

# **Annual Report of the Congregation 2016-2017**

**Unitarian Universalist Church  
of the North Hills**

**May 21, 2017  
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[www.uucnh.org](http://www.uucnh.org)**



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## **OUR MISSION**

By building a loving religious community that  
nourishes the spirit,  
celebrates life, and  
cherishes the connectedness of all things,  
We will transform ourselves and our world. (adopted 5 / 2012)

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

2017 Annual Congregational Meeting

May 21, 2017

12:30 pm

### **Agenda**

- Chalice Lighting and Invocation
- Call to Order
- Approval of Congregational Meeting Minutes—May 2016 & January 2017
- Presentation, Discussion, and Vote on Proposed Budget—Finance Committee
- Board and Leadership Development Team (LDT) Nominees
  - Presentation of Nominees from LDT
  - Call for Nominations from the Floor
  - Vote
- Presentation from the Governance Task Force
  - Discussion
  - Vote
- Report from the Interim Minister Search Committee
- Recognition of Outstanding Service
- Call for New Business
- Extinguishing the Chalice
- Adjournment

## **SLATE OF 2017 NOMINEES FOR UUCNH BOARD OF TRUSTEES:**

As a result of a resignation and the recently approved reduction in the size of the Board from 9 to 7 members, there are two Trustee positions to be filled this year. These positions are to be filled by election by the Members at the Annual Congregational Meeting as stated in the Bylaws: each for a term of three years. The following people have been nominated by the Leadership Development Team and have agreed to serve if elected. Following the current practice of the Board and its charge to the Leadership Development Team, LDT has identified one of the nominees for Trustee to serve on the President's Track [serving as Vice President in the first year, President in the second year, and Past-President in the third year]. The Congregation's approval of that candidate will serve as an advisory to the Board of their preference for Board leadership.

### **For Trustee, 3-year term (President's Track) – Susie Wood**

Susie has been a member of UUCNH for 13 years. During her time here, she has been an outgoing and enthusiastic participant in many activities at the Church. Susie is known for her high-energy level and her positive outlook on life. A partial list of her many activities includes the following:

- Coming of Age mentor - Participated (with daughter Ana) in play group
- Taught Religious Education, including OWL
- Active with Stewardship and Membership (now Connections team) committees
- Coordinating Green Sanctuary effort
- Member Systemic Change team and Craft group
- Attended Summer, Winter and Fall Institutes
- Participant in meditation group

### **For Trustee, 3-year term – Don Nelson**

Don Nelson and his wife Melissa have been active members of the Church for several years, since discovering us while their children attended Bellwood Preschool. Many in the congregation first got to know Don as a very able lay leader for Sunday Services. Don, a self-proclaimed and proud geek, currently serves among the UUCNH Audio Wranglers as a technician. Additionally, Don is excited to be an advisor for our growing Youth Group, from whom he learns as much as he hopes they learn from him. When not fiddling with microphone cables in the West Room, Don is an Electrical Engineer at Nokia.

## **2017 NOMINEE FOR UUCNH LEADERSHIP DEVELOPMENT TEAM**

The Leadership Development Team consists of five elected Voting Members serving in staggered 3-year terms. One open position on the Leadership Development Team is to be filled this year by election at the Annual Congregational Meeting as stated in the Bylaws.

### **For Leadership Development Team Voting Member, 3-year term - Sandy Faulkner**

Sandy Faulkner, who is currently filling out the unexpired 1-year term of a resigned LDT member, has been nominated by the Leadership Development Team to a full three-year term as provided for by the Bylaws and has agreed to serve if elected. Sandy joined the church in 1982 and placed her energies with the religious education committee. She taught Sunday School each year, lead the youth group, and taught About Your Sexuality (the predecessor to Our Whole Lives). After a break from church when weekends were spent in the mountains, she returned to the church teaching 'Dealing with Difficult People' and 'Goal Setting'. She is the leader of the church sponsored ukulele group and chair of Helping Hands.



## PRESIDENT'S REPORT

It has been my pleasure to serve as President of the Board of trustees this past year. Over the years, I have found that each time I participate in the life of the church, it deepens my connections with this community. So it has proven true with this position. It would be unfair to neglect to mention that the pleasure I have derived from serving as President is due to the incredible people with whom I work. This includes my fellow Board members and *especially* our outgoing Board members, Joyce Kepner, Randy Minnich, and Dennis Doubleday, to whom I owe special thanks for providing such wonderful role models and exemplars of hard work and dedication. I would be remiss if I failed to cite the gentle guidance and wisdom provided by our faith leaders, Rev. Scott Rudolph and Interim Director of Lifespan Faith Development (DLFD), Jennifer Halperin. Last, but not least, our church would not be what it is without the contributions of our paid staff, including our office administrator, Lynne Ferrari, our choir director, Mary Doubleday, and our pianist, Nick Tiberi.

With each passing year, we try to get better at doing what is important to us. That, of course begs the question, "what is important to us?" Fortunately, several years ago a Visioning Task Force helped us figure that out for ourselves by looking at the data collected by the Threshold Congregation Team. The results of their efforts were distilled down to three Focus Areas including 1) Helping to create a more just, caring and sustainable world, 2) Deepening our connections with one another, and 3) Inviting and welcoming others into our community. The Board has been working, through our committees, to further our progress in each of these Focus Areas. This will be an ongoing project.

The effort to make our church a Green Sanctuary, led by Susie Wood, will be very much like the effort we went through to become a Welcoming Congregation. It will be a multi-year project and ultimately change the definition of who we are. Green Sanctuary is a Unitarian Universalist Association (UUA) program that is designed to guide congregations on a path of assessment and discovery followed by action related to environmental justice and battling climate change. The Green Sanctuary program is an opportunity for congregations to engage in an in-depth review of the church's activities related to the last of our seven principles: "Respect for the interdependent web of all existence of which we are a part."

The Governance Task Force has worked diligently over the past several years to develop a structure which will enhance the efficiency and effectiveness of our governance. The GTF has made every effort to seek input from the congregation and has continuously tweaked their organizational chart to culminate in the model to be presented and voted on at this Annual Meeting. The move to shrink the size of the Board from nine to seven members was an outgrowth of their efforts as well.

We were sorry to say, “goodbye” to Greta Porter, our long-tenured DLFD, who retired last year. Jennifer Halperin was called to be our Interim DLFD and she has done a great job at keeping the momentum going in our adult and children’s faith development programs. Next year we will be forming a search committee to recruit a settled DLFD. I can think of no better way to honor Greta’s legacy of service to our church than to go through process the way in the responsible way we have done to ensure the continuance of our excellent adult and children’s programs.

That brings us to Scott. Rev. Scott Rudolph announced his and his family’s decision to move to Bend, Oregon where he will continue his UU ministry and continue his personal and professional development. The Board joined the congregation in surprise and grief at the news. After getting over those emotions, the Board, with the approval provided at the 4/23 special congregational meeting, has worked to recruit an Interim Minister. At the time of this writing, a packet has been submitted to the UUA and we should be well on the way in the process.

None of what has been accomplished could have been done without the success of our stewardship program. No one deserves our gratitude any more than Lou Bartolomucci for her years as Stewardship chair. This year has been her tour de force. We set a record for the amount of money pledged and I don’t know if we have ever come as close to getting the pledge amount to our pledge goal. This financial strength, aside from reflecting on the commitment of our dedicated members, will help us achieve our goals, support our programs, and help us in our efforts to recruit a settled DLFD and an Interim Minister.

There has been a lot that has gone on at UUCNH this year. There will be a lot going on next year. I have every confidence that we will continue to thrive, to no small degree, because of who next year’s president will be. Robyn Travers has done a great job in her leadership roles before joining the Board and has done a great job in her roles on the Board including the head of the Committee of Chairs and on the Personnel Committee. Your Board will be in very, very good hands.

With Gratitude,  
Ivan Baumwell—President, UUCNH Board of Trustees

## MINISTER'S ANNUAL REPORT TO THE CONGREGATION

Writing Annual Reports is always fascinating. September was a long time ago. As I begin to reflect on all that our church has accomplished during the year, I often find myself thinking, "Was that this year?" or even sometimes, "Oh yeah! I forgot that happened!" We pack a lot in to a church year and that is how it should be. Over the past years, our church has committed a great deal of time and energy to building foundations and forming internal structures that would support the church. We created a mission statement, a covenant, and had a visioning process. We implemented C.A.R. (Charge, Authority, and Responsibility) documents to help create clarity for our teams and committees. We created focus areas that would guide our work. The board began looking to our institutional needs and empowered teams of the church to "go for it." In October, I remember looking around the church and witnessing how it seemed everything was burning bright and pushing forward in a different way. All the work we had previously done was now supporting the work and life of the church and the affects were clear to see.

For many reasons, this has been a difficult year. This is an important time to be a church. In times of uncertainty and hurt, members, friends, and newcomers are coming to our congregation because they know that in our community and in our values they might find a little comfort, companionship, or hope. We are up to this. No doubt the last election and the discontent in our country and world will shape our church work in the years to come. This is an important time for us to stand up for Unitarian Universalist values. I am grateful UUCNH is here.

Our board has led well and worked hard this year. They have earned our appreciation. As I consider the work they did on behalf of the members of our congregation, I can see that they led by example by their presence in our community and with their efforts. Ivan Baumwell provided strong, clear, and thoughtful leadership to our board this year. He was intentional about our time together being productive and relational. If you see any board members, thank them. They have it coming.

We welcomed Jennifer Halperin into our church this year as our Interim Lifespan Development. She immediately stepped in to begin our church year Sunday classes and launch our Covenant Circles program. Alongside our Children and Youth Faith Development Team (led by the amazing Melissa Nelson), our program continued nurturing the minds and hearts of our younger generation as well as for our young families. With our Adult Faith Development Team (led by the stupendous Stephen Fuegi) our adult program not only continued but created new opportunities for our faith journeys. In the coming year, Jen will help guide our congregation as you envision what the future of our Faith Development program might be. Personally, I will say it has been a joy to work with Jen. She brings professionalism, enthusiasm, and curiosity to her work.

We are so fortunate to have her contributing her expertise into the life of our congregation.

Lynne Ferrari, our Office Administrator, has continued offering her skill and talent to our church. It would be fitting if every member of our congregation send an email to [office@uucnh.org](mailto:office@uucnh.org) that simply said two words: Thank You. A lot of her work is seen regularly in our church communications. But so much of her work is unseen. Lynne has helped to define how our office can work in a productive and clear manner. And, she is a wonderful person to have representing our church throughout the week.

As always, the highlight of our time together has been Sunday mornings when we gather as one community. The time from 10:15 to 10:30 a.m. is my second favorite time of the week as people begin to come through the doors in numbers. (My favorite time of the week is around 10:45 when the kids come forward for the Time for All Ages.) Our choir offered us such a range of music to enjoy under the direction of Mary Doubleday. Mary has a great talent not only for leading our choir, but for bringing creativity to the anthem selection. I always appreciate the time that Mary and I spend together as she brings to envision who to bring the message of any given Sunday to life through music. And what music we heard this year coming from our piano from our pianists Nick Tiberi and Hal Dixler. They each bring such talent to our ears each week. We are so fortunate to have them and to receive their gifts week after week. Sunday morning wasn't the only time we gathered. We also had a year of our monthly Gather the Spirit vespers service. Attendance was up this year and we created a meaningful space to hear from one another and create a song, word, and stillness.

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

Through our Visioning process, the clearest idea was that we wanted to move our church toward justice. Our Systemic Change Team is working... they are both working hard and they are working effectively. If you want to know how our church has made this transition to living out our values, it has been through the leadership of Carol Ballance (with Tassi Bisers, Sue Broughton, and Ron Smart). This year saw our voting to work toward being a Green Sanctuary (led by great enthusiasm by Susie Wood) and they have been on fire! We held Sacred Conversations on Race and hope to integrate this work into the community and into the church. This is an area where we can go deeper and challenge ourselves more. I was blown away but not surprised by the congregation's support in sending me to Standing Rock. We were able to get me there and raise about \$2000 above that to support the cause. Often on Sunday mornings you could find

members of Systemic Change with clipboards offering us a chance to have a voice. We continued to support The Pennsylvania Interfaith Impact Network. NORTH has been organizing interfaith Friendship Dinners post-election. We now have Stephen Fuegi on the board of UUPLAN (UU PA Advocacy Network). And then there are the marches, letters, yard signs, and other ways we try to make noise.

Thank you, Lou Bartolomucci. She led our Stewardship Team (what a team!) over the last years with great care. Our congregation responded and we are a financially healthy congregation supporting an aggressive budget annually. We can dream all we want, but if we can't support it with through our resources, then we can't do it. So really, this is a thank you to each and every member who contributes your money to our church.

One of the places that money goes is to care for this beloved barn. Do you know who else cares for this barn? Ron Smart! Our Buildings and Grounds chair. I will simply say, you have no idea how much he has done. And he has done a lot...

I can't list every activity or leader here, but our church is full of them. Just read through the rest of this annual report to understand all the things this church does. Indeed, this place is full of life. And we are brought to life by the members and friends who contribute their time and energy. Nothing just happens at church. It happens because of you. All of us together make this tapestry. I am grateful for all the work, seen and unseen that makes this community what it is.

In April, I announced to the congregation that I my ministry with UUCNH will be concluding at the end of this year. There will be time for good-byes and remembering at another time. Here I will just say that serving this church has been one of the great joys of my life. I have learned so much. I have laughed and cried. I have understood what it means to be a part of a church over time. I will be forever grateful to the people of this place for the way in which you shaped my life and for the work we did together. The kindness shown to me and my family throughout these six years has been the kindling for my ministry. And as I watch the church begin to move into the next chapter, I am heartened by the confidence and strength that this healthy church rightfully proclaims. Our time together has been a joy. The future holds great things.

With so much love,  
Scott

## **RECOMMENDATIONS BY THE GOVERNANCE TASK FORCE OF THE BOARD**

### Governance Task Force (GTF) Annual Report

GTF has had a busy year aiming at a hoped-for start to the implementation of our recommendations this summer. We have been working to flesh out the details of our recommendations. Based on input we have received, we have also tweaked some of the details. We hope our recommendations will be easy to understand and straightforward to implement. At the same time, we have continued to communicate frequently with the Board and the Congregation about our activities and recommendations. There have been frequent updates in the Intercom. We have held information sessions for the Board and for the Congregation as a whole. Our Governance Task Force page at [uucnh.org](http://uucnh.org) (under the Members' tab) has several documents that provide information on our recommendations, including a revised organization chart.

