe and care for persons in poverty and crisis.

UUCNH joined the North Hills anti-racism coalition to advocate for the elimination of racism and better understanding and tolerance of diverse religious views by planning and presenting Unitarian Universalism at the anti-racism annual gathering at the Mormon Church. A large number of our members attended.

UUCNH members attended Social Action events and training sessions of Pittsburgh Interfaith Impact Network (PIIN). UUCNH contributed \$500 and individual members contributed as well.

UUCNH supported North Hills Community Outreach (NHCO) in many ways: with 42 Spring Share baskets, with 37 backpacks and back to school supplies, mountains of clothing donated at the end of Bellwood Preschool's Kids Stuff Sale. Eight hundred dollars in cash was donated for needy families to buy children's clothing at two Kids Stuff sales. New mittens, scarves, hats and booties from under the UUCNH Christmas tree and clean coats for whole families were part of winter giving. UUCNH's pantry of non-perishable food, paper products, tooth brushes and paste, and personal products has become a weekly donation. UUCNH members donated to fund raisers by buying citrus, attending the Pasta Dinner and the Dessert Theater of NHCO. While it is hard to estimate a dollar value for everything contributed, \$13,000 would be a guess.

Share the plate contributions continued with the following donations:

- Habitat for Humanity \$434
- Heifer International \$469
- NHCO \$619
- UU Partner Church \$735
- Association Sunday \$292
- UUSC \$529
- Orbis International \$303
- Pennies for Peace \$335
- Children's Memorial Fund \$538

- A Caring Place is scheduled for May 2011

The Board of Trustees and the members who worked on social responsibility and community service thank all of you who cared for and contributed to your neighbors, your community and your world. You live our principles. Thank you.

Sound System Team Annual Report for 2010-2011

The Sound System Team (for simplicity sake we refer to ourselves as “wranglers”) is made up of the following volunteers: Max Conaway, Paul Cox, Dennis Doubleday, Mark Draa, Pete Lundquist, Bill McAdams, Ed Rockman & John Brobst. We welcome volunteers; if interested please contact John Brobst (brobstjj36@consolidated.net) or talk to one of the wranglers running the sound apparatus any Sunday.

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

2010-2011 Fiscal Year

The team entered the fiscal year with a number of major audio problems. These problems related to sound shadow issues within the west room seating area. We employed a consultant for help in correcting the sound shadow problem. In addition the microphones, amplifier/recorder, CD player and wireless microphone were aged and in poor condition. Our more technically talented persons saw to the replacement of the inferior equipment and we are confident that the quality of sound has been substantially upgraded.

2011-2012 Fiscal Year

For the coming year several issues regarding repair to wiring, defective microphone stands, extension cables and microphone clips still need to be addressed. The budget that we requested has been approved and will allow us to correct these remaining problems.

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

Submitted by the Sound System Team
John Brobst
Coordinator

Stewardship Committee – Annual Report – 2011-12

Committee*: Carol Ballance(chair), Lynn Richards, Bob Delaney, Susan Cox, Janet McCall, Tassi Bisers, Mark Conway and Ed Rockman (advisor)

The main focus of stewardship is the annual canvas. This year we took a different approach, based loosely on Herb Miller's book New Consecration Sunday. The basic idea is that congregants pledge based on their relationship with God. Well we took a wide UU look at that. The theme of our canvas was commitment, what does being a Unitarian Universalist mean to you. We also liked Miller's idea that everyone pledges together on one Sunday. You accomplish that by getting everyone together for a catered meal connected to the service.

We held a special event for the financial leaders of the church and members of the Board at the Society for Contemporary Crafts. This was strictly a "Thank You" event; no pledges were solicited. Thanks to the generosity of Janet McCall and Ed Rockman there was no charge for the venue. We also had two generous families who paid for the appetizers. The committee members supplied the beverages. The invitations for the leadership event were done via email.

