



Annual Report of the Congregation 2020-2021

**Unitarian Universalist Church
of the North Hills**

June, 2021

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OUR MISSION

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

Unitarian Universalist Church of the North Hills
2021 Annual Congregational Meeting
June 6, 2021 at 12:00 pm
Agenda

- I. Welcome and Call Meeting to Order**
- II. Meeting Minutes – *Vote to Approve Minutes***
- III. Board Report**
- IV. Memorial Garden Update**
- V. Capital Campaign**
- VI. Budget – *Vote to Approve the Budget***
- VII. Board Slate – *Vote to Approve the Slate of Nominees***
- VIII. LDT Slate – *Vote to Approve the Slate of Nominees***
- IX. Document Management**
- X. Recognition**
- XI. Departing Board Members**
- XII. Thank You**
- XIII. Adjourn – *Vote to Adjourn***

UUCNH BOARD OF TRUSTEES REPORT

What a year – not just for our beloved community, but for our world. In the past months, we have endured a global lockdown, struggled with financial stressors, observed an election sure to shift our lives for generations to come, watched young men and women beaten by police in the street only to rise like a Phoenix to protest their oppressors' policies, and the list goes on.

Closer to home, our Tech Team pivoted quickly from the very beginning of the pandemic to bring us uninterrupted Sunday Services, which we continue to enjoy. We created ways to stay connected through Covenant Groups, Craft Group, Youth Faith Development, Steaming Mug Socials, Hiking with Friends, and numerous other activities.

Our bucolic grounds have undergone impressive changes, from the renovation of the Memorial Garden to the roof replacement for the East and West rooms. Children have been born, and new members have found UUCNH. Loved ones near to us have passed, leaving holes in our hearts that cannot be filled, but with which we have to learn to live.

We have persisted through all the turmoil and uncertainty. We are still here.

Normally the Board President would compile the Annual Report from the Board. I have taken on this task to allow Julie Kant to convalesce after a health scare. We thank her for her tireless work this year (for which we all owe her a debt of gratitude) and look forward to her return to working with us as Past President. In writing this, I am aware that she leaves mammoth shoes to fill, and I pray that my feet grow a few sizes in the coming months.

On behalf of Julie and myself, I want to extend our sincere thanks to the entire Board. Our Past President, Mary Ellen Johnson, provided trusted leadership and historical perspective to keep the Executive Committee focused and to make sure our accounts were in order; she even gifted me a camera so I could see everyone on Zoom. Beth Zak and Kathi Finch have managed their Board duties with aplomb, staffed their Personnel Committee and Document Retention Task Force responsibilities, and more. They combined their considerable organizational and technical expertise to produce three congregational meetings via Zoom during our time away, a monumental accomplishment. Hal Dixler brings (*redacted*) years of experience in UUCNH leadership to the Board and does yeoman's work to keep us on task. Connie Ritzert, who joined the Board with me, provided steadfast leadership on the In-Person Gathering Task Force. A special thank you to her for drafting the policies the Board approved on managing gatherings this past year. I am impressed and humbled daily by each Board Member's individual and collective efforts.

I would also like to lift up the efforts of our Minister, Rev. Jane Thickstun. Can any of us imagine starting a new job, trying to gain a footing with a new community, only to have all opportunities for connection blocked six months in? Rev. Jane has navigated this exact challenge ferociously. She stayed in the pulpit, restarted our dormant Covenant Groups, expanded our presence in the greater Pittsburgh area, and created multiple weekly opportunities for connection (including a Tuesday informal gathering, ceding the pulpit to Rev. John Ballance for Wednesday vespers, and cobbling together the best pandemic coffee hour in the land). Through this, she found time to minister to families acutely affected by the pandemic and other tragedies this past year. Similarly, Dana Poss has kept our youth engaged beyond expectation. If my kids are any indication, convincing children to tune in to church from our living room is a fool's errand. Dana has provided opportunities, activities, and even a stuffed animal sleepover, that keep kids connected to our community. Last, but absolutely not least, Sona Kennedy has been our "air traffic controller" through the pandemic. We thank her for making sure the e-News (in my opinion, never more important than this past year) gets out every week.

Of course, far more community members have kept us afloat through this storm. While not excluding any of these efforts, I lift up a few as exemplars.

Physical Plant Developments

- Memorial Garden. Construction on the Memorial Garden is under way. We broke ground last Fall and despite some weather delays, the plan is to have the Garden finished this Summer and ready for use by September's Ingathering. A special thanks to Peggy Trevanion, Chuck Berry, and Julie Kant for their tireless work on this project.
- Construction. While we were away, Buildings and Grounds was hard at work.
 - *Silos*. The B&G Committee, under Mark Swihart and Joe Meier, has taken steps to return the silos to a "stable" condition. The silo roofs are similarly sufficient in the short term. To exact more sustainable fixes, we need to replace block and mortar work on both silos.
 - *Roof*. We installed new shingles over the West and East Rooms, repaired shingles on the barn roof, as well as replaced gutters above our front entrance, the front door of Bellwood, and the northwest silo. As required by the condition of the roof, we replaced decking, rehabbed the cupola at the peak of the East Room, and replaced soffits under the silo overhangs. B&G also completed normal maintenance on the flat areas of the roof above the East and West Rooms, as well as the main barn. However, the main barn roof and the Bellwood roof are nearing the end of their useful life, and we will need to replace those soon.
 - *Work to be Done*. In addition to the roof project, the B&G Committee, along with our wonderful sexton Patrick Bauer, plans to address accessibility to our pulpit. They will also continue the ongoing paint and plaster work throughout the interior of the barn and the rehabilitation of the stairs from the parking lot. Our sign out on West Ingomar Road will get a new coat of paint as well.

Fiscal Developments

- Budget. The Board will present its Budget for the coming church year at the June 6, 2021 Annual Meeting. In arriving at its Budget, the Finance Committee sought input from all committees and teams, monitored stewardship progress, and made appropriate alterations. The Board is confident the Budget, as presented, is achievable in implementation and permits our church to continue operations.
- Stewardship. We are overjoyed to report that our Stewardship campaign resulted in the largest collective pledge amount in church history. This is particularly impressive given the absence of in-person gatherings this year.
- Fundraising. If anyone doubted the joint creativity of our community, they need only look at our fundraising activities over the past year. The Fundraising Committee shifted tack from its live Goods and Services auction to conduct online auctions bringing in substantial funds. The Committee plans to return to the live Auction in Fall 2021. The Craft Group also stepped up in Craft Group fashion. During the pandemic, it conducted two online sales. Not only are our coffers richer for their efforts, but countless homes are adorned with beautiful wares, plants, and yummy treats.
- PPP Loan. A special thank you to Lindsay Scott and Mary Ellen Johnson for not only securing a Payment Protection Plan Loan for the church and Bellwood, but also for ensuring that our loan was forgiven, eliminating a five-figure debt from our books.

The Pandemic

- Sunday Mornings. Efforts to put a remote Sunday Service together are now well in to their second year, and the Board wants to extend a heartfelt thank you to the miracle workers that make this possible. Bruce Travers, Don Nelson, and Nancy Kepner have given up 50+ weeks of afternoons, evenings, and even some early Sunday morning hours to provide us with weekly services. Thank you as well to our Worship Associates, Cantors, Pianists, and other musicians under the leadership of Mary Doubleday, each of whom pipe joy into our homes each Sunday morning. The Board must also recognize Rev. Jane and the Sunday Services Team for providing the content.
- In-Person Gathering Task Force. In the Summer of 2020, the Board convened a Task Force to monitor the COVID-19 risk to our community. The Task Force recommended, and the Board passed, a comprehensive policy for gathering at the church. This policy evolved with the spikes and dips of COVID-19 cases. Recently, the Board implemented a revised policy permitting gathering indoors, and approved an increase in capacity of the West Room to 30 socially distanced individuals. The Board thanks the entire congregation for their patience and understanding as it regularly weighs risks of the pandemic against the desire and need to convene on our grounds.

Social Justice

- Anti-Racism. Rev. Jane and the Ministry Council continue their ambitious plan to address racism within, and outside, our community. The Systemic Change Team is also attacking this problem, pairing with our neighbor, St. Brendan's Episcopal Church, to host monthly anti-racism workshops.
- LGBTBQ+ Efforts. This year, Amy Terrizi took on a leadership role to address the needs of the LGBTBQ+ community by forming and chairing TrUUe Colors. The group is reaching out and providing safe social activities welcome to all.

“What’s Next” – Jed Bartlett

- Capital Campaign. Per UUA recommendations, a church of our size should conduct a capital campaign once every decade. UUCNH has not completed a capital campaign in 15 years, but that is set to change. The Board hired Barry Finkelstein of *Stewardship for UUUs* as a capital campaign consultant. Mr. Finkelstein worked with Rev. Jane at her last congregation, when that church raised funds to buy a new church building. For us, Mr. Finkelstein will conduct a “Next Steps Weekend” in October 2021, the product of which will be a feasibility study on the possibility of UUCNH launching a capital campaign in the next 6-9 months.
- Strategic Plan. The Board convened a Task Force to complete a Strategic Plan outlining our goals for the next 3-5 years. The Task Force has and will seek input from all members and friends in completing the Plan.
- Document Management. The Document Retention Task Force is porting our institutional knowledge into a central database owned and controlled by the church. As we continue to implement and use this new tool, it will provide training and assistance so each Committee and Team can adopt this new service and rid itself of scattershot, incomplete, and redundant document retention (or worse, important documents that are lost in private emails).

In closing, pat all yourselves on the back; we are still here. Now, get ready to get back in our unique UUCNH way – with understanding, patience, and consideration. Reentry will not be perfect, and will

certainly not be soon enough, but we look forward to leaning in to what's next, together, to create a new version of "normal" and rebuild our beautiful Blue Boat Home.

Sincerely,

Alex

Alexander W.P. Saksen, Vice President, Board of Trustees

MINISTER'S ANNUAL REPORT TO THE CONGREGATION

This has been a year of pandemic shut-down. More than a year, but since our last annual meeting, it has been a whole year. I worried a lot at the beginning about how to keep us connected, and instituted new online programming to help. I worried about our finances, and I worried about our health. Now, a year-plus later, the end is in sight. It's spring, we're getting vaccinated, and we're looking forward to being together in person again on Sunday mornings in the fall. Our finances are healthy, nobody in the congregation died of Covid, and though there are some I haven't seen or talked to in all this time, I feel like we are all still together.

