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Staffing
Fundraising and Tuition
Buildings & Grounds
Conclusion

ANNUAL MEETING MINUTES

MID-YEAR CONGREGATIONAL MEETING MINUTES

MEETING TO CALL SETTLED MINISTER

UUCNH RELATIONAL COVENANT
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)
AGENDA

Meeting Agenda:

Call to Order

Vote to approve meeting minutes:

- 2018 Annual meeting 5/21/2018
- 2019 Midyear meeting 1/21/2019
- Meeting to call settled minister 5/5/2019

Presentation, discussion and vote on 2019-2020 proposed budget - Finance Committee

Board and Leadership Development Team (LDT) Nominees - presentation of nominees and vote

Report on year 2 of interim ministry

Systemic Change presentation

Recognition of Outstanding Service to UUCNH

Call for New Business

Adjourn
PRESIDENT'S REPORT

It has been my immense honor to serve as the President of the UUCNH Board of Trustees this past year. I have deep appreciation for the wonderful individuals I have had the good fortune to serve with: Don Nelson, Kathi Finch, Mary Ellen Johnson along with our three Board members who have served with dedication and grace over the past three years: Robyn Travers, Ellen Saksen, and Jan Hoeter. These three Board members have done so much in their tenure on the Board. Robyn artfully navigated the transition from settled ministry to interim, led the changes to make Buildings and Grounds a well-functioning church ministry, and continues her incredible work with youth. Ellen has been a vital part of the Board for years with a long tenure as Board Secretary before her recent 3 year term as a Board member. She has been a creative part of our church fundraising effort and a key player in the important Safety team. Thank you so much, Ellen. I will miss your thoughtful comments and creative suggestions in the board room as well as your insightful “bottom line” conclusions. Jan Hoeter has been such a valuable member of our Board – performing detailed analysis for various large projects, acting as a force of change and innovation on the Safety team and consistent voice for focus and outcomes. Jan, Ellen and Robyn, we will miss you on our team and wish you the best in your next role serving the world.

Our Board has continued to move toward policy governance and worked with Rev. Rollins, LDT and Ministry Council to empower teams to lead in their area with the full support and cooperation of the Board. The Board outlined three key areas of focus for 2018-2019: opening up the question of growth, increasing kindness and generosity in our community and aligning our budget with our church mission. We have had several interesting conversations led by our CER liaison Rev. Sunshine Wolfe as we began our exploration of the meaning, implications and impediments of church growth. These conversations are intended to help inform us as we prepare for our new settled minister and move into our future.

Our kindness campaign is a collaborative effort – thank you to Dana Poss, our DLFD, Kathi Finch and Connie Hester for your creative ideas and dedication to our beloved community. We look forward to your innovative programming to deepen our individual and collective commitment to increasingly living these important values.

I must start by thanking the amazing Ministerial Search team for their heroic efforts during this past year. The team, Alex Saksen, Joe Meier, Rebecca Hovermale, Cris Graham, Joyce Kepner, Hal Dixler, Bernita Clover and Lorenzo Pane, have done a truly terrific job. They totally revamped our church website, completed the difficult work of putting together the Ministerial Search packet and have found our candidate. I cannot express what a great group they have been to work with. I am so proud to have had you serving as our church’s ambassadors. Thank you for all your work on our behalf.

And happily our Ministerial Search team led us to our new settled minister – Rev. Jane Thickstun. After a congregational vote on May 5th, 2019 with 111 members in attendance and 11 voting by proxy – We had a 96% affirmative vote to call Rev. Thickstun. Rev. Jane was delighted to answer our call and will join us as our settled minister on August 1, 2019. There were quite a
few tears of joy after the vote. I look forward to a wonderful future at UUCNH as we partner with Rev. Jane to extend our reach and deepen our commitment to transforming ourselves and our world.

With the leadership of Jan Hoeter and Jodi Clark, the new Safety team at UUCNH has made many improvements to increase our awareness and increase the safety of our building. The team is also navigating the delicate balance of increased safety and welcoming. Thank you Safety team for your amazing work this year.

Robyn Travers has been instrumental in leading B&G this year. With the addition of our new Sexton, Tim, and the process improvements for reporting building issues, our building is in better shape every day. Thank you so much to all who have contributed to the B&G process and projects as we evolve and care for our beloved barn.

We thank Lynn Richards, Kurt Kuntz and Rev. Rollins for working all year to develop the Covenantal Relations Team. We appreciate your hard work as we deepen our organizational commitment to our relational covenant.

Thank you to Dana Poss our Director of Lifespan Faith Development. Dana arrived just about a year ago and has worked tirelessly to “put her arms around” our faith development function. Dana has been an insightful and valuable non-voting member of our Board and a wonderful partner for Board projects. Her dedication to our children and youth, along with the fabulous, Dawn Lindsay, is a joy to see. Thank you, Dana, for joining the UUCNH family and helping us become our better selves.

Our Interim minister, Rev. Don Rollins, has kept us challenged and focused on increasing the development of the Board and other church leaders. He has offered us insights from church research to guide our decision-making and help us think more broadly about our projects and processes at church. Thank you for your guidance during this interim period – we will use the tools you have introduced as we move forward. Our heartfelt thanks and Godspeed to you!

I look forward to a bright future next year with Mary Ellen Johnson as our new Board President. Mary Ellen has been a great sounding board, confidant and resource in this year on the Board. Mary Ellen has a long history of contributing at UUCNH and will undoubtedly be a dynamic and thoughtful leader for our congregation. I thank you Mary Ellen for your help this year and your friendship and willingness to jump in.

In gratitude,

Susie Wood
I want to use this opportunity to say how grateful I am to have come this way. Accredited interim ministry is a way of life, not a job; so when those of us who do this work come across a solid congregation, we feel blessed. And I’ve definitely been blessed.

This second and final annual report will be a summary of our entire shared ministry, covering most aspects of church in two categories: main accomplishments, and going forward:

SOCIAL JUSTICE

Accomplishments: Installation/continuation of focused, congregation-wide model; active involvement on last year’s focus issue, fair districting; continued involvement with NORTH, a collection of area congregations and social agencies; Team members, John Ballance and I participated in marches and protests;

Going Forward: The Systemic Change Team will need to coordinate the congregation’s involvement with the 2019-20 Focus Issue. You’ll probably want to familiarize Jane with NORTH and it’s important to train new/newer team members on the Gardiner model you’re using. And Helping Hands may be the best kept secret at UUCNH!

ADMINISTRATION

Accomplishments: completed Ends Statement (see Mission and Ends Statements at uucnh.org, and click on “Our Governance”); completed Appreciative Inquiry process capturing positive stories from UUCNH’s history; completed sample outline for future strategic planning; hired Dana Poss as Director of Lifespan Faith Development; hired Tim Nutter as Sexton; conducted progress appraisal with each staff person, and recommended salary levels for 2019-20; made initial efforts to help each team/committee become familiar with their CAR documents (charge, authority and responsibilities - see uucnh.org and click on (CAR Documents).

Going Forward: Policy-based governance is a complex system, requiring time and small steps. It’s also a system being pared down, according to my last two trainings on the Hotchkiss (UU governance consultant) model. That said, under Robyn and Susie’s leadership, the board has taken some steps toward delegating work to the staff and teams/committees. Depending on Jane’s preference, you might want to reactivate the Governance Task Force, and engage Central East Region UUA staff (or other consultants) to develop a plan for next steps.

LEADERSHIP DEVELOPMENT

Accomplishments: After experimenting with some leadership sessions last year, members of the Leadership Development Team and I led three 2-hours seminars we suggest become standard training for all incoming leaders; the team also located UUA resources for leadership based on up-to-date, best practices; related, Mary Ellen led a Committee of Chairs meeting last year, which included some leadership training. With some coordination with the Leadership Development Team, that meeting could become another platform for learning to lead in these changing times.
WORSHIP/SUNDAY SERVICES COMMITTEE

Accomplishments: UUCNH is a great (overall) congregation to be with on Sundays. The lay leaders are solid, Mary, Adam, Hal and the choir are excellent at what they do. (A shout out to Nick, too!) The Audio Wranglers make the worship leader look and sound good. Same with the greeters, ushers and pastoral care associates. The changes the Sunday Services (and at point Lay Pastoral Care) have initiated have not been unwelcomed (an understatement) but they are in line with best practices for congregations UUCNH’s size.

Going Forward: The Committee is strong and committed - some of your most seasoned leaders are serving there. They’ll want to get up with Jane as soon as she’s ready.

