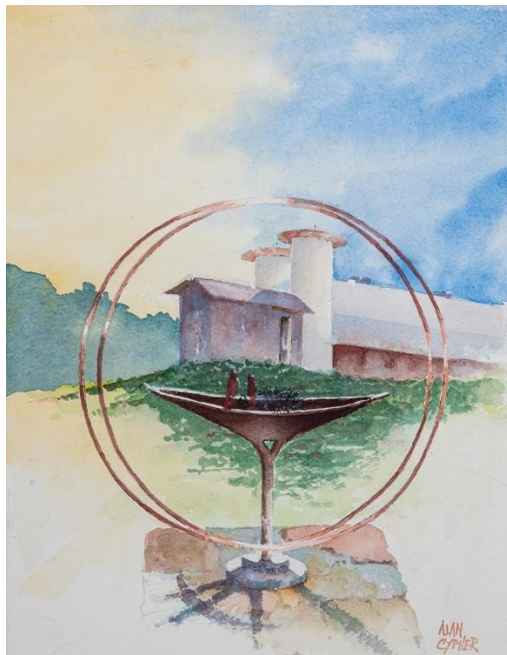


Annual Report of the Congregation 2023

**Unitarian Universalist Church
of the North Hills**

June, 2023

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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)

UUCNH Annual Meeting Agenda June 4, 2023

- 1) Opening Remarks - Jen Suehr
- 2) Approval of the 2022 - 2023 Annual Meeting Minutes
- 3) Approval of the 2023 - 2024 Mid-Year Meeting Minutes
- 4) Capital Campaign Planning Team - Joe Meier
- 5) Covenantal Relations Team - Lynn Richards, Joyce Kepner, and
Maggie Wilson
- 6) Compassionate Service Team - Dawn Lindsay
- 7) Approval of the 2023 - 2024 Operating Budget - Dennis Doubleday
- 8) Approval of the 2023 - 2024 Slate of Nominees - Bill McAdams
- 9) Thank Yous and Appreciation

BOARD OF TRUSTEES ANNUAL REPORT *(Submitted by Jen Suehr, Board President)*

After the last few challenging years of the pandemic, it feels like we as a church community are finally starting to come up for air.

Of course, this year hasn't been without its challenges. September marked the departure of Reverend Jane Thickstun, which was a large adjustment for the community in and of itself. We moved through the remainder of the year with lay-led services, while maintaining hybrid programming.

In the midst of all of this, we launched a successful **Capital Campaign**, co-led by Carol Ballance and Joe Meier. What a dream team! Their enthusiasm and hoopla were just what we needed to kick off the church year.

Your **Board of Trustees** has had an exciting year, and no group of individuals was better suited to have risen to the challenges that faced them.

Many, *many* sincere thanks to my fellow Board members:

- David Miles, who brought decades of UUA knowledge and a gentle quality to his leadership that I've sincerely appreciated.
- Erin Terrizzi, our secretary, who consistently volunteered to step in and get her hands dirty.
- Allyson Zadnik, whose quiet wisdom and knack for process improvement kept us humming along smoothly all year.
- Alison Smith, our Vice President, whose innate empathy and fresh ideas always seemed to make themselves known at exactly the right time. She's going to be an incredible President!

And to our soon-to-be-departing Board members. All of us have benefited considerably from your wisdom. I will miss both of you in our monthly meetings a great deal:

- Connie Ritzert, whose unparalleled attention to detail helped us take the time to slow down and ensure we were steering in the right direction.
- Alex Saksen, Past President, whose leadership last year provided a roadmap of sorts for my own Presidency, and whose advice I still regularly seek.

In the absence of a minister this year, I acted as Head of Staff, meeting regularly with both Sona, our Office Administrator; and Dana Poss, our Director of Lifespan Faith Development.

Our Office Administrator's promptness, attention to detail, and analytical mind were a huge asset to me over the past year, not to mention the church community at large. I owe her many thanks.

As the only religious professional on staff this year, our DLFDD consistently knocked it out of the park, working to move our Children and Youth Faith Development (CYFD) program forward while simultaneously filling holes in *so many* other areas.

Speaking of filling holes, I'd be remiss if I didn't mention our hard-working handyman, Patrick Bauer, who has become a huge asset to our community.

Our Music Director, Mary Doubleday, with support from our pianists, Hal Dixler and Nick Tiberi, and our wonderful choir, kept all of us with goosebumps of wonder each Sunday morning.

Lindsay Scott, our Treasurer, and the Finance Committee provided expertise and advice throughout the year that were sincerely appreciated by a President who tends to be more right-brained.

I'd also like to lift up the following teams and committees, who truly rose to the occasion over the past year:

- **Sunday Services Team (SST)**, who suddenly found themselves with a *lot* more work to do than they had previously planned. Our services this year have been fun, dynamic, and varied thanks to their leadership.
- Jody Clark and the **Safety Team**, who quickly sprang into action to dust off our safety policies and procedures in our (sort of) post-Covid world.
- Joe Meier and the **Capital Campaign Planning Team** are busily planning the implementation phase of our campaign. The new roof is imminent!
- The **CYFD Team**, led by Dana Poss and co-chairs Katie Smith and Abby Vaughn, created programming that has brought in new families. Energy is building!
- Speaking of energy, Robyn Travers continues to work tirelessly to ensure that our Youth Group is top notch.
- In the absence of a formal **Stewardship Committee** this year, a few individuals stepped up to make sure we had a successful campaign event, UUCNH Celebrates Our Community. Sybil Baumwell, with inspiration and support from David and Lori Sours, was instrumental in making this happen. Thanks also to Joyce Kepner, Michael Horwitz, David Miles, Robyn Travers, and Lindsay Scott, who all stepped in to help in big and small ways.
- Thanks to the dedication of the **Green Sanctuary Team**, we finally achieved Green Sanctuary status this year!
- **Craft Group** continues to be...well, craft group. The many, *many* ways they show up for this community every day are a thing of beauty.
- Coffee Hour is back thanks to the dedication of the **Connections Team** and members of our community who show up each week to make coffee and share delicious food!
- Our **Tech Team** continues to make hybrid services a reality, all while barely breaking a sweat.
- Our **Contract Minister Task Force** has approached our Contract Minister search with dedication and enthusiasm. I have no doubt their hard work will pay off.

As this entry is already much longer than I had planned, I want to close by reflecting on the progress we've made as a community and as a religion. I've spent about two Wednesdays a month this Spring participating in Right Relationship Training, sponsored by the UUA, with our **Covenantal Relations Team**. I've found this experience incredibly fulfilling, and it gives me so much hope for the future of the religion, and for us as UUs. How wonderful is it to strive for continuous improvement, all in the service of love?

Thank you to *all* of you who showed up again and again this year. My year as President has been at once challenging, deeply rewarding, and humbling. I have you to thank for that. Thank you.

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:

ADULT FAITH DEVELOPMENT GROUPS

- *4th Sunday Forum* – Dick Myers
- *Quest for Belief* – Edie Swihart and Joe Meier
- *Jesus Discussion Group* – Tony Palermo

- *Philosophical & Spiritual Insights (PSI)* – Tony Palermo
- *Sisters in Spirit* – Rachael Smart and Michelle Broge-Connor

FELLOWSHIP GROUPS

- *Bocce*
- *Camping Trip*
- *Gentle Chair Yoga*
- *Coffeehouse*
- *Craft Group*
- *Families Group*
- *Quilting Group*
- *Zoom with UUCNH Friends*

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 content and history of Matthew, Mark, Luke and John. Our future topics will include the Resurrection, and the apocryphal gospels, emphasizing their impact on the beliefs of today's Christians.

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.

Currently, we are discussing Evolution and the effect of genetics on the development of new species

4th SUNDAY FORUM *(Submitted by Dick Myer)*

The 4th **Sunday Forum** is a general discussion group that meets at noon on the third Sunday of the month. The purpose of the group is to provide an opportunity for folks to better know one another and to learn from one another. Topics discussed over the past year ranged from “Songs/Music” to “Immigration” to “Talking to Strangers” to the proposed changes to UUA bylaws. Attendees are encouraged to suggest topics, which are then announced via the UUCNH newsletter and via an email list.