A major thrust of our efforts has been to separate ministry operations from the Board. This will allow the Board to concentrate on governance (including finance and facilities) and policies. The Board has been taking steps in that direction over the past several years, so our recommendations represent a natural evolution to what many refer to as a Policy Governance model. We have been using *Governance and Ministry: Rethinking Board Leadership* by Dan Hotchkiss (Alban Institute), a UU Minister, as a guide in our thinking. The 2<sup>nd</sup> Edition of the book, in paperback, is available from the UUA book store for \$20. There are copies of the 1<sup>st</sup> Edition on sale on the Internet for as low as \$2 (paperback). There is also Kindle version of the 1<sup>st</sup> Edition. We heartily recommend this book if you are interested Church governance.

A major recommendation we are making is to revisit the new structure periodically after implementation. Doing that will allow for input from both our Interim and a new settled minister as they work with our new structure.

GTF is proceeding to implementation during the upcoming Church year, beginning this summer. We presented our proposals to the Board at its April meeting. The Board has agreed to propose the following motion at the Annual Meeting:

Moved that we approve the implementation of the organization structure as defined by the organization chart proposed by the Governance Task Force dated: 4/18/2017

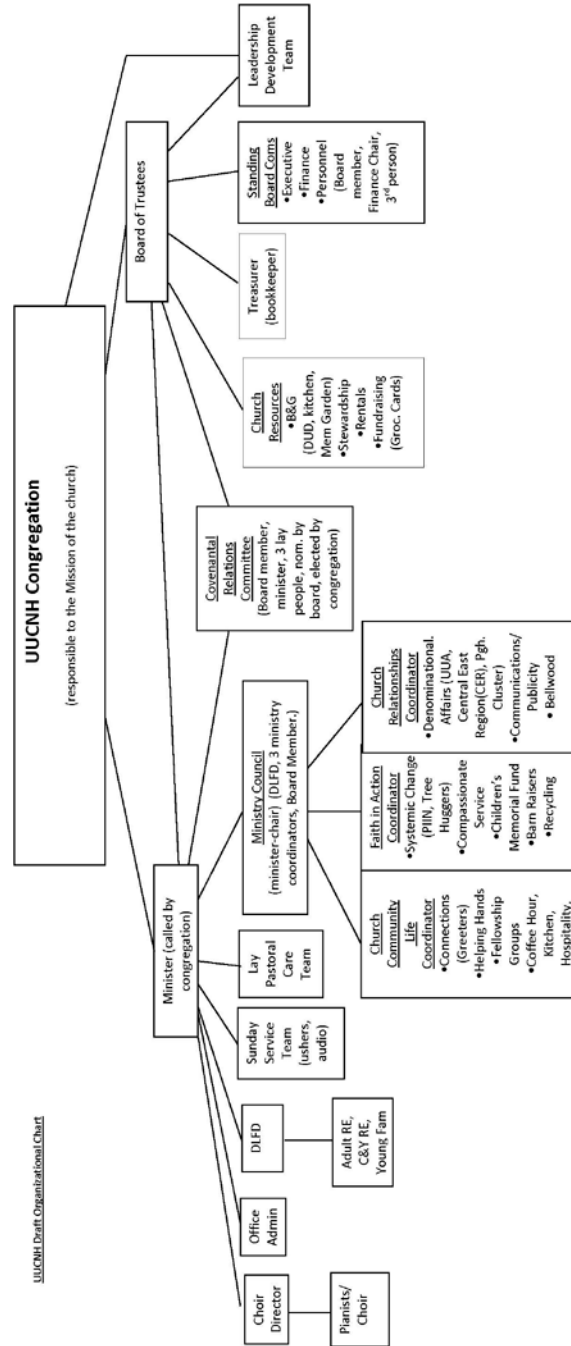
As always, we welcome your questions, comments and suggestions for change. Please approach any one of us. We'd love to interact with you.

GTF- Joyce Kepner, Sue Broughton, Bob Delaney and Ed Rockman, Scott Rudolph, ministerial consultant.

## UUCNH CONGREGATION ORGANIZATIONAL CHART

April 18, 2017

UUCNH Draft Organizational Chart



DRAFT – April 18, 2017

Assignments of Teams and Committees are examples to provide context and may change in the future as approved by the Ministry Council for Ministry Teams and the Board for Committees.

## **DIRECTOR OF LIFESPAN FAITH DEVELOPMENT REPORT**

UUCNH is finishing up the first of two years with an interim Director of Lifespan Faith Development (DLFD). I knew I had “big shoes to fill” as my predecessor served this congregation faithfully, professionally and lovingly for 17 years. Fortunately, I had the pleasure of serving with Greta Porter collegially over about as many years on the District RE Committee, in Pittsburgh cluster youth activities, and most recently in our continental and LREDA chapter leadership. And while I did not know UUCNH personally, Greta often sang your praises, and I knew she was determined to have a positive departure and have everything in order before she left.

This interim period before a settled DLFD is hired offers the congregation some breathing room to look back at faith development programs and opportunities over the years and, taking the balcony view, reflect on what you see and have experienced. It is a chance to have someone with fresh eyes and seasoned perspective help you think about how your mission and priorities as a Unitarian Universalist faith community are supported and encouraged by the experiences that are offered here. And it is a time to think about where you want to place your priorities going forward and what leadership skills and experience are important to realize those priorities.

### **ADULT FAITH DEVELOPMENT**

Stephen Fuegi served as the chair of Adult Faith Development (AFD) team. This has been a year of defining and developing a framework for Adult Faith Development based on congregation’s mission and three areas of focus. Those three areas are: Building Community within the church, connecting with the Broader Community and Supporting the Social Justice mission of the church.

We worked together on developing conceptual tools for facilitators and program participants to encourage them to see how their specific programs fit into the overall mission and vision of the church. We were particularly interested in how AFD offerings align with the mission of the church and how AFD planning teams could refer to mission and vision and those focus areas determined by the congregation to achieve a balance of program activities of the church.

We are excited to share the conceptualizations of these three focus areas into programming with the facilitators and get their feedback in the weeks and months to come. Much kudos to Steve for this great work – for his ability to both imagine and to practically apply what the congregation aspires to programming. We welcome anyone who is interested to contact Steve or me to become part of it!



This year AFD offerings included:

- A. Affinity Groups: collective facilitation and content development. These included Christian Perspectives, Humanist Discussion Group, Men's Group, and Sisters in Spirit.
- B. Classes: content produced by facilitator, team planning group, or third party. These included Jesus Discussion Group, PSI (Philosophical and Spiritual Insights) Group, Transgender Inclusion Class, and Faith and Justice Wednesdays and Sacred Conversations.
- C. Spiritual Practice Groups: These included Dance Jam, Meditation Group and Covenant Circles.

### **Covenant Circles**

This year's small group ministry program gathered for readings and reflection around the month's preaching theme. Rev. Scott prepared session guides and distributed them to each circle's co-facilitators. There were four Circles of 6-8 people. There was a facilitator training in October.

#### **Christian Perspectives Group (from Edie Swihart):**

We've had good attendance this year with 8-14 people and an average of 11. Two new people have started coming, and in most classes, every person present adds something to the discussion at some point. We will not go on a summer hiatus, but will probably not meet at least one of the summer months, TBD. Led by Edie Swihart and Joe Meier.

#### **The Humanist Discussion Group (from Dick Myers):**

HDG has met most months since June of 2016, is perhaps best described as an affinity group whose members are free to discuss a variety of intellectual topics that may or may not have any direct correlation with UUism. Attendance has typically been about a dozen. Topics discussed to date include: The "Grand Inquisitor" chapters out of "The Brothers Karamazov" by Dostoevsky; "The Moral Mind" by Jonathon Haight; "Science Fiction" as a source of one's world-view; Varieties of Humanism and Humanist thought; A critique on the limitations of Humanism, written by a UU minister; "We are all cognitive misers" – sources of cognitive bias; Gestalt Therapy and its relationship with Humanism

For May, we plan to discuss: "Environment: what are the priorities, what are the trade-offs, and which are feasible?"

The role of the principal facilitator is coordination and communication. Topics are suggested by members of the group, and are often facilitated by the person who made the suggestion. The group will continue to meet so long as attendees continue to express interest and suggest topics.

### **Jesus Discussion Group (from Tony Palermo):**

This year we moved from the Apocryphal Gospels [Thomas, Mary, Judas, others] to the Historical Existence of Jesus to the “genuine” sayings of Jesus to the Resurrection [last time] and Deification [next time]. Attendance has averaged 7-10 people per session. Very enthusiastic bunch!

### **Philosophical and Spiritual Insights (from Tony Palermo):**

Major topic this year was the Mating Mind, Darwin’s theory of Sexual Selection and its impact on human development, both physical and moral. This theme will be continued next time with Primatologist Franz De Waal’s research into the origins of morality in human and simian ancestors. Attendance has averaged 7-10 people per session. As with JDG, very enthusiastic attendees.

### **Meditation Group - Sue Luebbert, leader**

This year the Meditation Group met on Tuesday evenings from September through May, running either every other Tuesday or, in March, every Tuesday for a particular practice series. Their practice varies and they welcome newcomers and regular attendees to come early for a cup of tea prior to meditation. They had 7-8 people on any given Tuesday.

### **Dance Jam**

Rev. Scott led this once a month event with the occasional guest play list. People enjoy moving creatively to a variety of music.

### **Library – Julie Kant and Midge Miles**

Julie and Midge have been working all year to catalog and prepare new books for circulation. There are excellent and timely acquisitions to inform you about historical Unitarian Universalism up to current UUA common reads.

Our library shelves have been culled - less is more when finding appealing books on the shelves. Julie and Midge have been cataloguing our tomes with a program called Library Thing. You are always welcome to borrow a book or two.

### **Men’s Group – Hal Dixler, Coordinator**

Sunday monthly sessions draw a good crowd and facilitation is shared by participants, although it is sometimes difficult to find volunteers to select a topic. Tuesday evening open sessions draw a very small group.

### **Sisters in Spirit – Michelle Broge-Connor and Rachael Smart, Coordinators (submitted by Rachael Smart)**

Sisters in Spirit is finishing up its sixth year and continues to go strong with over twenty women on the roster. The group opens to new members in January and July and is focused on spiritual, intellectual, and emotional growth, as well as creating ties with other women. Each month, a different member presents a topic

of their choice, resulting in a wide variety of topics and styles that are very diverse both in substance and in delivery - it is always very refreshing and engaging! The group approaches each meeting with an open mind and respectful understanding that each of us has something worthwhile to contribute.  
 THANK YOU to all facilitators and coordinators!

### **FAMILIES**

Our Families Group aims to appeal to a wide range of ages with a variety of activities. When possible we work together to provide support to a local charity. Some of the activities have included:

- \* a picnic at North Park (which we are hoping to turn in to an annual event). We collected food for North Hills Community Outreach.
- \* a Halloween party.
- \* an ice cream social which raised money for the Foster Love Project.
- \* bowling.

Activities are scheduled bi-monthly.

Carla Bickel, Families Group Chair

### **CHILDREN AND YOUTH FAITH DEVELOPMENT**

<b>Registration and Attendance Data 2016</b>							
	Registrants				Registrants		
Class	Sept16 - Jan17	Avg. Attendance	%	Class	Feb17 - Apr17	Avg. Attendance	%
N	13	5	38%	N	13	5	38%
PK/K	11	15	136%	PK	11	7	64%
	9		0%	K	9	4	44%
1 - 2	13	9	69%	1-2	13	8	62%
3-4	16	9	56%	3-4	16	7	44%
5-6	11	7	64%	5-6	11	6	55%
7-12	14	11	79%	7-12	14	11	79%
TOTAL reg.	87	56	64%		87	48	55%
OWL 5-6	11	10	91%		11	10	91%
OWL 7-8	11	10	91%		11	10	91%

Melissa Nelson took the reins of the Children and Youth Faith Development team and picked up where Robyn Travers left off. This team is comprised of class coordinators of every age level including Youth Group plus the coordinator of the Families Group. We met monthly. Melissa and I met separately twice a month to plan agendas for the team meeting and to collaborate on special projects and worship planning. Thank you Melissa for your capable leadership and positive attitude...you are a great role model!

### **New Pennsylvania Laws**

Every volunteer who works with children and youth has obtained Act 33/34 clearances and is up to date. As of July, 2016 they need to be renewed every 5 years.

### **Summer Camp for Kids**

We had no Summer Camp for kids in the summer of 2016 due to lack of enrollment, despite enthusiasm and careful planning. Thank you to those who put time and energy into trying to make it happen! This summer, after surveying families, we are opting for Sunday morning programming for nine Sundays.

### **Teacher Training and Support**

In September, our Religious Education volunteers for children and youth began the year with a Saturday morning teacher training. In January, we had a Saturday brunch that was well attended and allowed teachers to regroup and plan after the holidays.

### **Pageant**

Our holiday pageant this December had a Winter Solstice theme. It was well received and all ages were represented in the service. Thank you to all the teachers!

### **Stewardship Sunday Open House**

The Religious Education Open House during Stewardship Sunday successfully brought many congregants to our classrooms to learn what our children and youth do in their classrooms thanks to refreshments in those rooms. Congregants had a chance to chat with teachers and children to learn about our religious education program.

### **Sunday Morning Faith Development**

#### **Nursery**

Attentive childcare is provided for our youngest children during Sunday Services. Volunteers: Dawn Lindsay (coordinator) Kristin Clarke, Mark Swihart, Amy Terrizzi

Paid childcare givers: Katy Swidal, Victoria Robertson

#### **Preschool/Kindergarten\***

Curriculum: *We are Many, We are One*

Children begin to identify as Unitarian Universalists as they learn about themselves, their church and their world.

Volunteers: Jen Suehr (coordinator), Katie Smith, Pam Weaver, Abby Vaughn, Becca Shreckengast, Katie Smith

\*In February we split the Kindergarteners out for their own class due to overcrowding. We used the Bellwood Kindergarten room across from the Nursery.

### **First-Second Grades**

Curriculum: *Spirit Play*

Spirit Play is a Unitarian Universalist religious education program fashioned from Montessori teaching methods. Children are warmly greeted by an adult doorkeeper. A trained adult storyteller presents a story in a prescribed way to foster children's wonderings, encouraging them to discern their own meaning from the story. Stories this year related to our Unitarian Universalist sources.