The main event, our Spring Fling Thing, was a wonderful, church-wide event. We set up to seat 176 people in the West Room, the tables were set up prior to the worship service. The room was really full but folks could get up and move around when they needed to. As a part of the worship service members were invited to fill out a pledge card. We raised \$211,000.00 in pledges in one day! (Unfortunately we didn't realize it was that much at the time.) The meal was terrific and a good time was had by all. Tassi Bisers deserves the lion's share of the credit for putting this together. The caterers, the committee and a few spouses worked hard too! There were only two glitches – we couldn't make coffee fast enough and we had an error in the Excel file. The committee wants to try this approach again, with improvements, next year.

The final amount for the pledge stands at \$213,685.00 for 2011-12. There have been some ups and downs to the total as guesstimated pledges became real pledges. This amount is a 7% increase over the previous year. Overall we gained 7 pledge units. We have 140 pledge units, 10 of those neither pledge or donate. The average pledge is \$1,751.15. The top 20 pledge units raise \$100,000.00, roughly half the total pledge! We are blessed that there are those with both the means and the commitment to make significant financial contributions. We are blessed that we all give what we can to make UUCNH the wonderful church it is.

*This was a terrific committee! My thanks to them for their hard work, dedication and support.

Carol Ballance

Sunday Services Team

Annual Report 2010-2011

2010-2011 continued to be a year of transition for Sunday Services.

At the start of the church year our members were: Vanessa Manz, Abby Vaughn, John Ballance, Inga Burton-Smith and Pete Lundquist. Denise Haver and Mark Conaway acted as co-chairs. Rev. Martha Munson and Mary Doubleday regularly attended meetings as professional members of the church staff. In September, Denise resigned as co-chair and Inga as member. Each cited personal personal commitments as the cause of their resignations. Vanessa Manz assumed the position of chair and Susan Cox rejoined the committee as secretary and advisor.

The following information will cover the period September 2010-August 2011 because our planning calendar spans the summer. At the time of publication, we are developing plans for late summer Sunday services.

We scheduled services from a variety of presenters:

Interim Minister Martha Munson developed and presented 25 services.

UUCNH members developed and presented 11 services (some yet to be delivered); these members included: Pete Lundquist, Vanessa Manz, Krishna Pendyala, Greta Porter and Paul Cox. Guest speakers presented eight services.

The Youth Group presented one service.

We are currently developing services for July and August, 2011.

Our average attendance was __, although data are incomplete and a few services were lightly attended due to numerous winter storms.

The Sunday Services Team benefits from the contributions of many individuals and groups within the congregation:

John Brobst continued as head Audio Tech Wrangler. He continues to recruit, train and schedule audio technicians for our services.

Paul Cox continued to recruit and train lay leaders. This year David Miles, Jan Hoeter, Priscilla Kleiner, Kathy Cypher and Ryan Gould were lay leaders. Their contribution assures that our services function smoothly and that the congregation is represented prominently in the service.

Ivan Baumwell recruited and maintained the schedule of ushers.

Members of the committee who functioned as service coordinators for special and guest services, devoted many 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.

Greta Porter delivered a service and presented the time for all ages in many services, which includes the children of the church in the service and helps them to take away meaningful messages.

The committee worked very economically purchasing only necessary supplies. We were able to secure several excellent guest speakers who were eager to speak for the opportunity to publicize books after the service during coffee hour.

Mark Conaway, Susan Cox and Pete Lundquist will end their terms on the committee and will miss their excellent contributions. We welcome new members Charlotte Moore, Fred Geiger and Sharon Pillar with whom we know will be enthusiastic and effective members of the team.

As of June 2011, Vanessa Manz will no longer be chair of the team, but will continue as a member. We will be seeking a new chair from the great group of members who remain on the c

Transition Team (TT) Annual Report

The Transition Team was formed in the summer of '09 to support our Interim Ministry. With the departure of our Interim Minister, we fold up our tents and ride off quietly into the sunset. However, before closing up shop, we would like to report on our observations and conclusions from our two years of working with the congregation and Martha.