We did have our losses this year, however. In the fall, we lost Jan Ridenour, and Bill Graham (Cris's husband). January took Ellie Eigenbrode from us. Tom May died in March after a quickly progressing illness. Even more sudden and just a week later we lost Lorenzo Pane to suicide. Many members lost parents and siblings and in-laws. All these losses have been made harder by the limitations on people gathering.

The staff worked extra hard this year to keep our community going. Mary Doubleday has gone way above and beyond; despite not having choir rehearsals, she has made sure we had quality special music for every service, including a number of times putting together a virtual choir piece, with all the extra work and the learning curve that entails. Dana Poss has worked hard to make sure our families stay connected and the kids have opportunities to learn and connect. Pat Bauer has done wonders with our building and grounds, working well with B&G chair Mark Swihart to ensure everything works and looks good for when we return. Lindsay Scott has picked up extra work as things shifted in the pandemic time, and she does an excellent job of tending our finances and reporting on them. And Sona Kennedy keeps us all connected through the e-news, scheduling meetings, website updates and revisions, and more.

Two ways of staying connected that I initiated when the shut-down first happened have been continued since last summer by volunteers: Paul Womak has hosted the Tuesday Zoom with Friends, and Rev. John Balance has led the Wednesday Vespers (on Zoom). They show up for you week after week, and I am grateful for their contributions to our community life. Other ways of connecting have been the frequent hikes offered by Ellen Kuntz and Dick Myers, and the monthly "Steaming Mug" events, offered by the Connections team.

Another way we have been connecting this year is through the Covenant Groups. I started planning this program last year, and our small steering team was well along with the planning when the pandemic struck. We rolled out the program as planned in September, with the only difference being that meetings were held on Zoom. I prepare the session plans and meet monthly with the group of facilitators, who also meet twice monthly with their groups. I have heard many positive reports, and look forward to continuing the program in the coming year. We'll be regrouping in September, so if you haven't participated, that will be a good time to start.

In November, we held the Installation ceremony virtually, finally giving up on doing it in person. The purpose of an installation is to formalize and celebrate our commitment to each other. It was a beautiful ceremony, and I feel properly installed now.

I encourage you to read all the reports, as our teams and committees have been working hard and accomplishing great things in pursuit of our mission. I can't begin to tell you all that has been happening here this year. I'm especially pleased to have welcomed seven new members in May, and I'm looking forward to seeing the Memorial Garden finished—at least phase 1.

We have been working this year on many justice issues, focusing primarily on racial justice, including participating in and organizing monthly forums in partnership with our neighbor, St. Brendan's Episcopal Church. Also, I've been exploring another avenue, called Faith and Blue, which is a new initiative between churches—primarily Black churches—and police. This has the support of the mayor and the police chief of Pittsburgh, and is being organized by Rev. Deryck Tines of the Allegheny UU Church. Our TrUUe Colors team is reinvigorating our Welcoming Congregation status, bringing LGBTQ+ concerns and celebrations to our attention on a year-round, ongoing basis.

This year, we have been living into our shift to Partnership governance. The Ministry Council has had quarterly meetings for the Team Leaders, as a way to coordinate the ministries to be in alignment with the Board goals.

Finally, we celebrate our 60th anniversary this fall, and while not a super major milestone, it is a milestone. We'll have so much to celebrate this fall, not the least of which is just being back together! I can't wait to see everyone in person!

Respectfully submitted,

Rev. Jane Thickstun

ADULT FAITH DEVELOPMENT *(Submitted by Dana Poss, DLF)*

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 with more planned for 2020-21:

Adult Faith Development Groups

- **4th Sunday Forum (formerly Humanist Discussion Group)** – Dick Myers
- **UU Christian Perspectives** – Edie Swihart and Joe Meier
- **Jesus Discussion Group** – Tony Palermo
- **Living Kindly Workshop Series** - Kathy Cypher and Dana Poss
- **Meditation with Friends** – Sue Luebbert
- **Philosophical & Spiritual Insights (PSI)** – Tony Palermo
- **Sisters in Spirit** – Rachael Smart and Michelle Broge-Connor

Fellowship Groups

- **Bocce**
- **Book Discussion Group**
- **Break Forth Ensemble**
- **Book Discussion Group**
- **Camping Trip**
- **Chair Yoga**
- **Coffeehouse**
- **Craft Group**
- **Families Group**
- **Recovery Group**
- **Quilting Group**
- **Ukulele Group**
- **Zoom with UUCNH Friends**

Progress on goals: With the forced shutdown due to COVID-19, our goal this year was to move as many groups online as possible in order to provide opportunities for connection outside of the physical building. A few groups did not lend themselves well to an online platform and so went on hiatus during this time. Those groups plan to return with the re-opening of the building. Several new groups were started and there are plans for multiple new adult faith development offerings from late spring until the end of 2021.

Plans for the future: Supporting groups during the re-opening phase, which we hope is in September.

ADULT FAITH DEVELOPMENT GROUPS

JESUS DISCUSSION GROUP *(Submitted by 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.

Special topics this past year have included the miracle stories and how these might dovetail with modern day faith healings. We are currently discussing the chronology of stories surrounding the Resurrection.

PSI (PHILOSOPHICAL, SPIRITUAL INSIGHTS) GROUP *(Submitted by Tony Palermo)*

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.

FELLOWSHIP GROUPS

BOOK DISCUSSION GROUP *(Submitted by Ruth Horwitz, Chair)*

The Book Discussion Group continues to meet second Friday of each month at 7PM. We discuss a variety of books depending on individual suggestions. The last three books were: *Wintering* by Katherine May, *Washington Black* by Esi Edugyan, *How to Avoid a Climate Disaster* by Bill Gates. Attendance averages 6 people. We will break for the summer.

CRAFT GROUP *(Submitted by Irene Dinning, Chair)*

The Craft Group, like other groups at the UUCNH has been meeting via Zoom but whenever the weather is good, we bring our folding chairs and masks and meet outside at the church. We meet on Thursday mornings from 10 to noon.

The Craft Group (formerly the Craft and Rummage Group) is one of the oldest if not the oldest group within the church. When the church was in its early years and did not have much money, the women (many who did not work outside the home), held sales and used the money to buy extra items which were not in the budget. These were the extras to make our church a better home. The Group kept their money in a separate account in the church treasury. Today we no longer hold rummage sales but we still hold craft ones. We still keep our money separate and we still use it to buy unbudgeted items to make our church a better home.

For much of this church year we have been planning two virtual sales of our handcrafts and baked goods. The first one, our holiday sale, netted \$2118 which we donated directly to the church's general treasury. In addition, we earlier donated \$2500 from our account to help with finances.

The Craft Group also supports our members with caring and sharing. We have members who are not crafters but love to come and join in our spirited and interesting discussions and birthday celebrations. We have about 30 members.

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

Visitors and new members are always welcome - crafting is not required.

CHILDREN AND YOUTH FAITH DEVELOPMENT *(Submitted by Jen Suehr)*

Team Contact Name(s)

- Jen Suehr, Chair
- Rebecca Hovermale, Co-Chair
- Erin Terizzi, Secretary
- Kathie Maloney, Member at Large

Accomplishments: During the 2020-2021 church year, as the community became more accustomed to our virtual world, we adapted by providing a mixture of Zoom and socially distant, in person programming.

PreK-6th Grade Programming: CartUUNs

A brief introduction to CartUUNs, from the curriculum book:

“This curriculum uses animated shorts from Pixar and Disney to facilitate discussion around values, ethics, and feelings. The shorts are short in length, with most running between three and eleven minutes; the short length will alleviate boredom, and allow all children to see the animation in its entirety, grounding the discussion in a shared experience.”

This format was perfect for our Zoom classes with the younger children; our classes ran every other Sunday from 9:30-10am, and included chalice lighting, check-in, a short film, related questions, and a craft. The children enjoyed sharing their crafts and their activities with the class. Though our classes were small, we had a core group of participants each time, and tried to keep our time together as engaging and fun as possible.

During our last class before the holidays in December, we watched *Olaf’s Frozen Adventure*, drank hot cocoa, and made snowmen on paper out of marshmallows, while discussing some of our favorite holiday traditions. Due to the virtual Sunday school format and lower attendance than we tended to see in person, we opted not to have a holiday pageant this year; the hot cocoa party, while not the same, helped get everyone into the holiday spirit.

In recognition of Earth Day in April, we leaned into embracing a positive aspect of our new virtual world - the ability to connect outside of our local area - with a Zoom nature visit for families with the Denison Pequotsepos Nature Center located in Mystic, CT. The staff of the nature center led a program called Animals! Animals! Families were able to see a variety of live animals like turtles, frogs, snakes and birds that can be found in Connecticut and discover similarities and differences between them.

Then, in May to finish out the year with a multigenerational event, the team organized a stuffed animal sleepover at UUCNH. Anyone of any age was welcome to participate. The team posed the animals engaged in various activities at the sleepover such as singing in the choir, listening to a worship service, having breakfast together and snuggling up for their favorite movies and snacks before bedtime. The team then shared the photos on the UUCNH Community Facebook page for all to enjoy.

YOUTH PROGRAMMING: CROSSING PATHS

We had planned for 2 years to offer a Neighboring Faiths type of class for youth this year. When the pandemic forced many houses of worship to shut down, we thought we might

have to postpone this program for another year. Luckily, the folks at Soul Matters quickly revised the Crossing Paths curriculum to be conducive to an online format. More information from the Crossing Paths website:

Unique Components: Crossing Paths joins the long line of visit-based UU curriculum going back 70 years. *Church Across the Street* was published in 1947. More recently, we've seen *Neighboring Faiths* (1997) and *Building Bridges (Tapestry of Faith)*. Our Soul Matters versions honor these previous curricula and adds its own unique components, including an emphasis on theological grounding, a distinct take on religious pluralism ("Many Mountains, Many Paths"), and an abundance of experiential learning and a deep commitment to family-centered activities.