Volunteers: Laura Patton (Coordinator), Tom Pichieri, Diane Goodwin, Jenny DeMann, Justin Weinbaum

### **Third-Fourth Grade**

Curriculum: *Our Judeo-Christian Heritage, Spirit Play Style*

Children learn about our UU History and Heritage interspersed with stories from the Hebrew and Christian scriptures. Wondering questions help children share their understandings.

Volunteers: Allyson Zadnik (coordinator) Kip Ruefle, Erin Wick, Erin Terrizzi and Andy Zadnik.

### **Fifth-Sixth Grade**

Curriculum: *Amazing Grace*

*Amazing Grace* is a UUA Tapestry of Faith ethics curriculum that helps youth learn right from wrong while affirming their UU values.

Volunteers: Rebecca Hovermale (coordinator), Ed Patton, Tony Palermo, Bill McAdams

### **Youth Group for 7<sup>th</sup> and 8<sup>th</sup> Graders and High School Youth**

The Youth Group is thriving this year thanks to the leadership of their advisors, (some who have taken UUA training on "Components of a Healthy Youth Group"), who know that a successful youth group has balanced programming that includes fun/fellowship, social action, worship, learning, leadership development and congregational involvement. They meet once a month on Sunday evenings and an average of once a month on field trips for fun or community service. Thank you for a great year!

Volunteers: Robyn Travers (coordinator), Rachael Smart, Don Nelson, Chris Vaughn

### **Our Whole Lives Sexuality Education**

. This year we ran two sessions of OWL – 7<sup>th</sup> – 9<sup>th</sup>, 14 sessions, led by Stacy and Rick Conlin, Sunday evenings from 6 – 9pm. OWL 5<sup>th</sup>- 6<sup>th</sup>, met for 8 sessions in the winter, led by Kip Ruefle and Pam Weaver. Thank you for serving our children and families!

## **PROFESSIONAL DEVELOPMENT**

I served as a mentor for two candidates for religious education credentialing from the UUA through my professional organization, the Liberal Religious Educators Association (LREDA).

I attended a UUA Council meeting on Church Staff Finances as a LREDA representative in Boston in December.

I attended the LREDA Fall Conference in San Diego, CA. There I co-led a workshop for new Directors of Religious Education.

I served as Treasurer for the Ohio Meadville Chapter of the Liberal Religious Educators Association. I offered a workshop on Polarity Management at church and in life at the OMD LREDA retreat in February.

Structured learning experiences this year included UUA Intercultural Competency training in NYC (UU), Sacred Conversations on Race (UUCNH & PIIN), a Race and Parenting lecture at Pitt, Youth Anti Oppression/Anti-Racism training (UU), and LREDA Fall Conference.

## **CONCLUSION**

It has been a pleasure serving UUCNH this year. Indeed, from the moment I came through the door in August I have been welcomed by your minister and staff, long time members, strong lay leaders, friends of the congregation, families, children, former colleagues and committed volunteers. I have spent this first of two years getting to know how the congregation functions, your history, how decisions are made, the pride you have in reciting your mission statement, the joy and humor of Sunday morning worship, the comfort you find in each other's company when times are tough. You have done good, faithful work around governance and leadership, around creating learning and faith development opportunities that reinforce your values, and have put your resources into sustaining the momentum you have. By this time next year a new, settled DLFD should be hired and poised to accompany you into the future knowing who you are and what priorities you have moving forward. This will be a considered, faithful and exciting process!

Respectfully submitted,

Jennifer Halperin  
Interim Director of Lifespan Faith Development

## CHOIR DIRECTOR'S REPORT

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

- Marsha Albright
- John Bernhard
- Tassi Bisers
- Tom Brown
- Miranda Chang
- Lee Cunningham
- Dennis Doubleday
- Mary Doubleday
- Stephen Fuegi
- Julie Kant
- Kathy Ke
- Joyce Kepner
- Nancy Kepner
- Judy Kirby
- Carol Kline
- Janet McCall
- Joe Meier
- David Miles
- Josh Minnich
- Charlotte Moore
- Johnson Moore
- Gale Murray
- Connie Ritzert
- Kip Ruefle
- Diane Sims
- Mark Swihart
- Amy Terrizzi
- Craig Thompson
- Amy Wilks
- Tarin Wilks

Last Spring, the Board approved a Professional Development budget for the Music Director, which allowed me to join the UU Musicians Network and to attend their summer conference in Madison, Wisconsin. The most exciting part of this experience was the “choral reading sessions,” in which 100 musicians read through about 20 anthems in an hour. These sessions allowed us both to hear, and to judge the difficulty level of, music in a way we cannot do at home alone.

We added several new compositions to our repertoire as a result: **Love Has Broken Down the Wall**, by Mark Miller, is in a gospel style and can be done with choir alone, choir with children's choir, or choir with congregation. **How Long**, by Pepper Choplin is a modern spiritual that speaks to our failures and our longing for change in race relations. It was a sadly appropriate reflection for this year in U.S. history.

In December, the choir sang the very beautiful and very challenging **Northern Lights** by Norwegian composer Ola Gjeilo. It was written in 2005 as the composer was visiting his home country for Christmas, and saw the Aurora outside his window.

Inspired by this story, we darkened the West Room and showed slides of the Northern Lights during the performance. Our wonderful new choir accompanist, **Nick Tiberi**, improvised a beautiful accompaniment for us.

All of these anthems were discovered at the UUMN conference, and I am happy to report I will be attending the 2017 UUMN conference in Arlington, Virginia at the end of July. I thank the Board and the congregation for supporting these trips.

On April 2, I gave a service on the stages of life, which was illustrated by four songs sung by the adult choir and one sung by the Children's choir. The service was a great deal of fun for the musicians and was well received by the congregation.

The Children's Choir is a new effort this year, and as the attendance changed with each of their performances, I'm so sorry to say I don't have a list of all the children who sang. Please contact me if I omitted your child's name, so I may create a complete list.

Singers included:

- Zoe Jones
- Micah McCauley
- Alexa Nelson
- Sydney Nelson
- Seda Ruefle
- Lauren Truitt
- Sarah Truitt

The children joined the adult choir on **At Home, Let there be Love** for the Inter-generational Thanksgiving service, **Martin Luther King** for the January 15 service, and **Be Kind to your Parents** for the April 3 choral service. I hope to work more with the children in the future.

In preparation for Easter Sunday, the adult choir worked throughout the Spring on a classical piece, "**How Lovely is thy Dwelling Place**" from **A German Requiem**, by Johannes Brahms. Twenty singers participated and did a beautiful job.

As mentioned above, **Nick Tiberi** became our choir accompanist and service pianist last June, arriving in the 'nick' of time, after the departure of Cheyenne John-Henderson and Janine Brobst. We are so very grateful to have him with us, and grateful as well to **Hal Dixler** who continues to play Sunday services as part of his 45 year commitment to UUCNH. Thank you both so much!

Our final anthem this year will be a farewell to our friend and minister, Rev. Scott Rudolph. The Joy he has brought to UUCNH over the past six years can be measured in the Sorrow we are all feeling as he prepares to move to Oregon. But we wish Scott and his family all good things in their new location, and we will try very hard to sing through our tears on June 18.

Respectfully submitted,  
Mary Doubleday, Music Director



## **FINANCE COMMITTEE**

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

For our current fiscal year, we should finish the year with a surplus. The revenue from pledges is coming in just about as budgeted. The revenue from non-pledge contributions is higher than budget. Thank you all for your generosity. The revenue was below budget in fund raising from grocery card sales. This is an easy way to raise additional funds without any cost to the church. Please consider participating in this fund raiser. The expenses are in line with or below the budget. A summarized statement comparing the nine months ended March 31, 2017 and 2016 is on the following page. During this fiscal year we paid off the remaining \$50,000 of member loans from the first building project.

The Committee also oversees the church Endowment 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, 2017 was \$285,744, which is a 13% increase over the balance of \$253,259 at March 31, 2016. We have not used any of the earnings for operations for at least the last ten years which has allowed the fund to grow at a faster rate.

Submitted by the Finance Committee

Lindsay Scott (Treasurer), Joe Meier, Sue Duda, Tom Yeh, Bill Graham

Mary Ellen Johnson, Chair

## PROPOSED BUDGET

<b>UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS</b>				
<b>STATEMENT OF REVENUES COLLECTED AND DISBURSEMENTS</b>				
<b>Nine Months Ended March 31, 2017 and 2016</b>				
	<b>March 2017</b>			<b>Mar 2016</b>
	<b>Actual</b>	<b>Budget</b>	<b>Over (Under)</b>	<b>Actual</b>
<b>REVENUES</b>				
Pledges, Friends and plate	\$ 254,398	\$ 230,374	\$ 24,024	\$ 238,361
Church use, investment and other revenue	23,476	37,393	(13,917)	16,908
	<u>277,874</u>	<u>267,767</u>	<u>10,107</u>	<u>255,269</u>
<b>EXPENSES</b>				
<b>CONTRACT SERVICES</b>				
( includes compensation, benefits, taxes & expenses)				
Minister	78,418	80,768	(2,350)	71,914
Director of Religious Education	40,554	41,251	(697)	39,579
Music Director	6,500	6,276	224	5,510
	<u>125,472</u>	<u>128,295</u>	<u>(2,823)</u>	<u>117,003</u>
<b>FIXED COSTS</b>				
Utilities	9,257	12,075	(2,818)	10,499
Maintenance	8,946	10,500	(1,554)	8,372
Snow removal and lawn mowing	5,903	9,000	(3,097)	8,015
Custodial and supplies	6,769	7,125	(356)	5,250
Interest, taxes and insurance	21,206	18,245	2,961	22,577
UUA and OMD dues	12,965	13,388	(423)	12,686
	<u>65,046</u>	<u>70,333</u>	<u>(5,287)</u>	<u>67,399</u>
<b>CHURCH OPERATIONS</b>				
Telephone, copying, computer & supplies	6,792	7,725	(933)	7,520
Bookkeeper	6,653	6,653	-	6,459
Administrative assistant	29,275	28,503	772	22,960
	<u>42,720</u>	<u>42,881</u>	<u>(161)</u>	<u>36,939</u>
<b>DISCRETIONARY</b>				
Religious education (youth & adult)	2,521	3,938	(1,417)	1,677
Music and arts	5,093	7,065	(1,972)	4,168
Committees and social activities	8,166	15,257	(7,091)	4,319
	<u>15,780</u>	<u>26,260</u>	<u>(10,480)</u>	<u>10,164</u>
<b>TOTAL EXPENSES</b>	<u>249,018</u>	<u>267,767</u>	<u>(18,751)</u>	<u>231,505</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 28,855</u>	<u>\$ -</u>	<u>\$ 28,857</u>	<u>\$ 23,764</u>

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

**STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS**

**Years Ended June 30, 2013, 2014, 2015 and 2016**

**Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018**

	6/30/15			6/30/16			6/30/17	6/30/18		
	Actual	%	Budget	Actual	%	Budget	Budget	Budget	Budget	
<b>REVENUES</b>										
Pledges, friends and plate	307,313	92%	267,100	299,756	87%	288,850	303,600	85%	320,700	90%
Church use and other revenue	27,970	8%	47,995	34,829	13%	43,227	53,422	15%	51,794	15%
	335,283	100%	315,095	334,585	100%	332,077	357,022	100%	372,494	105%
<b>EXPENSES</b>										
<b>CONTRACT SERVICES</b>										
( includes compensation, benefits, taxes & expenses)										
Minister	92,987	28%	94,815	101,662	30%	98,290	107,690	30%	111,346	31%
Director of Lifespan Faith Development	53,035	16%	53,083	54,808	16%	54,555	59,594	17%	63,122	18%
Music Director	6,997	2%	6,997	7,347	2%	7,347	8,368	2%	8,594	2%
	153,019	46%	154,895	163,817	48%	160,192	175,652	49%	183,062	51%
<b>FIXED COSTS</b>										
Building operations	79,355	24%	54,870	41,884	17%	56,025	51,600	14%	54,954	15%
Interest, taxes and insurance	20,739	6%	20,210	19,748	6%	21,865	24,326	7%	22,244	6%
UUA and OMD dues	17,640	5%	17,640	16,915	5%	16,716	17,850	5%	17,226	5%
	117,734	35%	92,720	78,547	28%	94,606	93,776	26%	94,424	26%
<b>CHURCH OPERATIONS</b>										
	37,531	11%	38,585	49,563	15%	48,644	57,174	16%	59,213	17%
<b>DISCRETIONARY</b>										
Religious education (youth & adult)	8,315	2%	10,915	7,608	3%	9,950	10,150	3%	11,725	3%
Music and arts	5,661	2%	6,950	6,950	3%	8,620	9,420	3%	9,910	3%
Committees and social activities	6,054	2%	11,030	5,271	3%	10,065	10,850	3%	14,160	4%
	20,030	6%	28,895	19,829	9%	28,635	30,420	9%	35,795	10%
<b>TOTAL EXPENSES</b>										
	328,314	98%	315,095	311,756	100%	332,077	357,022	100%	372,494	104%
<b>EXCESS OF REVENUES OVER EXPENSES</b>										
	6,969	1%	0	22,829	0%	0	0	0%	0	1%

<b>STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS</b>						
<b>Years Ended June 30, 2013, 2014, 2015 and 2016</b>						
<b>Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018</b>						
	<b>6/30/15</b>		<b>6/30/16</b>		<b>6/30/17</b>	<b>6/30/18</b>
	<b>Actual</b>	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>
<b>REVENUES</b>	335,283	315,095	334,585	332,077	357,022	372,494
<b>DISBURSEMENTS</b>						
Fixed costs	117,734	92,720	78,547	94,606	93,776	94,424
Contract services	153,019	154,895	163,817	160,192	175,652	183,062
Church operations	37,531	38,585	49,563	48,644	57,174	59,213
Discretionary	20,030	28,895	19,829	28,635	30,420	35,795
	328,314	315,095	311,756	332,077	357,022	372,494
<b>EXCESS (DEFICIT)</b>	<b>6,969</b>	<b>0</b>	<b>22,829</b>	<b>0</b>	<b>0</b>	<b>0</b>