STEWARDSHIP/FINANCE

Accomplishments: With the help of many hands, the 2018-19 generosity campaign came in more or less on target - a substantial accomplishment during an interim period. As of my last update, pledges for 2019-20 are short of the target amount, but with another push could easily close the gap. Let me encourage all to make or raise their pledge in order to begin a new settled ministry in the black. The Finance Committee (and Lindsay) do good work in informing the board and congregation on budgetary matters.

Going Forward: The effort to better align the UUCNH budget with its mission is to be saluted. I’d encourage the board to adopt a clear, condensed version of the mission statement, which Would help in measuring spending against some concrete values. (Examples: spiritual development, sustaining community, justice or anti-oppression work). The board might also explore year-round stewardship.

PASTORAL CARE/LAY PASTORAL CARE

Accomplishments: Because UUCNH functions in some ways as a pastoral-size church (desire for strong bonds with the minister, and expectations for levels of pastoral care closer to a 100-member congregation) time must be taken from other core ministerial functions such as administration, staff supervision, justice work and representing the church in the greater community. Based on studies old and new, burnout is higher for this size than any other. I’d encourage you to hold that reality in mind as you think about Jane’s new ministry. Along with that thought, let me brag on UUCNH’s fine Lay Pastoral Care Team. I’ve been blessed to work with some of the best lay caregivers I’ve ever met. They’re compassionate, committed and practice confidentiality. And do a great job with Joys and Sorrows in each service.

Going Forward: Keep recruiting and orienting team members as needed. Consider doing common reads to stay current with new trends in lay pastoral care.

COVENANTAL RELATIONS TEAM

Accomplishments: The team and I developed a process for managing/resolving conflict between two individuals or larger parties. The board is reviewing the process and will at some point officially adopt it. The team has been involved in two situations to date.
Going Forward: The team needs a third layperson in order to be at full strength. They would also benefit from additional training, and any leadership Jane would like to offer.

CONNECTIONS/MEMBERSHIP FUNCTIONS

Accomplishments: Kathy Ke, Tassi and and some other folks have taken the lead in orienting new/potential members, and have done a great. I’ve participated in most of those sessions. And Chuck Berry has been a great asset by coordinating the monthly after-church sessions for anyone who wants to know more.

Going Forward: Some key committee members joined the Search Team, thus the committee needs some new blood. Depending on how Jane wants to coordinate this part of the church, the committee might want to tap Regional and denominational resources for new ideas.

OTHER ACTIVITIES

- began a coffeehouse, which will continue after I leave
- continued the monthly Wonderful Wednesday program, including a potluck and vespers service
- attended most monthly ministerial meetings with Pittsburgh area UU clergy
- participated in dinners sponsored by NORTH
- began an addictions support group, which some UUCNH members/friends may continue beyond the interim period
- designed and delivered two UUA-sponsored “teach ins” supporting anti-racism, anti-oppression and multiculturalism
- helped Jen Halperin and Dana design and deliver six multigenerational services designed and conducted seven memorial services
- conducted two series of progress appraisals for staff
- played a part in improving the relationship between the church and Bellwood
- designed and led a workshop on UUCNH history
- met with the Search Team as part of their preparation for the settled ministry search

FAREWELL

As I completed this report, news came that you’ve called Jane as your next settled minister! I celebrate with you, and offer a big thank-you to the search team.

Lastly, as I said in my last newsletter column, we’re now a part of each other’s story. From my end, that’s a very good thing. All blessings on you and Jane. Take care of each other. And a fond farewell.
DIRECTOR OF LIFESPAN FAITH DEVELOPMENT

The most obvious transition that occurred in lifespan faith development during this church year was the installation of our new DLFD. Dana Poss came to us from the Unitarian Universalist Congregation of Atlanta (UUCA), where she served as lead teacher, and before that, Youth Programs Director. She also served several congregations as DLFD or Acting DLFD. Dana comes with robust experience in youth programming (she is a UUA Chrysalis-certified youth director and an OWL facilitator) and a desire to develop a comprehensive lifespan faith development perspective.

ADULT FAITH DEVELOPMENT

Committee/Team Contact Name(s): While there is not an Adult Faith Development Chair or formal committee at the present time. We do have a cadre of dedicated individuals who have offered various classes, affinity groups, and spiritual development groups as seen below.

Accomplishments: We have several strong ongoing adult faith development groups and fellowship groups as follows:

ADULT FAITH DEVELOPMENT GROUPS
- A Short History of Unitarianism and Universalism (3 session course led by John Ballance)
- Covenant Circle
- Ecstatic Dance
- Christian Perspective - Edie Swihart and Joe Meier
- Humanist Group - Dick Myers
- Jesus Discussion Group - Tony Palermo
- Library
- Meditation with Friends - Sue Luebert
- Philosophical and Spiritual Insights (PSI) Group - Tony Palermo
- Sisters in Spirit (led by Rachael Smart and Michelle Broge-Connor)
- UU Christian Perspectives
- Wonderful Wednesday

FELLOWSHIP GROUPS
- Bocce Group
- Book Discussion Group
- Break Forth Ensemble
- Camping Trip
- Chair Yoga
- Craft Group
- Coffeehouse
- Jam Session
- Quilting Group
- Recovery Group
- Spiritual Awareness Circle
- Ukulele Group
- Yoga with Amy

Progress On Goals - Given that this was the first year of our settled DLFD, our primary goals were to keep the momentum of the program going, support offerings and fellowship groups that were already in place, and offer guidance and support to any new groups as needed or requested. Generally these goals were met or exceeded.

Plans For The Future - Our major goal for future years is to begin to transition adult faith development into a more strategic, cohesive program, as well as to weave together adult, youth and children offerings into one continuous, truly lifespan faith development program. We specifically hope to consider initiating another round of Covenant Groups next year, in collaboration with our new settled minister.
ADULT FAITH DEVELOPMENT GROUPS

JESUS DISCUSSION GROUP (from Tony Palermo)

With the goal of presenting the Jesus of history and scholarship, this group has met, one Sunday per month, at UUCNH since 1992. Over 300 people have stayed an average of 5-6 sessions each.

Presentations involve an approximately 2 year cycle, beginning with the evidence for the historical existence of Jesus, and then delving into what the biblical or extra-biblical evidence, tells us about the man from Galilee: his family, occupation, philosophy and quotes, along with his birth religion and cultural milieu.

From that point, the gospels are discussed in detail: authorship and time of composition, as well as editorial concepts. Special note is made of the trajectory of various notions of Jesus’ status on the way to divinity. Stopping points along the way include the Nativity stories [purpose and divergences in Luke & Matthew], the events of his week in Jerusalem – arrest, death and resurrection – and the development of thought about Jesus as the Son of God, a process covering 300 years of history and “heresies.”

Some topics have been added by request: Jesus and Mysticism, the epistles of Paul, Gnosticism and the Apocryphal Gospels, among the most popular. The presentations are open. Questions and discussions are always encouraged, and usually happen. Attendees in the past have ranged from Christians to agnostics to atheists to Eastern adherents. All points of view are respected.

Interested individuals need not be there for the beginning of each topic; a summary of previously covered material always begins each session. This year, we began with Impressions of Jesus using a book by Stephen Mitchell synthesizing scholarship of both East and West with the Thomas Jefferson bible thrown in for good measure. From here, we discussed the Resurrection, the eification of Jesus, and currently, the character of Jesus as related in the Synoptic gospels, Mark, Matthew and Luke.

PSI (PHILOSOPHICAL, SPIRITUAL INSIGHTS) GROUP

The goal of this group has been to look for meaning and connection in the Worlds of Science, Philosophy and Spirituality. As an off-shoot of the Jesus Discussion Group in 1995, the members began with a search for an understanding of Christian Fundamentalism but quickly moved on to the mysteries of Philosophy, Physics, Chemistry, Biology and Evolution, including spirituality and the brain, medical ethics, communication with the Divine, Eternal Life, interpersonal relationships, the molecules of Life, and the development of human nature through Darwin’s theory of Sexual Selection.

A particularly popular topic has been the psychological nature of Evil, and the notion that despite the horrors of the evening news, humanity as a whole is becoming more moral with passing years.

Each topic was/is based on at least one landmark book in its field and presented once a month in open discussion form. As with the Jesus Discussion Group, questions and differing opinions are encouraged and afforded respect.
PSI has also seen a few hundred attendees over the years. Some stay for an entire topic, as many as 6-7 sessions, some for a few years.

And as with the Jesus Discussion Group, one does not need to attend from the start of each topic; a summary of previously covered material always begins the session.