The group met by Zoom during the peak of Covid. Since then, we have (mostly successfully) utilized a hybrid model to accommodate both in-person and at-home participants.

FELLOWSHIP GROUPS

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

Thank you to all our church members who so generously support our two Craft Group Sales – one in the spring and a two-day one in the fall. We use the money we earn from the sale of our crafted and food delights to pay for items which are not included in the church budget.

These are some projects that the Craft Group paid for this year:

- Capital Campaign banner – printing costs
- New name tag holders and their installation; also, removal of old ones
- Seven new round white folding tables
- Wheeled shelving units for more efficient storage in storage room off West Room
- New church banner to replace old one. It will be used to represent UUCNH at General Assembly (GA) which is held this year in Pittsburgh. It was designed by our members and will feature our beloved barn home.
- Two dozen white Corelle soup bowls for our kitchen
- Fees for Right Relationship training for Covenantal Relationship Team, 5 people
- Hanging microphones in sanctuary to add choir audio to our livestream recordings. It will also pick up the congregation for hymns, responsive readings, etc.
- 6 x 6-foot pop-up tent and table for use by Audio Wranglers at outdoor events

We welcome requests for funding for unbudgeted projects to benefit the church. Please submit them in writing to [Irene Dinning, Chair](#) or give to any member of the group.

The Craft Group meets on Thursday mornings from 10 to noon in the East Room. The meeting is also available on Zoom. We have 36 members. Visitors and new members are always welcome - crafting is not required.

QUILTING GROUP REPORT *(Submitted by Peggy Trevanion, Chair)*

The Quilting group continues to meet on the second Tuesday of the month. Open to church members and friends. New member Susan Minton joined us this year.

CHILDREN AND YOUTH FAITH DEVELOPMENT *(Submitted by Katie Smith, Chair)*

TEAM CONTACT NAMES:

- Katie Smith, Chair
- Abby Vaughn, Co-Chair
- Kathie Maloney, Secretary
- Matt Ferry, Member at Large
- Dawn Lindsay, Families Group

ACCOMPLISHMENTS: The CYFD team was excited to start this church year with in-person Religious Education for the kids. We had a small teaching team of 4, supported by Dana putting in classroom hours as well.

Our curriculum this year was called Superhero Academy. It was created by a UU religious educator and is based on a book by Randall Lotowycz called Superhero Playbook: Lessons in Life from Your Favorite Superheroes. Each lesson had options for activities that could be completed virtually in the case of a COVID outbreak, which thankfully we did not have to use! A lot of the kids had background knowledge of the characters and stories that were used to illustrate UU values. A favorite early lesson included working together to build a fort like the Teen Titans. The structure remained in the classroom throughout the year, feel free to visit in the Justice room! A lot of happy time was spent outfitting the fort with comfy pillows and defending it with cardboard shields. One of our goals for faith development this year was to be slightly less structured and let the kids re-build relationships with each other, and the fort was a great help. Other activities included tasting unfamiliar foods to expand our flexibility, like Ms. Marvel, and playing charades with silly props in groups of 2-3 kids to activate their imaginations like the Green Lantern Corps. Attendance numbers were difficult to predict this year. This curriculum suited our needs and could be adapted to engage kids from age 4 up to 6th graders.

As a part of the Superman lessons, and in the spirit of the Capital Campaign going on in the greater church community, the children were asked to write a letter to the board with their suggestions or requests for what they would like to see at church. While a pool probably isn't the immediate future, they did request more heat upstairs, as well as curtains, which reflect some of the adult concerns about the upstairs classrooms. Things to make the building more dog-friendly to account for the service dogs of the congregation were also important to them.

Electronic check in with the RE tablets continued to ease the process of taking attendance for the children, and youth were able to sign themselves in on youth group days as well. Our welcoming table was a nice spot to have conversations with new families and to let the kids know about the plans for class that day, which can ease any nervousness about coming upstairs after the time for all ages.

A previous favorite returned for the Holiday Pageant this year, A Festival of Lights. Youth partners were recruited to narrate the story as families volunteered to enact all the ways light has meaning in holiday celebrations and traditions from around the world. It was special to return to a live pageant event with the whole congregation.

FAMILIES GROUP: The Families group planned some great activities this year. They hosted the combination tree-trimming/church decorating/cookie exchange event in December, which was enjoyed by all and made the church so festive during the holiday season. A fall hike had somewhat low attendance, so a spring outdoor event at the Fern Hollow Nature Center is being planned to take advantage of the nice weather and hopefully include some of our newer families. Families Group also collaborated with other church teams, such as FUUN and the Fundraising team to include the families with younger kids in church events like the Book Swap.

ADDITIONAL PROGRAMMING: OWL/BECOMING - Our Whole Lives, OWL for short, is a program that the UUA describes as "a comprehensive, lifespan sexuality education curricula for use in both secular settings

and faith communities.” There is a rigorous training requirement in order to become an OWL facilitator, and due to transitions within the church, trained OWL facilitators at UUCNH are in short supply. Pandemic-related restrictions also meant the required trainings were not being offered as frequently. However, a CYFD volunteer and the DLFD were both able to attend elementary OWL training. They then used the OWL resources available to them, as well as other online resources, to create a program known as Becoming. This new class invited parents to attend classes with their children in which these topics were discussed. A class was offered for 3rd and 4th graders, 5th and 6th graders, and youth in 7th grade and up. Four families participated in our youngest cohort, four for the middle grades, and Youth participated as well. The CYFD has also recruited another volunteer willing to attend a full OWL training in the future, and we look forward to building that program back up to pre-pandemic participation.

YOUTH PROGRAMMING: YOUTH GROUP - Youth group was able to meet in person this year, voting on topics they wanted to explore and having adult facilitators plan relevant lessons. Topics they chose to discuss included how music was important in their lives, and “Envisioning a World Run by UUs.” The Youth helped to plan and facilitate the church’s Halloween party, and donated the money raised through drink donations to Animal Friends. Many members volunteered their time in the Winter Pageant as narrators. The successful and delicious soup sale let them add to their fundraising totals, as they are hoping the whole group can attend a retreat in the future. They spruced up the church grounds by re-painting the parking lot entrance sign, and also designed the church cornhole boards. Venturing further out into the world, they will be completing a clean-up project on UUCNH’s stretch of Adopt-a-Highway in the next few weeks, and attending a UU Youth Convention in Ohio in April.

CHALLENGES: Our challenges this year included not knowing how many children would attend each class or what their ages would be. While we wished to split into at least two classes, one for the younger kids and one for the older, we did not have the staff or the attendance numbers to support that this year. We were only able to offer partial staffing for the nursery this year, which could be challenging for families with children under 3 years old.

PLANS FOR THE FUTURE: We have recently welcomed more new families with children as visitors to UUCNH, so we are hopeful that numbers will continue to rebound from the pandemic. As more training opportunities are opened, we will be recruiting members who are interested in becoming OWL facilitators. We would like to hire 1 - 2 new childcare providers and have the nursery staffed each week. We would also like to offer the Coming of Age class for all youth again next year which will hopefully culminate in a Heritage Trip to Boston.

The announcement that Dana is leaving opens up a lot of questions for the future direction of the Faith Development program at UUCNH. Her leadership has been invaluable and replacing her will be a daunting task, as we seek to keep the momentum of the program going. The members of the CYFD team are happy to work with the Board in whatever capacity is needed to assist with the search.