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 2**

SCHEDULES OF REVENUES COLLECTED						
Years Ended June 30, 2013, 2014, 2015 and 2016						
Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018						
	6/30/15		6/30/16		6/30/17	6/30/18
	Actual	Budget	Actual	Budget	Budget	Budget
<b>REVENUES COLLECTED</b>						
<b>Revenues other than pledges</b>						
Church Use						
Bellwood	8,650	9,200	8,600	8,520	8,520	8,750
Other	10,794	4,500	12,326	6,000	9,000	5,000
Copy machine use	1,009	1,200	1,236	1,200	1,200	1,300
House rent		5,000		0	0	0
Investment income						
Interest	13	830	8	20	20	7
Dividends/Other	(242)	15,300	(113)	11,000	9,000	11,500
Fund raisers	150	4,400	5,774	0	8,445	8,000
Craft Group						
Coffee hour		0				
RE Income						
Designated amounts	3,565	3,565	3,565	3,565	3,565	3,565
Grocery coupons	3,425	4,000	3,124	4,000	3,000	3,000
Miscellaneous	606		309			
Reserves				8,922	10,672	10,672
	<b>27,970</b>	<b>47,995</b>	<b>34,829</b>	<b>43,227</b>	<b>53,422</b>	<b>51,794</b>
<b>Pledges</b>						
Current year	256,551	249,100	268,893	268,850	281,200	290,700
Friends	50,762	12,000	30,863	14,000	15,000	---
New pledges						
Plate		6,000		6,000	7,400	30,000
	<b>307,313</b>	<b>267,100</b>	<b>299,756</b>	<b>288,850</b>	<b>303,600</b>	<b>320,700</b>
<b>TOTAL</b>	<b>335,283</b>	<b>315,095</b>	<b>334,585</b>	<b>332,077</b>	<b>357,022</b>	<b>372,494</b>
Gross pledge revenue		265,000		283,000	296,000	306,000
Collection rate		94%		95%	95%	95%
Collected				268,850	281,200	290,700
Pledge increase				7%	5%	3%
Pledge increase amount				18,000	13,000	10,000

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 3**

<b>SCHEDULES OF DISBURSEMENTS</b>						
<b>Years Ended June 30, 2013, 2014, 2015 and 2016</b>						
<b>Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018</b>						
	<b>6/30/15</b>		<b>6/30/16</b>		<b>6/30/17</b>	<b>6/30/18</b>
	<b>Actual</b>	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>
<b>FIXED COSTS</b>						
<b>Mortgages &amp; other</b>						
Member loans	3,875	3,875	3,875	4,125	4,375	4,000
Children's memorial fund	938	940	1,380	1,425	1,536	1,229
Insurance	10,927	10,500	9,510	11,000	13,000	12,000
Life insurance	3,564	3,565	3,564	3,565	3,565	3,565
Taxes	1,228	1,230	1,271	1,500	1,600	1,300
Other	207	100	148	250	250	150
	<b>20,739</b>	<b>20,210</b>	<b>19,748</b>	<b>21,865</b>	<b>24,326</b>	<b>22,244</b>
<b>Building Operations</b>						
Custodian	7,090	7,500	6,300	7,500	7,500	10,100
Household items	955	1,900	1,196	1,500	1,500	1,200
Maintenance	41,752	14,000	8,842	16,855	14,000	18,154
Kitchen	384	500	268	500	500	500
Snow removal/lawn mowing	11,473	14,000	10,390	12,000	12,000	10,000
Utilities						
Electric	6,866	6,000	6,402	7,000	7,000	7,000
Gas	6,160	6,600	2,991	6,500	4,000	4,000
Garbage collection	1,334	1,620	1,781	1,620	1,700	1,700
Sewer	1,724	1,250	1,745	1,250	1,600	1,000
Water	1,617	1,500	1,969	1,300	1,800	1,300
	<b>79,355</b>	<b>54,870</b>	<b>41,884</b>	<b>56,025</b>	<b>51,600</b>	<b>54,954</b>
<b>Denominational affairs</b>						
UUA	12,600	12,600	11,940	11,940	12,600	11,880
Central Eastern Region	5,040	5,040	4,975	4,776	5,250	5,346
	<b>17,640</b>	<b>17,640</b>	<b>16,915</b>	<b>16,716</b>	<b>17,850</b>	<b>17,226</b>
<b>TOTAL FIXED COSTS</b>	<b>117,734</b>	<b>92,720</b>	<b>78,547</b>	<b>94,606</b>	<b>93,776</b>	<b>94,424</b>
Reported Membership Number		210		199	210	198
UUA APF amount per member		60		60	60	60
CER Dues amount per member		24		24	25	27
Total fair share		17,640		16,716	17,850	17,226
Percentage to be paid		100%		100%	100%	100%
		17,640		16,716	17,850	17,226

**SCHEDULES OF DISBURSEMENTS**

Years Ended June 30, 2013, 2014, 2015 and 2016  
 Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018

	6/30/15		6/30/16		6/30/17	6/30/18
	Actual	Budget	Actual	Budget	Budget	Budget
<b>CONTRACT SERVICES</b>						
<b>Minister's Package</b>						
Salary and housing	67,910	67,910	75,811	73,547	78,426	71,500
SSI Contribution	5,195	5,195	5,800	5,626	6,000	5,470
Benefits - health, disability, pension						
Disability/Life	484	500	1,212	600	1,300	1,441
Health	6,034	7,200	3,550	3,600	6,521	10,288
Pension	7,310	7,310	8,161	7,917	8,443	7,697
Professional expenses	6,054	6,700	7,128	7,000	7,000	7,150
Transportation/Relocation						7,800
	92,987	94,815	101,662	98,290	107,690	111,346
<b>Director of Lifespan Faith Development</b>						
Director - salary	41,719	41,719	42,971	42,971	42,971	40,025
Health insurance					6,279	11,223
Pension	4,172	4,172	4,297	4,297	4,297	4,003
Payroll taxes	3,192	3,192	3,287	3,287	3,287	3,062
Life & disability insurance			253		760	806
Meetings and professional expenses	3,952	4,000	4,000	4,000	2,000	4,003
	53,035	53,083	54,808	54,555	59,594	63,122
<b>Music Director</b>						
Director - salary	6,500	6,500	6,825	6,825	7,030	7,240
Payroll taxes	497	497	522	522	538	554
Professional expenses					800	800
	6,997	6,997	7,347	7,347	8,368	8,594
<b>TOTAL CONTRACT SERVICES</b>	<b>153,019</b>	<b>154,895</b>	<b>163,817</b>	<b>160,192</b>	<b>175,652</b>	<b>183,062</b>

**SCHEDULES OF DISBURSEMENTS**

Years Ended June 30, 2013, 2014, 2015 and 2016  
 Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018

	6/30/15		6/30/16		6/30/17	6/30/18
	Actual	Budget	Actual	Budget	Budget	Budget
<b>COSTS TO KEEP CHURCH OPERATING</b>						
<b>Office</b>						
Telephone / Internet	3,029	2,800	2,858	3,000	3,000	3,000
Postage	989	1,600	848	500	500	500
Supplies	2,503	2,500	2,225	2,300	2,300	1,500
Repairs and contingencies	500	500	351	500	500	500
Computer	1,460	1,400	676	1,500	1,500	2,000
Copy machine	1,846	2,500	2,718	2,500	2,500	2,600
	10,327	11,300	9,676	10,300	10,300	10,100
<b>Office Payroll</b>						
Secretarial	25,065	24,960	26,478	25,792	26,566	27,760
Taxes and benefits	1,926	1,909	2,216	1,973	2,032	2,124
Health insurance					6,279	6,907
Pension	213	416	2,581	2,579	2,657	2,776
Life & Disability insurance					470	450
Bookkeeper			8,000	8,000	8,240	8,450
Taxes			612	612	630	646
Volunteer coordinator					0	
Taxes					0	
	27,204	27,285	39,887	38,344	46,874	49,113
<b>TOTAL CHURCH OPERATIONS</b>	<b>37,531</b>	<b>38,585</b>	<b>49,563</b>	<b>48,644</b>	<b>57,174</b>	<b>59,213</b>



UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 6  
**SCHEDULES OF DISBURSEMENTS - continued**  
**Years Ended June 30, 2013, 2014, 2015 and 2016**  
**Budgets Ending June 30, 2013, 2014, 2015, 2016, 2017 and 2018**

	6/30/15		6/30/16		6/30/17	6/30/18
	Actual	Budget	Actual	Budget	Budget	Budget
<b>DISBURSEMENTS(continued)</b>						
<b>DISCRETIONARY FUNDS</b>						
<b>Adult programming</b>						
Sunday services	3,098	3,000	2,010	3,000	3,000	3,000
Audio Equipment and supplies	10	1,465		300	200	515
Compassionate Service Team	174	800	437	800	800	660
Systemic Change	916	900	900	900	900	2,800
	4,198	6,165	3,347	5,000	4,900	6,975
<b>Religious education</b>						
Adult education - Materials	236	500	170	300	300	300
Adult education - Training and Speakers Training	280	300	196	300	300	200
Training	485	1,000	1,038	1,000	1,000	1,200
Other/Meetings/Holidays/Special Events	483	600	800	800	800	800
Background checks	150	400	93	400	300	150
Curriculum & supplies	1,651	1,000	1,100	1,200	1,600	600
Crib room	701	850	814	850	850	1,000
Youth group	44	100	100	100	100	200
Families Group						300
Summer Camp	87		(50)			
	4,117	4,750	4,261	4,950	5,250	4,750
<b>Membership</b>						
Publicity / Marketing	84		150		1,700	1,700
Web-based software/website content	131	500				600
Connections Team	(53)	880	277	880	550	1,260
Caring, supplies, etc. / care givers		200		100		
	162	1,580	427	980	2,250	3,560
<b>Music/Arts</b>						
Pianists	4,960	6,200	6,651	7,620	8,220	8,610
Music, instruments & other	251	250	133	500	400	500
Piano tuning	450	500	166	500	800	800
	5,661	6,950	6,950	8,620	9,420	9,910
<b>Social activities</b>						
Coffee hour & children refreshment	374	300	665	700	500	750
Hospitality / Church dinners		400				
Fund raising / Arts Festival		1,000	403	0		500
	374	1,700	1,068	700	500	1,250
<b>Other committees / Board</b>						
Stewardship	2,998	3,000	955	3,500	3,000	3,000
D.L.F.D search			80		2,000	3,000
Child Care (other than Sunday Mornings)	1,402	1,400	1,541	1,500	1,500	1,700
Anniversary Celebrations		0		0		
Minister's discretionary fund allocation	500	500	500	500		-
General Assembly						
District Annual Meeting		160		160		
Board expenses / Consultant/Other	50	200	333	200	200	200
Leadership Development	369	1,790	271	1,825	900	900
Threshold Congregation		500		500	-	
UU Pittsburgh Cluster Activities	199	200	96	200	200	250
Hunger Garden					300	300
Contingency / Miscellaneous						
	5,518	7,750	3,776	8,385	8,100	9,350
<b>TOTAL DISCRETIONARY</b>	<b>20,030</b>	<b>28,895</b>	<b>19,829</b>	<b>28,635</b>	<b>30,420</b>	<b>35,795</b>

## **ADULT FAITH DEVELOPMENT**

The Adult Faith Development Team held a very successful Activities Fair in September 2016 during which the AFD offerings, together with Fellowship Groups and other invited activities of the church were able to discuss their activities to potential new members. We tentatively plan to hold another such event in Fall 2017.

Also, in September 2016, we had our first Facilitators Meeting of the new church year, during which Jennifer Halperin, our new Interim DLFD introduced herself to the program facilitators and laid out her initial vision for reimagining our AFD program. Beginning in October 2016, the DLFD began meeting with the AFD Team chair on a monthly basis. Beginning in November, those meetings were expanded to include anyone from the Team who wished to participate. During these sessions, in addition to planning for new offerings, we engaged in brainstorming about ways we could reimagine how the AFD program does business. We were directly inspired in this work by the visioning process the board and the church had undergone in the recent past. These ideas, in their current form, were briefly presented at the recent committee chairs' meeting, and will be rolled out to the program facilitators for their feedback at our Spring Facilitators Meeting on April 30.

We successfully completed the Sacred Conversations program, in partnership with PIIN, in which over 40 people participated in at least one session. We started a new monthly Faith and Justice Wednesday program, combining potluck suppers with programming discussing topics pertaining to our shared UU faith and social justice mission. The new Humanist Discussion Group has become well established, with strong attendance and lively discussion every month. The Christian Perspectives Group, Sisters in Spirit, the Meditation Group, and the Dance Jam are all still going strong. The All-Theist Brunch group has gone on hiatus after meeting a couple of times, and the CUUPS group and the Drumming Circle are both also still on hiatus. The Men's Group has been off and on lately, and I think its fate is up in the air at this point. Tony Palermo's groups, the Jesus Discussion Group and Philosophical and Spiritual Insights are both still going strong and are well attended. We have also sponsored a Transgender Inclusion course, and will be cooperating with the new Green Sanctuary Team in bringing additional environmental educational programming to the church.

We are currently in the process of planning for the coming year, and look forward to an exciting year of programming for 2017-18.

Stephen Fuegi, Chair, Adult AFD

## **AUDIO WRANGLERS**

On Dec 18, 2016, the Sound System Team, known as “Wranglers” expanded to seven, adding Don Nelson. Don is an invaluable addition, as he is a professional sound engineer. He has looked over the equipment during the past few months, making many valuable repairs and adjustments.

There are now seven Wranglers: Mark Draa, Dennis Doubleday, Bill Maruca, Bill McAdams, Don Nelson, Kip Ruefle, and Bruce E. Travers.

In March 2016, the sound board experienced a near-total failure: channels 1 – 12 stopped working. This occurred during a test after the board was used for a presentation following a regular church service. It was postulated that the problem may have been the overuse of the board. The next day, the board was working fine. Further investigation of the problem revealed that it is not uncommon for the mixer to do this.

Don Nelson contacted Presonus, the manufacturer of our StudioLive 16.0.2 mixer, on March 10. Presonus technician Michael Martin said it was a failing component causing the faders to require replacement. Furthermore, Mr. Martin said that the parts were not sold, and the repair would have to be made by Presonus in their factory, necessitating our sending the board to them. The entire cost of shipping and repair was quoted at \$215.

Don Nelson provided a small mixer that he owned to be used during the time the main board was away. On March 21, I approved the shipping of the mixer. The repair was estimated, but not guaranteed, to take two weeks. The mixer was returned to us on April 8. During the April 9 service, it performed perfectly. Don paid the \$215 himself and will need to be reimbursed out of the Sound System budget.

In the coming year, we will purchase a new microphone to replace the microphone previously used to record audience participation, as well as enhance the feed from the piano.