In summary, the Team believes that we, the congregation, have made tremendous progress during our 2 year interim ministry, but that we must continue our efforts. We all began our efforts in the fall of 2009 with a series of congregational meetings, affectionately known as Meet and Greets. From these, Martha helped us to see many things about ourselves as a congregation. We reviewed our history, owned our past and set a course for the future. We recognized that “we are the stories we tell.” We said that many of the stories we have told about ourselves are no longer relevant or that we would like new stories to tell, stories that are positive and full of hope for the future. Our stories continue to evolve and change to fit the times.

Some of the things we have discussed are:

- The Church has had issues with defining who we are, theologically, and how big our “tent” should be. We continue to look for ways to ensure that all who embrace our principles and purposes feel welcome and wanted here.
- We have issues around conflict resolution and, in particular, what some refer to as *triangulation*, where two people in conflict involve other parties rather than resolving their issues directly with one another. In a typical situation, a church member has a complaint about a leader or minister. Instead of discussing the issue with the leader, the member talks to another member, possibly hoping that the second member will intervene on their behalf. The result is no resolution of the issue and frustration on each person’s part. Martha has observed that triangulation is rampant in our congregation. The TT believes that reducing or eliminating these behaviors will go a long way to helping us resolve conflict
- We need to better recognize and support the work of our leaders. We must realize that the election of a leader is a statement of trust and that, therefore, we must give them the trust they need to do what is right on our behalf and truly fulfill their leadership roles. In the past year, many of us in the congregation, including the Board and the TT, have worked to change leadership styles at UUCNH. We believe that much progress has been made, but we must continue to express our confidence in and appreciation of our leaders and the fine work they do. We must also encourage our leaders to avoid the twin traps of micromanaging church operations and committees and of being micromanaged by congregation members.
- We have had some rocky roads with past ministers. As a congregation, we have recognized that this is not a healthy pattern and we are working to effect change. Our Ministerial Search Committee was committed to finding a minister who not only had the paper credentials to minister to the congregation, but one with whom we could develop strong and lasting relationships. As the Committee expressed it, we wanted a minister we could fall in love with. As Scott Rudolph joins us, the TT hopes that congregation members will be

open to engaging with him in exploring meaningful, satisfying and healthy ministerial relationships.

We believe that much progress has been made in the past 2 years, but we recognize that only with ongoing efforts will we achieve the kind of congregation we all so fervently hope for. We encourage our congregation, including the Board of Trustees, the Committee Chairs and their committees, and all who care about our beloved community to continue the work started during this Interim Ministry.

Before concluding, I want to thank the congregation and the Team for affording me the opportunity to be so closely involved with this Interim Ministry. I would especially like to thank each member of the Team who served with me over these past two years. These are truly fine representatives of our congregation, hardworking people, and a pleasure to work with. As you can see, we went through our own transition from our first year to the second as Lou and Chuck moved on to the Board and Midge to Search. We were lucky to find Randy and Paul to step in.

2009 – 2010

Lou Bartolomucci
Chuck Berry
Beth Dutton
Joyce Kepner
Midge Miles

2010 – 2011

Beth Dutton
Joyce Kepner
Randy Minnich
Paul Smith

Ed Rockman, Chair – Transition Team, 2009 – 2011.

50TH Anniversary Committee

Early this year the 50th Anniversary Committee was formed by the charge of the UUCNH Board. The volunteer members are John Bernhard, Tassi Bisers, Sybil Baumwell, Brian Weller, Pat McGlone, John Brobst, Jeff Jones and John Ballance.

The committee at its first meeting decided that the charge to set up a celebration weekend was missing a great opportunity for UUCNH. We enthusiastically supported a year long celebration with the objectives of not only celebrating the history, founders and accomplishments of UUCNH, but also as way to attract interest from the local and greater community in our church.

The Celebration will begin on Sunday July 10, 2011 (July 9, 1961 first member signed the membership book) and end June of 2012. Celebration weekend will be April 2012, with a number of events and projects in between.

The committee looks forward to your participation not only as a celebrant, but also as a contributor of your talents.

John Bernhard

Chair

Bellwood Preschool

2010-2011 ANNUAL REPORT

May 2011

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 their day 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 visits on Thursdays, Miss Annette shares her yoga practice, and Miss Gayle awes the children with science. Several parents and teachers have stepped in to partner up with Chef Combo to demonstrate hands-on nutrition and cooking after the departure of Miss Carol earlier this year.