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

K-6 Superhero Academy Teachers

- Becca Hovermale
- Katie Smith
- Jen Suehr
- Abby Vaughn
- Dawn Lindsay

OWL Facilitator

- Kathie Maloney

CYFD Team Members

- Katie Smith - *Co-Chair*
- Abby Vaughn - *Co-Chair*
- Kathie Maloney - *Secretary*
- Dawn Lindsay - *Families Group Coordinator*
- Matt Ferry - *Member at Large*

Youth Group Facilitators

- Robyn Travers
- Nancy Kepner
- Bill McAdams
- Brian Sullivan

Registration and Attendance Data July 1, 2022 - June 30, 2023 (projected)			
Unitarian Universalist Church of the North Hills			
Class	Total Registered	Avg. Attendance	%
Nursery - 6th	16	6	38%
Youth Group (7th - 12th)	16	7	44%
Total Registered	32	13	41%
Becoming 3rd/4th	4	4	100%
Becoming 5th/6th	4	4	100%
Becoming Youth	4	4	100%
Total Registered	8	8	100%
Registration and Attendance Data July 1, 2021 - June 30, 2022			
Unitarian Universalist Church of the North Hills			
Class	Total Registered	Avg. Attendance	%
Nursery - 6th	21	5	24%
Youth Group (7th - 12th)	18	6	33%
Total Registered	39	11	28%

MUSIC REPORT *(Submitted by Mary Doubleday, Choir Director)*

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

- | | | |
|-------------------------|-------------------|-----------------|
| • Marsha Albright | • Julie Kant | • John Ritzert |
| • Tassi Bisers | • Kathy Ke | • Kip Ruefle |
| • Michelle Broge-Conner | • Joyce Kepner | • Alison Specht |
| • Geoff Coleman | • Nancy Kepner | • Mark Swihart |
| • Hal Dixler | • Ellen Kuntz | • Amy Terrizzi |
| • Dennis Doubleday | • Janet McCall | • Erin Terrizzi |
| • Mary Doubleday | • Joe Meier | • Emily Tiberi |
| • Mark Draa | • David Miles | • Nick Tiberi |
| • Stephen Fuegi | • Cindy Mitchell | • Brian Thomson |
| • Isaac Elias | • Charlotte Moore | • Maggie Wilson |
| • Carolyn Hrach | • Johnson Moore | |
| | • Connie Ritzert | |

It's been an unusual year at UUCNH; with the resignation of our Minister in August, the Sunday Service Team has been responsible for organizing all 52 Sunday services. Fortunately, they've done a wonderful job of planning ahead, which is very helpful for the music and tech people!

I organized and spoke at three special services with music this year. The first urged everyone to vote, and included Holly Nears' song *I Ain't Afraid*, sung by the women of the choir. We ended the service with *Play God* by Ani DiFranco, performed by Kathy Ke, Kip Ruefle, and Nick Tiberi.

The Christmas service included four anthems from different eras *Nova Nova*, *The Virgin's Slumber Song*, *The Lamb*, and *What Sweeter Music*.

Most recently, the choir learned and sang the first movement of the Brahms' Requiem, *Blessed Are They That Mourn*, for a service acknowledging the grief people have suffered from Covid.

As always, we are so very grateful for the work of our two Pianists, Hal Dixler, who has been playing for UUCNH for more than 50 years, and Nick Tiberi who serves as choir accompanist as well as soloist – it is a joy to work with them!



STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2019, 2020, 2021 and 2022

Budgets Ending June 30, 2019, 2020, 2021, 2022, 2023 and 2024

	6/30/19		6/30/20		6/30/21		6/30/22		Revised 6/30/23		6/30/24							
	Actual	%	Budget	%	Actual	Budget	%	Actual	%	Budget	%	Budget	%					
REVENUES																		
Pledges, friends and plate	346,217	94%	333,500	85%	333,697	338,500	83%	355,560	309,250	82%	343,047	97%	339,950	84%	340,224	86%	336,950	90%
Church use and other revenue	21,793	6%	59,970	15%	20,899	68,067	17%	76,482	66,400	18%	11,762	3%	66,143	16%	54,897	14%	35,438	10%
	<u>368,010</u>	<u>100%</u>	<u>393,470</u>	<u>100%</u>	<u>354,396</u>	<u>406,567</u>	<u>100%</u>	<u>432,042</u>	<u>378,650</u>	<u>100%</u>	<u>354,809</u>	<u>####</u>	<u>406,093</u>	<u>####</u>	<u>394,921</u>	<u>100%</u>	<u>372,388</u>	<u>100%</u>
EXPENSES																		
CONTRACT SERVICES (Includes compensation, benefits, taxes & expenses)																		
Minister	105,940	29%	109,174	28%	123,743	124,079	31%	107,175	112,472	30%	112,006	32%	115,067	28%	51,439	13%	119,928	32%
Director of Lifespan Faith Development	55,974	15%	56,488	14%	59,092	60,502	15%	60,488	63,132	17%	64,536	18%	67,945	17%	70,386	18%	22,080	6%
Music Director	9,294	3%	9,294	2%	7,934	8,024	2%	7,934	7,924	2%	10,314	3%	10,404	3%	10,713	3%	15,984	4%
	<u>171,108</u>	<u>47%</u>	<u>174,954</u>	<u>44%</u>	<u>190,769</u>	<u>192,605</u>	<u>48%</u>	<u>175,597</u>	<u>183,528</u>	<u>49%</u>	<u>186,856</u>	<u>53%</u>	<u>193,416</u>	<u>48%</u>	<u>132,538</u>	<u>34%</u>	<u>157,992</u>	<u>42%</u>
FIXED COSTS																		
Building operations	59,450	16%	65,990	17%	58,055	70,280	17%	129,883	58,925	16%	59,954	17%	66,120	16%	65,694	17%	67,483	18%
Interest, taxes and insurance	18,792	5%	20,899	5%	16,267	14,825	4%	17,480	16,145	4%	19,839	6%	15,625	4%	20,325	5%	20,075	5%
UUA and OMD dues	19,140	5%	19,140	5%	21,019	21,054	5%	20,833	20,833	5%	21,720	6%	21,720	5%	22,212	6%	22,108	6%
	<u>97,382</u>	<u>26%</u>	<u>106,029</u>	<u>27%</u>	<u>95,341</u>	<u>105,939</u>	<u>26%</u>	<u>167,996</u>	<u>95,903</u>	<u>25%</u>	<u>101,313</u>	<u>29%</u>	<u>103,465</u>	<u>25%</u>	<u>108,231</u>	<u>28%</u>	<u>109,666</u>	<u>29%</u>
CHURCH OPERATIONS	<u>61,796</u>	<u>17%</u>	<u>62,182</u>	<u>16%</u>	<u>63,918</u>	<u>66,136</u>	<u>16%</u>	<u>60,001</u>	<u>64,230</u>	<u>17%</u>	<u>67,915</u>	<u>19%</u>	<u>69,712</u>	<u>17%</u>	<u>71,485</u>	<u>18%</u>	<u>67,095</u>	<u>18%</u>
DISCRETIONARY																		
Religious education (youth & adult)	8,726	2%	11,650	3%	7,578	14,800	4%	16,885	14,175	4%	6,494	2%	15,725	4%	24,565	6%	15,540	4%
Music and arts	9,878	3%	10,825	3%	8,630	11,740	3%	10,816	11,740	3%	10,305	3%	13,012	3%	11,900	3%	12,420	3%
Committees and social activities	19,004	5%	27,830	7%	3,851	15,347	4%	3,728	9,074	2%	4,595	1%	10,783	3%	46,202	11%	9,675	3%
	<u>37,608</u>	<u>10%</u>	<u>50,305</u>	<u>13%</u>	<u>20,059</u>	<u>41,887</u>	<u>11%</u>	<u>31,229</u>	<u>34,989</u>	<u>9%</u>	<u>21,394</u>	<u>6%</u>	<u>39,500</u>	<u>10%</u>	<u>82,667</u>	<u>20%</u>	<u>37,635</u>	<u>10%</u>
TOTAL EXPENSES	<u>367,894</u>	<u>100%</u>	<u>393,470</u>	<u>100%</u>	<u>370,087</u>	<u>406,567</u>	<u>101%</u>	<u>434,823</u>	<u>378,650</u>	<u>100%</u>	<u>377,478</u>	<u>####</u>	<u>406,093</u>	<u>####</u>	<u>394,921</u>	<u>100%</u>	<u>372,388</u>	<u>100%</u>
EXCESS OF REVENUES OVER EXPENSES	<u>116</u>	<u>0%</u>	<u>0</u>	<u>0%</u>	<u>(15,691)</u>	<u>0</u>	<u>-1%</u>	<u>(2,781)</u>	<u>0</u>	<u>0%</u>	<u>(22,669)</u>	<u>-7%</u>	<u>0</u>	<u>0%</u>	<u>0</u>	<u>0%</u>	<u>0</u>	<u>0%</u>