Bruce E. Travers, Head Wrangler

## **BUILDING AND GROUNDS COMMITTEE**

We have completed a long list of routine maintenance, some improvements, and a couple of unexpected projects, including (but not limited to):

- Replacing the kitchen and south exterior doors with lifetime guaranteed rust-proof doors (Thank you, Diana Hull, for expertly painting them!)
  - Installing an electric strike with keypad access on the new south door -- this replaces the old system of handing out keys to anyone who asks!
  - Reattaching door hardware
  - Installing closers on the doors at either end of the south stairwell (Thank you, Mark Swihart!)
  - Replacing various light bulbs
  - Minor repair to the deck
  - Disconnecting the leaking water line under the Memorial Garden and installing another water line directly to the Hunger Garden (Thank you, Dick Myers!)
  - Locating and marking the underground power line to the light on our driveway after Bellwood Preschool's fence contractor nearly severed it
  - Weeding the mulched area of the Bellwood Preschool playground (Thank you, Ivan Baumwell, Jeevan and Jim Pillar, and James Smart!)
  - Repairing and re-hanging a broken closet door (Thank you, Don Nelson!)
- Some of the major projects we have in the works for next year include:
- Replacing the concrete at the front entrance
  - Adding more lights in the parking lot
  - Rebuilding the steps to the lower parking lot

We've also become increasingly involved in other areas of church life that pertain to the building and grounds. We're excited to be working with the Green Sanctuary Team, and look forward to doing what we can to lessen the environmental impact our church has on the Earth.

We're also excited to be working with the Facilities Use Committee to help boost rental income for the church by establishing a Rental Support Team to provide set-up and clean-up services to our renters. Both of our committees share the vision of building the church's reputation as a wedding destination, and we look forward to the day when wedding rental income alone might sustainably fund our building and grounds maintenance needs. If you have a knack for event planning, you like to work behind the scenes to make an event come off without a hitch, or you just like to move furniture, please consider joining the Rental Support Team!

We're also working with the Board of Trustees and Officer Venturella of the Franklin Park Police Department to develop an emergency response plan for the church. In the coming months, you may notice a new door handle here, or a new deadbolt there, in an effort to make our church a safer and more secure place.

Last but not least, we continue to work toward a long-term vision for the future of our building and its grounds. The TreeHUUgers group, the Memorial Garden

Committee, and the Finance Committee have become indispensable partners in this work, and the Building & Grounds Committee would like to extend our deep appreciation for their expert opinions, for increasingly shouldering the “grounds” part of Building & Grounds, and for helping to commit the necessary resources to see it all through. The time when we’ll need to replace large, expensive parts of our building and its grounds is coming up on the horizon, and it’s worth starting to think about now that we’re probably drawing near to a next round of capital improvements to move us into our future.

Thank you!

For the Buildings & Grounds Committee,  
Ron Smart

## **CHILDREN AND YOUTH FAITH DEVELOPMENT**

The Child and Youth Faith Development (CYFD) Team provides support to the Director of Lifespan Faith Development (DLFD) for the planning, administration, quality maintenance, and success of the UUCNH CYFD program. Our Team supports over 30 volunteer teachers in 7 age levels. The reinforcement of our UU principles is part of each class.

Our Team consists of the following members:

- Nursery Coordinator: Dawn Lindsay
- Preschool Coordinator: Jen Suehr
- Kindergarten Coordinator: Katie Smith
- 1<sup>st</sup> and 2<sup>nd</sup> Grade Coordinator: Lara Patton
- 3<sup>rd</sup> and 4<sup>th</sup> Grade Coordinator: Allyson Zadnik
- 5<sup>th</sup> and 6<sup>th</sup> Grade Coordinator: Rebecca Hovermale
- Youth Coordinator and Board Liaison: Robyn Travers
- Families Group: Carla Bickel (The Families Group coordinator is a new addition based on the close link between the Families Group and CYFD.)
- Chair: Melissa Nelson
- Interim DLFD: Jennifer Halperin

Thank you to this wonderful group, and their teaching teams, who make a difference each and every week for our children and youth; the success of our program is due to our volunteers and the fantastic leadership this year under Jen Halperin.

I want to acknowledge Robyn Travers, Rachel Smart, Don Nelson, and Chris Vaughn, who have taken the Youth Group into a new era at UUCNH. The group is strong and invested under their leadership, and I can’t wait to see where they go from here.

## **Teacher Training and Planning**

Our FD year began in September with our teacher brunch and training, which included a discussion of the goals of the FD program and the role of the teachers, as well as providing resources available to the teachers and time for each group of teachers to plan for their class. Sybil Baumwell was kind to provide a light breakfast for the training; thank you Sybil!

Another teacher training and planning session was held in January, with the CYFD Team providing brunch. This session focused on balance in the classroom, again providing time for teaching teams to plan their time for the remainder of the year.

## **Special classroom activities**

One of our Team goals this year was to incorporate the UUCNH focus areas into the classes (social justice, strengthening ties within the congregation, and bringing our message to the community). Some of the ways our Team has done this are:

- Pumpkins for UNICEF—The 1<sup>st</sup>/2<sup>nd</sup> and 3<sup>rd</sup>/4<sup>th</sup> grade classes decorated pumpkins and named each pumpkin; the pumpkins were displayed in Friendship Hall, where members made monetary votes for their favorite pumpkin; the children raised about \$140 for UNICEF with this project.
- Thanksgiving on Every Table—All of the classes worked with the Compassionate Services Team to collect food and gift cards for this North Hills Community Outreach Program.
- Holiday Gift Shop for Kids—The 5<sup>th</sup>/6<sup>th</sup> grade class made tags indicating the age and gender of children for which gifts were needed. These tags were then hung on the tree in the West Room for members to take and purchase gifts. Local parents are then able to shop among these gifts for their children.
- Mystery Pals—This was a new (to UUCNH) program we did in the winter in which children were paired with adults or youth, and the pair exchanged notes for a couple of weeks, ending with a “reveal” in which the pair could chat. We hope to make this an annual tradition.
- UU Parenting Conversations—This was another new venture for us this year, inspired by the need (and struggle) to discuss difficult issues with our children. Parents and children both attend, with separate discussion for the adults and activities for the children. The series has received positive feedback, and we hope to continue it monthly.
- Youth Group—The youth have done many projects in our focus areas, including attending various Cons, helping with Satchels for Caring, and participating in Adopt-a-Highway, to name just a few.
- Holiday Pageant—The pageant was a play in which children and their grandparents talked about the winter solstice and the different traditions that have come from that time of year. The pageant included roles for children and youth, as well as a few adults (thank you Bruce Travers, Tassi Bisers, and John Ballance for playing the “grandparents” and Melissa Shackelford for playing “night”). The children all did a wonderful job. We thank Robyn and Bruce Travers for finding us a fabulous fireplace, Mary Doubleday for helping choose the music, Nick Tiberi for accompaniment, Don Nelson for making our fire appear and sound

real and for handling our many sound requirements, and, of course, we thank all our teachers for preparing their props and wrangling the kids!

- Easter Egg Hunt—This year's hunt was held after the service in the church backyard so parents and other members could watch. Rebecca Hovermale did a wonderful job coordinating the hunt; thank you Rebecca, as well as Jackie Vasseur and Taylor Metzler, who helped with stuffing the eggs.
- Open House—this year's Open House was held again on Stewardship Sunday and reflected a theme of how our children are growing. Visitors to the classrooms received leaves made by the children; these leaves were attached to a tree that was then returned for a chance to win a basket donated by the Stewardship Team. We had around 30 members turn in their completed trees, and Kathy Ke won the Basket! Thank you Lou Bartolomucci and the Stewardship Team for working with us to coordinate the Open House and for donating the wonderful basket!

### **Summer Activities**

We conducted a survey of parents of children to gauge interest in a summer Sunday morning program and Summer Camp. We had almost 30 responses to the survey, with about two-thirds of the responders indicating interest in a summer service, and 12 parents indicated they would help with 1-2 Sundays. For Summer Camp, less than half of the responders indicated that their children would attend Summer Camp, and the timing for when camp would work was variable. In addition, only 6 parents indicated they could help with Summer Camp. After discussing these results, the CYFD Team decided to move forward with a Sunday morning program this summer, but we will not hold Summer Camp. Jen Halperin and Melissa Nelson will coordinate the volunteers and the Summer Program, which will run for 9 Sundays from June 15<sup>th</sup> through August 20<sup>th</sup>.

Finally, I am so thankful to have Jennifer Halperin as our interim DLFD. She has made the chairing of this Team not just smooth, but enjoyable, and she provides a fresh perspective and invaluable experience and knowledge for UUCNH during this transition. I look forward to working with Jen again next year and implementing more new ideas into our program!

Respectfully submitted,  
Melissa Nelson, Chair, Children and Youth Faith Development

## THE CHILDREN'S MEMORIAL FUND COMMITTEE

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

In the years since its establishment, the Fund has grown through contributions from church members and friends. Last year, contributions to the Fund totaled \$375. Including these contributions, the value of the Fund exceeded \$78,000. Most of the Fund is on loan to UUCNH at the current annual interest rate of 1% less than the prime rate. During the past year the annual income was over \$1,500 which was added to a remaining balance from previous years of over \$14,000 available for grants.

In February, the Children's Memorial Fund Committee, with approval of the UUCNH Board of Trustees, agreed to fund a grant request of \$2,500 to be used as a startup fund for a new program in Homestead, PA affiliated with "Raising a Reader". This was a particularly exciting way for the Children's Memorial Fund to make a significant change in the lives of many children both today and in the future. "Raising a Reader" is a nationally renowned organization dedicated to "helping families build book sharing routines." The intent is to start with 20 to 25 young children (ages 2-8) offering the opportunity for the children and their parents to engage with each other in a positive and nurturing activity using books and book cuddling. Parent training will be combined with providing a weekly bag of books for each child. **Children** bring home a Red Book Bag each week of the year that is filled with award-winning books to **practice the habit** of sharing books. Each child will leave the program with a library card and the skills to access their public library to borrow books. This pilot program will support expansion of the program for future children in the Homestead area and potentially other underprivileged neighborhoods.

In the coming year, if anyone knows of a case of a child in need where all known sources of financial assistance have been explored but came 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 Fund is always grateful for contributions from church members and friends. Through contributions, the Fund can continue to increase its ability to help children in need.

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

- Carla Baldwin
- Greg Jarold, Chair
- Kathy Mastantuono
- Tony Palermo
- Peggy Trevanion,  
Secretary/Treasurer

Respectfully Submitted, Greg Jarold



## **COFFEE HOUR**

Coffee Hour – the glue that holds the Unitarian Universalist Church of the North Hills together! Thank you to all those members and friends who have taken their annual turn to co-host the coffee, tea and healthy snacks that lubricate the relationship-building that happens after each Sunday Service. Please sign up in late summer-early fall - then you get your choice of dates and the coordinator with the funny hat won't need to find *you!* Keep your suggestions coming!

Love,  
Tassi Bisers, Coffee Hour Coordinator

## **COMMITTEE OF CHAIRS**

The committee of chairs met 2 times this year. The first time was at the Leadership Development Committee of Chairs retreat in October and then again in our regular meeting in April. It is so great to have so much of the church leadership in the same room. Our April meeting was centered on church 3 focus areas... Deepening our connections, Social Justice and Growth. We discussed ways in which we can view our committee work through the lens of these 3 areas and well as in what ways we already are. Our discussion was lively and inspirational. Thank you to all the leaders, without you laying the path none of us would have the community we so enjoy and love.

Respectfully submitted,  
Robyn Travers

## **COMMUNICATIONS TEAM**

The Communications Team provides information to the Pittsburgh/North Hills community daily through the UUCNH Facebook and UUCNH Community Facebook pages and the UUCNH.org website, weekly through the emailed Weekly Newsletter and the printed Sunday bulletin announcements insert, monthly in the pages of the Intercom newsletter. The Intercom is our primary resource for what is happening in our community, and the website is an awesome repository for all church information that is not in the Intercom, or in Breeze, the online church database where you can find other member's contact information when you sign in to your Breeze account. Please send your Intercom submissions to Dawn FitzGerald-Swidal at Rowan@OctoberMorning.com; Website additions/changes, and Weekly Newsletter submissions can be sent to Lynne Ferrari, office@uucnh.org.

The UUCNH.org website has a huge amount of pertinent information, including two blogs: the Minister's Blog, and the UU Barn Blog. The Minister's Blog provides the minister with a website location for the minister's monthly letters. The UU Barn Blog is a space for the congregation to be a part of our website in an active way. Do you have a reflection of something you experienced in a Faith Development class at church that you wanted to share? Is your committee the next Committee of the Month? Did a Fellowship Group you take part in just do something fun that our community might enjoy reading about? Did something resonate with you at a Sunday morning service? What does the church mean to you? How do you define Unitarian Universalism? What is in your heart that you would like to share with this community? Submit your Barn Blog posts to Amy Wilks, our blog manager at [uubarnblog@uucnh.org](mailto:uubarnblog@uucnh.org) - submissions should be 500 words in length, and use consistent keywords throughout the article.

The newest feature on UUCNH.org is the Green Sanctuary program page. You'll find the Green Sanctuary page on the website under the menus "Shared Ministry" and "Serving our World". The Green Sanctuary articles can be found on the Barn Blog. Send Green Sanctuary suggestions to [conniemhester@yahoo.com](mailto:conniemhester@yahoo.com).

During 2016-2017, monthly meetings on the Second Sunday at 9 am allowed the team to review ongoing communication efforts, expand marketing initiatives, work with the Boards' Growth Task Force, and find ways to measure our impact through Facebook and Google search engine visitor analytics.

Communications Team members:

Jen Suehr (Chair, 2017-2018, and Facebook Administrator)

Alex Landefeld (Chair, 2016-2017)

Dawn FitzGerald-Swidal (Intercom Editor)

Lynne Ferrari (UUCNH Webmaster, E-news editor, Intercom - online version)

Amy Wilks (Barn Blog Administrator)

Josh Minnich (Member at Large)

Ellen Saksen (Board Liaison)

Submitted by Alex Landefeld, Communications Chair

## COMPASSIONATE SERVICE TEAM

The Compassionate Service Team (CST) supports the mission of UUCNH to be a loving religious community by participating in direct service to those in need in our community. We hope to nurture an atmosphere of continuous outreach and service to others through both ongoing and seasonal projects. CST meetings, events, and projects are open to participation by all friends and members of UUCNH, however, this year the team has also formed a core group of members to help with long term planning and organizing. The core team currently consists of the following members:

### CST Core Team:

Rachael Smart (Chair)  
Dawn Lindsay  
Barbara Pane  
Amy Terrizzi

Erin Terrizzi

### Hunger Garden Team:

Dick Myers (Garden Coordinator)  
Lois Madden (Farm Stand Coordinator)  
Jon Hamrahi (Farm Stand Coordinator)

Some of this year's activities are listed below. In order for each activity to occur, someone needs to step up to coordinate it, so a big thanks to everyone who coordinated events and collections during this past church year. The Children and Youth Religious Education Program has also been an active partner this year in coordinating and participating in some of our service activities.