Bellwood's visitor program brought many guests to meet the children this year including the Gym bus, Franklin Park Fire Department, Deputy Jason and his talking bike, Princess Bluebonnet, Mother Goose, storyteller Margaret Hooten, Animal Friends, a member of the Pittsburgh Symphony Orchestra, and a "know your body" presentation from the Children's Museum. 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. In October, the Safar family donated an interactive musical show titled "Peanut Butter and Jam", that was attended by both BPS and UUCNH families. The Art Show themed "Bellwood 'hearts' Books" this year showcases the creativity and hard work of the children and the teachers.

Teachers and Staffing

We reluctantly said "goodbye" to Miss Carol at the end of January, when she moved with her family to Ohio. We enthusiastically welcomed Susan Flanders to the teaching staff. Before taking a few years off to raise her three daughters (all Bellwood alumni), Susan worked as a kindergarten teacher at Quaker Valley school district. 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% lead 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 as well as a part-time Treasurer, Joanne Scherer, who 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

The BPS parent Board voted to institute a flat "fundraising fee" for this school year on a trial basis. This was done in an evidence-based fashion after surveying families at the end of last school year, and finding that most families would rather pay a flat fee than sell items or participate in certain fundraisers. This system has worked well and received positive feedback from Bellwood families. We will continue to use this system for 2011-2012. Because families have asked, we have still offered Becky Thurner photography and held a "Mom's night out", as well as many social playdates for the children throughout the year. For the third year in a row, Mark and Janice Schiller, Building & Grounds Co-Chairs and owners of Pittsburgh Water Limo, donated river tours to serve Bellwood as a social event, and in turn will donate all proceeds to the school.

Bellwood's Fundraising Chairperson, Michelle Leavitt, has helped to streamline the transition from traditional fundraisers to a fee-based system.

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, Melissa Nelson and Susan Flanders, 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. This year, Melissa and Susan re-organized our numbering system for seller numbers, which has helped tremendously to reduce the amount of work for our volunteers at break down time. We also began a system of accepting UUCNH gift money from North Hills Community Outreach, which has gone smoothly and been a positive experience.

Enrollment and Tuition

2010-2011 enrollment remained full with 66 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.

Enrollment is full for the 2011-2012 school year. There is also a small waiting list. Tuition for 2011-2012 was raised slightly to remain competitive and enables the school to give the teachers a small raise, the first since 2008.

Our parent Registrar, Michelle Waldron, has done a fantastic job communicating with potential Bellwood families and current families. Although her youngest daughter will be going to Kindergarten next year, Michelle has volunteered to remain on the Board as our BPS Registrar.

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 updated interior lighting, painted the interior, replaced the exterior door to the furnace room, replaced a leaking faucet in the furnace room, installed a room divider in the sand room, replaced a broken window in the art room, installed shelving in the sand room, and repaired the perimeter fence. Areas that need to be addressed in the near future are: replacing exterior door frame of the sand room, exterior water line, interior carpet, and exterior retaining wall.

Cosmetic maintenance is always an area of concern as prospective families often see things that we do not. For this reason, as well as increased publicity, one of our goals this year is to update our sign at the entrance to UUCNH & BPS. We hope to work together to accomplish this goal.

Standard maintenance such as steaming the carpets, waxing the floors, and cleaning the building are ongoing expenses. Over 75% of fundraising proceeds go directly toward the school building including maintenance, improvements, cleaning, and the rental donation to UUCNH, leaving only a small portion for school supplies and activities. We are grateful for the continued use of the church facility for K-Kids, special events, meetings, office space, the annual Art Show and the KidStuff Sales.

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 blossom at Bellwood and in the world.

Respectfully submitted,
Julie Sciote and Sheri Lynch (Bellwood Preschool Board Co-Presidents)

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

Attendance

There were 70 members in attendance. This met the requirement for a quorum. Proxies were held by 24 of the members, providing a total of 94 voting entities.