THE HUMANIST DISCUSSION GROUP (from Dick Myers)

HDG continued to meet most months through the past church year, and is perhaps best described as an affinity group whose members are free to discuss a variety of intellectual and important contemporary topics. The group is open to persons of all perspectives, although the topics and discussions focus on practical, fact-based considerations — what do we actually know, and what does it mean?

The role of the principal facilitator is coordination and communication. Topics are suggested by members of the group, and are usually 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.

Attendance over the past church year has varied from 14 to 23. Topics have included: “Mass Incarceration”, “Meditation”, “Hospice Related Issues”, “The Plastic Industry”, “Meditation”, “End of Life Decisions, and “Sleep and Dreams”.

To date, the participants have been forthcoming in suggesting and facilitating topics, and we have been relatively successful in soliciting topics from a number of participants, including some new attendees at UUCNH. Subjects for upcoming months include: “Plastics (continued)”, and “Consumerism vs. Minimalism”.

FELLOWSHIP GROUPS

BOOK DISCUSSION GROUP (From Ruth Horowitz – Group Chair)

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.
CRAFT GROUP

The Craft Group continues to grow and has about 30 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 our birthdays.

This past church year, we held two sales of handmade items and baked goods - a two–day holiday sale in November and December and a one-day sale in the spring. Proceeds from our sales are used to fund projects which are not included in the church budget. The Craft Group paid for the monitors which were installed in the sanctuary as part of Phase I of the upgrade to the AV system. We also paid for the materials needed to upgrade the church’s Wi-Fi and security systems.

We welcome requests for funding and ask that you submit them in writing to Irene Dinning, Chair, at dinning1@comcast.net or to any member of the group.

Visitors and new members are always welcome. Please join us on Thursday mornings in the East Room, from 10 am to noon. Crafting is not required.

UKULELE GROUP

About seven years ago the ukulele group was formed at our church, meeting twice a month, the first and third Mondays of the month from 7pm until 9pm. We started with 5–6 participants and now have meetings averaging 20 people. We have joined the internet’s ‘meet-up group’ so non-church members join us. 75 people have attended at one time or another.

We are members of Steel City Ukuleles our parent organization. We jam at Hambones Restaurant in Lawrenceville and have created a ukulele camp and retreat in Titusville. We attend the Allegheny Ukulele Soiree, a 3 day workshop in Altoona. We also support ukulele playing by bringing well known ukulele players to Pittsburgh to perform.

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

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

Sandy Faulkner, Chair of Ukulele Group
CHILDREN AND YOUTH FAITH DEVELOPMENT

COMMITTEE/TEAM CONTACT NAME(S)

• Dawn Lindsay, Chair
• Amy Terrizzi, Nursery
• Jen Suehr, Pre-K/Kindergarten
• Lara Patton and Erin Terrizzi, 1st/2nd Grade
• Justin Weinbaum, 3rd/4th Grade
• Allyson Zadnick, 5th/6th Grade
• Rachael Smart, Youth Group

ACCOMPLISHMENTS

RE Schedule: One of the most immediate changes that we made was to the overall structure of the RE program. We committed to having volunteers only have to cover a maximum of 2-3 Sundays per month. We instituted a Children's Chapel approximately once per month (facilitated by the DLFD and two to three volunteers), an all ages children's gathering that is meant to reflect and contain the main components of the adult service. The Children's Chapels were well received by children and adults alike.

Newsletter: We began a weekly CYFD newsletter geared toward families of RE children and youth. The newsletter is in the style of the weekly church e-news, but has specific content about what will be covered in the upcoming Sunday RE class, information about upcoming families group and other events, and an ongoing RE calendar. The newsletter has been extremely well received by families. Special thanks to Kristen Clarke for leading this effort.

Pageant: This year the committee chose “Would You Like to Hold the Baby?” a more traditional take on the holiday pageant. The pageant was a great success, due in large part to the substantial commitment of volunteers who constructed the set, made costumes, and supervised children. Moving forward we will start a rotation of four different scripts. This will keep content fresh while reducing time, cost and “reinventing the wheel” every year.

DLFD Start Up: The DLFD Start Up was conducted in March 2019, facilitated by Rev. Sunshine Wolf, Congregational Life Staff from the CER/UUA. Although it occurred later than we would have liked due to scheduling conflicts, it was a day full of extremely important reflection, meditation, and planning for the future.

Earth Day: We celebrated Earth Day with a multigenerational service as well as multigenerational activities and stations, including painting flower pots, creating bird feeders, a class on animals, and establishing a butterfly garden on the front lawn. The multigenerational aspect of the entire morning was a success.

Safety Policies: We began the process of expanding and revising safety policies for classroom safety as well as for volunteers, in collaboration with the Safety Team. We now have whistles on lanyards to be used in specific serious emergencies. We now have ways to lock our classroom doors. We conducted two fire drills with RE classes. We conducted a CPR/AED training, which we plan to repeat twice per year. Finally we have consistent representation from CYFD on the Safety Team.

Volunteerism: UUCNH boasts a deep and rich core of dedicated volunteers, many in the form of RE teachers. We have never had much difficulty filling the slots for teachers. When the Children's Chapel was implemented, we developed a reliable cadre of volunteers for that as well.
### Registration and Attendance Data September 2018 - April 2019

**Unitarian Universalist Church of the North Hills**

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<th>Avg. Attendance</th>
<th>%</th>
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### Registration and Attendance Data September 2017 - April 2018

**Unitarian Universalist Church of the North Hills**

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YOUTH GROUP

The Youth Group had another very active year. Highlights included hosting an all-church Halloween Party, the famous Soup Sale fundraiser, and an all Youth-led Service in the spring. The Youth Group has an internal leadership structure (Co-chairs: James Carmen and Mikayla Nielen, Worship Chair: Ellie Smart, and Spirit Co-chairs: James Smart and Reid Suddaby). Finally, Youth Group member Lorenzo Pane participated in the Ministerial Search Team as a non-voting member, putting in countless hours participating in meetings and updating the church website.

Progress on Goals - Again, given that this was the first year of our settled DLFD, the primary goals were to keep the momentum of the program going, and make recommendations as needed. The structure of the RE calendar was revised to include monthly all ages Children’s Chapels, the family newsletter was started, the process of updating our safety policies was started, and a comprehensive lifespan faith development curriculum mapping was begun as well.

CHALLENGES

Budget Constraints - About halfway through the year, Dana noted that our budget as it stood was inadequate to support the existing program. This necessitated much discussion with the finance committee throughout the year, and putting off some purchases until we had a more stable budget. One particular example of budget issues was the OWL Curriculum. We offered 5th/6th grade and 7th/8th grade OWL this year, and while we were able to recruit teachers, we found we had to send a volunteer to training (including travel) as well as purchase replacement facilitator materials because we did not have the updated versions of the materials on hand. This was just one of many examples of unanticipated costs that were nevertheless necessary to support the RE program that our congregation has come to expect.

Understaffed Nursery - Nursery staffing was an issue throughout much of the year, due to a far greater than usual need, and less than ideal level of volunteer hours. Specifically, given that this was a search year, there were many more meetings, classes, and workshops than is typical. We did hire another regular paid caregiver for the nursery. Moving forward, we will ideally utilize paid caregivers for the bulk of the child care needs and supplement with volunteers for Sundays with extended childcare.

PLANS FOR THE FUTURE

Restructuring Committee - Beginning next year, we plan to restructure the CYFD committee. We will have co-chairs with staggered two-year terms, to provide more consistency and historical knowledge/institutional memory. The committee will also include a secretary/treasurer (who would oversee meeting minutes, budget, Newsletter), families group coordinator, and one at-large member, whose focus could change to fit the needs of the committee from year to year. The CAR documents will be re-written in 2019-20 to reflect this new structure.

Safety Policies - As mentioned above, we began the process of expanding and updating the existing safety policies, and will continue and hopefully conclude the process next year. We will include policies around volunteers, proper classroom ratios, issues around youth including travel and overnight trips, and building related guidance.
LIFESPAN FAITH DEVELOPMENT (LFD)

During her first year, the DLFD devoted a majority of her time to children’s faith development concerns. Next year we plan to focus on youth programs for 7th - 12th grades (Coming of Age, youth group, curriculum mapping, etc.) while also support adult faith development.

**Focusing For Future in a Developmental Way** - The Start Up revealed that congregants would like to see more focus on creating a lifespan program that connects across all ages, particularly offerings on the same themes for children, youth, and adults. We have several ideas for ways to do this that came out of that workshop such as common reads, workshops, and classes. We will explore additional multigenerational services and other activities, building on the success of events such as the Earth Day service and Youth Sunday. The Board is initiating a Kindness Campaign, which will give us an opportunity to see what a truly multigenerational effort looks like, and use it as a learning experience for the future.