Compensation, benefits & expenses

Minister	112,006	115,067	51,439	119,928
Director of Lifespan Faith Development	64,536	67,945	70,386	22,080
Music Director	10,314	10,404	10,713	15,984
Office administrator	48,333	48,333	50,048	44,586
Bookkeeper	12,339	12,339	12,709	13,370
Maintenance	13,995	13,995	13,995	13,995
Planists	9,203	11,050	10,600	11,120

Total 270,726 67% 279,133 69% 219,890 54% 241,063 59%

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2019, 2020, 2021 and 2022

Budgets Ending June 30, 2019, 2020, 2021, 2022, 2023 and 2024

	6/30/19		6/30/20		6/30/21		6/30/22		6/30/23	6/30/24
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
REVENUES	368,010	393,470	354,396	406,567	432,042	378,650	354,809	406,093	394,921	372,388
DISBURSEMENTS										
Fixed costs	97,382	106,029	95,341	105,939	167,996	95,903	101,313	103,465	108,231	109,666
Contract services	171,108	174,954	190,769	192,605	175,597	183,528	186,856	193,416	132,538	157,992
Church operations	61,796	62,182	63,918	66,136	60,001	64,230	67,915	69,712	71,485	67,095
Discretionary	37,608	50,305	20,059	41,887	31,229	34,989	21,394	39,500	82,667	37,635
	367,894	393,470	370,087	406,567	434,823	378,650	377,478	406,093	394,921	372,388
EXCESS (DEFICIT)	116	0	(15,691)	0	(2,781)	0	(22,669)	0	0	0

STATEMENTS OF REVENUES COLLECTED DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2019, 2020, 2021 and 2022

Budgets Ending June 30, 2019, 2020, 2021, 2022, 2023 and 2024

	6/30/19		6/30/20		6/30/21		6/30/22		Revised	6/30/24
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	6/30/23 Budget	6/30/24 Budget
FIXED COSTS										
Mortgages & other										
Member loans	4,629	4,625	-	-	-	-	-	-	-	-
Children's memorial fund	1,259	1,259	1,259	1,260	1,260	1,280	1,260	1,260	1,260	1,260
Insurance	7,439	10,000	8,951	8,000	9,446	9,000	11,252	9,500	12,500	12,500
Life insurance	3,564	3,565	3,564	3,565	3,564	3,565	3,565	3,565	3,565	3,565
Taxes	1,295	1,300	1,332	1,300	1,332	1,300	1,332	1,300	1,300	1,350
Other	606	150	1,161	500	1,878	1,000	2,230	1,700	1,700	1,400
	18,792	20,899	16,267	14,625	17,480	16,145	19,639	15,625	20,325	20,075
Building Operations										
Custodian	9,200	10,100	8,049	10,100	5,200	7,900	8,253	10,100	9,300	9,300
Household items	595	1,500	215	1,000	32	500	408	1,000	500	500
Maintenance staff				13,995	13,995	13,995	13,995	13,995	13,995	13,995
Maintenance	22,576	25,890	27,609	14,745	11,286	11,330	14,370	14,725	14,525	14,252
Safety				2,320		550		300	1,700	500
Kitchen	361	500	100	500		500	32	300	250	250
Snow removal/lawn mowing	9,213	12,000	7,210	10,000	4,575	10,000	7,210	10,000	10,000	10,000
Roof replacement					82,920					
Utilities										
Electric	7,507	7,000	6,152	8,000	4,414	5,500	5,608	6,500	6,500	6,700
Gas	5,836	5,000	4,873	5,500	4,067	5,000	6,439	5,500	5,000	7,500
Garbage collection	1,629	1,700	1,864	1,600	1,689	1,600	1,465	1,600	1,824	2,136
Sewer	797	1,000	566	1,000	200	750	530	600	600	800
Water	1,736	1,300	1,417	1,500	1,305	1,300	1,644	1,500	1,500	1,550
	59,450	65,990	58,055	70,260	129,683	58,925	59,954	66,120	65,694	67,483
Denominational affairs										
UUA	19,140	19,140	21,019	21,054	20,833	20,833	21,720	21,720	22,212	22,108
Central Eastern Region										
	19,140	19,140	21,019	21,054	20,833	20,833	21,720	21,720	22,212	22,108
TOTAL FIXED COSTS	97,382	106,029	95,341	105,939	167,996	95,903	101,313	103,465	108,231	109,666

STATEMENTS OF REVENUES COLLECTED DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2019, 2020, 2021 and 2022

Budgets Ending June 30, 2019, 2020, 2021, 2022, 2023 and 2024

	6/30/19		6/30/20		6/30/21		6/30/22		Revised		
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	6/30/23 Budget	6/30/24 Budget	
CONTRACT SERVICES											(11 mos) Offer (12 mos)
Minister's Package											
Salary and housing	78,217	78,235	79,851	79,853	88,120	80,000	81,800	81,800	38,523	77,000	84,000
SSI Contribution	5,985	5,985	6,109	6,109		6,120	6,242	6,242	2,947	5,891	6,428
Benefits - health, disability, pension											90,428
Disability/Life	1,441	1,701	1,649	1,732	1,712	1,918	1,880	1,745	988	1,775	1,938
Health / Dental	7,467	7,581	7,258	7,252	7,109	7,822	8,538	8,538	4,679	9,273	9,273
Pension	8,420	8,422	8,594	8,598	8,610	8,612	8,784	8,784	4,147	8,289	9,043
Professional expenses	4,310	7,250	7,705	7,937	3,624	8,000	4,964	8,160	175	7,700	8,400
Transportation/Relocation			12,577	12,600		-				10,000	10,000
	<u>105,840</u>	<u>109,174</u>	<u>123,743</u>	<u>124,079</u>	<u>107,175</u>	<u>112,472</u>	<u>112,008</u>	<u>115,067</u>	<u>51,439</u>	<u>119,928</u>	<u>129,078</u>
Director of Lifespan Faith Development											
Director - salary	36,758	36,758	42,100	42,100	43,600	43,600	46,700	46,700	48,101	18,048	12 hrs at 22.50+ 1 mo Dana
Health/Dental insurance	4,890	3,571	6,181	6,184	6,208	6,842	7,500	7,500	7,950	683	
Pension	4,137	3,676	4,210	4,210	4,360	4,360	4,670	4,670	4,810	401	
Payroll taxes	3,165	2,812	3,220	3,221	3,335	3,335	3,573	3,573	3,680	1,381	
Life & disability insurance	876	740	875	807	901	995	1,000	1,002	1,045	87	
Meetings and professional expenses	1,536	3,758	2,506	4,000	2,084	4,000	1,093	4,500	4,800	1,500	
Moving	4,612	5,171		-		-					
	<u>55,974</u>	<u>56,486</u>	<u>59,092</u>	<u>60,502</u>	<u>60,488</u>	<u>63,132</u>	<u>64,538</u>	<u>67,945</u>	<u>70,386</u>	<u>22,080</u>	
Music Director											
Director - salary	7,240	7,240	7,370	7,370	7,370	7,370	9,581	9,581	9,888	14,755	
Payroll taxes	554	554	584	554	584	554	733	733	755	1,129	
Professional expenses	1,500	1,500		100		-	-	90	90	100	
	<u>9,294</u>	<u>9,294</u>	<u>7,954</u>	<u>8,024</u>	<u>7,954</u>	<u>7,924</u>	<u>10,314</u>	<u>10,404</u>	<u>10,713</u>	<u>15,984</u>	
TOTAL CONTRACT SERVICES	171,108	174,954	190,769	192,605	175,597	183,528	186,856	193,416	132,538	157,992	