UU Identity Formation: While the program is built around interfaith engagement, its focus is really on UU youth identity formation. We not only lift up the core pieces of other faiths, we also compare and contrast those faith's beliefs and practices with those of our UU faith. By exploring those similarities and contrasts, youth are better grounded in their faith and clarify their own particular UU identity.

We were able to find a team of volunteers willing and able to try this class virtually. The group spent 2 Sundays learning about a particular religion or faith tradition followed by a Zoom visit with a local faith leader. They learned more about Unitarian Universalism, Christianity, Judaism, Islam, Buddhism, and earth-based spirituality. The virtual visits were really the capstone of this program, with the youth and adult facilitators stating that they learned a great deal from the faith leaders they met with.

YOUTH PROGRAMMING: YOUTH GROUP

As with most other church activities, the Pandemic put a new twist on how Youth Group was done this year. We continued to have monthly discussion meetings, just via zoom instead of in person. As such, our attendance numbers have been lower than last year. We have, however, maintained a small core group of dedicated youth that have attended throughout the year.

When the weather has allowed, we have also organized some outdoor, socially distant activities such as a bonfire, outdoor games, sledding/snowball fight, and an adopt-a-highway cleanup. We are right now preparing for our first annual Youth Group Hike. Our most successful activity of the year was a white elephant gift exchange over the holidays. Robyn drove around and collected all of the purchased gifts, we opened them white elephant style, via zoom, and then she redistributed them to the recipients. The youth group also inspired the creation of the still-active Bucket-o-Plenty at the church. The youth group is looking forward to being together in person again soon!

Challenges: This is the first church year we conducted almost entirely online due to COVID-19, which was arguably the biggest challenge. How do we offer programming to keep children and youth engaged so that we still have interest in our programs at a time in the future (hopefully during the 2021-2022 church year!) when we are able to come back to church in person?

Another challenge was getting the volunteers needed to facilitate groups. The pandemic changed many circumstances for families with many having to both work and school from home, which required more of a time commitment. Therefore, our Families Group did not meet this year because we did not have a volunteer to run it. As many of these activities took place indoors, it did not make much sense to keep it going in such a questionable time with many activity centers being closed anyway due to the shutdown. We hope that we will find a volunteer to facilitate this group again in the 2021-2022 year because the families really enjoyed the group get-togethers and coordinated activities.

Plans for the future: It is still unknown exactly when we will be able to come back to church fully in person, so at present we are preparing for both continued online programming, hybrid programming (virtual and in person) and fully in person. We expect that when we return fully in person, we may have to rebuild our CYFD program from scratch, as we welcome new and returning families. On the positive side, it is a chance for us to look at our programming across the board and make changes we have thought about making in the past but hadn't yet executed on.

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

K-6 CartUUNS Teachers

- Becca Hovermale
- Ed Moore
- Dana Poss
- Jen Suehr
- Kelly Sullivan

Crossing Paths Facilitators

- Dawn Lindsday
- Kathie Maloney
- Tony Palermo

Youth Group Facilitators

- Nancy Kepner
- Rachael Smart
- Robyn Travers

Registration & Attendance September 2020 - February 2021

Children and Youth Faith Development			
Registration and Attendance Data July 1, 2020 - June 30, 2021			
Unitarian Universalist Church of the North Hills			
Class	Total Registered	Avg. Attendance	%
Nursery - 6th	17	5	29%
Youth Group (7th -12th)	10	3	30%
Total Registered	27	8	30%
Crossing Paths (6th - 12th)	7	6	86%
Registration and Attendance Data July 1, 2019 - June 30, 2020			
Unitarian Universalist Church of the North Hills			
Class	Total Registered	Avg. Attendance	%
Nursery	3	2	67%
PreK - K	12	7	58%
1st - 2nd	11	6	55%
3rd - 4th	8	4	50%
5th - 6th	13	5	38%
Youth Group	16	10	63%
Total Registered	63	34	54%
Children's Chapel	44	11	25%
OWL 1st/2nd	8	7	88%
CoA 9th- 12th	3	3	100%

ANNUAL MUSIC REPORT (Submitted by Mary Doubleday, Music Director)

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

- Marsha Albright
- Tassi Bisers
- Geoff Coleman
- Dennis Doubleday
- Mary Doubleday
- Mark Draa
- Stephen Fuegi
- Julie Kant
- Kathy Ke
- Joyce Kepner
- Nancy Kepner
- Ellen Kuntz
- Kurt Kuntz
- Joe Meier
- David Miles
- Cindy Mitchell
- Charlotte Moore
- Johnson Moore
- Gale Murray
- Connie Ritzert
- John Ritzert
- Diane Sims
- Mark Swihart
- Amy Terrizzi
- Erin Terrizzi
- Craig Thompson
- Nick Tiberi
- Emily Tiberi
- Bruce Travers
- Maggie Wilson

Living through this Pandemic year has made us all appreciate normal life. Being with other people and *singing* with other people are universal, joyful human experiences that we dearly miss. Unable to meet, we learned to create a Virtual Community through online services. We have had Cantors recording the hymns each week so the congregation can sing along. Many thanks to Stephen Fuegi, Nancy Kepner, Mark Swihart, Bruce Travers, and Maggie Wilson serving in this role.

We also created a Virtual Choir. It was a steep learning curve for the singers: instead of hearing the piano and other singers live around us, we had to sing along with a recording playing in our ears, while a computer or phone recorded both our singing and our faces. Every choir member had to act as their own set designer, sound engineer, make-up artist, and lighting director. I'm so thankful all the effort everyone put in so that the congregation could see and hear the UUCNH Choir again.

Learning to combine the individual tracks into a Virtual Choir was an even steeper learning curve for the Music Director. With the advice of AUUMM members, musician relatives, and YouTube videos, I taught myself to use Davinci software. And I am so very glad I had the foresight to marry a software engineer -thank you, Dennis!

We have completed six Virtual Choir videos over the course of the year: Oh, What a Beautiful Morning at the start of the year, How Can I Keep from Singing for the Installation of Rev. Thickston, Lo How a Rose and Silent Night for Christmas, Seek Your Own Way in February, and Alleluia, by William Boyce, for Easter. We are working on a seventh video for the Flower communion in June, The Road Home.

We normally schedule 30 Choir Anthems in a church year. In the weeks that we had no Virtual Choir, we have had "Special Music" recorded by various soloists on Thursday evenings.

Many thanks to Mark Draa, Cindy Mitchell, Nancy Kepner, Priscilla Kleiner, Connie Ritzert, Ellen Saksen, Erin Terrizzi, Emily Tiberi, Brian Thomson, Craig Thomson, Bruce Travers, Maggie Wilson, and Allyson Zadnik, for braving both performance nerves and the virus, and for singing with masks on!

Special Music was also obtained through the AUUMM (Association for U.U. Music Ministries.). We showed videos with permission from congregations in California, Washington, Massachusetts, and Kentucky, in addition to music from First Church here in Pittsburgh, and recordings from the UUA. We also requested and received permission to include videos from YouTube from arranger Harrison Scheckler, and from the Stanford Talisman.

There has been a great deal of angst and discussion within the AUUMM about copyright issues. Apparently, there has always been a law that music used in religious services was not subject to copyright protection for performances. But putting services on YouTube creates a murky area, and no-one knows how to proceed. Joyce and Nancy Kepner, Rev. Thickston, and I looked into the available copyright coverage, and chose to have the church purchase "One License" which at least covered most of the hymns the UUA doesn't own the rights to. We'll be reexamining this issue this summer.

Last summer, Nick Tiberi returned to UUCNH, and Hal Dixler started his 50th year at UUCNH. Hal, we still owe you a big party, hopefully coming this Fall!

It's impossible to imagine what our services would be like without our wonderful pianists. The beauty of their playing, and the breadth and depth of their knowledge of repertoire enrich our services every single week. Virtual Choir would have been impossible without Nick recording tracks for each part over the accompaniments. Nick also sang both bass parts on the recordings, invited his wife Emily to sing soprano, and revealed that he plays guitar as well as piano, bass, concertina and several other instruments. We are so grateful!

Finally, thank you so much to Rev. Jane, the Sunday Service Team, and above all, to the Tech Team, Nancy Kepner, Don Nelson, and Bruce Travers. You have done so much, given so much time, and made it all so much fun!