Call to Order

The meeting was called to order by President Chris Hill at 12:45 pm.

Chris noted that we have seen many positive changes happen in our church over the past year, and that this year has brought renewed enthusiasm and increased growth. He also reminded us that we will soon get to celebrate the 50th anniversary of UUCNH.

Recognition

Chris recognized several people for their contributions to the church this year:

Diana Hull, Pat McGlone, and Karen Wood-Campbell, for their years of dedicated service on the Board.

Carol Ballance, for her successful church rental efforts on the Facilities Use Committee.

John Brobst and Jim Noel, for selling grocery cards, and for reminding us to buy them in such fun and ingenious ways.

Mary Ellen Johnson, for the many hours of time and services she has donated on the Finance Committee.

Greg Jarold and Susie Wood, for educating our 1st & 2nd grade OWL participants about families, their bodies, and birth.

Joe Meier, for his outstanding leadership of our best stewardship campaign ever.

Dennis Doubleday, for the many hours as Treasurer that he committed to keeping the church's finances in order. The work he was doing will be divided among three people in the coming year!

Jenny Butler, for her many contributions to the church, including service on the Board and in the Choir, and watering the plants. Jenny is moving away this summer to be with her husband, and she will be missed.

Paul Cox then recognized Chris Hill for his wise, intelligent, and energetic leadership as President of the Board and of the Congregation.

Approval of the 2009 Annual Meeting Minutes

Jenny Butler suggested that for consistence, we should add Kuntz after Kurt under 2008-2009 Annual Operating Budget.

There was a motion made by Sue Broughton and seconded by Ivan Baumwell, to approve the 2009 minutes as corrected. The motion was unanimously approved.

Chris Hill asked for a motion to allow the Board to review the 2010 minutes within a month, while the information in the minutes is not such a distant memory. The motion was made by Brian Weller and seconded by Dori Depp. Ivan Baumwell thought this allowance to be superfluous, since the vote to approve the 2010 minutes would not occur until the 2011 Annual Meeting, regardless of timely review. The motion passed.

Election of the Board of Trustees

The following candidates for three year terms on the Board were on the ballot:

Matt Ferry
Joe Meier
Pam Weaver

Chuck Berry was on the ballot to serve the remaining two years of Jenny Butler's term on the Board.

Election of Nominating Committee Members

Nominating Committee Chair John Ballance recognized the outgoing Committee members Sue Duda and Bob Turley, remaining members John Ritzert and Ed Rockman, the Transition Team, our Director of Lifespan Faith Development Greta Porter, and our Interim Minister Reverend Martha Munson for their commitment to move the church forward in a positive direction.

New Nominating Committee members on the ballot are:

Denise Haver
Kathy Ke

Committee Chairs

New Committee Chairs chosen by the Nominating Committee for approval include the following:

Adult RE - Midge Miles
Building and Grounds - Hal Turner
Children & Youth RE - Kristilee Williams Palowitch
Finance - Mary Ellen Johnson
Stewardship - Carol Ballance
Sunday Services - to be determined

John Ritzert expressed concern that some of the Search Committee candidates were also chosen to be Committee Chairs, and questioned whether they would be able to perform both duties. Pete Lundquist made a motion to accept the nominees presented for election to the Board, election to the Nominating Committee, and appointment as Committee Chairs. Susan Cox seconded the motion, and the motion carried.

Authorization of a Committee to Search for a Settled Minister

Ivan Baumwell made a motion that we authorize the formation of a Committee to Search for a Settled Minister, and Paul Cox seconded the motion. Hal Dixler asked if there are any guidelines set for number of members and how many of those members are to be elected by the congregation. Chris Hill answered that the Board decided based on Rev. Daniel Budd's input that there should be seven members

on the Search Committee. The Board further decided that it would be beneficial to have five of the members elected by the congregation, with the two remaining members chosen by the Board to ensure diversity of the committee. John Ballance then moved to amend the motion to explicitly state that we authorize a committee of five elected and two Board-appointed members to search for a settled minister. Sue Broughton seconded this motion, and the motion carried. Ivan Baumwell moved to call the question, Pete Lundquist seconded. Sue Broughton pointed out that had Ivan not moved to call the vote, we could have proceeded directly to the vote in question, without having to vote on whether we could vote on it. The motion carried. There were no nominations from the floor.