STATEMENTS OF REVENUES COLLECTED DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Years Ended June 30, 2019, 2020, 2021 and 2022

Budgets Ending June 30, 2019, 2020, 2021, 2022, 2023 and 2024

	6/30/19		6/30/20		6/30/21		6/30/22		Revised	6/30/24
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	6/30/23 Budget	Budget
COSTS TO KEEP CHURCH OPERATING										
Office										
Telephone / Internet	3,264	3,500	3,128	3,000	1,967	2,600	3,167	3,000	3,180	3,650
Postage	400	500	220	500	330	400	116	440	348	189
Supplies	1,273	1,800	1,071	1,500	109	1,000	677	1,200	1,000	800
Repairs and contingencies		500	0	500		500	140	500	500	500
Computer	489	2,500	949	2,500	1,646	1,500	1,244	1,500	1,500	2,000
Copy machine	3,232	2,600	1,710	2,650		2,000	1,724	2,400	2,200	2,000
Additional office support						-				
	8,658	11,400	7,078	10,650	4,052	8,000	7,068	9,040	8,728	9,139
Office Payroll										
Administrator	30,855	28,782	33,493	32,386	32,697	32,386	33,182	33,034	34,025	37,260
Taxes	2,360	2,202	2,562	2,478	2,501	2,478	2,538	2,527	2,603	2,850
Health /Dental insurance	7,059	7,022	7,272	7,248	7,263	7,893	8,763	8,763	9,289	-
Pension	3,036	2,878	3,349	3,239	3,304	3,239	3,318	3,303	3,403	3,726
Life & Disability insurance	504	574	673	643	693	742	707	706	728	750
Bookkeeper	8,661	8,661	8,817	8,817	8,817	8,817	11,462	11,462	11,806	12,420
Taxes	663	663	674	675	674	675	877	877	903	950
	53,138	50,782	56,840	55,486	55,949	56,230	60,847	60,672	62,757	57,956
TOTAL CHURCH OPERATIONS	61,796	62,182	63,918	66,136	60,001	64,230	67,915	69,712	71,485	67,095

SCHEDULES OF DISBURSEMENTS

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS Page 6

SCHEDULES OF DISBURSEMENTS - continued
 Years Ended June 30, 2018, 2019, 2020 and 2021
 Budgets Ending June 30, 2018, 2019, 2020, 2021, 2022 and 2023

	6/30/19		6/30/20		6/30/21		6/30/22		Revised	6/30/24
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	6/30/23 Budget	Budget
DISBURSEMENTS(continued)										
DISCRETIONARY FUNDS										
Adult programming										
Sunday services / Virtual	991	3,000	1,339	3,000	15,458	8,500	2,818	4,550	12,750	2,750
Audio Equipment and supplies	-	750		250		150	212	-	250	250
Compassionate Service Team	303	800		400		400		800	500	500
Systemic Change	641	2,000	1,100	2,000	411	900	484	2,000	2,640	2,640
	<u>1,935</u>	<u>6,650</u>	<u>2,439</u>	<u>5,650</u>	<u>15,869</u>	<u>9,950</u>	<u>3,292</u>	<u>7,150</u>	<u>16,140</u>	<u>6,140</u>
Lifespan Faith Development										
Adult education - Materials	46	300	177	200		200	38	225	225	225
Adult education - Training and Speakers Library	-	200	200					1,200	-	
Training-OWL, Youth Advisor & Spirit Pla	1,456	1,100	0	1,325		325		125	1,325	2,825
Other/Meetings/Holidays/Special Events	889	800	389	1,350	321	500	531	850	850	850
Background checks	94	100	111	100		100		100	100	100
Curriculum & supplies	2,449	600	1,285	1,325	495	1,000	1,304	1,725	1,725	1,500
Crib room	1,523	1,400	1,385	2,900		1,450	221	2,900	2,900	2,800
Youth group	334	200	1,612	1,950		450	1,108	1,200	1,200	1,000
Families Group		300				200		250	250	300
	<u>6,791</u>	<u>5,000</u>	<u>5,139</u>	<u>9,150</u>	<u>816</u>	<u>4,225</u>	<u>3,202</u>	<u>8,575</u>	<u>8,425</u>	<u>9,400</u>
Membership										
Communications	773	1,200	852	1,000	175	225	175	900	775	700
Web-based software/website content	600	600	600	600	2,470	2,674	2,545	1,913	2,831	2,800
Connections Team	99	1,880	297	500		800	648	800	800	800
Covenantal Relations	-	500		100		100		100	-	100
	<u>1,472</u>	<u>4,180</u>	<u>1,749</u>	<u>2,200</u>	<u>2,645</u>	<u>3,799</u>	<u>3,368</u>	<u>3,713</u>	<u>4,408</u>	<u>4,400</u>
Music/Arts										
Pianists	8,985	9,525	8,100	10,440	10,395	10,440	9,885	11,712	10,600	11,120
Music, instruments & other	688	500	380	500	121	700	80	700	700	700
Piano tuning	225	800	150	800	300	600	360	800	600	800
	<u>9,878</u>	<u>10,825</u>	<u>8,630</u>	<u>11,740</u>	<u>10,816</u>	<u>11,740</u>	<u>10,305</u>	<u>13,012</u>	<u>11,900</u>	<u>12,420</u>
Social activities										
Coffee hour & children refreshment	424	750	276	500	(138)	500	(104)	500	500	500
Hospitality / Church dinners										
Fund raising / Arts Festival	100	500		250		250		250	125	125
	<u>524</u>	<u>1,250</u>	<u>276</u>	<u>750</u>	<u>(138)</u>	<u>750</u>	<u>(104)</u>	<u>750</u>	<u>625</u>	<u>625</u>
Other committees / Board										
Stewardship	1,359	3,000	607	3,000	691	2,000	953	2,000	1,000	1,000
DLFD and Minister search	11,485	12,000								
Child Care (other than Sunday Mornings)	1,173	1,000	321	850		425		850	900	900
Green Sanctuary		3,500		-				100		
Minister's discretionary fund allocation										
District /GA Meeting									1,500	
Board expenses / Consultant/Other	2,800	1,800	898	7,447	329	1,000	193	2,250	2,450	1,550
Leadership Development		900		900		900		900		
Memorial Garden										1,000
UU Pittsburgh Cluster Activities	391	200		200	199	200	185	200	200	200
Contingency									35,121	
	<u>17,008</u>	<u>22,400</u>	<u>1,826</u>	<u>12,397</u>	<u>1,219</u>	<u>4,525</u>	<u>1,331</u>	<u>6,300</u>	<u>41,171</u>	<u>4,650</u>
TOTAL DISCRETIONARY	37,608	50,305	20,059	41,887	31,229	34,989	21,394	39,500	82,667	37,635

Does not include 3,000 for trees

BUILDINGS AND GROUNDS (Submitted by Mark Swihart)

We continue to use the model of me coordinating the various B&G activities, with professional support from our part time handyman, Pat, plus volunteer support from many members.

I am ready to rotate off and let someone new take the B&G leadership hat. It should be someone who will find the work interesting and satisfying (as I have.) It doesn't need to be an expert (I am not). They can expect a smooth transition and as much training from me as they want!

The main work completed in the last 12 months was:

- Plumbing repairs stemming from frozen pipes at Christmas and old hardware in the silo.
- Interior wall and trim maintenance.
- New name tag racks installation and bulletin board relocations.
- Driveway asphalt repairs.
- Parking lot stairs ongoing maintenance.
- Boiler room ventilation correction.
- Diplomatic handling of an improper dumping issue involving a couple of neighbors.
- East Room heater repair and PM plan for that system and West Room system.
- Normal maintenance (it has been another year for fluorescent light ballasts throughout the building reaching the end of their life.)
- Various safety inspections: elevator, fire extinguishers, alarm system, emergency lighting, sprinkler system and AED Unit.
- Miscellaneous repairs, inside and out.
- Exterior tree and branch trimming.
- Disposal of old materials (ongoing – there is a lot!)