- Back to school supplies collection (NHCO)
- Bellwood Kids' Stuff Harvest (Repurposed)
- Christmas Gifts for Kids (NHCO)
- CLF Prison Ministry (Pen Pal Program)
- Citrus Sale (NHCO)
- Fair Trade Coffee, Tea, Chocolate sales
- Farm Stand (NCM and NHCO)
- Food pantry (NHCO)
- Hunger Garden (NCM and NHCO)
- Pleasant Valley Men's Shelter Dinners (NCM)
- Pumpkins for Unicef (Unicef)
- Thanksgiving on Every Table (NHCO)
- Winter Coat Drive (NHCO)

The Compassionate Service Team works with the Systemic Change Team in selecting the "Share the Plate" recipients for the year. As much as possible, we try to coordinate these with a monthly theme/donation project. "Share the Plate" recipients for the past year (September-August) included:

- Northside Common Ministries (\$248)
- Bead for Life (\$462)
- UUPLAN (\$759)
- Heifer International (\$793)
- UU Service Committee (\$453)

- Clean Water for the Woodlands (\$569)
- Book 'Em (\$656)
- Crisis Center North (Pending)
- PIIN (Pending)
- New Voices Pittsburgh (Pending)
- North Hills Community Outreach (Pending)
- Dreams of Hope (Pending)

The Compassionate Service Team is always looking for new members and new opportunities to serve our community and suggestions are always welcome.

## CONNECTIONS TEAM

The Connections Team continues to carry out the Church’s mission of “building a loving, religious community” by providing the UUCNH Path to Membership Program which consists of:

- **Faith Forward**- Faith Forward is a new program that consists of eight, one- hour sessions that rotate continuously throughout the year. Faith Forward will take the place of Exploring a Path to Membership and Meet the Church. Faith Forward provides the opportunity for perspective members as well as long time members of the church to learn more about the history, traditions and church offerings.

The Faith Forward program overview and session leaders are:

Session	Session Leader
Q&A with the Minister and Video	Scott Rudolph
Worship & the Liturgical Year	Kathi Finch
UU History, Principles & Sources	Kathy Ke
Adult & Children’s Ministries & Faith Development	Jennifer Halperin
Pastoral Care & CIRCLES – small group program	Lay Pastoral Care Team
Membership 101	Becky Ridgeway
Social Action & Community Service	Carol Ballance
Campus Tour& UUNHC History	Chris Graham

- **New Member Sunday**- a special service where we welcome new members into our congregation.
- We were happy to welcome *13 new members* into our church this year!!!

- As part of the Connections Team, the Greeters are the gateway to the church. Their goal is to provide a warm welcome to any visitors while continuing to make our regular members feel welcome as they enter the Church. They work with visitors to answer any questions they may have and get them assimilated into the Sunday routine. *Attraction, Assimilation* and *Retention* are the three key goals of bringing new members into the church and the greeters start the entire process. Thanks so much to Carol Balance, Bill Moul, Christina Newhill, Josh Minnich, Robyn and Bruce Travers, Kathy and Al Cypher, Dean Leahy and the rest of the congregation who speak with visitors, answer their questions and make them feel at home at UUCNH!
- The Connections Team would also like to thank Bob Delaney, and everyone else who assisted the Connections Team in reviewing the Church roster this year. Thank you to Edie Swihart for handling the publicity for the Connections Team and thanks to Jen Halperin for providing child care. Last but certainly not least, we are grateful for the continued support and guidance of Reverend Scott Rudolph.

Yours in Faith,

The UUCNH Connections Team- Cris Graham (interim Chair), Bernita Clover, Richard Parobeck, Chuck Berry, Ivan Baumwell, Jen Halperin, Lara and Ed Patton, Tassi Bisers, Edie Swihart and Kathy Ke

## **FACILITIES USE COMMITTEE**

Our church building is an attractive, inviting, and functional space. The increase in number and diversity of the rentals over the past 5 years led the committee to evaluate UUCNH's objectives, needs, and desires as well as all aspects of the operation including support for the events scheduled. This committee operates in conjunction with Buildings & Grounds, Office Administrator and the Treasurer.

Last year, in collaboration with Ron Smart, Buildings & Grounds chair, the committee has decided to focus on Weddings and Special Occasions as a primary focus for future rentals at UUCNH. We feel that our facility can be a "destination" for these occasions in the North Hills. Our "Barn" and its lovely grounds provide a unique backdrop for Weddings and special occasions. We will offer Wedding Ceremonies in our Sanctuary or our Garden. Receptions will be offered in the Sanctuary or Friendship Hall alone and/or may include our current 'warming' Kitchen plus Friendship Hall. We have much to offer any couple on their special day. We will provide lists of vendors that have experience catering events at our facility.

It would be awesome if the rental income would support the costs to run the facility each year plus the improvements for future growth. We also connect with the

North Hills community through our outside rentals. There are several steps I have identified to manage this new focus however it is a work in progress. Two big steps we have accomplished to date is an overhaul of our rental prices for all room rentals for small meetings, package prices for larger events such as the whole church festivals we have hosted the past 5 years and of course our new Weddings, Receptions and Special Occasions.

The second step is the creation of a Support Team headed by Ron Smart. It made sense that this task be led by the Buildings and Grounds chair who will recruit and train paid support personnel for event set up and tear down. We feel it best for the security of the facility and more professional when we provide this service for our renters. The new package price structure includes support. I will update the membership as we progress.

Members and non-members can access a rental form inquiry on uunch.org. Members receive a 25% discount for rentals and no fee members' weddings or memorial services or of their immediate families.

For Facilities Use Committee  
Kathryn Flower, Chair

## **FUNDRAISING COMMITTEE**

The fundraising committee's target is to support the income of the church and also reaching out to the community. Lara Patton and Elizabeth Erbrecht are co-chairs of the fundraising committee.

May of 2016 we hosted a rummage sale it brought in \$4100. October 2016 we hosted "Art from your attic" this was run by Lou and Julie. This brought in \$4700.

We ran a daily lotto fundraiser in October 2016 that brought in about \$100.

We are planning 1-2 large fundraising events each year. We will be having the rummage sale every spring, the Friday and Saturday after Mother's Day, and the fall event will alternate. This fall we will be having a goods and services auction on Friday November 3rd 2017.

## GREEN SANCTUARY

The Green Sanctuary journey at UUCNH began with a suggestion from Carol Ballance. After discussion with known environmental individuals within our congregation and reading about the UUA program, we started to build a Green Sanctuary team and work for congregational approval to formally launch the project. UUCNH voted to proceed with Green Sanctuary on January 21<sup>st</sup>, 2017.

The Green Sanctuary team is a group of approximately 25 individuals who have been meeting monthly and working on the second step in the journey – namely conducting a variety of audits to assess where our congregation and our practices are related to fighting climate change and working for environmental justice. The information gathered from the audits will inform our congregation and team as we begin to look for meaningful projects to dedicate ourselves to in Step 3 of the journey (Action Plans).

Our accomplishments/projects in process as of April 20<sup>th</sup>, 2017:

- Weekly Green Living Tips began (with the leadership of Connie Hester) in February. These tips are found in our weekly e-news, Order of Service and on the UUCNH website.
- A Green Sanctuary tab was added to the UUCNH website with our Green Living Tips and other green ideas/resources. These improvements are expected to be ongoing.
- Committee assessments have been distributed to Committee chairs and are expected back by mid-May.
- Team members are investigating possible energy audit vendors and Matt Mehalik is looking into having our facility be a site for his CMU sustainability student project in Spring 2018.
- The 2017 Green Sanctuary Congregational Survey (designed and led by Mike Vasseur) was introduced. This survey helps us assess our “current state” as well as evaluate our progress when we survey again in the future.
- We are planning a team training on environmental justice called “Our Place in the Web” (UU Ministry for the Earth Curriculum) for May/June. This training is planned to be offered as a part of adult RE in the fall.
- Green Sanctuary team is leading the Earth Day service on April 30<sup>th</sup>. We are partnering with RE for making recycled flowers and presenting composting, recycling and zero waste tables to engage the RE students and the congregation during coffee hour. We hope to minimize paper use through the use of projected OOS and use 100% recycled napkins for coffee hour.

As of today, the team has had three meeting with 18 team members present at each meeting. We are finalizing our Earth Day service (scheduled for April 30<sup>th</sup>, 2017) which will update the congregation on our Green Sanctuary journey and allow us to think about what we need/want to do individually and as a group to make UUCNH and our lives greener.

This project is new for UUCNH and our team. I am excited to be surrounded by the enthusiastic and brilliant members of the team with expertise in sustainability, environmental justice, surveying and focus groups, natural habitats, social justice, green living, project management and many other skills and abilities. We are off to a great start and are looking ahead to a fun and rewarding path to becoming a Green Sanctuary @UUCNH.

Susie Wood, Coordinator – Green Sanctuary

## **HELPING HANDS**

Purpose: The goal of helping hand is to assist congregation members and their families in a loving way. It is an expression of our being a caring community. There are three major areas of help: meals, driving, and lending of medical equipment.

This year meals have been taken to 8 families with new babies, with medical issues, or who have experienced a loss. We use <https://mealtrain.com> to register and coordinate meals. There are 22 families who requested to be notified by email of a congregational need and further communication is made to the congregation as a whole through the announcement which accompanies the order of service.

In the registry of medical equipment, we have church members who are able to loan walkers, crutches, portable toilets, orthopedic boots, and shower stools. Members keep the equipment in their homes until church members need the equipment.

Currently there are 2 people involved with helping hands: Jann Dolan and Sandy Faulkner. Plans are to increase the committee to 5.

Sandy Faulkner

## **HOSPITALITY**

There were no requests for hospitality during the past year, other than a telephone consultation regarding an event at the church. While I'm willing to continue in this capacity, perhaps a review of the position and how it relates to the Kitchen Coordinator might be worth consideration in the near future.

Sybil Baumwell



## **LAY PASTORAL CARE TEAM**

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

The team acts as an extension of the pastoral ministry of Rev. Rudolph seeking to offer care and companionship to the congregation. Our goal remains to make sure that no one "falls through the cracks" and that all congregants know they can turn to the team for support. The team continued its ambitious project of trying to touch base with every member this year once by phone just to "check in." If you need pastoral care or know of someone who does, please do not hesitate to reach out to one of us or to Rev. Scott Rudolph. The current team is Marsha Albright, Kathy Cypher, Susan Powers, and Mark Swihart. We thank Tom Brown for his loving service to our community as he steps down this year. And we are welcoming Chris Hill onto the team beginning this summer. It is an honor to be with members and friends of the church in times of sorrow and joy as we work to fulfill our team's mission.

## **LEADERSHIP DEVELOPMENT TEAM**

The Leadership Development Team (LDT) was created under the 2013 Bylaws, which established an LDT of five members elected by the congregation. We are chartered by the Bylaws with nominating Board members and LDT members for election by the Congregation. The terms of office are normally 3 years. We are also charged by the Board, through our Charge, Authority and Responsibilities (CAR) document with identifying, preparing, and supporting congregational leaders. Our 2016-2017 team membership is:

- Completing 2<sup>nd</sup> year – Ed Rockman (Team Chair) and Joe Meier
- Completing 1<sup>st</sup> year – Chuck Berry and Stacy Conlin
- Sandy Faulkner (filling out the final year of resigned Team member's term)

At the mid-year Congregational meeting, in January 2017, the Congregation voted to amend the Bylaws to reduce the number of Board Trustees from 9 to 7, effective July 1, 2017. We are pleased to present the slate of candidates for Board of Trustees (reflecting the changed size for the Board) and for an LDT Voting Member, as follows (with additional detail in the Slate of Nominees section of this Annual Report):

- For Board Trustee: • Susie Wood (President's Track, 3-year term), Don Nelson (3-year term),
- For LDT Voting Member: • Sandy Faulkner (full 3-year term)

In addition to nominating these Board members and LDT members, LDT has been refining and delivering leadership training and support programs, engaging additional people in the path to leadership, and clarifying our responsibilities and processes. Some examples of our activities include:

- Conducted a one-day Committee Chair Retreat for our leadership

- Conducted invitation gathering session for informal discussions with people who have been identified as potential leaders in the congregation, promoting leadership concepts and encouraging their engagement. The group met with LDT members and Rev. Rudolph for an evening of fellowship and conversation about leadership at UUCNH.
- Reviewed our CAR document and our Master List of our responsibilities for continuing appropriateness for what we do.
- Continued planning seminars for sustainable leadership for UUCNH.
- Responded affirmatively to a request from the Board to assist in efforts to locate chairs for our ministry teams and governance committees where the applicable group has been unable to find a replacement chair. We noted that if GTF recommendations are implemented, that Ministry Coordinators would have that responsibility for Ministry Team chairs.

Submitted on behalf of the Leadership Development Team by Ed Rockman, Chair

## **MEMORIAL GARDEN**

One of the goals of the Memorial Garden Committee is to offer a beautiful setting for memorializing our members and their families while keeping the grounds open and welcoming for other activities such as weddings, concerts, picnics, meditation, and the like. Engraved in-ground granite stones and memorial plates that mount on the display board are the two memorials presently used in the Garden.

The newly formed committee is: Chuck Berry, Irene Dinning, Julie Kant, Joyce Kepner, Ginny Love, and John Ritzert.

The Memorial Garden is a special part of UUCNH that acknowledges and celebrates members who are now gone. These members contributed to the life of this church and sustained it for future generations. One need only visit the Memorial Garden and read the plaques and stones of those memorialized to understand that the church is here now for us because of their past caring and efforts.

Memorial Garden Committee, Irene Dinning, Chair

## **PERSONNEL COMMITTEE**

The personnel committee has met several times this year. We first met to work on the contract for Jen, our interim director of lifespan faith development. The small committee consists of the chair of finance, the vice president of the board and one lay member of the congregation. Matt Perry joined this year as our lay member. We also consult with the minister. We have begun looking at how procedures can be put in place for staff evaluations; we also decided to gather all staff benefits information to put them in one place for easy access. We submitted our suggestions for staff salary increases to the budget and began preliminary work on contract decisions for our new interim minister. It has been a busy year for the personnel committee and while I leave the committee this year, I hope this energy persists into the next year with the new vice president.