We continue to focus on the future in a developmental way and are committed to deepening the breadth and depth of fundamental faith development programs for all ages.

*We would like to thank all those individuals who made the Lifespan Faith Development program at UUCNH possible:*

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<thead>
<tr>
<th>CYFD Teachers:</th>
<th>NURSERY VOLUNTEERS:</th>
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<td><strong>PRE-K/KINDERGARTEN: SPIRIT PLAY</strong></td>
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<td>Jen Suehr, Coordinator</td>
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<td>Katie Smith</td>
<td>Zach Erbrecht</td>
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<td>Rebecca Shreckengast</td>
<td>Mark Swihart</td>
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<td>Kristen Clarke</td>
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<tr>
<td><strong>1ST/2ND GRADE: MORAL TALES</strong></td>
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<tr>
<td>Lara Patton, Co-Coordinator</td>
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<tr>
<td>Erin Terrizzi, Co-Coordinator</td>
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<tr>
<td>Denise Haver</td>
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<td>Vanessa Picard</td>
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<td>Kip Ruefle</td>
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<td><strong>3RD/4TH GRADE: WINDOWS AND MIRRORS</strong></td>
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<td>Justin Weinbaum, Coordinator</td>
<td>Kathi Finch</td>
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<td>Jenny DeMann</td>
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<td>Alison Smith</td>
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<td>Brian Sullivan</td>
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<td>Kelly Sullivan</td>
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<td><strong>5TH/6TH GRADE: AMAZING GRACE</strong></td>
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<td>Bill McAdams</td>
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<td>Tony Palermo</td>
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<td>Ed Patton</td>
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<td>Andy Zadnick</td>
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<td>Zach Erbrecht</td>
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<td>Mark Swihart</td>
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<td>Katy Swidal</td>
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<td>Jessica Polizotto</td>
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<td>Lynne Ferrari</td>
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CHOIR DIRECTOR’S MUSIC REPORT

The following members and friends participated in at least one choir event this year (as always, I apologize if I have left out or misspelled any names!):

- Marsha Albright - Josh Minnich
- Tassi Bisers - Charlotte Moore
- Geoff Coleman - Johnson Moore
- Dennis Doubleday - Gale Murray
- Mary Doubleday - Francesca Pane
- Mark Draa - Connie Ritzert
- Stephen Fuegi - John Ritzert
- Lee Gable - Kip Ruefle
- Julie Kant - Diane Sims
- Kathy Ke - Mark Swihart
- Joyce Kepner - Amy Terrizzi
- Nancy Kepner - Erin Terrizzi
- Carol Kline - Craig Thompson
- Ellen Kuntz - Ginny Walzer
- Kurt Kuntz - Maggie Wilson
- Joe Meier - Beverly Wise
- David Miles

The summer and fall were both difficult times for the UUCNH music program. Our regular tuner, Amy Marshall, had advised us that it was time to replace the action in our piano – a large and expensive undertaking.

We had intended to deal with this issue ‘someday’, but in July, the air conditioners went out in the West Room. When our pianist, Nick Tiberi, came in to play, he found the piano “unplayable”. The keys were at all different heights due to wood swelling in the high heat and humidity. We realized we needed to have serious maintenance work done on the piano sooner rather than later.

As this was a major expense for the church, we decided we should get three bids on replacing the action. In the end, we hired Peter Stumpf, who tunes for both CMU and Heinz Hall. Peter had a slot in his schedule to do the work in August, and the piano was back in working order as promised, at the first choir rehearsal before Ingathering.

This was a difficult decision to make as Amy Marshall and Peter Stumpf are equally qualified. They are both Steinway Certified technicians and Amy has worked for us for over 10 years. But as stewards of UUCNH funds, we accepted Peter’s bid, which lowered costs by refurbishing rather than replacing some parts. The fact he could do the work immediately was also a factor.

I would like to thank Nick Tiberi, who interviewed the additional piano technicians with me, and helped evaluate their proposals and make this difficult decision.

I would also like to thank the Finance Committee and the Board for accepting our decision, and for finding the funds to act so quickly.

Finally, I would like to thank Sue Broughton and her family for donating Robert Broughton’s Chickering Grand piano to UUCNH many years ago. Through the wonders of the Internet, we now
know the piano is from 1923. It was last overhauled in 1998; it’s typical for these instruments to need major work every 20 years or so.

In the fall we learned that our main pianist and choral accompanist, Nick Tiberi, was leaving the Pittsburgh area for 18 months; his wife is in graduate school at the Westminster Choir College in N.J. Nick is hoping to return to Pittsburgh and to UUCNH, but his plans are uncertain. So we advertised the position as an 18 month contract with the possibility of renewal.

Under these circumstances, we are incredibly lucky to have found and hired Adam MacDougall, who had just moved to Pittsburgh from New Hampshire. Adam had been playing at a U.U. church there, and was highly recommended by their minister. Choir member Lee Gable also volunteered to step in and cover some Sundays, as Hal Dixler has been busy serving on the Search committee.

I am so very grateful to Hal, Nick, Adam, and Lee for playing for us!

Through the generous support of our UUCNH community, I was able to attend the UUMN (UU Musicians’ Network) conference for the third time last summer. Among the issues decided at that meeting was a name change: we are now AUUMM (Association for UU Music Ministries.) These conferences have allowed me to discover a lot of wonderful choral works to bring back to the UUCNH Choir.

We opened the church year with a choral arrangement of Randy Newman’s Feels Like Home – which is how I feel, and how I hope everyone feels, at Ingathering!

We performed Yssaye Barnwell’s Spiritual in October – it is strong, traditional music, and a lot of fun to sing! The Rev. John Balance requested Mark Miller’s I Believe for his October ordination. This was a very moving piece, especially with Nancy Kepner singing the solo verse, and we repeated the performance for John’s service in February.

For a January service on death, we sang Good Night, Dear Heart by Dan Forrest. The lyrics are the part of a poem which Mark Twain had carved on his daughter’s tombstone; the music is simple and beautiful. In April, Claudia Minnich died; she was a long time member of UUCNH and the mother of Choir member Josh Minnich. The choir sang back-up for Josh on John Lennon’s Imagine at Claudia’s Memorial Service.

We welcomed our new ministerial candidate, the Rev. Jane Thickstun, on April 28th. The choir performed The Lone Wild Bird with Joyce Kepner singing the solo and Hal Dixler at the piano – two members of our Search committee showing how multi-talented (or over-committed) they are.

On May 12, I will be presenting a Service with the choir that highlights U.U. history through music. The choir will sing farewell and safe travels to our music-loving Interim Minister, the Rev. Don Rollins, with Blue Skies on June 2. Don started a Friday night coffee house that has grown into what I think will be a lasting tradition at UUCNH.

Thanks are also due to David Miles, who started and continues to direct the Break Forth Ensemble for instrumental players, and to our “Sound Wranglers” who deal with the mics and recordings and, most recently, getting lyrics onto screens.

Thank you to everyone who keeps music alive at UUCNH!

Respectfully submitted,

Mary Doubleday – Music Director
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| **STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS**
Years Ended June 30, 2015, 2016, 2017 and 2018
Budgets Ending June 30, 2016, 2017, 2018, 2019, 2020

**REVENUES**
Includes compensation, benefits, taxes & expenses

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<td>347,749</td>
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**EXPENSES**

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<td>98%</td>
<td>332,278</td>
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**DISCRETIONARY**

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**TOTAL EXPENSES**

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<tr>
<td><strong>Total Expenses</strong></td>
<td>332,314</td>
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<td>332,278</td>
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**EXCESS OF REVENUES OVER EXPENSES**

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# STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS  

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2015, 2016, 2017 and 2018  

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<th>6/30/15 Actual</th>
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## SCHEDULES OF REVENUES COLLECTED

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

### SCHEDULES OF REVENUES COLLECTED

**Years Ended June 30, 2015, 2016, 2017 and 2018**  
**Budgets Ending June 30, 2015, 2016, 2017, 2018, 2019 and 2020**

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<td>31,856</td>
<td>51,794</td>
<td>59,970</td>
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**TOTAL**  
27,970 47,995 34,629 43,227 32,947 53,422 31,856 51,794 59,970

### Pledges

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**TOTAL**  
307,313 267,100 299,768 268,850 316,853 303,800 330,809 320,700 333,500