Everyone is encouraged to use the online [Work Order Request Form](#) for entering requests and suggestions about the facilities. That gets the information immediately to [Pat and me](#).

Thanks to the many who have made themselves available to pick up pieces of the B&G load. Lots of hands make light work and there is always room for more help!

CAPITAL CAMPAIGN REPORT (Submitted by Carol Ballance and Joe Meier, Co-Chairs)

The Capital Campaign (CC'22) conducted a very successful "Raise the Roof" campaign to raise money for the improvement of UUCNH's Buildings and Grounds by collecting pledges totaling \$974,120.00. The primary driver of the campaign was repairing the roofs of the barn and the Bellwood Preschool building. Secondary, but still critical, projects include repair of our silos, a number of Americans with Disabilities Act (ADA) initiatives to make our facility more welcoming to those with mobility issues, and air-conditioning for the barn. A portion of the monies raised is earmarked for capital improvement projects related to our recently acquired status as a Green Sanctuary (additional solar panels and energy savings initiatives), our beautiful Memorial Garden, an outdoor pavilion for increasing our connection to open air in this post-Covid time, and much needed paving work.

The fabulous CC'22 team of Carol Ballance, Joe Meier, Mary Ellen Johnson, Janet McCall, Chris Hill, Dennis Doubleday, and Kathy Finch created a publicity campaign, a lead donor event and canvass, and an all-church picnic-style event and canvass. The site and food for the lead donor event were generously donated by Sybil and Ivan Baumwell. The all-church celebration was funded by three anonymous donations! Participation in planning and executing these events was energetic, positive, and included many people not on the CC'22 team. Most members of the church pledged to Raise the Roof. Thank you one and all!

Expenses incurred for the campaign total \$25,465. This number includes the cost of hiring a campaign consultant. While the pledges were being signed and submitted, a Project Team was formed to coordinate the work. This team includes Joe Meier, Susie Wood, Diana Hull, Robyn Travers, Dennis Doubleday, Kurt Kuntz, Chris Hill, and Don Nelson. The team has been busy prioritizing the various projects, defining the scopes of work, soliciting price quotes from contractors, and scheduling selected contractors within the parameters of the pledge cash flow. To date we have spent \$103,359 on silo repair and a down payment for the roof work, scheduled to begin in June. Final payments for the roof and silo work plus net expenses incurred during the campaign will bring the total spent to approximately \$234,511, or about 24% of the total dollars pledged.

CHILDREN'S MEMORIAL FUND (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 to the Fund this past year totaled \$540. The current value of the Fund is nearly \$67,300. 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 interest income was over \$1,200, which was added to the remaining income balance from previous years. Currently, \$4,400 is available for grants.

In the past year, the Children's Memorial Fund Committee accepted grant requests for two handicapped students from the Western Pennsylvania School for Blind Children. The first was a grant of \$331 for a headrest canopy and an under-seat storage basket for a child's stroller. In addition, the Committee funded a grant request of \$540 for a powered reclining chair to be used by a child in their home. Also in the past year, the Committee has welcomed two new members, Carol Ballance and Katie Smith. A special thank you is due to Dana Poss for graciously helping the Committee order and purchase the reclining chair.

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
- Carol Ballance
- Greg Jarold, Chair
- Kathy Mastantuono
- Tony Palermo
- Katie Smith
- Peggy Trevanion, Secretary/Treasurer
- Allyson Zadnik

COMMUNICATIONS TEAM (Submitted by Joyce Kepner, Chair)

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.

Core members this year included: Fred Geiger, Sonja (Office Admin), Joyce Kepner (chair) and Dana Poss. If you are interested in becoming part of next year's team, please contact Jen Suehr.

Accomplishments this year included:

- Facilitated a joint effort with the Connections Team, Building and Grounds, Craft Group, Dana Poss and Alan Cypher to provide new name tag holders surrounding a painting of a tree of life.
- During the fall we worked with Carol Ballance in support of the capital campaign team. Support included
 - Dedicated bulletin board
 - Participated in planning and scheduling
 - Logo creation
 - Website content
- Converting the Capital Campaign Bulletin Board to an Upcoming Events Bulletin Board. Anyone with an upcoming church event can place a flyer on this board.
- Over the past year our website continued to mature and procedures for support put into place.
 - Website Changes
 - Changes to the website can be requested through an [online form](#) available on the website.

- Our office admin continues to handle the modifications to all current content. Fred Geiger has consented to adding new pages as needed.
 - Website Support
 - Our office admin continues to provide first line support for the site handling, daily requests and issues.
 - Fred Geiger will provide second level support for issues that require more technical expertise. We are appreciative of his continued support and involvement.
 - We have contracted with a local company, In-House Graphics, Inc., to provide backups and more advanced support as needed.
- Administration of our Public Facebook page. Weekly Facebook posts have been made on both our public and community pages with information about our upcoming service.

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.

Our NHCO Collections this year included the School Supplies collection in July, Thanksgiving on Every Table in October, Holiday Toy Shop in December, and Personal Care Collection in March/April. The NHCO Food Pantry located in Friendship Hall accepts ongoing collections of food and household items. The Northside Common Ministries meals were served on July 2, September 2, and April 1. The meals were largely served in person.

Another signature event, the Bellwood Kids Stuff sale occurred in October and March, and CST helped harvest unsold items for donation to a number of organizations.

Share the Plate: The Compassionate Service Team collaborates with the Systemic Change Team, Green Sanctuary, and TrUe Colors in selecting the "Share the Plate" recipients for the year. To the extent possible, we try to coordinate these with a monthly theme or donation project. "Share the Plate" recipients for April 2022 to March 2023 are listed below.

Month	Organization	STP Amount
April 2022	Southwest Pennsylvania Environmental Health Project	\$290.91
May 2022	PIIN	\$412.33
June 2022	Dreams of Hope	\$428.24
July 2022	Northside Common Ministries	\$457.85
August 2022	Girty's Run Watershed Project	\$514.08
September 2022	HEARTH	\$507.91
October 2022	Bread for the World	\$216.37
November 2022	National Network of Abortion Funds	\$434.52
December 2022	North Hills Community Outreach	\$584.97
January 2023	Humane Animal Rescue League	\$473.82
February 2023	Sisterfriend	\$238.91
March 2023	UU Justice PA	\$367.00

Total Share the Plate Collection Amount: **\$4,926.91**

The CST planning team currently consists of the following members:

CST Planning Team

- Dawn Lindsay (Chair)
- Amy Terrizzi
- Erin Terrizzi
- Rachael Smart

Hunger Garden Team

- Diana Hull
- Ellen Kuntz
- Lindsay Scott
- Maggie Wilson
- Peggy Trevanion

TrUUe Colors

- Amy Terrizzi (Coordinator)

Our goals for next year include continuing our usual projects, while looking for ways to expand our scope in the community. We appreciate UUCNH members for their constant generosity in terms of donating items and money. The team meets quarterly, and we are always looking for new members and new ideas for our team!

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

The Connections Team consists of Chuck Berry, Joe Meier, Cindy Mitchell, and Travers.

We have:

- Hosted our second Church Picnic at North Park
- Hosted one “Meet the Church” event
- Hosted one “Exploring Unitarian Universalism” event
- Hosting a “New Member Sunday” event on April 30th, 9 new members
- Ran the annual Roster Review
- Developed a Church Service for late July, as our response to “Widening the Circle”
- Submitted our Budget request for next year, unchanged from this year
- Took over the responsibility for Coffee Hour signup
- Met with the Ministerial Search Team, part 1, to let them know what we would like in a new minister
- Offered 2 scholarships for GA, granted them

Due to health reasons, I have resumed the team Chair position from Cindy Mitchell.