Respectfully submitted,  
Robyn Travers

## **STEWARDSHIP TEAM**

For the first time in several years UUCNH conducted a canvass of members and friends. We called our program Visiting Stewards. Joe Meier and Susie Wood trained the volunteer stewards in two training sessions. The congregation entered into covenant with the Visiting Stewards during a Sunday service that engaged both stewards and congregation in the endeavor. Not every member was visited because some chose not to participate and also because the number of available stewards could not cover all members. Those who did participate reported warm and positive results.

Another highlight of our pledge drive season this year featured a reverse offering in which the Team distributed collection baskets filled with \$10 bills. Each person attending Sunday service on March 8<sup>th</sup>, including children, was offered the opportunity to take \$10. Some families took \$20, a ten for the parents and a ten for the children. Accepting the money formed an agreement to do something good and to tell us about it. The team members passed a second basket with suggestions to spark an idea of compassion or social justice or contribution to innovative progress. We asked for reports to our community Facebook page, to [stewardship@uucnh.org](mailto:stewardship@uucnh.org) and to our web of acts and donations. Very often the member matched or multiplied the \$10 seed money. One family held a cookie sale that turned \$20 into over \$120 for our church. We were amazed and heartened by the creative generosity of everyone who participated.

Here is a partial list of what our families and friends did to transform our world.

- Donated to doctors who do cancer research.
- Bought and placed a yard sign that reads, in three languages, “no matter where you are from, I’m glad you’re my neighbor.”
- Bought yarn and knitted items that sold at the Craft Group spring sale for three times the investment.

- Placed the \$10 and a note “this is for you from UUCNH” at the McKnight Rd crossing in front of McDonalds close to a bus stop.
- Left a \$10 tip for coffee and a donut.
- Bought carbon off-sets for 200 people attending UUCNH on a Sunday morning.
- Bought food for our NHCO food pantry.
- Bought a ticket for a special needs child to attend a hockey game.
- Many, many more. Thank you!

Our Dream Team this year is: Bob Delaney, Alex Landefeld, Lois Madden, Joe Meier, Rev. Scott Rudolph, John Ritzert, Ginny Walzer and Susie Woods.

Respectfully submitted,  
Lou Bartolomucci, Chair

### **SUNDAY SERVICES TEAM**

Team members: Kathi Finch and Rev. Scott Rudolph, co-chairs; James Clarke, Mary Doubleday, Cris Graham, Julie Kant, Alex Landefeld, Randy Minnich.

The Sunday Services Team helps make sure that the worship experience at UUCNH is a meaningful and engaging one. We plan services when the minister isn't in the pulpit, and we also review and evaluate all of the services to look for ways to enhance and improve our worship experience. Through ongoing dialogue, we seek to weave into the services the issues, concerns, and ideas that are speaking to our community. Our goal for every service is to give us all the living embodiment of our mission statement – nourishing our spirits, celebrating life, and cherishing the connectedness of all things – so that we can go out into the world both transformed and ready to cause transformation. We look forward to continuing to serve our community with creativity and joy.

Respectfully submitted,  
Kathi Finch

Many heartfelt thank yous to everyone who helps make the services so special:

Audio-Visual Team: Bruce Travers, coordinator; Dennis Doubleday, Mark Draa, Bill Maruca, Bill McAdams, Don Nelson, Kip Ruefle.

Board Liaison: Randy Minnich.

Lay Leaders: Miranda Chang, Rick Conlin, Susan Moore, Richard Parobeck, Connie Ritzert.

Ushers: Sara Jones, coordinator; Jann Dolan, Sue Duda, Jen Fontaine, Chris Hill, Jan Hoeter, Alex Landefeld, Christina Newhill, Rebecca Rudolph, Joan Vondra, Beth and Mike Zak.

Visual Theme: Rebecca Hovermale.

Outside Presenters: Sandra Akacem, Jim Donovan, Rev. Andrew Frantz, Mike Healy, Dr. Danielle St. Hilaire, Leah Lizarondo, Members of PFLAG - Angelito Aya, Ann Aya, Augustine, Elissa, Donni, Kodi, and Cameron.

UUCNH Presenters:

- Natural Reflections – Randy Minnich
- Gardening is the Teacher. What Has It Taught You? – Dick Myers, Alexis Rodefer, Peggy Trevanion
- Sowing Love with Quilts – Michelle Broge-Connor, Members of Sisters-in-Spirit
- The Power of Altruism – Sandy Faulkner
- A Dairy Home Companion: The Summer Edition – UUCNH Instrumentalists, Singers, and the Royal Academy of Congregant Actors
- On Ending Male Violence – Rev. John Ballance
- Feed Me, See More – Jen Fontaine, Molly Lundquist, Mark Swihart, Bruce Travers
- The Moral of the Story – Kathi Finch, Julie Kant, Richard Parobeck
- The Longest Night of the Year – RE Community of Children and Youth
- Letting Go – Michelle Broge-Connor, Pete Lundquist
- Face It, You Could Use a Good Laugh – James Clarke, Rick Conlin, Bruce Travers
- Risk as a Fundamental Rudder – Rev. John Ballance
- How We Are Called – Jennifer Halperin
- The Grown-Up: A Difficult Stage of Life – Mary Doubleday, UUCNH Choirs
- Our Green Sanctuary: There Is No Planet B – Carol Ballance, Tassi Bisers, Rowan Brosam, Rebecca Hovermale, Matt Mehalik, Susie Wood

## SYSTEMIC CHANGE TEAM

*"We don't have to engage in grand, heroic gestures to participate in the process of change. Small acts, when multiplied by millions of people, can transform the world."*  
-Howard Zinn

It has been a busy year for Systemic Change as the congregation, our minister and our committee have "upped our game" for social justice work. We have a devoted core on the Systemic Change Team but enjoy broad support from the congregation.

We picked two issues to focus on for this church year – racism and the environment. Lots of other causes are worthy but there are limits of time, money and people! As in the past we worked with two major networks; Pennsylvania Interfaith Impact Network (PIIN) and the Unitarian Universalist Pennsylvania Legislative Advocacy Network (UUPLAN). The new kid on the block is Neighboring Organizations Responding Together for Hope (NORTH) and we're becoming more active with them as they grow.

Sacred Conversation, sponsored by PIIN, was a major vehicle for discussions about race. We had over 60 people participate total, spread over several events. Many of us have deepened our understanding of what white privilege and white supremacy mean; there is still a long way to go. We had a showing of the movie "13<sup>th</sup>" which was well attended.

We've started e-mail interest lists so issues other than racism and the environment can be addressed. When notices on gun violence, reproductive justice, immigrant rights, anti-mass incarceration come from UUPLAN task forces I can send the information on to the interested folks. There is so much going on you really don't want it all in the e-news every week!

The biggest change this year is the decision by the congregation to enroll in the Green Sanctuary program. This is a big commitment. Luckily Susie Wood is available and excited to do this. They have already rolled out the "tip of the week" and a congregational survey (please do yours!). Lots of exciting plans are afoot.

Lots of other projects continue. Many letters and postcards have been delivered. UUCNHers have marched for better pay and union. We have marched for women, for science and for climate change. We've raised money to support all these projects and more.

Though it was not a Systemic Change Team project the whole congregation took a lot of pride, and contributed financially, to Scott Rudolph's trip to Standing Rock. We commend Sue Broughton for her work with Fair Districts PA. We're proud of Steve Fuegi joining the UUPLAN Board. Tassi Bisers continues her work with PIIN as their secretary and on the Clean Rivers Campaign. Becky Ridgeway initiated the "good neighbor" sign campaign. We have now sold 200 signs and spread a lot of good will! Susie Wood leads the charge with Green Sanctuary. Ron and Rachael Smart work on LGBTQI issues with Rainbow Ministries. I hope we can add your name to this report next year!

Namasté,  
Carol Thurman Ballance

## **FELLOWSHIP GROUPS**

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

### **BARN RAISERS**

The mission of the Barn Raisers Time Bank is to build, foster, and deepen relationships in the Pittsburgh community by intentionally supporting one another through sharing of skills, resources, and energy, without an exchange of money but rather by exchanging service time, recognizing that each member's contribution of time and effort is equal in value.

Currently the group consists of about 90% church members and 10% from the community. Historically, members have done a variety of exchanges with one another, including things such as gardening, childcare, giving rides, computer help, fitness advice, housework, house repairs, de-cluttering, music lessons, massage, sewing, resume help, pet sitting, and more. The group hit a bit of an activity slump this past year and has as a result, changed from meeting every month on the fourth Monday, to meeting several times a year.

The potluck meetings are a means to get to know one another better and to share information about recent and upcoming exchanges. The Time Bank would welcome some new, enthusiastic membership to rejuvenate the activity level of the group.

Rachael Smart, Coordinator

## **BOOK DISCUSSION GROUP**

The Book Discussion Group (BDG) typically takes place the third Friday of each month at UUCNH. The BDG provides a forum to discuss interesting books and interact with others intellectually and socially (we often share snacks). We create a welcoming, supportive and comfortable environment where members can voice their opinions and ideas in a mutually respectful environment.

Books to be discussed include an eclectic mix of both fiction and non-fiction. Generally, these books have at least a minimal degree of "substance" to ensure the discussion is worthwhile.

The books are nominated by members. The member nominating the book must have already read the book. Every reasonable attempt is made to ensure the nominated book is readily available at Carnegie Library so there is no cost for gaining access to the book. The group then votes on whether the book should be included as a future reading. The person who nominated the book generally leads its discussion.

Jon Hamrahi  
Book Discussion Group Chair

## **CRAFT GROUP**

The Craft Group, which meets Thursday mornings from 10 am to noon in the East Room, has about a dozen members. In addition to sharing our handwork projects and craft ideas, we support each other and serve as a resource center for information we might be needing at the moment. We have members who are not crafters but love to come and join in our spirited and interesting discussions. We also celebrate birthdays with the celebrant choosing the treat.

This past church year, we held a two-day sale of our handmade items and baked goods in November and December in time for the holidays and a second one-day sale in the Spring. Proceeds from our sales are used to fund projects which are not included in the church budget.

Our most recent purchase was shelving and a stool for the church library. We welcome written requests for funding and ask that you submit them to [dinning1@comcast.net](mailto:dinning1@comcast.net) or to any member of the group.

Visitors and new members are always welcome. Please join us to meet fun and interesting people. Crafting is not required.

Irene Dinning, Coordinator



## **QUILTING GROUP**

The Quilting group continues to meet in the East Room on the second Tuesday of the month from 10 am to 2 pm. Tables are set up for a variety of activities so that quilts can be spread out to work on. An iron and ironing board are set up for use by everyone.

Each session includes show 'n tell, sharing new patterns and techniques, and news of interest to quilters such as quilt shows in the area, quilt fabric shops and sales of fabrics by various organizations.

Each member brings her own project to work on from hand quilting an antique double wedding ring to table runners, mats and potholders. Some choose to do handwork such as finishing binding or hand piecing while others use the time to cut fabric pieces for their project. Attendance varies from 3 to 8 people.

Peggy Trevanion, Coordinator

## **SATURDAY NIGHT BRIDGE**

Saturday Night Bridge is A UUCNH ACBL sanctioned bridge club. It meets once a month for a great dinner and bridge at the church. The past fiscal year the club brought in \$500 for UUCNH. It averages 4 – 5 tables of players and is looking for more participation from the church membership.

Dinner is at 5:45 p.m. and bridge is at 6:30 p.m. on the third Saturday of each month. The game is for players at all levels and is friendly to beginners and novices. The fee is \$10 for dinner and bridge.

For more information on the club, call John Bernhard at 412-855-2168, or see me in church.

John Bernhard, Saturday Night Bridge Chair

## **TREE HUUGGERS**

**We are a group of people who like to be outside and do projects, and get our hands dirty.** We want to help our environment, mostly locally. We don't like meetings much but we will meet when planning a project!

In May 2016 a group of 15 Tree hUUGgers of all ages spent a spring morning removing invasive plants and planting native plants along a little side stream in North Park. We worked with the naturalist at North Park for guidance. In November we had a celebratory walk along the White Trail to see how our plantings have fared.

In June and in October we worked during the church Work Party day, removing invasive plants from the church grounds, weeding, and moving the compost bin.

Our focus during most of the church year 2016-2017 has been to help the Green Sanctuary Team. Many Tree hUUGgers have been involved in the planning meetings. Our group will help with the items involving the church grounds. A small group of Tree hUUGgers did some work in the Memorial Garden area in the early spring.

If you like nature, gardening, hiking, or just being outside, if you are passionate about protecting our Earth, join us!

Kathy Miller

## **UKULELE GROUP**

UUCNH provides a meeting place for North Hills Ukulele Group which is part of a 400 member Steel City Ukuleles. Approximately 15-20 musicians attend the North Hills jam sessions the first and third Monday of each month from 7:00-9:00 pm. There is a break mid-session for refreshments and socializing.

We welcome musicians at all skill levels. Some attendees have never played ukulele and others are proficient. Members contribute \$2 for buying and copying music. There is no requirement for practicing. Members rotate in and out of the group as time and interest dictate.

Steel City Ukuleles has classes for beginners, a retreat for members to jam all weekend, and jam sessions all over the city. They also bring well known ukulele players from all over the country to perform in Pittsburgh.

Sandy Faulkner, coordinator

## **BELLWOOD ANNUAL REPORT**

### **Introduction**

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

### **Preschool Activities**

Bellwood Preschool had yet another successful year in carrying out our mission “To provide each child with the opportunity to become problem-solving, empowered, compassionate individuals who share a deep respect for their global village.”

The school follows a daily rhythm of arrival, together time, choice of five area activities (including K-Kids), outdoor activities or stories and songs, then dismissal. Children learn kindergarten-readiness skills, artistic expression, science, nature, multiple languages and cultures, respect, compassion, and responsibility, just to name a few. Bellwood prides itself on being a discovery-oriented school that provides an environment rich with experiences to help foster self-esteem, creativity, and growth for children ages two to five.

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

Bellwood utilizes many community organizations and parent passions to enrich the curriculum. These enrichment areas included: Spanish, yoga, science, and history and culture topics. Many enrichment activities were brought together under the theme of “Homes,” which is the theme of this year’s Bellwood Art Show, and provided endless interesting discussion related to the natural world and other cultures. Some community organizations that visited this year also provided safety discussions, cultural exposure, and interesting science discussions. These visits included: The Franklin Park Volunteer Fire Department, The Pittsburgh Symphony, the Carnegie Science Center, The Pittsburgh Zoo, and Animal Friends. In addition, the children had vision, speech, and hearing screens, and learned about dental health. There is always a multitude of opportunities when a child walks into Bellwood!