### Gross pledge revenue

|               | 265,000        | 283,000       | 296,000        | 306,000       | 330,000        |               |               |               |               |               |
| **Collection rate** | 94%            | 95%           | 95%            | 95%           | 95%            |               |               |               |               |               |
| **Collected**   | 288,850        | 281,200       | 290,700        | 313,500       |               |               |               |               |               |               |
| **Pledge increase** | 7%             | 5%            | 3%             | 3%            |               |               |               |               |               |               |
| **Pledge increase amount** | 18,000         | 12,000        | 10,000         | 24,000        |               |               |               |               |               |
## SCHEDULES OF DISBURSEMENTS

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

**SCHEDULES OF DISBURSEMENTS**

**Years Ended June 30, 2015, 2016, 2017 and 2018**

<table>
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<tr>
<th></th>
<th>6/30/15 Actual</th>
<th>6/30/15 Budget</th>
<th>6/30/16 Actual</th>
<th>6/30/16 Budget</th>
<th>6/30/17 Actual</th>
<th>6/30/17 Budget</th>
<th>6/30/18 Actual</th>
<th>6/30/18 Budget</th>
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# SCHEDULES OF DISBURSEMENTS

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

## SCHEDULES OF DISBURSEMENTS

<table>
<thead>
<tr>
<th></th>
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<th>6/30/16 Budget</th>
<th>6/30/17 Actual</th>
<th>6/30/17 Budget</th>
<th>6/30/18 Actual</th>
<th>6/30/19 Budget</th>
<th>6/30/20 Actual</th>
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## Director of Lifespan Faith Development

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<th>6/30/18 Actual</th>
<th>6/30/19 Budget</th>
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<tbody>
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## Music Director

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<th>6/30/17 Budget</th>
<th>6/30/18 Actual</th>
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<tbody>
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| Professional expenses       | 944            | 800            | 798            | 800            | 1,500          | 1,000          |                |                |                |                |                |

| Music Director Total       | 6,997          | 6,997          | 7,347          | 7,347          | 8,512          | 8,368          | 8,593          | 8,594          | 9,294          | 8,024          |                |

## TOTAL CONTRACT SERVICES

<p>|                             | 153,019        | 154,895        | 163,817        | 160,192        | 172,908        | 175,852        | 171,638        | 182,888        | 174,854        | 185,005        |</p>
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<th>6/30/16 Actual</th>
<th>6/30/16 Budget</th>
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<th>6/30/17 Budget</th>
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## SCHEDULES OF DISBURSEMENTS

### SCHEDULES OF DISBURSEMENTS - continued

**Years Ended June 30, 2015, 2016, 2017 and 2018**  
**Budgets Ending June 30, 2015, 2016, 2017, 2018, 2019 and 2020**

### DISBURSEMENTS (continued)

### DISCRETIONARY FUNDS

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- 24 -
AUDIO WRANGLERS

This year, the Audio Wranglers added an eighth member: Nancy Kepner. She joins the team of Dennis Doubleday, Mark Draa, Bill Maruca, Bill McAdams, Don Nelson, Kip Ruefle, and Bruce E. Travers. Nancy was trained by Bruce and Don.

Our major purchase this year was an earset microphone. Don Rollins mentioned that he has used one in the past. The earset frees the minister to move about the stage, transition from pulpit to Time for All Ages and back again smoothly, and it is extremely useful to any minister who sings while playing guitar, which describes both our current interim minister and last permanent minister. Don Nelson researched different companies and found the best mic for the money was Sweetwater’s Countryman Earset. We purchased it in October 2017 for $458.46, and it has met all expectations.

This year, UUCNH began its monthly Coffeehouse, which has required extensive use of audio equipment. Each month, different Wranglers have volunteered for the event. Mark Draa notably set up several mics, auxiliary equipment, amplifiers, and the keyboard at the January Coffeehouse. The stage looked like a recording studio! The Coffeehouse also proved to be a great opportunity to use our latest purchase: a new Shure SM57 instrument mic, cable, and boom stand combo that was on sale for 75% off.

This year, we were also able to make a significant upgrade for free. We have switched recording software to use Audacity, which is a free service. Audacity records in MP3 mode, unlike our previous software, which recorded in .WAV format. This necessitated an extra step of converting the .WAV files to MP3 format. With Audacity, we are able to streamline the process of preserving the service. In the coming year, we are also hoping this will allow us to isolate the sermons, enabling UUCNH to post them on the website.

BUILDING AND GROUNDS

This has been a great year for Buildings and Grounds. Many changes were put in to effect that has truly streamlined how buildings and grounds works at UUCNH.

- We have a sexton!!!! We hired Tim Nutter, who is a master carpenter and all around handy man. His addition has been invaluable. He has the understanding to see all aspects of what needs to be done for projects to be the most efficient and meet regulations. We keep him very busy so if you see him around, thank him for his time and care of our facilities.
- We have changed the way requests for B&G come in. In prior years, B&G chairs would be inundated with request for repairs during church events. We now have 2 means in which to receive requests that are kinder to B&G chairs. The first is through our new email - bandg@uucnh.org. Requests for repairs sent to this email address go directly to both Tim and myself. Requests can also be submitted by work order via our website by clicking on the “Get Involved” tab and then clicking “Request Work Order” this will generate an email to the bandg@uucnh.org.
- Finally, the role of B&G chair has become so much easier. With the addition of Tim, I have found my duties as chair are mainly:
  o Help with prioritizing the requests
  o Check in with Tim and field any questions he has about how our church operates
  o Submit the budget for the next year, by meeting with Tim and walking through our needs.
I would like to thank so many people. Mark Draa and Don Nelson for helping me to install and create the program for the screen in Friendship Hall. Mark Draa for the massive amount of work to get our internet infrastructure to the amazing level it is at now. Diana Hull for organizing the work parties. Jan Hoeter and Mark Swihart for the odd repairs they took on before Tim was hired. Susie Wood, Don Nelson, Lindsey Scott and Sona Kennedy for so many meetings with plumbers, hvac installers, roofers, exterminators etc… since I could not be there. I am sure I am missing folks. Finally I would like to thank the congregation for all your support both financially (that’s how we pay for the sexton) and your observations and willingness to change and embrace our new system. B&G and our church are better for everyone’s efforts.

Respectfully submitted,

Robyn Travers

CHILDREN'S MEMORIAL FUND

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

In the years since its establishment, the Fund has grown through contributions from church members and friends. Contributions this past year to the Fund totaled $300. Including these contributions, the value of the Fund exceeded $77,000. Most of the Fund is on loan to UUCNH at the current annual interest rate of 1% less than the prime rate. During this past year the annual income was nearly $1,300 which was added to the remaining income balance from previous years. Currently, over $14,500 is available for grants.

In July, the Children's Memorial Fund Committee funded a grant request of $1,000 to pay the cost of the Hi Lo feature for a Rifton Activity Chair for an 8 year old girl, with diagnosis of Cerebral Palsy, kidney transplant, Congenital Nephrotic Syndrome, chronic respiratory failure, seizure disorder, cataract, corneal disease, tracheostomy, g-tube, profound hearing loss, & Intellectual Disability. This feature will allow this child to be positioned properly, access her home environment, and participate in more tasks and activities.

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** (Tassi Bisers – Coordinator)  

Coffee Hour - it’s part of the glue that holds our loving religious community together. After every Sunday Service we gather in Friendship Hall for conversation, fueled by beverages and healthy snacks. Do these appear from nowhere? No! Members and friends take their annual turn to co-host. We’ve made some changes to broaden the responsibility:  

- Sign-ups begin in the spring for June - May. Choose a date that works for you!  
- Sign-ups are on-line only, [CLICK HERE](#).  
- After a deadline (this year May 21, 2019,) open slots will be filled from the membership roll.  
- Or members can request a one year, no-questions-asked deferral from Coffee Hour co-hosting.  

It’s working! We have Coffee Hour every week and the load has been shared! Thanks to all!  

**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, there is also 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  
- Amy Terrizzi  
- Erin Terrizzi  

**Youth Group Service Projects:**  
- Barbara Pane  

**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 continued to be an active partner this year in coordinating and participating in some of our service activities.