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2017, 2018, 2019 and 2020

Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21		6/30/22									
	Actual	%	Budget	%	Actual	%	Budget	%	Actual	Budget	%	Budget	%							
REVENUES																				
Pledges, friends and plate	318,853	91%	303,600	86%	330,609	91%	320,700	86%	346,217	94%	333,500	85%	333,697	83%	309,250	82%	339,950	84%		
Church use and other revenue	32,947	9%	53,422	15%	31,856	9%	51,794	14%	21,793	6%	59,970	15%	20,699	6%	68,067	17%	69,400	18%	66,143	16%
	<u>351,800</u>	<u>100%</u>	<u>357,022</u>	<u>100%</u>	<u>362,465</u>	<u>100%</u>	<u>372,494</u>	<u>100%</u>	<u>368,010</u>	<u>100%</u>	<u>393,470</u>	<u>100%</u>	<u>354,396</u>	<u>100%</u>	<u>378,650</u>	<u>100%</u>	<u>406,093</u>	<u>100%</u>		
EXPENSES																				
CONTRACT SERVICES																				
<i>(includes compensation, benefits, taxes & expenses)</i>																				
Minister	108,827	31%	107,690	30%	107,946	30%	111,172	30%	105,840	29%	109,174	28%	123,743	31%	112,472	30%	115,067	28%		
Director of Lifespan Faith Development	55,569	16%	59,594	17%	55,099	15%	63,122	17%	55,974	15%	56,486	14%	59,092	15%	63,132	17%	67,945	17%		
Music Director	8,512	2%	8,368	2%	8,593	2%	8,594	2%	9,294	3%	9,294	2%	7,934	2%	7,924	2%	10,404	3%		
	<u>172,908</u>	<u>49%</u>	<u>175,652</u>	<u>49%</u>	<u>171,638</u>	<u>47%</u>	<u>182,888</u>	<u>49%</u>	<u>171,108</u>	<u>47%</u>	<u>174,954</u>	<u>44%</u>	<u>190,769</u>	<u>48%</u>	<u>183,528</u>	<u>49%</u>	<u>193,416</u>	<u>48%</u>		
FIXED COSTS																				
Building operations	40,560	12%	51,600	14%	48,250	13%	54,954	15%	59,450	16%	65,990	17%	58,055	17%	58,925	16%	66,120	16%		
Interest, taxes and insurance	18,588	5%	24,326	7%	17,100	5%	22,244	6%	18,792	5%	20,899	5%	16,267	4%	16,145	4%	15,625	4%		
UUA and OMD dues	17,286	5%	17,850	5%	17,400	5%	17,400	5%	19,140	5%	19,140	5%	21,019	5%	20,833	5%	21,720	5%		
	<u>76,434</u>	<u>22%</u>	<u>93,776</u>	<u>26%</u>	<u>82,750</u>	<u>23%</u>	<u>94,598</u>	<u>26%</u>	<u>97,382</u>	<u>26%</u>	<u>106,029</u>	<u>27%</u>	<u>95,341</u>	<u>26%</u>	<u>95,903</u>	<u>25%</u>	<u>103,465</u>	<u>25%</u>		
CHURCH OPERATIONS	57,826	16%	57,174	16%	53,121	15%	59,213	16%	61,796	17%	62,182	16%	63,918	16%	64,230	17%	69,712	17%		
DISCRETIONARY																				
Religious education (youth & adult)	7,942	2%	10,450	3%	8,880	2%	12,025	3%	8,726	2%	11,650	3%	7,578	4%	14,175	4%	15,725	4%		
Music and arts	8,358	2%	9,420	3%	9,263	3%	9,910	3%	9,878	3%	10,825	3%	8,630	3%	11,740	3%	13,012	3%		
Committees and social activities	9,003	3%	10,550	3%	6,529	1%	13,860	3%	19,004	5%	27,830	7%	3,851	4%	9,074	2%	10,763	3%		
	<u>25,303</u>	<u>7%</u>	<u>30,420</u>	<u>9%</u>	<u>24,672</u>	<u>6%</u>	<u>35,795</u>	<u>9%</u>	<u>37,608</u>	<u>10%</u>	<u>50,305</u>	<u>13%</u>	<u>20,059</u>	<u>11%</u>	<u>34,989</u>	<u>9%</u>	<u>39,500</u>	<u>10%</u>		
TOTAL EXPENSES	<u>332,471</u>	<u>94%</u>	<u>357,022</u>	<u>100%</u>	<u>332,181</u>	<u>91%</u>	<u>372,494</u>	<u>100%</u>	<u>367,894</u>	<u>100%</u>	<u>393,470</u>	<u>100%</u>	<u>370,087</u>	<u>101%</u>	<u>378,650</u>	<u>100%</u>	<u>406,093</u>	<u>100%</u>		
EXCESS OF REVENUES OVER EXPENSES	19,329	6%	0	0%	30,284	9%	0	0%	116	0%	0	0%	(15,691)	0	-1%	0	0%	0	0%	

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 1

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2017, 2018, 2019 and 2020

Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
REVENUES	351,800	357,022	362,465	372,494	368,010	393,470	354,396	406,567	378,650	406,093
DISBURSEMENTS										
Fixed costs	76,434	93,776	82,750	94,598	97,382	106,029	95,341	105,939	95,903	103,465
Contract services	172,908	175,652	171,638	182,888	171,108	174,954	190,769	192,605	183,528	193,416
Church operations	57,826	57,174	53,121	59,213	61,796	62,182	63,918	66,136	64,230	69,712
Discretionary	25,303	30,420	24,672	35,795	37,608	50,305	20,059	41,887	34,989	39,500
	332,471	357,022	332,181	372,494	367,894	393,470	370,087	406,567	378,650	406,093
EXCESS (DEFICIT)	19,329	0	30,284	0	116	0	(15,691)	0	0	0

SCHEDULES OF REVENUES COLLECTED

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 2

SCHEDULES OF REVENUES COLLECTED

Years Ended June 30, 2017, 2018, 2019 and 2020
Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
REVENUES COLLECTED										
Revenues other than pledges										
Church Use										
Bellwood	8,750	8,520	8,650	8,750	8,750	8,750	8,750	8,750	4,375	8,750
Other	5,984	9,000	4,594	5,000	989	4,000	600	2,000	1,000	
Copy machine use	1,227	1,200	999	1,300	1,043	1,300	877	1,250	500	850
House rent		0	0	0		-				
Investment income										
Interest	5	20	6	7	6	10	3	10	3	50
Dividends/Other	2,463	9,000	1,608	11,500	2,958	12,500	(3,076)	16,250	16,017	17,244
Fund raisers	7,737	8,445	8,959	8,000	864	5,000	1,903	6,570	-	7,000
Craft Group										
Coffee hour										
RE Income										
Designated amounts	3,565	3,565	3,565	3,565	3,565	3,565	3,565	3,565	3,565	3,565
Grocery coupons	2,983	3,000	2,412	3,000	2,423	3,000	1,600	3,000	-	3,000
Miscellaneous	233		1,063		1,195		6,477	1,000	1,500	1,000
Reserves		10,672		10,672		21,845		25,672	42,440	24,684
	<u>32,947</u>	<u>53,422</u>	<u>31,856</u>	<u>51,794</u>	<u>21,793</u>	<u>59,970</u>	<u>20,699</u>	<u>68,067</u>	<u>69,400</u>	<u>66,143</u>
Pledges										
Current year	281,680	281,200	297,626	290,700	320,865	313,500	316,056	313,500	299,250	324,950
Friends	37,173	15,000		---						
New pledges										
Plate		7,400	32,983	30,000	25,352	20,000	17,641	25,000	10,000	15,000
	<u>318,853</u>	<u>303,600</u>	<u>330,609</u>	<u>320,700</u>	<u>346,217</u>	<u>333,500</u>	<u>333,697</u>	<u>338,500</u>	<u>309,250</u>	<u>339,950</u>
TOTAL	351,800	357,022	362,465	372,494	368,010	393,470	354,396	406,567	378,650	406,093
Gross pledge revenue		296,000		306,000		330,000	330,000	330,000	315,000	335,000
Collection rate		95%		95%		95%	99%	95%	95%	97%
Collected		281,200		290,700		313,500	327,014	313,500	299,250	324,950
Pledge increase		#REF!		3%		8%				
Pledge increase amount		#REF!		10,000		24,000				

SCHEDULES OF DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 3

SCHEDULES OF DISBURSEMENTS

Years Ended June 30, 2017, 2018, 2019 and 2020
Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
FIXED COSTS										
Mortgages & other										
Member loans	4,010	4,375	4,094	4,000	4,629	4,625	-	-	-	-
Children's memorial fund	1,616	1,536	1,256	1,229	1,259	1,259	1,259	1,260	1,280	1,260
Insurance	8,132	13,000	6,653	12,000	7,439	10,000	8,951	8,000	9,000	9,500
Life insurance	3,565	3,565	3,564	3,565	3,564	3,565	3,564	3,565	3,565	3,565
Taxes	1,271	1,600	1,271	1,300	1,295	1,300	1,332	1,300	1,300	1,300
Other	(6)	250	262	150	606	150	1,161	500	1,000	
	<u>18,588</u>	<u>24,326</u>	<u>17,100</u>	<u>22,244</u>	<u>18,792</u>	<u>20,899</u>	<u>16,267</u>	<u>14,625</u>	<u>16,145</u>	<u>15,625</u>
Building Operations										
Custodian	8,225	7,500	9,325	10,100	9,200	10,100	8,049	10,100	7,900	10,100
Household items	923	1,500	838	1,200	595	1,500	215	1,000	500	1,000
Maintenance staff								13,995	13,995	13,995
Maintenance	9,619	14,000	14,857	18,154	22,576	25,890	27,609	14,745	11,330	14,725
Safety								2,320	550	300
Kitchen	185	500	401	500	361	500	100	500	500	300
Snow removal/lawn mowing	9,255	12,000	8,231	10,000	9,213	12,000	7,210	10,000	10,000	10,000
Utilities										
Electric	5,750	7,000	5,873	7,000	7,507	7,000	6,152	8,000	5,500	6,500
Gas	3,512	4,000	4,879	4,000	5,836	5,000	4,873	5,500	5,000	5,500
Garbage collection	1,256	1,700	1,542	1,700	1,629	1,700	1,864	1,600	1,600	1,600
Sewer	589	1,600	892	1,000	797	1,000	566	1,000	750	600
Water	1,246	1,800	1,412	1,300	1,736	1,300	1,417	1,500	1,300	1,500
	<u>40,560</u>	<u>51,600</u>	<u>48,250</u>	<u>54,954</u>	<u>59,450</u>	<u>65,990</u>	<u>58,055</u>	<u>70,260</u>	<u>58,925</u>	<u>66,120</u>
Denominational affairs										
UUA	12,060	12,600	12,000	12,000	19,140	19,140	21,019	21,054	20,833	21,720
Central Eastern Region	5,226	5,250	5,400	5,400						
	<u>17,286</u>	<u>17,850</u>	<u>17,400</u>	<u>17,400</u>	<u>19,140</u>	<u>19,140</u>	<u>21,019</u>	<u>21,054</u>	<u>20,833</u>	<u>21,720</u>
TOTAL FIXED COSTS	76,434	93,776	82,750	94,598	97,382	106,029	95,341	105,939	95,903	103,465