### **Sessions and Enrollment**

Bellwood continues to offer 3 (MWF am or pm), 4 (MWF am or pm and TH am), and 5 (MWF am or pm and TH all day) session options. The am session runs from 9:00-11:30 am; the pm session runs from 12:30-3:00 pm; the Thursday full-day session runs from 9:00 am-2:00 pm. The 4- and 5-session options are reserved for children in their Pre-K year. Enrollment for the 2017-2018 year was at capacity, 65 students. 33 attended in the AM and 32 in the PM sessions.

For the 2017-2018 school year, we plan to maintain the same session options. Additionally, we plan to continue our Lunch Bunch offering on Fridays and Extended Day offering on Monday, Wednesday and Friday.

At the time of this report, enrollment for the 2017-2018 school year is full for both the AM session and the PM session. We also have a waiting list for openings for next school year, as well.

### **Kids Day Out**

“Kids’ Day Out: Get Ready for Preschool” remains popular for its third year. This program is for two-year-old and young three-year-old children, accompanied by a caregiver. It helps ease the transition to preschool and has helped increase preschool enrollment. We offer a Fall and Spring session, each last 6 weeks. Approximately 8-10 children (with a caregiver) attend each session. This program has spread the Bellwood name further into the community and been very popular for word-of-mouth recommendations.

### **Staffing**

If you ask a child about their time at Bellwood, they are likely to describe their teachers first. It is the teachers who are the heart and soul of the school. They create a place where children learn academics to be prepared for kindergarten, but also learn to be good citizens and to value one another. We have a staff of nine teachers to maintain the 1:6 teacher-student ratio. We also employ one teacher assistant.

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

### **Fundraising and Tuition**

Our main fundraiser continues to be the Fall and Spring Kid Stuff Sales. It is because of our hardworking, dedicated Kid Stuff Sale co-chairs and parent volunteers that we are able to hold such a significant event. The sale not only raises the majority of the money used for school supplies, church donation, and building upkeep, but also provides a service to the community and the Earth! As always, we are grateful to UUCNH for the use of the building and their help on Saturdays.

To raise additional dollars, we have a flat fundraising fee per child. We find this to be most effective, as every dollar goes toward the school. We again offered some special opportunities for Bellwood families including photography sessions, a river cruise, and logowear, which all help to provide some revenue for the school. This year, we are also joining with UUCNH to begin raising funds through Amazon Smile. This is a very new venture, but one that we hope will be an easy way to mutually benefit, without being an undue burden to those raising the funds.

Our tuition is used to cover teacher salaries.

## **Buildings & Grounds**

Bellwood continues to work with parents and UUCNH to maintain our building and grounds. During the past year, parts of the interior were freshly painted, picnic tables were painted, a new bunny hutch was built, the bathroom lock was repaired, old playground equipment was removed and existing playground equipment was repaired and maintained. We also had a significant upgrade to the electrical system completed. Additionally, a new message and writing center was added to the school. Standard maintenance such as window washing, furnace tune-up, gutter cleaning, and floor cleaning was performed.

Bellwood requested donations from parents at the end of the 2015-2016 school year in order to replace the old wire fencing around the perimeter of the Bellwood backyard. Parents generously donated, and the remainder of the cost was funded by UUCNH, for which the Bellwood community is very grateful. The wire fence was removed and replaced with a wooden, slat fence. This has been a major improvement to the outside environment and provides increased safety to the children, as well as a more aesthetically pleasing look to the backyard.

Areas that will need addressed in the future are: another section of wooden fencing, repairing a section of the current wire fence that has collapsed, replacing the linoleum floor, replacing the climbing structure on the playground, and new mulch on the playground.

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**

Because of our partnership with UUCNH, Bellwood was able to help mold and grow 63 young children who we hope will make the world a better place, and we were able to make their world a little brighter, more interesting, and enriched. All of this was possible due to our dedicated, talented and loving teaching staff, helpful parents and board members, our diligent office administrator and a director, who's love of childhood and children is unending.

Respectfully submitted,  
Kate Campbell, Bellwood Parent Board President

**MID-YEAR CONGREGATIONAL MEETING MINUTES**  
**January 21, 2017**

President Ivan Baumwell noted there being a quorum present, and the meeting was called to order at 12:22 pm.

1. Governance Task Force (GTF) presentation by Bob Delaney, Sue Broughton, Ed Rockman, and Joyce Kepner

**Proposed Changes to the UUCNH Bylaws**

**Article V Board**

**Section 1: Number of Trustees**

There shall be seven (7) ~~nine (9)~~ Trustees.

**Section 2: Term of Trustees**

Trustees shall be elected to three-year staggered terms, unless elected to fulfill an unexpired term, so that no more than three, nor less than two, voting members' terms expire at the same time. No Trustee shall serve more than 48 consecutive months. Following completion of a term, the member may not serve on the Board for at least twelve months.

**Section 3: Vacancies on the Board**

Any vacancy occurring on the Board between Annual Congregational Meetings shall be filled by Board appointment from nominations of the Leadership Development Team Nominating Committee. The appointee shall serve until the next Annual Congregational Meeting, at which time the unexpired term shall be filled by election.

**Section 4: Ex officio Members**

The Minister, the Religious Educator, and the ~~Officers of Secretary and Treasurer~~ shall be ex officio, non-voting members of the Board, and shall not be counted in determining whether a quorum is present.

**Section 9: Termination of Trustees**

Any Trustee may be terminated by an affirmative vote of at least five (5) ~~6~~ Trustees. The terminated Trustee shall have the right to appeal for reinstatement at a Congregational Meeting.

**Article VI Officers**

**Section 4: The Secretary**

The Secretary shall be chosen by the Board from among the Trustees Members. The person so chosen shall be Secretary of UUCNH and of the Board, shall act as Secretary at all meetings of UUCNH and of the Board, and shall exercise, subject to the direction of the Board, all the functions usually pertaining to the office of Secretary of a corporation.

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### Ballot

Shall the changes to the UUCNH by-laws in Article V proposed in the document "Proposed changes to the UUCNH Bylaws" be approved to be effective for the church year July 1, 2017 - June 30, 2018? \_\_\_ Yes \_\_\_No

Shall the changes to the UUCNH by-laws in Article VI proposed in the document "Proposed changes to the UUCNH Bylaws" be approved to be effective for the church year July 1, 2017 - June 30, 2018? \_\_\_ Yes \_\_\_No

#### Discussion –

- Question as to why we aren't voting on the ministry council at this time along with the proposal to reduce the board size. We aren't ready to vote on ministry council at this time. If the board reduction is approved today, we will vote on the ministry council at the annual meeting. The board can do this without the change being in the bylaws as the CARS document can be updated instead. There is also no job description of the ministry council just yet.
- The GTF recommends attending information sessions that will be setup to discuss next steps with the ministry council and the restructure.
- Concern that as a growing congregation, our board should grow with it. After a year, there will be an evaluation of the board size.

#### Vote –

Motion to change the UUCNH by-laws in Article V proposed in the document "Proposed changes to the UUCNH Bylaws" be approved to be effective for the church year July 1, 2017 - June 30, 2018.

**Motion passed. 65 yes; 2 no; 1 abstain**

Motion to change the UUCNH by-laws in Article VI proposed in the document "Proposed changes to the UUCNH Bylaws" be approved to be effective for the church year July 1, 2017 - June 30, 2018?

**Motion passed. 65 yes; 2 no; 1 abstain**

## 2. Green Sanctuary presentation by Susie Wood

#### Discussion –

- We will need UUA approval to be a Green Sanctuary, similar to being a Welcoming Congregation.
- Are we stretching ourselves too thin by dealing with race, gender identity, and the environment? Should we do an initial assessment then bring it back to the board to vote on? That is one option, but then we would not have UUA approval which is the initial intent.
- It will be good to have a plan in place, like what to do with our used coffee grounds, do we compost or not? There will be less frustration and less confusion.

- This is living our values and being intentional about it.
- What value do you see in the accreditation versus doing this on our own? There will be more structure and support along the way. We may also be more likely to keep it going with UUA's support versus it potentially puttering out if we try to do it on our own.
- Can we partner with another organization? Kent and Ginger Hill already went through the process, so I'm sure they will be willing to help us. Certification is valuable to be organized and focused.

Vote –

Motion to call the question, close the debate, and move forward with the Green Sanctuary project.

**Motion passed. 63 yes; 2 no; 1 abstain**

3. Presentation of the Proposed UUA Statement of Conscience (SOC) on Escalating Inequality by Stephen Fuegi

Discussion –

- Escalating inequality will be brought up at the General Assembly (GA), but was not brought up two Sundays in advance of the Congregational Meeting, so there will not be a vote. Discussion on how to have further conversations prior to the next GA.
- Would like to submit a draft statement of conscience which is due to the UUA by February 1. Please read the draft and send ideas or comments to Stephen Fuegi or Ivan Baumwell.

Closed the meeting at 2:00 p.m.



## 2016 UUCNH ANNUAL CONGREGATIONAL MEETING MINUTES

May 15, 2016

12:30 p.m.

President Dennis Doubleday called the meeting to order at 12:33 p.m. and noted the presence of a quorum.

### *Approval of Congregational Meeting Minutes – May 2015 and January 2016*

MOTION to approve meeting minutes from congregational meetings of May 2015 and January 2016, seconded and passed.

### **Proposed 2016 Budget**

Dennis noted that the budget includes funding of health insurance coverage for employees working  $\frac{3}{4}$  time or more. Mary Ellen Johnson, on behalf of the Finance Committee, introduced a MOTION to approve the budget; she took questions from the membership and asserted:

- There is budgeted a 3% increase for all staff.
- Reserves established about four years ago and intended for future operational costs are being used to help transition to covering health insurance for employees.
- There is an aggressive assumption of \$8,000 in fundraising.
- Building operations budget is lower than previous years in large part due to lower gas prices.

Motion passed.

### **Board and Leadership Development Team Nominees**

LDT nominees for the Board of Trustees were Robyn Travers (President track), Ellen Saksen, and Michelena Wolf for three year terms and Jan Hoeter to serve the two-year balance of a vacated seat's term. Dennis called for nominations from the floor; there were none. MOTION for voting by paper ballot, seconded and passed. Nominated individuals were elected.

LDT nominees for the Leadership Development Team were Chuck Berry and Stacy Conlin for two year terms and Sandy Faulkner for the one-year balance of a vacated seat's term. Dennis called for nominations from the floor; there were none. Nominated individuals were elected.

### **Report from the Governance Task Force**

Joyce Kepner, Bob Delaney, Ed Rockman, and Sue Broughton reported for the task force. The group reviewed existing church committee structure and proposed a new structure to support envisioned implementation of policy governance by the Board. Key aspects were clarification of the distinct functions of ministry and governance, placement of all ministry groups (teams) under the Minister and direct reporting of

governance groups (committees) to the Board. Also proposed was a Ministry Council, reporting to the Minister and comprising the Minister, DLFD, Board VP, and coordinators of the Community Life, Outreach, and Resources groups of teams.

MOTION: Resolved that the congregation expresses approval with the general direction of the GTF's recommendations and encourages GTF to move to next stage of proposing detailed implementation plans, moved by the task force.

Discussion included questions from the membership and responses by GTF members:

- Question asking for clarification of motivation for ministry teams to report through coordinators to Council; response that ministry teams will get considerable support from council and coordinators.
- Suggestion that LDT be responsible for identifying the three ministry coordinators.
- Suggestion that the Ministry Council report to Board in addition to reporting to the Minister.
- Concern expressed that the Committee of Chairs, which would be eliminated, provides a helpful schedule coordinating function for chairs.
- Suggestion that the VP spot on the Ministry Council be replaced by the past president.
- Suggestion that the new organization structure again be changed after implementation of policy governance.
- Suggestion that the GTF consider a Board size of five members instead of the currently envisioned seven.

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Motion passed.

### **Report from the Interim DRE Search Committee**

Rev. Scott Rudolph reported that the committee formed to identify a candidate to serve a one-year assignment as Interim DLFD. The committee is open to keeping the person on permanently under the right circumstances but is recruiting specifically for someone interested in an interim role.

### **Report from the Visioning Task Force**

The task force invited feedback on the three focus areas. Feedback included:

- The vision lacks a "keeping and sustaining members" function. Response was that existing church activities/functions are not intended to be eliminated by focus on the three areas.
- Suggestion that the three focus areas align well with the three ministry council groups and may be an opportunity to establish responsibilities for those groups.
- Note that there is a lack of focus on Sunday services and what can grow out of them.
- Question about whether there is inconsistency in reporting, as the Ministry Council reports to the Minister but the largely parallel focus areas were discerned by the Visioning Task Force, which was charged by the Board.

**Recognition of Outstanding Service**

The following members were recognized for outstanding service: Allyson Zadnik for childcare coordinating, Tassi Bisers for leadership of the Sunday Services Committee, Ron Smart for leadership of Buildings and Grounds, Lou Bartolomucci for leadership of the Stewardship Committee, Alex Landefeld for improving church communication channels, Michelena Wolf for work with adult LFD and social justice, Laura Patton and Elizabeth Albrecht for coordinating the rummage sale, Lois Madden for being "volunteer of the year," and outgoing board members Bob Delaney, Mark Draa, and Rachel Smart.

**Call for New Business**

There was no new business. Greta Porter was congratulated and thanked by Dennis for her years of extraordinary service as DLFD and for her pending retirement.

MOTION to adjourn, seconded and passed at 2:08 p.m.

## UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS RELATIONAL COVENANT

We covenant together so that we will remember our mutual responsibilities to ourselves, to each other, and to our community as a whole. This living document of our shared commitments will continue to be shaped by our experiences together. We understand that sometimes we will fall short, as will those with who we are in relationship. We will do our best to bring one another back into covenant in a caring way. We do bind ourselves to walk together in the spirit of love.

As a member of the Unitarian Universalist Church of the North Hills, I covenant:

*Needing community, I will support our church.*

*Needing to belong, I will be inclusive and welcoming.*

*Needing kindness and respect, I will be kind and respectful.*

*Needing care, I will be compassionate.*

*Needing to be heard, I will listen.*

*Needing truth, I will be honest.*

*Needing openness and space to grow, I will be open-minded and support the growth of others.*

*Needing my differences understood, I will seek to understand the differences of others.*

*Needing a safe, healthy environment, I will enter into conflict in a positive way, speaking with people directly, without divisiveness, honoring boundaries, and remaining respectfully engaged.*