COVENANTAL RELATIONS TEAM *(Submitted by Lynn Richards)*

The Covenantal Relations Team (CRT) consists of members: Joyce Kepner, Lynn Richards and Maggie Wilson. This year we have been reviewing and revising our current Charge, Authority and Responsibilities document. We also secured funding from the Craft Group to enroll in the UUA’s Right Relationship Team (RRT) training. Joined by Jen Suehr (Board) and Beth Zak (Leadership Development) we have learned to “tend to our covenant by articulating and modeling its practice, coach communication processes that promote mutuality and consent and to create low-anxiety/high learning experiences for our congregation around conflict and covenant.”

In the upcoming year, we plan to create a Sunday service and other opportunities that share how our Covenantal Relationship Team can provide experiences for our congregation to communicate openly, respectfully and honestly through living our UUCNH Covenant.

FINANCE COMMITTEE *(Submitted by Lindsay Scott (Treasurer), Mary Ellen Johnson, Joe Meier, Bill Moul, Tom Yeh, 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.

Our original budget for the 2022-2023 Fiscal year was based on an annual Stewardship pledge that did not significantly increase from the prior fiscal year. Given this reality, inflation in the cost of utilities, goods, and services meant that, for the first time in many years, we were unable to commit to paying our UUA Fair Share for the year and still balance the budget.

The mid-year departure of Rev. Thickstun changed that. The compensation savings allowed the Board to add an additional \$10,000 to the Sunday Services budget, restore the UUA Fair Share commitment, and still maintain a budget showing a \$35,106 surplus. Obviously, this is an unfortunate situation, but it did resolve our financial problems for the current year.

This summary compares the nine months ended March 31, 2023 vs. 2022.

	March 23	March 22	YTD Budget	Budget
Pledge Inc.	253,342.68	267,255.61	245,418.00	327,224.00
Total Income	283,773.72	289,228.41	296,190.75	394,921.00
Total Expense	270,358.37	284,236.61	282,512.65	359,814.12
Net Income	13,415.35	4,991.80	13,678.10	35,106.88

Both income and expense are lower than the prior year and lower than the budgeted amount, but we are still tracking to end the fiscal year with the planned \$35K surplus.

UUCNH has been struggling to complete the annual Stewardship pledge campaign because of the lack of a standing Stewardship team this year. A Search Team is also exploring hiring a contract minister for next year, but the result is still to be determined. The recently announced departure of DLF Dana Poss at the end of this year will also change things in as yet undefined ways. Because of those uncertainties, we do not, at the time of this writing (April 30), have enough information to construct a draft 2023-2024 Annual Budget. We certainly hope that we will be able to provide a Board-approved budget to the congregation by the time of the Annual Meeting.

The Committee and the Treasurer have also taken responsibility, for the next few years, for monitoring the pledge income/outflow for the recently completed Capital Campaign. The Capital Campaign Project Team will be presenting a status update at the Annual Meeting. As of April 30, we had \$264,292.41 in the Capital Campaign fund. A contract has been signed to complete the roof work, and we currently have more than enough in the fund to complete that work. Keep up the good work on those Capital Campaign pledges!

The Committee also oversees the Church Endowment investment account. This is a fund 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 stock and bond markets have been choppy for the last year. The balance of the account at March 31, 2023 was \$373,635.87, which is a **0.4% decrease** over the balance of \$375,245.41 at April 30, 2022. We have not used any of the earnings for operations for at least the last fourteen years which has allowed the fund to grow at a faster rate. However, we will quite possibly need to draw on some endowment income to balance the budget on June 30, 2023.

FUNDRAISING TEAM *(Submitted by Ellen Saksen, Chair)*

The Fundraising Team held one book sale in 2023 and are ready to plan a Good and Services auction for Fall of 2023.

GREEN SANCTUARY TEAM *(Submitted by Matthew Mehalik, Coordinator)*

The Green Sanctuary Team continued to meet using Zoom on its regular monthly schedule on the first Sunday of every month throughout the 2022/2023 church year. All materials, agendas, documents, and email communications are preserved in the Google Drive system in the Green Sanctuary folder. The group email list is [Green Sanctuary](#). It has 33 subscribers, and we have between 8 – 13 people participating at the monthly meetings.

The major achievement this year was becoming accredited as an official “Green Sanctuary” by the UUA in December 2022. The UUA reviewed and certified our 2021 – 2022 Environmental Justice Partnerships and Projects as part of the accreditation:

- Hearth Shelter – invited to train Hearth participants in designing, constructing, and operating community garden.
- Allegheny County Clean Air Now (ACCAN) outreach and organizing.
- Continuing Hunger Garden efforts at UUCNH
- Land Acknowledgment and Collaboration with The Council of Three Rivers American Indian Center
- All of these projects are ongoing into the next year.
- We are participating in monthly Zoom calls coordinated through the UUA involving climate justice.
- The GS team has moved forward with plans to revamp the recycling efforts at UUCNH through strategic plan efforts.
- The GS team provided substantial input into the capital campaign process by identifying many priorities for investment from the energy and sustainability audit completed in 2019. These priorities as well as additional solar panels and landscape enhancements have provided for useful suggestions to the capital campaign.

This year completed our efforts that have been centered around accreditation for the past 5 years. Future plans include pushing for more activities, such as caring for the church grounds, that excite the members of the Green Sanctuary Team, with more to come as the pandemic restrictions continue to relax.

Once again, I appreciate being a part of this dedicated group and the opportunity to serve as a coordinator of this group.

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, have a Joy or Sorrow or know of someone who does, please do not hesitate to reach out to one of us: Chris Hill, Lynne Herchenroether, Ruth Horwitz, Susan Powers, Lynn Richards or Inga Burton-Smith.

It is an honor to be with members and friends of our Church in times of gladness and of sadness as we continue to carry out our Team’s mission.

LEADERSHIP DEVELOPMENT TEAM (LDT) *(Submitted by Bill McAdams, 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 2022-2023 team membership is:

- Completing 3rd and final year – Bill McAdams (chair)
- Completing 2nd year of term – Jody Clark and Kathy Cypher
- Completing 1st year of term – Beth Zak

Nominations are Geoff Coleman (leadership track) and Chuck Berry for the slate of candidates for Board of Trustees and Kathi Finch and Nancy Kepner for Leadership Development Voting Members.

MEMORIAL GARDEN COMMITTEE *(Submitted by Julie Kant, Peggy Trevanion, and Chuck Berry)*

The Memorial Garden Committee reviewed and uploaded our primary documents to GoogleWorkspace:

Memorial Garden Policy	MG CAR document	Master List of activities, duties, timelines, tasks, formats, etc.	Your Choice of Memorials at UUCNH
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While discussing our MG Price Schedule, committee members recognized the need for financial support to maintain the renovated garden as the Donor funds become depleted. The Board was notified and will form a task force to explore wider fundraising efforts. We have requested funding in the 2023-24 budget.

The four Keystone Ridge Design memorial benches arrived and were placed under the pergolas in the autumn. We recommend installing cement pads under the benches this coming summer. Working with the Capital Campaign implementation team, we continue to explore ways to eliminate the erosion of the aggregate paths and solve the drainage/soil remediation issues that have killed 4 of the native trees installed along the oval pathways.

As the church year winds down, our main efforts are now directed towards:

1. *Phase 2 of the MG redesign.* To this end, we hired Sara Thompson, the landscape architect with Pashek+MTR who created the original master plan, to re-design the entrance walls to the Memorial Garden, in coordination with Joe Meier (Capital Campaign).
2. *A special Sunday Service on Memorial Day weekend.* Rev. John Ballance and our committee members will present the service, followed by a short ceremony to consecrate the Memorial Garden. We want to promote a feeling of home coming or reunion by inviting families who are connected in some way to the garden to join us for the service, ceremony and a celebratory luncheon.

With the help of master gardeners Peggy Trevanion and Ellen Kuntz, we organized two Grounds and Garden Clean-up days on April 16 and 23. The master gardeners will teach the Youth Group and other volunteers how to identify and remove invasive plants at the second work party.