- Bellwood Kids' Stuff Harvest (Repurposed)
- Christmas Gifts for Kids (NHCO)
- 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) - In cooperation with the RE Classes
- Thanksgiving on Every Table (NHCO) - In cooperation with the RE Classes

The Compassionate Service Team works with both the Systemic Change Team and Green Sanctuary 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 (April 2018-March 2019) included:

- April 2018 Southwest Pennsylvania Environmental Health Project ($836)
- May 2018 PIIN ($454)
- June 2018 Proud Haven ($642)
- July 2018 Northside Common Ministries ($371)
- August 2018 Jewish Family & Children's Services of Pittsburgh (JF&CS) (immigration services) ($359)
- Sept. 2018 UUPLAN ($557)
- Oct. 2018 Hearth ($631)
- Nov. 2018 Black Lives of UU ($1,297)
- Dec. 2018 North Hills Community Outreach ($737)
- Jan. 2019 UU Service Committee ($904)
- Feb. 2019 New Voices Pittsburgh ($747)
- March 2019 Jewish Family & Children's Services of Pittsburgh (JF&CS) (immigration services) ($621)

Total 1-Year Share the Plate Collection Amount: $8,156

Generally the Compassionate Service Team met our goals for this year, however, there are two hopes that I have for the future of the Compassionate Service Team:

1. More investment/participation by the church to help plan and organize events and collections. Our church is great at stepping up to donate canned goods, christmas gifts, and school supplies...but there is very limited participation by church members to help plan and organize these events. Without people behind the scenes to plan, advertise, and recruit helpers, events like Christmas Gifts for Kids can't happen. I would love to see our team grow.

2. There has been some interest in adding two focus groups - one for lgbtq related issues and one for immigration and refugee issues. We will be working to make both of these groups happen and would love to see some interest from the larger church to participate.
CONNECTIONS TEAM (Tassi Bisers and Beverly Wise, chairs)

The Connections Team was thrilled to welcome five new members March 3: Denise Gallagher, Kathy Herrin, Nancy Kepner, Katie Smith and Justin Weinbaum. The Connections Team is tasked with welcoming and orienting visitors, creating a path to membership, confirming the membership roll, and providing opportunities to deepen our connections with each other. A huge thank you goes to Chuck Berry for coordinating our greeters and periodically leading “Meet the Church.” Kathy Ke and Reverend Don lovingly present “Exploring a Path to Membership.” Mike Horwitz performed the yeoman task of certifying the membership list for the UUA. We look forward to the coming year when we plan to tailor our church database, Breeze, to be a better tool for communication and learn how to be a more effective team that would, hopefully, include YOU!

CONVENTATIONAL RELATIONS TEAM

The Covenantal Relations Team (CRT) was established this year by the UUCNH Board. Its charge is to: promote our Congregational Covenant, design a written process to address serious conflicts that might arise in our UUCNH community, mediate among involved parties in cases of conflict following that written process with the goal of returning to respectful engagement and to develop programs and materials to publicize our Congregational Covenant.

This year’s Team members have been Kurt Kuntz and Lynn Richards plus the Rev. Don Rollins. (We are currently in the process of inviting a 3rd Team member to join us.)

During this past year, the CRT has edited and submitted a CAR document to the Board of Directors, researched and created a “UUCNH CRT Purpose and Process” document and participated in the CRT conflict resolution/management process.

Submitted by Lynn Richards

GREEN SANCTUARY

Matthew Mehalik, Green Sanctuary Coordinator, UUCNH

The Green Sanctuary team continues to make progress towards achieving official Green Sanctuary certification from the UUA. Our recent activities have centered around getting the tasks completed for the official Green Sanctuary application while continuing to offer activities to try to connect with more members of the congregation.

Our current mailing list has 40 subscribers, and we have been meeting the first Sunday of each month. We have been averaging between 11 – 12 people at these monthly meetings, and there’s an active core of 7 – 10 people who participate regularly and consistently. Our Green Lights (green tips) from the past years have been organized and posted on the UUCNH website so that people can access this useful resource.

This year we coordinated a 3-day sequence of events related to Earth Day for 2019 (taking place during the first week in April to accommodate a heavily scheduled church calendar surrounding the actual Earth Day on April 22). This sequence began on Friday April 5 with working with the
organizers of the UUCNH Coffeehouse so that Earth Day themes were integrated into the open mic performances that evening.

On April 6, we hosted a ribbon cutting ceremony with Mountain View Solar to celebrate the connection of the newly installed solar panels on the church roof to the electrical grid. Our church now gets most of its electricity from the sun, and occasionally our meter runs backwards as we send electricity into the grid! Over 40 church members joined in the celebration, which featured food, demonstrations, displays, and face painting. To cap of the sequence, the team worked with Rev. Rollins for the Sunday Earth Day service on April 7, which featured hands-on activities, such as the turning over of ground for a new herb garden and child-engaging activities, such as the making of bird feeders and planting seeds in small pots.

We are continuing to offer Our Place in the Web trainings to the whole congregation. We have completed 2 of the 4 sessions and are in the process of mapping our congregation’s environmental and social impacts. From this mapping we will be choosing an environmental justice project that will move our Green Sanctuary efforts from planning to action and impact.

One challenge we face are to broaden engagement with a larger membership of the congregation so that the environmental justice project truly connects with the environmental and social impacts of our church. The selection of the project is a key event in our group’s transformation as well as achieving certification.

We are enthusiastic about all that we have accomplished and look forward to securing official Green Sanctuary certification in the coming months. There is a continuing excitement about what the team has been able to do in a short period of time, with many more exciting and impactful activities to come. I am thankful for the opportunity to work with such thoughtful, inspiring, and dedicated group.

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 church’s pastoral ministry, 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. 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. Don Rollins. The current team is Marsha Albright, Bernita Clover, Chris Hill, Joyce Kepner, Lynn Richards, and Mark Swihart.

We thank Rev. Don for his work with the team and for his significant pastoral care with many members & friends during his Interim.

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) is chartered by the Bylaws with nominating Board members and LDT members for election by the Congregation. The term of office for Team Members is 3 years. The Team is charged by the Board, through our Charge, Authority and Responsibilities (CAR) document with identifying, preparing, and supporting congregational leaders.

Our 2018-2019 team membership is:

- Completing 3rd and final year – Chuck Berry (Team Chair) and Stacy Conlin
- Completing 2nd year of term – Sandy Faulkner
- Completing 1st year of term – Jen Suehr and Amy Wilks

We are pleased to present the slate of candidates for Board of Trustees and LDT Voting Members, as follows:

- For Board Trustee 3-year terms: Julie Kant (President’s Track), Kathy Ke, Ed Patton
- For LDT Voting Member 3-year terms: Barbara Payne, Justin Weinbaum

In addition to nominating Board and LDT members, the LDT also identifies potential leaders and provides support and training programs. This year we helped the incoming Board with the Committee of Chairs program, held an informal Leadership Gathering meeting for those interested in leadership to discuss opportunities and responsibilities, and held a series of seminars that explored personality traits, leadership processes and looked at the highs and lows of leadership over the years at UUCNH.

Submitted on behalf of the Leadership Development Team by Chuck Berry, Chair

MEMORIAL GARDEN COMMITTEE

- Irene Dinning, Chair
- Julie Kant, Project Manager
- Sybil Baumwell,
- Chuck Berry,
- Joyce Kepner,
- Ginny Love,
- Bill Moul,
- Alexis Rodefer,
- Peggy Trevanion,
- Don Nelson (Board Liaison)

WHAT ACCOMPLISHMENTS DO YOU FEEL PROUD OF?

- We are proud of the Pashek + MTR Site Master Plan and Memorial Garden Schematic Proposal released in September 2018, after more than a year of research on the history, current condition, uses, and future vision for the church grounds. The MG committee gathered information from individual stakeholders and held two general informational meetings. The MG committee then met with landscape architects Sara Thompson and Jess Fegley in May, June, July and August to develop the plan, published in late September.
- Julie created and delivered a PowerPoint presentation at the January 27, 2019 mid-year congregational meeting.
The plans have been on display in the West Room for general review and comments, with a link on the UUCNH website to the complete landscape architects’ report, and a Memorial Garden email address for feedback. One open informational meeting was held in March.

HOW MUCH DO YOU THINK YOU ACCOMPLISHED TOWARD YOUR GOALS FOR THE YEAR?
- We will consider comments made to the proposed plan and, if necessary, meet with representatives of Pashek + MTR to amend it and prepare a finalized plan for congregational approval.

WHAT WOULD YOU LIKE TO SEE FOR THE FUTURE OF YOUR TEAM?
- Congregational vote to choose the final Memorial Garden plan at the January 2020 mid-year meeting.

SAFETY TEAM

Committee/Team Contact Name(s):
- Jody Clark (clarkjody208@gmail.com)
- Jan Hoeter (jhoeter@gmail.com)

WHAT ACCOMPLISHMENTS DO YOU FEEL PROUD OF?