Search Committee nominees on the ballot include:

John Ballance	Midge Miles
Paul Cox	Diane Robertson
Dorinda Depp	Rachael Smart
Diana Hull	Hal Turner
Kurt Kuntz	Brian Weller

Approval of the 2010-2011 Budget

Mary Ellen Johnson entertained questions about the proposed budget from the floor. Diane Robertson asked if there were allowances in the budget for expenses related to Arts in the Autumn. Mary Ellen replied that these expenses could come out of the budgeted operating expenses. Bob Turley asked about Search Committee expenses, and Mary Ellen referred him to the Search Committee expense item budgeted at \$8000. Dori Depp relayed a concern of Marsha Albright that we had no money budgeted for training, or to send anyone to General Assembly. Mary Ellen stated that although the Finance Committee is sensitive to these needs, there were other priorities for this budget. Carol Ballance informed us that the UUA provides discounts for Board Presidents and past Board Presidents. Brian Weller mentioned that he will be attending the General Assembly next month, and that the UUA's reduction in the number of delegates will be a major issue at the Assembly. Sue Broughton referred us to UUWorld for a decent overview of the downsizing plan. John Ballance emphasized the need for training of new Board members, and Chris Hill said that our District Executive Joan VanBecelaere is a good resource for new Board members. Kurt Kuntz thanked the Board and the Stewardship Committee for funding our Fair Share.

Sue Broughton made a motion to approve the 2010-2011 Budget, and Ivan Baumwell seconded the motion. The motion passed.

New Business

There was no new business, but during the time the congregation was waiting for the votes to be counted, Chuck Berry recognized Paul and Susan Cox for their leadership of the Sunday Services Committee. Also, Dennis Doubleday explained the division of responsibility of the incoming Treasurer. Susan Cook, the church Office Assistant, will handle most of the accounting responsibilities. Sue Duda, the incoming Treasurer, will handle finance-related concerns, and Karen Wood-Campbell will act as Assistant Treasurer when Sue is traveling. Dennis will continue to oversee the Capital Campaign, since it will be ending this year and would be more trouble to transition to someone else.

Election Results

Matt Ferry, Joe Meier, and Pam Weaver were elected to serve on the Board for three year terms. Chuck Berry was elected to serve Jenny Butler's remaining two years on the Board. Denise Haver and Kathy Ke were elected to serve on the Nominating Committee. The Settled Ministerial Search Committee members elected were: John Ballance, Paul Cox, Diana Hull, Kurt Kuntz, and Midge Miles.

Adjournment

The motion to adjourn the meeting was made by Ed Rockman, seconded by Susan Cox and unanimously approved. The 2010 Annual Meeting adjourned at 1:45pm.

Unitarian Universalist Church of the North Hills
Minutes of the Special Congregational Meeting
April 17, 2011

Minutes taken by Board Secretary Ron Smart.

Ron reported a quorum to Board President Lou Bartolomucci, and the meeting came to order at 12:39pm.

Lou welcomed the congregation, and announced that the meeting had one order of business, namely to vote whether to call Scott Rudolph as Settled Minister. Matt Ferry moved that UUCNH call Scott Rudolph to be our Settled Minister, and Denise Haver seconded the motion.

Dale Newman asked if when we voted to call Scott as minister, would we be voting on a package deal, with compensation, etc. Lou answered that the details of the minister's compensation have already been voted on and approved, so we are voting only on whether to call Scott as our minister.

Members of the Board of Trustees collected and counted the ballots. There were 109 members signed in, including 25 valid proxies. There were 109 votes and two blank ballots, which were suspected of being extra.

The results of the vote were unanimous, with 109 "yes" votes, and Scott Rudolph was called as UUCNH's next Settled Minister.

At 1:08pm, Pete Lundquist moved to adjourn. The motion was seconded and approved, and the meeting was adjourned.