SCHEDULES OF DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 4

SCHEDULES OF DISBURSEMENTS - continued

Years Ended June 30, 2017, 2018, 2019 and 2020

Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
CONTRACT SERVICES										
Minister's Package										
Salary and housing	78,426	78,426	78,735	78,735	78,217	78,235	79,851	79,853	80,000	81,600
SSI Contribution	6,000	6,000	5,485	5,485	5,985	5,985	6,109	6,109	6,120	6,242
Benefits - health, disability, pension										
Disability/Life	1,381	1,300	1,454	1,574	1,441	1,701	1,649	1,732	1,918	1,745
Health / Dental	7,102	6,521	6,619	6,892	7,467	7,581	7,258	7,252	7,822	8,536
Pension	8,443	8,443	8,422	8,422	8,420	8,422	8,594	8,596	8,612	8,784
Professional expenses	7,475	7,000	6,338	7,150	4,310	7,250	7,705	7,937	8,000	8,160
Transportation/Relocation			893	2,914			12,577	12,600	-	
	<u>108,827</u>	<u>107,690</u>	<u>107,946</u>	<u>111,172</u>	<u>105,840</u>	<u>109,174</u>	<u>123,743</u>	<u>124,079</u>	<u>112,472</u>	<u>115,067</u>
Director of Lifespan Faith Development										
Director - salary	36,690	42,971	36,690	40,025	36,758	36,758	42,100	42,100	43,600	46,700
Health/Dental insurance	10,123	6,279	10,090	11,223	4,890	3,571	6,181	6,164	6,842	7,500
Pension	3,669	4,297	3,669	4,003	4,137	3,676	4,210	4,210	4,360	4,670
Payroll taxes	2,807	3,287	2,807	3,062	3,165	2,812	3,220	3,221	3,335	3,573
Life & disability insurance	580	760	807	806	876	740	875	807	995	1,002
Meetings and professional expenses	1,700	2,000	1,036	4,003	1,536	3,758	2,506	4,000	4,000	4,500
Moving					4,612	5,171		-	-	
	<u>55,569</u>	<u>59,594</u>	<u>55,099</u>	<u>63,122</u>	<u>55,974</u>	<u>56,486</u>	<u>59,092</u>	<u>60,502</u>	<u>63,132</u>	<u>67,945</u>
Music Director										
Director - salary	7,030	7,030	7,240	7,240	7,240	7,240	7,370	7,370	7,370	9,581
Payroll taxes	538	538	554	554	554	554	564	554	554	733
Professional expenses	944	800	799	800	1,500	1,500		100	-	90
	<u>8,512</u>	<u>8,368</u>	<u>8,593</u>	<u>8,594</u>	<u>9,294</u>	<u>9,294</u>	<u>7,934</u>	<u>8,024</u>	<u>7,924</u>	<u>10,404</u>
TOTAL CONTRACT SERVICES	172,908	175,652	171,638	182,888	171,108	174,954	190,769	192,605	183,528	193,416

SCHEDULES OF DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 5

SCHEDULES OF DISBURSEMENTS - continued

Years Ended June 30, 2017, 2018, 2019 and 2020

Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
COSTS TO KEEP CHURCH OPERATING										
Office										
Telephone / Internet	2,621	3,000	2,612	3,000	3,264	3,500	3,128	3,000	2,600	3,000
Postage	611	500	296	500	400	500	220	500	400	440
Supplies	1,922	2,300	1,814	1,500	1,273	1,800	1,071	1,500	1,000	1,200
Repairs and contingencies	100	500	0	500		500	0	500	500	500
Computer	1,994	1,500	1,753	2,000	489	2,500	949	2,500	1,500	1,500
Copy machine	2,474	2,500	2,772	2,600	3,232	2,600	1,710	2,650	2,000	2,400
Additional office support									-	
	9,722	10,300	9,247	10,100	8,658	11,400	7,078	10,650	8,000	9,040
Office Payroll										
Administrator	27,149	26,566	25,786	27,760	30,855	28,782	33,493	32,386	32,386	33,034
Taxes	2,527	2,032	1,973	2,124	2,360	2,202	2,562	2,478	2,478	2,527
Health /Dental insurance	6,853	6,279	6,514	6,907	7,059	7,022	7,272	7,248	7,893	8,763
Pension	2,705	2,657	0	2,776	3,036	2,878	3,349	3,239	3,239	3,303
Life & Disability insurance		470	505	450	504	574	673	643	742	706
Bookkeeper	8,240	8,240	8,450	8,450	8,661	8,661	8,817	8,817	8,817	11,462
Taxes	630	630	646	646	663	663	674	675	675	877
	48,104	46,874	43,874	49,113	53,138	50,782	56,840	55,486	56,230	60,672
TOTAL CHURCH OPERATIONS	57,826	57,174	53,121	59,213	61,796	62,182	63,918	66,136	64,230	69,712

SCHEDULES OF DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 6

SCHEDULES OF DISBURSEMENTS - continued
 Years Ended June 30, 2017, 2018, 2019 and 2020
 Budgets Ending June 30, 2017, 2018, 2019, 2020, 2021 and 2022

	6/30/17		6/30/18		6/30/19		6/30/20		6/30/21	6/30/22
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
DISBURSEMENTS(continued)										
DISCRETIONARY FUNDS										
Adult programming										
Sunday services / Virtual	3,383	3,000	3,025	3,000	991	3,000	1,339	3,000	8,500	4,550
Audio Equipment and supplies	246	200	673	515	-	750		250	150	-
Compassionate Service Team	467	1,100	393	960	303	900		400	400	600
Systemic Change	900	900	1,116	2,800	641	2,000	1,100	2,000	900	2,000
	<u>4,996</u>	<u>5,200</u>	<u>5,207</u>	<u>7,275</u>	<u>1,935</u>	<u>6,650</u>	<u>2,439</u>	<u>5,650</u>	<u>9,950</u>	<u>7,150</u>
Religious education										
Adult education - Materials	446	300	72	300	46	300	177	200	200	225
Adult education - Training and Speakers Library	40	300	-	200	-	200	200			1,200
Training	210	1,000	547	1,200	1,456	1,100	0	1,325	325	125
Other/Meetings/Holidays/Special Events	175	800	522	800	889	800	369	1,350	500	650
Background checks		300	-	150	94	100	111	100	100	100
Curriculum & supplies	717	1,600	1,034	600	2,449	600	1,285	1,325	1,000	1,725
Crib room	1,208	850	1,282	1,000	1,523	1,400	1,385	2,900	1,450	2,900
Youth group	100	100	216	200	334	200	1,612	1,950	450	1,200
Families Group	50		300		300				200	250
	<u>2,946</u>	<u>5,250</u>	<u>3,673</u>	<u>4,750</u>	<u>6,791</u>	<u>5,000</u>	<u>5,139</u>	<u>9,150</u>	<u>4,225</u>	<u>8,575</u>
Membership										
Communications	1,707	1,700	1,425	1,700	773	1,200	852	1,000	225	900
Web-based software/website content			550	600	600	600	600	600	2,674	1,913
Connections Team	518	550	574	1,260	99	1,880	297	500	800	800
Caring, supplies, etc. / care givers			14		-	500		100	100	100
	<u>2,225</u>	<u>2,250</u>	<u>2,563</u>	<u>3,560</u>	<u>1,472</u>	<u>4,180</u>	<u>1,749</u>	<u>2,200</u>	<u>3,799</u>	<u>3,713</u>
Music/Arts										
Pianists	7,760	8,220	8,340	8,610	8,985	9,525	8,100	10,440	10,440	11,050
Payroll taxes										662
Music, instruments & other	448	400	413	500	668	500	380	500	700	700
Piano tuning	150	800	510	800	225	800	150	800	600	600
	<u>8,358</u>	<u>9,420</u>	<u>9,263</u>	<u>9,910</u>	<u>9,878</u>	<u>10,825</u>	<u>8,630</u>	<u>11,740</u>	<u>11,740</u>	<u>13,012</u>
Social activities										
Coffee hour & children refreshment	496	500	641	750	424	750	276	500	500	500
Hospitality / Church dinners										
Fund raising / Arts Festival	206		125	500	100	500		250	250	250
	<u>702</u>	<u>500</u>	<u>766</u>	<u>1,250</u>	<u>524</u>	<u>1,250</u>	<u>276</u>	<u>750</u>	<u>750</u>	<u>750</u>
Other committees / Board										
Stewardship	3,000	3,000	478	3,000	1,359	3,000	607	3,000	2,000	2,000
DLFDand Minister search		2,000	1,251	3,000	11,485	12,000				
Child Care (other than Sunday Mornings)	887	1,500	1,092	1,700	1,173	1,000	321	850	425	850
Green Sanctuary						3,500		-		100
Minister's discretionary fund allocation				-						
District Annual Meeting										
Board expenses / Consultant/Other	187	200	199	200	2,600	1,800	898	7,447	1,000	2,250
Leadership Development	900	900	30	900		900		900	900	900
Threshold Congregation										
UU Pittsburgh Cluster Activites	200	200	150	250	391	200		200	200	200
Sabatical reserve/Micellaneous	902									
	<u>6,076</u>	<u>7,800</u>	<u>3,200</u>	<u>9,050</u>	<u>17,008</u>	<u>22,400</u>	<u>1,826</u>	<u>12,397</u>	<u>4,525</u>	<u>6,300</u>
TOTAL DISCRETIONARY	25,303	30,420	24,672	35,795	37,608	50,305	20,059	41,887	34,989	39,500

BUILDING AND GROUNDS *(Submitted by Mark Swihart)*

Back at the end of 2019, with leadership from Susie Wood and Mary Ellen Johnson, B&G was reorganized to be more sustainable. Just in time, too, since 2020 then arrived with all of its challenges, including for our facilities. But with great support from a lot of people, I think we showed that the new B&G model is a good one.

A key element is the church's part-time handyperson. Patrick Bauer has practical knowledge about plumbing, carpentry, electrical, landscaping, and many other areas. He has a wide network of contacts that has proven very useful for UU's needs many times. Most importantly, Pat is passionate about the mission, approaching his work for us with a great deal of pride and seriousness. For example, when you next come back to the building, you'll notice right away the work Pat has been doing to spruce up the appearance and function of the office, Friendship Hall, main entrance, and parking lot steps.

The main projects completed in the last 12 months were:

- New roofs on West Room and East Room; repairs elsewhere to buy time on the rest.
- Fixing the issues at the top of our driveway: repairing the water line pit and restoring power to the lights for our sign. (We also got a new mailbox up there, courtesy of a pleasant young man who unfortunately ran his car into the old one.)
- Electrical, water, and drainage upgrades connected with the Memorial Garden project.
- Stopgap repairs and evaluation of plans to stabilize the deterioration of the silos.
- New fire alarm panel when the old one gave up the ghost.
- New flooring in the office hallway.
- New keypad entry system.
- Dumpster gate upgrade.
- Automatic lighting in the main stairwell for safety.
- Various safety inspections and repairs: fire extinguishers, alarm system, emergency lighting, sprinkler system.
- Retention pond maintenance.