The Safety Preparedness Team began active and continuous work in August of 2018 after prior efforts to form a working team faltered, possibly due to lack of urgency and consensus. The new team consisted originally of Randy Minnich, Barbara Draa, John Ritzert, Jody Clark, Ellen M. Saksen and Jan Hoeter. This team decided to initially focus on the unlikely but most detrimental “emergencies of intentional physical violence” and - with meetings twice a month and a guideline of “speed over perfection” - made quick progress on mitigation efforts, e.g. purchased classroom locks plus the Friendship Hall barricade which our new sextant installed expertly. Classroom keys and whistles were put on lanyards and distributed with usage guidance primarily for teachers. Flashlights, safety vests and a megaphone have also been provided and you will find escape maps, emergency call reminders and our first Safety Preparedness Plan in all rooms. Additionally, we reviewed the existing security systems and updated the call tree. Two test cameras are live, one upstairs and one downstairs, and will be put in their proper places with a third one plus a video doorbell once the weather improves. The team formally introduced itself and an activity overview at the January Congregational meeting. We provided the first safety training for ushers, greeters and teachers and a CPR/AED training, expertly facilitated by Michelle Broge-Connor, took place in April.

HOW MUCH DO YOU THINK YOU ACCOMPLISHED TOWARD YOUR GOALS FOR THE YEAR?

The safety program started with a blank slate this past year and is still in the early stages of development and implementation. Thanks to the active participation of all team members we were able to accomplish the most important baseline safety initiatives along with formal team setup with covenant and CAR. An expanded focus on “assessing safety risks and developing a proactive safety plan” suggested a change in the composition of the team. We are extremely thankful to Barbara Draa, John Ritzert and Ellen M. Saksen who, after much work, decided to take a hiatus from the team. New
members are Erin & Amy Terrizzi, Donovan Truitt and Susan Hill and we would like to add some special skills shortly.

WHAT WOULD YOU LIKE TO SEE FOR THE FUTURE OF YOUR TEAM?

The Safety Preparedness Team is looking for additional team members with skills, energy and enthusiasm for enhancing the safety and security of UUCNH. After training the team chairs, the broader congregation will receive additional education and there will be an emergency drill. The team will continue to improve the written safety plan and identify opportunities to improve safety and reduce risk for our congregation, e.g. we’re still working on classroom door emergency window covers, barriers, radios and many additional safety considerations that have been gathered with input from ushers, greeters, teachers, police, fire department and UU Central East’s Safety Conference which several members attended.

STEWARDSHIP COMMITTEE  (Alex Landefeld – Stewardship Chair)

The 2018-2019 Stewardship Team members were Ginny Walzer, Lindsay Scott, Lynn Richards, Susie Wood, Robyn Travers (also our board liaison), Rev. Don Rollins and Alex Landefeld, Stewardship Chair. The team worked to achieve an 8% pledge increase over the previous year’s pledge goal, and has nearly achieved the goal with about 88% success rate at press time. To increase this return rate, we will (1) send out physical mailings to those who have not pledged yet, and follow up with phone calls, and (2) launch a second “ask” to encourage those who have already pledged to increase their existing pledge.

The methods employed this year consisted of a two-pronged approach, which differed from previous years in that it did not include a Lead Pledgers Party, and did not use personal one-on-one canvassing. This year’s approach consisted of these two methods: (1) written advertising in the weekly E-news and the monthly Intercom, coupled with emailing specific groups of members, friends, and active visitors, and (2) live events that included the kickoff Sunday in early March, a Game Show night sponsored by the Stewardship Team which provided entertainment and some indirect education about church finances and spending habits, four testimonial presentations by James Clarke, Kurt Kuntz, Amy Terrizzi, and Sybil Baumwell, and a final "celebration" Sunday which allowed for pledge cards to be collected via the offering collection. The Game Show Night subcommittee consisted of Robyn Travers, Tassi Bisers, Allyson Zadnik, Connie Ritzert, Ed Patton and Bruce Travers.

Admittedly, this low-key approach to the 2019-2020 Pledge Campaign was perhaps too low key: we did not stress a particular percentage that members and friends should increase their pledge by, thereby potentially leaving "money on the table."

Fundraising specialists recommend new mixes of activities annually to try to encourage continual pledging. Our discontinuation this year and last year of the Lead Pledgers Party, and of canvassing training/implementation this year, are drastic changes to a long-used formula here at UUCNH. Next year's Stewardship Team will need to decide whether to reincorporate those features or not. Our current board past-president, Robyn Travers, has graciously agreed to assume the role of Stewardship Chair next year, for the 2020-2021 Pledge Campaign. I will remain on the team in a supporting role.

Should your pledge remain outstanding as of the Congregational Meeting, please feel free to drop your card in the box on top of the NHCO food cupboard, send an email to stewardship@uucnh.org, or fill out this online form: https://uucnh.breezechms.com/form/5975de
SUNDAY SERVICES TEAM

Committee/Team Contact Name(s)
Julie Kant, co-chair
Christina Newhill, co-chair

WHAT ACCOMPLISHMENTS DO YOU FEEL PROUD OF?

- We are proud of the constructive contributions we made to the lengthy process of changing the procedure for Joys and Sorrows and weathering the difficult aspects of that change and its impact on the congregation.
- We are proud of our participation in the installation of the video screens and contributions to the Ministerial Search Team work.
- We are proud of the fact that our summer services in 2018 were exceptionally well attended and we received much positive feedback.
- Recognizing the need for multiple ways to connect during this period of change and transition, the SST took on the additional task of organizing a Committees/Activities Fair combined with an Ice Cream Social, courtesy of the Ministerial Search Committee. The Fair was informative and well attended.
- Finally, we believe we helped improve the youth service and youth are now participating more fully in the life of our church.

HOW MUCH DO YOU THINK YOU ACCOMPLISHED TOWARD YOUR GOALS FOR THE YEAR?

We believe we accomplished 100% of our goals for this past year and filled the pulpit and pews every Sunday that Don Rollins didn’t preach with quality SST coordinated services.

WHAT WOULD YOU LIKE TO SEE FOR THE FUTURE OF YOUR TEAM?

We look forward to a future with an involved new minister who works with the team in a collaborative, reliable and organized manner.

SYSTEMIC CHANGE TEAM

- Carol Ballance, Chair
- Stephen Fuegi
- Tassi Bisers
- Liz Perkins
- Suzanne Broughton
- Connie Hester
- Diana Hull
- Julie Kant
- Dawn Lindsay
- Ginny Walzer
- Lois Madden
- Lynn Richards

UUCNH’s choice to work on gerrymandering has led to a lot of good outcomes. We have made a name for ourselves with Fair Districts PA and also many progressives in the North Hills. Sometimes folks are renting our space, sometimes we are hosting events but we’re fast becoming The Place for progressives. We hosted a sign making party for FDPA. We’ve had informational sessions for our members. We had 23 people (8 members) show up for a session to learn about government in Allegheny County!

We also applied for, and received, a $500 grant from the UUA to work on Get Out The Vote (GOTV). We spent about half the money, we will return the remainder. We used it to canvas in a
marginalized housing project, registering voters and arranging to take them to the polls. We also did two phone banking session urging people to go vote.

We did not succeed in getting a nonpartisan commission to establish voting districts in Pennsylvania. However, we were very active participants in the effort, we learned a lot, we engaged a larger section of the congregation than previous social justice campaigns.

I would love to have more people engaged in the work. I dream of the day when every member and friend of UUCNH has the contact information for their legislators in their contact list! A lot of this work is keeping after your representatives. These include school board members, township boards, County Council, state and federal legislators. Get active in our community!

UU WRANGLERS – Bruce E. Travers, Head Wrangler

As of April 2019, the Sound System Team, known as “Wranglers” is at eight members: Mark Draa, Dennis Doubleday, Bill Maruca, Bill McAdams, Bruce E. Travers, Don Nelson, Kip Ruefle, and Nancy Kepner. In addition, Ellen Saksen, Nghi, and Beverly Wise have expressed interest in joining the team. To date, only Ellen has been trained, and she has not participated in shadowing for a service yet.

In December 2018, three large-screen TVs were installed in the West Room. This installation was completed by Dagostino Electronics, under the supervision of Don Nelson. These TVs have only one feed at this time; they cannot have different displays. They are run through a computer owned by UUCNH and have been used during Sunday services, memorial services, and weddings. A switch in the audio station allows the TVs to be controlled by a computer at the pulpit as well.

With the TVs, the OOS and lyrics to hymns can now be displayed for the congregation. Another exciting use of the TVs is to display children’s books read during A Time for All Ages. This has necessitated considering another change in Wrangler policy. Currently, Don Nelson is the only person who has scanned the books into a PDF file for use on Sunday. We need to train more people to do this. Additionally, this will require having a second wrangler on Sundays so that Don will not be required to operate the computer each Sunday. This may require specializing wranglers as audio or video, if not all wranglers choose to be trained for the computer. A plan has not been finalized.

Wranglers have also become necessary once per month for the Coffeehouse. Currently, only Mark Draa, Bruce E. Travers, and Don Nelson have filled this opening. We will continue to encourage other Wranglers to take on this duty; although since these three—as well as Nancy Kepner—are typically in attendance as performers, it has not been a problem. At this time, there are no plans for the purchase of new equipment.
BELLWOOD PRESCHOOL

INTRODUCTION

Bellwood Preschool (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, our pre-Kindergarten program), 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, 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, history and culture topics. The theme for this year’s Bellwood Art Show is inspired by the book “No One Saw: Ordinary Things Through the Eyes of an Artist” by Bob Raczka. This theme has led to many new perspectives for our students and influenced our curriculum throughout the year.

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 2018-2019 year was at capacity, 66 students. 33 attended in the AM and 33 in the PM sessions.

For the 2019-2020 school year, we plan to maintain the same session options. Additionally, we plan to continue our Lunch Bunch and Extended Day offering on Fridays.
At the time of this report, enrollment for the 2019-2020 school year is full for both the AM session and the PM session. We also maintain a waiting list for openings for the upcoming academic year.

KIDS DAY OUT

“Kids’ Day Out: Get Ready for Preschool” remains popular for its fifth 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

It is the teachers who are the heart and soul of our 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 ten teachers to maintain the 1:6 teacher-student ratio. We also employ one teacher assistant. A major shift in staffing will occur during the summer of 2019, as our beloved Director, Linda Moser, retires after 43 years at Bellwood. A new director, Kate Campbell, has been hired and will transition into her new role during the summer months. Additionally, two of the current teachers, Emily Moschitta and Susan Flanders, will transition into roles of Lead Teacher/Curriculum Coordinator. Although Linda will be missed deeply, the preschool staff is ready to take on the exciting changes and challenges ahead.

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, and Yearbook Coordinator.

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 Dinner with Santa, and logowear, which all help to provide some revenue for the school. We also join with UUCNH to raise funds through Amazon Smile.

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, we performed regular maintenance of carpet, window and gutter cleaning. We had the furnace cleaned and replaced filters. We also purchased new shelving for the attic storage, which will be installed during the summer. One of our parents repaired the gate on the side of the building. Due to a very generous donation from one of our families, we were able to fund a complete rebuild of our entryway, which now looks bright and welcoming. We also used these funds to replace glass block windows in the bottom floor of the school. Bellwood’s director hopes to use the remainder of this donation to install new flooring in most of the school, including the downstairs, kitchen, and cognitive and sand rooms.

Another area that will be addressed this summer is a replacement of the concrete pad and porch in the backyard. The pad is currently cracked and crumbling in places, which has led to water leaking into the downstairs of the preschool. Since this is a major exterior project, UUCNH has generously offered to fund this project. Other areas that will need addressed in the future are rebuilding the steps on the exterior of the school and replacing the crumbling retaining wall on the left side of the school.

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 educate and grow 66 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 whose love of childhood and children is unending. We look forward to continuing this tradition and mission under new leadership next year.

Respectfully submitted,

Kate Campbell
Bellwood Parent Board President
ANNUAL MEETING MINUTES – 05/2008

Call to worship by the harmonic stylings of Rev. Don Rollins
Robyn called for quorum and we have met with 74 members
Robyn called to order

Vote to approve mid-year annual minutes on
- Robyn moved, Paul seconded, Approved with voice vote

Finance update by Mary Ellen
- Budget based on pledges of $330,000
  - 8% increase over last year
  - increased salaries of staff 2.5%
  - Increase to healthcare
  - Added money to B&G to hire a sexton at $25/hr, 20hr/week
  - Change in UUA dues based on % of operating costs, capped at 10% ($19,000 for us). Increase for us, but capped.
  - All committees funded at full request
- Motion to accept budget Melissa Nelson, Carol Ballance seconded

Ivan Baumwell and Dawn Lindsay are leaving board
- New members up for election are Mary Ellen Johnson & Kathi Finch

Ed Rockman outgoing chair of leadership development team
- LDT Ed leaving and Joe Meyer going off. Jen Suehr and Amy Wilkes on
- Stacy Conlin, Chuck Berry and Sandy Faulkner on LDT
- Robyn asked for nominations from the floor for Board or LDT: None
- Secret ballot and Ivan Baumwell collected

Ministerial Search
- Robyn explained nomination process
- 90+ nomination with 85 different names!!
- Board called 35 people with 3 or more nominations
- 12 nominations
- we will vote for 7
- UUA recommends that top 5 will automatically be on team. Last 2 will be discussed by the board to make sure that we are demographically diverse. This will be secretly decided by board in that people will not know if they are in the last two.
- Answer will NOT be today!
- Question on ballot to allow a non-voting Youth member. Will advise from perspective of the youth group.
- Selling point to new minister
- DLFD search had youth member and she was invaluable
- Lorenzo was voted upon by youth, youth advisors, and DLFD. Offered to be on team because he wanted to help after Scott left
- Bill Faulkner asked for members to stand up to be recognized
- Chris Hill complimented the slate of nominations

Robyn gave a first year assessment of interim process
- Board has increased covenanting
- Much more discussion of policy
- Assistance by Joan, who walked us through responsibility and accountability models to follow
- Worked to put in place infrastructure for new to be kind to Minister: More hours to admin staff; Building and Grounds steward; Intercom brought into paid staff; Are we setting standards that the next board(s) can follow
- Commissioned ministry council to perform AI.
- Established covenantal relations team
- Heavy administrative year, in hope that the new minister sees loose ends covered.
• Dennis Doubleday asked about new structure and when it will be in place. Answer is that we have not yet been able to move beyond liaison process and that this is still in process. This is a goal for this coming year. It is a hard transition.
• Steve Fuegi asked if membership of ministerial council will be voted on board. Robyn answered that this will be a congregational vote.
• The governance task force. Sue Brockman suggested that this cannot be completed until we have a settled minister, explaining the pause.
  o Don Rollins added that board’s role is being clarified.
  o Susie added that building the structure is a work in progress and we do it incrementally as we see what works as a congregation.
  o
Votes all unanimous (except ministerial search team, still in progress)

Alex Landefeld stewardship update
• We are at 320-325K

Systemic Change with Carol Ballance
• Thanked congregation for participation
• Very high participation in action on voted issue (fair districting)

AV update by Don

Recognitions:
Alex, Ron Smart, Minister’s office, Fundraising team, Pat & Elizabeth Ehrbrecht, James Clark and Kathi Finch, Don Nelson, Melissa Nelson for interim faith dev chair, Susie, Dawn Fitzgerald -Swidal for years of Intercom publishing

Call for new business? None

Motion to adjourn by Ed Rockman, seconded by Erin Terrizzi and voice voted

**MID-YEAR CONGREGATIONAL MEETING MINUTES** – Jan. 27, 2019 at 12:00 – 1:35pm

Board of Trustees Update, Susie Wood

• Thanks for Debt Forgiveness, Screens and improved Internet Installation

Board available during Board Meetings and after the next few services, see calendar

Presentations
• Green Sanctuary, Matthew Mehalik
• Hunger Garden, Dick Myers
• Systemic Change, Sue Broughton
• Buildings & Grounds, Robyn Travers
• Safety Preparedness, Jody Clark
• Memorial Garden, Julie Kant
• Stewardship, Alex Landerfeld

62 Members signed as present, constituting a quorum
Slide set for all presentations available
MEETING TO CALL SETTLED MINISTER TO UUCNH -  Sunday, May 5th, 2019 – immediately after Sunday Service

Request for members to sign in
Confirmation of Larger Quorum per bylaws (needed 82 members to satisfy quorum)
- 111 members signed in
- 11 proxies presented
- 122 votes possible

Susie Wood – presentation of Board Contingency plan
Robyn Travers – presentation of Youth vote (non-binding)

Motion: Shall we call Rev. Jane Thickstun to be our settled minister starting August 1, 2019? Motion by Erin Terrazi, seconded by Ed Rockman
- Ballots distributed earlier for writing “YES” to call Rev. Thickstun or “NO” to not call Rev. Thickstun
- Ballots collected and counted by Board members
- Result:
  - 117 “YES” votes and 5 “NO” votes
- Results communicated to the congregation present
- Results communicated by Susie Wood with Rebecca Hovermale and Joyce Kepner to Rev. Jane
- Rev. Jane accepted the congregations call to be the new settled minister at UUNCH starting August 1, 2019.

UUCNH 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.*
Thank you for your timely submissions.