We will continue to use bandg@uucnh.org as the preferred portal for entering requests and suggestions about the facilities. The purpose is to streamline the flow of information, getting it directly to Pat and me, and avoid the problem of previous B&G chairs where coming to church felt like coming to work.

I hope that by fall we will be able to return to semi-annual work parties with a big group of volunteers spending a morning together to do things likes wash windows, test exit signs, clear drains, do various other light maintenance, and install/uninstall window air conditioners. In the meantime, many thanks to everyone who has volunteered to pick up small pieces of that type of work as needed.

For 2021, expected key projects are:

- Continuation of interior paint and plaster work, as well as parking lot stairs rehab.
- Repainting the sign at West Ingomar Road.
- Accessibility solution for the podium platform in the West Room.
- Boiler system preventative maintenance.
- Planning for silos stabilization and the other new roofs that are needed soon.

- Discarding the clutter of old project materials that has accumulated in many crannies.

THE CHILDREN'S MEMORIAL FUND COMMITTEE *(Submitted by Greg Jarold, Chair)*

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 \$5.15. The current value of the Fund is nearly \$70,000. 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 over \$1,200 which was added to the remaining income balance from previous years. Currently, nearly \$7,000 is available for grants.

In July and for the second year, the Children's Memorial Fund Committee funded a grant request of \$2,400 to contribute to scholarships to help cover fees for the summer camp program run by the Glade Run Foundation for autistic children whose attendance at the camps is dependent on the receipt of financial aid. Also, the Children's Memorial Fund Committee has recently approved a grant request of \$5,550 to fund the installation of a privacy fence around the yard of the family of a four-year old student at the Western Pennsylvania School for Blind Children for her protection while she plays in the yard.

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
- Allyson Zadnik

COMMUNICATIONS TEAM *(Submitted by Joyce Kepner)*

The Communications Team was formed to bring the functions of the newsletter, website, Facebook page and traditional advertising methods under one cohesive umbrella, for the purposes of developing coherent communication between UUCNH members, and between UUCNH and the outside world.

We have been blessed this year to have a strong and involved team. Membership includes: Joyce Kepner (chair), Fred Geiger, Sona Kenndy, Dana Poss, Brian Sullivan, Rev Jane Thickett and Hal Dixler.

Our accomplishments this year included:

- Distribution of Printed Directories
- Hosting of Virtual Coffee Hour - Many thanks to Brian Sullivan and Rev Jane for hosting our weekly get-together.
- Upgrade of Website Infrastructure - As a result of this upgrade, we now have a staging environment and the ability to perform website backups. By having a staging environment, we are able to prototype changes outside of our production environment.
- Revision of our UUCNH WebSite - Thanks to Fred Geiger and Sona our website has been revamped. The site will continue to evolve. The target audience is the newcomers visiting our site. We have added two new tabs for Members and Donations where we can have more information about the different types of donations folks can make.
- Email Upgrade - The communications team working with Mark Draa successfully performed our email switch-over from BlueHost to Google WorkSpace. Our organizational team emails are now maintained as google groups.
- Policy Change: Due to continued phishing attempts by bots harvesting emails addresses from our website personal emails are no longer allowed on the website. Instead we are using organizational emails. We have also started to quarantine some incoming emails in the hope of catching these phishing attempts before they are distributed. It will be an ongoing process.
- Move from Dropbox to Google WorkSpace - Working with the Document Management Task Force we have started the process of moving our document repository from Dropbox to Google WorkSpace. Google WorkSpace provides us an environment which will allow us to collaborate and to preserve our institutional memory.

Moving forward into the new church year our focus will be on solidifying our branding, making our website handicapped accessible and improving our Social Media presence so that all of our avenues of communication work together to broadcast our message.

We would like to encourage those with an interest in these areas to join us as our committee continues to evolve and mature.

COMPASSIONATE SERVICE TEAM *(Submitted by Dawn Lindsay, Chair)*

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 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:

Dawn Lindsay (Chair)
Rachael Smart (Co-Chair)
Amy Terrizzi
Erin Terrizzi
Mike Zak

Hunger Garden Team:

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

TrUUe Colors:

Amy Terizzi (Coordinator)

Activities of the Compassionate Service Team are listed below. Some of these activities had to be canceled or modified due to the ongoing COVID-19 pandemic.

- Bellwood Kids' Stuff Harvest (Canceled)
- Christmas Gifts for Kids (Canceled)
- Fair Trade Coffee, Tea, Chocolate sales (Dates were scheduled for pick up at church)
- Farm Stand (Canceled)
- Food pantry (NHCO)
- Hunger Garden (Canceled)
- Pleasant Valley Men's Shelter Dinners (Meals were delivered remotely on 4/3 and 7/3)
- Pumpkins for Unicef (Canceled)
- Thanksgiving on Every Table (Delivered to NHCO)
- Personal Care Collection (Delivered to NHCO)

TrUUe Colors is now an established and ongoing offshoot of the Compassionate Service Team. The focus of TrUUe Colors has been on renewing the Welcoming Congregation status through implementation of the five practices.

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 or donation project. "Share the Plate" recipients for the past year (April 2020-March 2021) included:

- April 2020 Girty's Run Watershed Association (\$621.60)
- May 2020 PIIN (\$351.20)
- June 2020 Proud Haven (\$460.60)
- July 2020 Northside Common Ministries (\$555.00)
- August 2020 Hello Neighbor (\$615.00)
- Sept. 2020 UU The Vote (\$702.40)
- Oct. 2020 Hearth (\$470.60)
- Nov. 2020 Black Political Empowerment Project (\$536.80)

- Dec. 2020 North Hills Community Outreach (\$675.10)
- Jan. 2021 UU Service Committee (\$859.80)
- Feb. 2021 New Voices Pittsburgh (\$616.80)
- March 2021 UU Justice PA (\$411.20)

Total 1-Year Share the Plate Collection Amount: \$6,876.10

The Compassionate Service Team is in the process of transitioning leadership. Dawn Lindsay will be taking over as Chair in the next church year, and after years of dedicated service as Chair, Rachael Smart will remain an active member of the team.

Our goals for next year include continuing our usual yearly projects, while looking for ways to expand our scope. We appreciate UUCNH members for their constant generosity in terms of donating items and money. It would also be great to see our team grow, and/or to see individuals participate in planning and implementing CST projects.

CONNECTIONS TEAM *(Submitted by Michael Horwitz, Chair)*

The Connections Team consists of Bernita Clover, Tassi Bisers, Chuck Berry, Joe Meier, and Cindy Mitchell. Despite the Covid-19 Shutdown, we have accomplished a lot this past year in keeping people connected.

We have:

- Created 2 Connections Gazettes, Fall and Winter, mailed to all Members and Friends
- Hosted 3 “Steaming Mug Socials”, with a 4th one planned for May
- Organized a “Buddy System” attempt to keep Members and Friends in touch with each other
- Hosted a “Meet the Church” event
- Offered two “Exploring Unitarian Universalism” classes
- Hosted a “New Member Sunday” event, where we welcomed 7 people into membership
- Began discussions on how to celebrate the Church’s 60th anniversary, happening this Fall
- Ran the annual Roster Review

Bernita was able to step down at the beginning of 2021 as Chair of this committee and we wish to give her a big Thank You for her service. I also want to thank the entire team for their support as I am learning how to chair this committee. Their creativity and energy have fueled us through the year of Covid.

COVENANTAL RELATIONS TEAM *(Submitted by Lynn Richards)*

The Covenantal Relations Team (CRT) has been charged with: designing a written process to address serious conflicts that might arise in our UUCNH community, mediating among involved parties in cases of conflict following that written process with the goal of returning to respectful engagement, and developing programs and materials to publicize our Congregational Covenant.

This year’s focus has been on finalizing our Purpose and Process and adding it to the Church website along with Links to: the Organizational Chart, Our Relational Covenant and the CRT CAR document. The Team has also been participating in Training Opportunities: “Being in Covenantal

Community” presented by the Leadership Development Team, “Breaking Covenant: Repair, Restore, Renew”, a UUA workshop and readings centered on non-violent communication and conflict transformation.

This year’s Team was comprised of Joyce Kepner, Kurt Kuntz (June - November 2020), Lynn Richards and Rev. Jane Thickstun. We are currently seeking a new member to fill Kurt's position on the team.

FINANCE COMMITTEE *(Submitted by the Finance Committee - Lindsay Scott (Treasurer), Mary Ellen Johnson, Joe Meier, Bill Moul, Tom Yeh and Dennis Doubleday, Chair)*

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

Of course, as with almost everyone else in the world, the big story for us this year is the COVID-19 pandemic, which has had a profound impact on all aspects of church life, including Finance. In May 2020, we prepared and you approved, a 2020-2021 budget that took that new reality into account. We reduced our operating budget from \$406,567 in 2019-2020 to \$378,650 in 2020-2021. It’s our first reduction in many years.

This summary compares the nine months ended April 30, 2021 and 2020.

	<u>April 21</u>	<u>April 20</u>	<u>YTD Budget</u>	<u>Budget</u>
Pledges	275,499.25	276,039.02	249,375.00	299,250.00
Total Income	388,500.09	305,270.71	315,541.67	378,650.00
Total Expense	384,476.88	307,062.60	315,541.67	378,650.00
Net Income	4,023.21	-1,791.89	0.00	0.00

You the community have done really well! We are getting through this. To all of you who have been able to continue to fulfill your pledge commitment, we are grateful. To those who are struggling, we hold you in our hearts and hope the coming year is better.

Because of the anticipated impact on our finances, both in the final months of the prior fiscal year and the whole of the current year, Treasurer Lindsay Scott, Board President Mary Ellen Johnson, and Bellwood Preschool Treasurer Joanne Scherer collaborated on a federal Payroll Protection Plan loan application. The loan was approved on April 23, 2020, in the amount of \$75K, roughly allocated \$42K for UUCNH and \$33K for Bellwood. This year, Lindsay applied for loan forgiveness under the terms of the PPP, and I’m happy to report that her application was **successful**, and the entire amount has been converted to a **grant**. This money was a crucial part of keeping us afloat for the year, especially consider our major maintenance expenses on the West Room roof and the silos, along with other smaller problems. (Note: the much higher income/expense numbers for this year reflect the PPP grant and the large maintenance items.)

In an attachment to the Annual Report, you will find the proposed budget for 2021-2022, which, in draft form at the time of this writing, roughly anticipates restoring our budget to the level of 2 years ago.

The Committee also oversees the Church Endowment investment account. This is an account originally established with a gift from the estate of a long-time church member, Elinor Allen. The church bylaws provide that the dividends and interest earned can be used to help fund the operating budget on an annual basis. To spend any of the balance of the account requires a two-thirds vote of the congregation. The balance of the account at April 30, 2021 was \$407,812, which, due to the strong market upturn, is a **27.7% increase** over the balance of \$319,721 at April 30, 2020! We have not used any of the earnings for operations for at least the last twelve years which has allowed the fund to grow at a faster rate.

FUNDRAISING TEAM *(Submitted by Dawn Lindsay)*

While the fundraising team was unable to host a Goods and Services Auction in 2020 due to the ongoing pandemic, we did hold a total of 8 online silent auctions with various items and services donated by members, raising \$795 in total.

The Board has approved a Goods and Services Auction to be held outdoors on September 25, 2021. Planning is already underway for this exciting event!

The team has three active members, and will be recruiting for help with the auction in the fall, as well as for core team members to help plan and strategize fundraising efforts at UUCNH.

Fundraising Core Team:

Ellen Saksen (Chair)

Dawn Lindsay

Lou Bartolomucci

LAY PASTORAL CARE TEAM *(Submitted by Lynn Richards)*

The Lay Pastoral Care Team provides confidential, compassionate support and serves as 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. Jane Thickstun. The current team is Marsha Albright, Chris Hill, Ruth Horwitz, Susan Powers and Lynn Richards.

It is an honor to be with members and friends of our Church in times of sorrow and joy as we work to fulfill our Team's mission.

LEADERSHIP DEVELOPMENT TEAM (LDT) *(Submitted on behalf of the Leadership Development Team by Jen Suehr, Chair)*

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 2020-2021 team membership is:

- Completing 3rd and final year – Jen Suehr (chair) and Amy Wilks
- Completing 2nd year of term – Barbara Pane and Justin Weinbaum
- Completing 1st year of term – Bill McAdams

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: Jen Suehr (President's Track) and Allyson Zadnik
- For LDT Voting Member 3-year terms: Kathy Cypher and Jody Clark

In addition to nominating Board and LDT members, the LDT also identifies potential leaders and provides support and training programs. This winter/spring (January through May) we held a monthly leadership training series from the UUA called Centered Leadership, with a specific module presented by a member of our team each month. We had better than expected participation from members of the congregation. Together, we watched videos from the series and conducted lively discussions via Zoom around how the content applies to our experiences at UUCNH.

MEMORIAL GARDEN COMMITTEE *(Submitted by Co-Chairs, Peggy Trevanion and Chuck Berry)*

A lot has happened since plans were presented and approved for Phase One of the Memorial Garden development at last year's Annual Meeting. The plans can be seen on the UUCNH website – select "About" on the top blue line and "Buildings and Grounds" on the dropdown menu.

1. We solicited and received three bids for the work and, after meeting with all three parties, we selected Moreth Lawn and Landscape to be our contractor.
2. The Committee excavated the ceremonial soil and ashes of everyone who had been interred at the Memorial Garden in accordance with best burial practices and Reverend Jane recorded a ceremonial blessing which was shown at the September In Gathering service.
3. The Moreths began work in the fall clearing the area, taking down trees and leveling the area to make it ADA (Americans with Disabilities Act) compliant. Unfortunately, they ran into problems. They discovered a broken water pipe which required additional drainage work and unanticipated

electrical issues required a new line that went around the Church to the main electrical box. Fortunately, these unanticipated costs were covered by an anonymous gift. Winter weather forced work to stop in November.

4. Work began again in April. Paths are in the process of being laid and topsoil has been spread. Ornamental trees have been delivered. When weather cooperates, grass seed and the trees will be planted, cement will be laid around the chalice under the pergola and plans will be made to reinter the cremains.
5. This is still a work in progress. We hope to be done in the next month or two, but everything is weather dependent. We ARE on budget and all funding has been outside of the Church budget – dependent on gifts. We will have a reinterment ceremony for the ceremonial soil and will invite the Church and all affected families. We also have a backlog of people who want to either bury ashes or get memorial stones and plaques and we hope to catch up with those requests this summer.
6. This has been Phase One, but we will soon have to start planning for Phase Two which will include the Memorial Wall and new funding issues. We will continue to post updates on the Church website (top blue line- News, drop down menu, Memorial Garden).

STEWARDSHIP COMMITTEE *(Submitted by Robyn Travers, Stewardship Chair)*

The 2019-2020 Stewardship team members were Carol Ballance, Lindsay Scott and Rev Jane Thickstun. The stewardship campaign like most other items in the church struggled with the challenges due to COVID-19. This year's theme was "What's Your Why." We asked individuals in the church to share why they give to UUCNH. Why UUCNH matters to them? Why do they feel like UUCNH should exist?

We did not meet our goal of \$346,500 this year. We closed out the campaign at about \$334,400. Many people raised their pledges, but also many people lowered their giving. Yet we still increased our pledges from last year. Finance will do their best to work with the numbers we have, as we expect to be back in person during this next fiscal year.

As we were virtual this year, we started the campaign by mailing pledge cards, stewardship pamphlet and a Unitarian Universalist sticker to each member and friend. Many folks submitted their pledges by mailing the cards back in and many by using our online form. Special thanks to Sona, in the office, for all the help with the forms and labels printing. We will soon be sending letters and pledge cards to any members from whom we have not received a pledge. We will also be sending thank you cards to all who did pledge.

I want to thank my amazing team that helped me significantly through a few personal problems during this year's campaign, and I want to thank the members of this congregation who pledged. I appreciated your dedication to seeing this amazing church move forward into the future. What is Your Why?

SYSTEMIC CHANGE TEAM *(Submitted by Liz Perkins and Stephen Fuegi, co-chairs)*

The Systemic Change Team has continued its work with the Pennsylvania Interfaith Impact Network (PIIN). UUJusticePA (formerly UUPLAN), Fair Districts PA, and March on Harrisburg as its major social justice partners.

PIIN is in a period of rebuilding. Rev. Richard Freeman of Resurrection Baptist Church in Braddock, PA, has taken over as President of PIIN, and our own Rev. John Ballance is serving as Treasurer. There is a great deal of positive energy from PIIN leadership, who are committed to restoring PIIN as a vital and vibrant social justice presence in the Pittsburgh area. Over the past year, members of our congregation participated in PIIN's Integrated Voter Engagement program, working to get voting information in the hands of disadvantaged communities throughout the Pittsburgh area. We continue to actively participate in PIIN's board meetings and other committees. The congregation contributes funds to this organization in the form of \$500 dues, a once a year share-the-plate donation, and additional sums collected primarily in the form of ads and ticket sales in support of PIIN's annual banquet.

UUJusticePA is the new name of what was known as UUPLAN. UUJusticePA is our state advocacy network, which strives to be the voice in the public arena for all of Pennsylvania's nearly 6000 Unitarian Universalists. Rev. Joan Sabatino, formerly Board President of UUPLAN and Minister Emerita of the First UU Church of Indiana, PA, has taken over as the Executive Director of UUJusticePA, and Bill Clinton, of our congregation in Media, PA, now serves as President. Stephen Fuegi, co-chair of this team currently serves on the UUJusticePA board, and Liz Perkins, our other co-chair, just stepped off the board after six years' faithful service. Liz remains co-chair of UUJusticePA's Reproductive Justice Team. We support UUJusticePA in the form of a \$500 annual contribution (which was not made in the 2020-21 church year for budgetary reasons), a once a year share-the-plate donation, and individual memberships and other contributions solicited from members and friends of the congregation.

In addition to the monetary contributions mentioned above, we also were the proponents for two further share-the-plate contributions, to the Black Political Empowerment Project, a group which strives to maximize political engagement by the Pittsburgh area's Black community, and to UU The Vote, our denomination's nationwide initiative to help get out the vote here in PA, and in key battleground areas across the country.

We continue to support Fair Districts PA and March on Harrisburg as part of our legacy commitment to redistricting and good government reform. We have an emerging commitment to gun violence prevention, partnering with Ceasefire PA and Squirrel Hill Stands against Gun Violence. These organizations support a variety of initiatives we will continue to inform the congregation about on a routine basis.

The NORTH group (Neighboring Organizations Responding Together in Hope) that was co-founded by our former minister, Rev. Scott Rudolph, has been in something of a hiatus, largely owing to the COVID pandemic. It is to be hoped, as we move toward reopening our churches, this group will become active once again.

Several members of our team and congregation participated during last year's election in get out the vote efforts, sponsored by UU The Vote, PIIN, and other organizations. We participated in phone banks, text banks, postcard writing campaigns, and other efforts to make sure voting information was widely disseminated.

We have begun a new initiative to support a series of forums co-sponsored with St. Brendan's Episcopal Church, and potentially with other neighboring churches. We may also bring other opportunities for members and friends of our congregation to participate in activities in partnership with these churches.

We will continue to participate in our congregations evolving commitment to antiracism. We have been the proponent for the Anti White Supremacy No Extra Reading Discussions (AWS NERDS) group which has met to engage in discussions of videos with an antiracism topic.

Thanks to all who contributed time, talent, or treasure to any of the initiatives of the SCT or any of its partner organizations throughout the year. And thanks to all who have made a contribution to advance social justice in any way in the past year. We appreciate everything you do!

BELLWOOD PRESCHOOL *(Submitted by Laura Czekaj, Bellwood Parent Board President)*

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

Despite the challenges presented by the COVID-19 global pandemic, 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.”

Bellwood ceased holding in-person activities on March 16, 2020. After assembling a Re-Opening Committee, which analyzed national, state, and local data and guidelines, Bellwood made the decision to offer regular virtual preschool programming for the 2020-2021 school year.

Bellwood Virtual Academy offered families the opportunity for their child to receive 3 or 4 pre-recorded sessions per week. Because the sessions were pre-recorded and sent to families via e-mail, parents had the flexibility to choose when their child utilized the videos. We also continued our K-Kids program (pre-Kindergarten), in addition to other age-appropriate activities including improving fine motor skills, letter and number recognition and writing, stories and songs, science, and artistic expressions. As always, these growth activities were woven together with Bellwood core values of respect, compassion, and responsibility.

Beginning March 2021, Bellwood offered week-long in-person, outdoor enrichment camps at the school. Teachers utilized the Bellwood building and expansive outdoor space to safely build on the skills and activities featured during the virtual sessions.

SESSIONS AND ENROLLMENT

Bellwood Virtual Academy offered 3 pre-recorded virtual sessions per week, with an extra session available to students enrolled in the K-Kids program. In addition, Lead Teacher Susan Flanders scheduled and led regular live video conferences. This allowed the children to interact with each other and with Miss Susan in real time, supporting the development of their social skills. We also had several families volunteer to lead live video conferences, each having a different theme. This further supported the children's social skills, as well as fostering the sense of community that is the heart of Bellwood.

Bellwood Virtual Academy had 34 students enrolled for the fall session, and 26 in the spring session. At the time of this report, enrollment for the 2021-2022 school year is full at 32 students for each the AM session and the PM session. We also maintain a waiting list for openings for the upcoming academic year.

STAFFING

Lead Teacher Susan Flanders took on the role of virtual teacher for this school year. With input from other teachers and staff, Susan created the curriculum and programming, and hosted the videos to share with our students. Other teachers made guest appearances in the videos, so students were still able to see and hear from our exceptional and caring teachers.

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 fundraisers have historically been the Fall and Spring Kid Stuff Sales. Due to the conditions related to COVID-19, Bellwood did not have either sale this year. We were able to offer some safe and special opportunities for Bellwood families including outdoor photography sessions and restaurant nights, both of which helped to provide some revenue for the school. We also join with UUCNH to raise funds through Amazon Smile.

Because our preschool program was offered virtually this year, our tuition rates were significantly lower than for traditional in-person sessions.

BUILDINGS & GROUNDS

Bellwood continues to work with parents and UUCNH to maintain our building and grounds. With the remainder of an extremely generous buildings and grounds donation, Bellwood installed new flooring in our downstairs, cognitive room, kitchen and sand room. Additionally, we updated our bathroom with a plumbing overhaul, new flooring, sinks and cabinets. The bathroom is more functional for small children and looks updated and beautiful. It is also much easier to keep clean and sanitary.

As mentioned in a previous report, with the financial help of the church, Bellwood replaced the concrete pad and back patio. This improvement has helped to keep water from leaking into our new bathroom, kept the downstairs of the school dry and has been a wonderful outdoor space improvement.

During the church's recent roof replacement and repair, Bellwood's roof was evaluated. It was determined that some small repairs could be made in the short term, and that the roof would need to be

replaced along with the remainder of the church's roof replacement. Since this is also a major outdoor repair, the church has very generously informed us that the cost of this will be calculated into the church's roof expenses at that time. We are so grateful that we will have a sturdy new roof with the peace of mind that gives us.

Bellwood continues to perform regular maintenance of the building with regular floor, gutter and window cleanings, replacement of the furnace filters and other small building maintenance. This summer we hope to research a plan to continue replacing the wire fencing with a wooden plank fence to further secure our outdoor space.

CONCLUSION

Despite significant barriers, Bellwood staff and teachers were able to create a meaningful experience that allowed our students to grow socially, emotionally and academically. As a parent Board, we would be remiss if we did not highlight the extraordinary efforts and sacrifices of our Director Kate Campbell, Office Manager Joanne Scherer, Registrar Melissa Nelson, and Lead Teacher Susan Flanders. Because of their dedication, Bellwood was able to carry out its mission, and is well-positioned to continue to thrive.

ANNUAL MEETING MINUTES

A virtual online meeting using the Zoom Teleconferencing system.

Call to Order - 12:14 pm – 7-12-2020 by Hal Dixler Quorum achieved (88 participants, 39 needed for quorum).

1. **Practice poll taken**, with proxies at 12:19pm, closed at 12: 21 to “prove” that polling mechanism works with the congregation participants.
2. **Approval of prior Congregational minutes**
 - a. Motion to approve by Joe Meier, 2nd by Bernita Clover.
 - b. 2019 Annual meeting 5/19/19
 - i. Correction to item 1b – change date to 2018 (was 2008)
 - ii. Correction to item 1d change to name to Ballance (was Balance)
 - c. 2020 Midyear meeting 1/19/20
 - i. No Corrections offered
 - d. Minutes approved by (*84 for, 2 abstentions*) – polling closed 12:28pm
3. **Presentation, discussion and vote on 2019-2020 proposed budget – Finance Committee**
 - a. Presented by Dennis Doubleday at 12:31pm
 - b. Motion to approve by Carol Ballance, 2nd Joe Meier
 - c. Budget approved (*84 for, 2 abstentions*) at 12:46pm
4. **Presentation, discussion and vote on proposed Bylaw changes – Board of Trustees**
 - a. Presented by Susie Woods at 12:47
 - b. Motion to approve by Sue Broughton, 2nd by Joyce Kepner
 - c. Bylaws changed approve (*89 for, 3 abstentions*)
5. **Board and Leadership Development Team (LDT) Nominees – presentation of nominees and vote**
 - a. Motion to Approve slate of Nominees by Chuck Berry, 2nd by Becca Hovermale
 - b. Slate of Board nominees: Hal Dixler, Beth Zak, Alex Saksen, Connie Ritzert with James Clarke (added “from the floor”)
 - i. Board members approved: Hal Dixler (*86 for*), Beth Zak (*87 for*), Alex Saksen (*85 for*) and Connie Ritzert (*84 for*) at 1:04 pm
 - ii. Board nominee *NOT* approved: James Clarke (*8 for*)
 - c. Leadership Development Team (LDT) : Bill McAdams (*87 for, 3 abstain*)
 - i. Bill McAdams approved at 1:07 pm
6. **Presentation, discussion and vote on proposed Memorial Garden plan**
 - a. Presented by Julie Kant
 - b. Motion to Approve Memorial Garden Plan by Joyce Kepner, 2nd by Bill Moul
 - c. Memorial Garden Plan approved (87 yes, 1 no, 1 abstention) at 1:23pm
7. **Recognition of Outstanding Service to UUCNH** at 1:26pm
 - a. Governance Task Force - Joyce Kepner, Sue Broughton, Ed Rockman, Bob Delaney and Susie Wood
 - b. Ministerial Search Team - Rebecca Hovermale, Hal Dixler, Cris Graham, Alex Saksen, Joe Meier, Bernita Clover, Lorenzo Pane, Joyce Kepner
 - c. Kindness Task Force - Marsha Albright, Kathy Cypher, Kathi Finch, Connie Hester, Mikayla Neilen, Don Nelson, Dana Poss, Rev. Jane Thickstun
 - d. Virtual Sunday Service Team – Rev. Jan Thickstun, the “Wrangler” Team and Nancy Kepner
 - e. Thanks to departing Board Members: Susie Wood and Don Nelson
8. **Call for New Business** – No new Items at 1:32pm
9. **Adjourn**
 - a. Motion to adjourn Ellen Saksen, 2nd Becca Hovermale
 - b. Adjournment at 1:33pm

UUCNH MID-YEAR CONGREGATIONAL MEETING MINUTES

January 24, 2021 - Conducted on Zoom - [Since no votes were taken, a quorum was not required, and individual member attendance was not recorded. Access via Zoom link was by pre-registration of Members and Friends of UUCNH. 74 Zoom participants joined the meeting.]

The meeting was called to order at 12 noon by Julie Kant, President of the Board of Trustees. The agenda followed was that which had been distributed in advance of the meeting. Presenters delivered their remarks via Zoom, including screen-shared slides. Questions and comments could be shared through the chat function.

Two presentations were made on budget and facilities issues:

- Buildings and Grounds – Mark Swihart - Mark provided a summary of facilities management over the last 6 months, emphasizing the good work of our Sexton, Patrick Bauer, repairs and improvements (such as the roof project), and issues related to this pandemic period. Several slides detailed work completed and still in progress.
- Finance Committee – Dennis Doubleday - Dennis began with the good news that our church finances are stable at present, in spite of the pandemic. He reviewed the status of our budget and identified several contributing factors, including strong fulfillment of pledges to date and Bellwood's continuation of its payments even though they have not been using the church building for in-person classes. There was a brief discussion of challenges ahead in the second half of our fiscal year.

Five Committee and Team updates were presented

- Ministry Council – Matt Ferry - Matt briefly reviewed the role of the Ministry Council and focused on the work beginning to support the Board's anti-racism goal. The Ministry Council finds this to be challenging and worthwhile work and asks for commitment to pursue it.
- Systemic Change Team – Liz Perkins - Liz provided an update on the Team's substantial activities with four organizations: UU Justice PA, March on Harrisburg, Fair Districts PA, and PIIN. In addition, they are actively involved in our collaboration with St. Brendan's on racial injustice issues. There are many opportunities, and the Team would appreciate additional members.
- Green Sanctuary – Matt Mehalik - Matt noted that the Board has officially converted this Task Force to a Team, and that the UUCNH Green Sanctuary application has been submitted to UUA. He summarized the great effort that went into this over the last 3 years, the continuing benefits, and the intersection with other church efforts, e.g. social justice.
- Memorial Garden – Chuck Berry - Chuck (who is co-chair of this effort with Peggy Trevanion) gave a progress update on Phase 1 of the project, which has been impeded by factors such as contractor illness and complications (drainage, electrical and other problems). Land has been leveled and problems solved, but winter weather has delayed completion of Phase 1 (planting trees, installing paths, etc.) until spring.
- TrUUe Colors Task Force – Amy Terizzi (with Erin Terizzi) - Amy introduced this new group established to promote LGBTQIA issues and to serve as a support group for its members. She explained that while UUCNH became a Welcoming Congregation in 2003, this should be an ongoing process. She described the 5 Practices of Welcome Renewal suggested by the UUA that this Task Force will be promoting. The group is open to all – not just LGBTQ individuals – and would welcome more members.

A Call for New Business resulted in no responses. Following thanks and appreciation for all presenters and those organizing and conducting the Zoom meeting, the Board President asked for a

motion to adjourn. Motion was made by Dennis Doubleday, seconded by Peggy Trevanion. With no objections, the meeting was adjourned at 12:58 pm.

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