PERSONNEL COMMITTEE *(Submitted by Mark Draa, Chair)*

The Personnel Committee's charge is to develop and maintain a system and accompanying procedures for evaluating the paid staff of UUCNH. We also make annual recommendations to the Board of Trustees for compensation and benefits for the staff. Our committee consists of the following members: Mark Draa (Chair), Beth Zak and Kelly Sullivan.

Each year, we review our staff compensations and benefits package, and make sure they are aligned with the Unitarian Universalist Association ("UUA") guidelines and equitably applied to all staff. This was a big job this year because of the complete revision of the UUA guidelines, done to reflect the current economic conditions more accurately.

In addition to our annual duties, this year we:

- Finalized a "master list" of annual tasks for the Board President
- Organized and standardized the annual staff performance evaluation process, and
- Developed a training session for board members on staff reviews.

SAFETY TEAM *(Submitted by Jody Clark)*

In the past year, the Safety Team worked to establish a closer relationship with the Franklin Park safety community. March 30th the Franklin Park Fire Department 25+ first responders toured our UUCNH grounds and building; they are prepared to support us in an emergency. On April 2nd Lt. Snyder from the Franklin Park Police Department met with our safety team reinforcing our safety preparedness plan and shared ideas for safety team training.

To enhance security during the service the Safety team began a process to have a “monitor” in Fellowship Hall to coordinate locking of the doors during the service and monitoring of late participants. UUCNH is fortunate to have attendees who understand providing a safe environment involves everyone. If you have questions or interest in joining our team contact [Jody Clark](#).

STEWARDSHIP ANNUAL REPORT *(Submitted by Jen Suehr, Board President)*

The theme of our stewardship campaign this year was “UUCNH Celebrates Our Community.” It was an unconventional campaign for many reasons, not least because we didn’t have a formal Stewardship Committee this year. Instead, a small but mighty group of volunteers came together to recruit folks for testimonials and plan our fun-filled stewardship event.

The event coincided with a special service from former members David and Lori Sours, followed by a variety show and a lunch of soup and salad. This event would not have been possible without the hard work and talents of David and Lori, Sybil Baumwell, and our cast of performers.

In addition to those listed above, I’d also like to thank Michael Horwitz, David Miles, Robyn Travers, Lindsay Scott, and the Finance Committee for their support.

SUNDAY SERVICES TEAM *(Submitted by Andy Zadnik)*

The Sunday Services Team is responsible for identifying topics, lining up speakers, and coordinating the weekly services. Over the past year, services have featured traditional UU gatherings (Water Communion), important religious/spiritual days (Christmas, Easter), UU history, social justice and environmental issues, local organizations (North Hills Art Center), UUCNH members (from near and far), and guest ministers. Of course, our services wouldn’t be possible without our wonderful staff, lay leaders, Tech Team, and musicians.

SST meets one Sunday/month after the service. Team members are currently: Abby Vaughn, Robyn Travers, Mary Doubleday, Amy Terrizzi, Edith Ruiz, Isaac Elias, Chuck Berry, Randy Minnich, Allyson Zadnik, and Andy Zadnik. A few new members will be needed by later this summer, as long-time members plan to rotate off. Please contact any team member for information on how to join.

SYSTEMIC CHANGE TEAM *(Submitted by Liz Perkins, Chair)*

The Systemic Change Team has continued its work with our main partners PIIN (Pennsylvania Interfaith Impact Network), UUJusticePA, Fair Districts PA, and Faith in Action. UUJusticePA continues to provide a number of ways for UU’s to engage in the preservation of the democratic process within our Commonwealth. Their teams are focused on six issues: Good Government, Environment, Economics, Gun Violence Prevention, Reproductive Justice, and Criminal Justice Reform.

During each election cycle we are active with UUtheVote, eager to inform our church members on the issues and encourage their participation in voting. We also provide opportunities for members to write postcards to legislators on current issues and legislation needing support. Fair Districts PA is working tirelessly to promote the democratic process continuing the focus on bringing reform to The Rules which govern the method by which our legislators in

Harrisburg share and don't share power. Our team is eager to help educate citizens on this perversion of democracy.

Finally, our collaboration with Faith in Action is strong. We work with St. Brendan's Episcopal Church and Trinity Lutheran Wexford to produce quarterly forums on topics pertaining to injustice, racial and otherwise. Topics have been diverse and of strong interest to issues of importance in western PA. Our own Diana Hull has been outstanding in taking the initiative to provide workshops on the Racial Wealth Gap including simulation workshops. We are active with CeaseFirePA and have made several trips to Harrisburg to rally and lobby.

The Systemic Change Team welcomes new members at all times. We strive to improve our visibility within the UUCNH community so that more people know what we are doing and become interested in joining us. We are small but mighty! Join us!

BELLWOOD PRESCHOOL *(Submitted by Katie Helfrich, 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

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

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

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

Bellwood utilizes many community organizations and parent passions to enrich the curriculum. These enrichment areas included: Spanish, yoga, science, history and culture topics. The theme for this year's Bellwood Art Show is inspired by the book "Outside My Window", by Linda Ashman. This theme has led to many new perspectives for our students and influenced our curriculum throughout the year.

Some community organizations that we visited this year also provided safety discussions, cultural exposure, and interesting science discussions. These visits included: The Franklin Park Volunteer Fire Department, a parent who plays for the Pittsburgh Symphony, the Carnegie Science Center, and The Pittsburgh Zoo. In addition, the children had vision, speech, and hearing screens, and learned about dental health. There is always a multitude of opportunities when a child walks into Bellwood!

Sessions and Enrollment

Bellwood continues to offer 3 (MWF am or pm), 4 (MWF am or pm and TH am), and 5 (MWF am or pm and TH all day) session options. The am session runs from 9:00-11:30 am; the pm session runs from 12:30-3:00 pm; the Thursday full-day session runs from 9:00 am-2:00 pm. The 4- and 5-session options are reserved for children in their Pre-K year. Enrollment for the 2022-2023 school year was, 62 students. 30 attended in the AM and 32 in the PM sessions.

For the 2023-2024 school year, we plan to maintain the same session options. Additionally, we plan to continue our Lunch Bunch program and are evaluating bringing back our Extended Day offering on Fridays.

At the time of this report, enrollment for the 2023-2024 school year is full for both the AM session and the PM session. We also maintain a waiting list for openings for the upcoming academic year.

Kids Day Out

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

Staffing

It is the teachers who are the heart and soul of our school. They create a place where children learn academics to be prepared for kindergarten, but also learn to be good citizens and to value one another. We have a staff of ten teachers to maintain the 1:6 teacher-student ratio. We also employ one teacher assistant. Two of the ten teachers, Emily Moschitta and Susan Flanders are Lead teachers/Curriculum coordinators. We also employ a part time director, Kate Campbell, and a part time office administrator and registrar.

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, Special Events, Family Events, Buildings and Grounds, and Yearbook Co-chairs.

Fundraising and Tuition

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

To raise additional dollars, we have a flat fundraising fee per child. We find this to be most effective, as every dollar goes toward the school. We again offered some special opportunities for Bellwood families including photography sessions, restaurant night fundraisers and logo wear, which all help to provide some revenue for the school. Our tuition is used to cover teacher salaries.

Buildings & Grounds

Bellwood continues to work with parents and UUCNH to maintain our building and grounds. During the past year, we performed regular maintenance of carpet, window and gutter cleaning. We had the furnace cleaned and replaced filters.

Last summer we also made fence repairs / replacements so that the backyard is fully enclosed. The teachers and children are very much enjoying the benefits of this completed project.

This Spring, our director Kate Campbell had the opportunity to collaborate with a local Eagle Scout to make some enhancements and additions to our playground / Bellwood backyard. Our sandbox is now able to be more easily covered so as to keep critters and precipitation out. In addition, we are looking in

to a more permeant overhead structure for the sandbox. The Eagle Scout also built an interactive music wall which the kids really do love.

A project that is going to commence this summer is the replacement of the roof on the school building. Since the church building will also require a roof replacement and this is a major exterior project, UUCNH has generously offered to fund the project. We are grateful for the support and this enhancement from the church.

We are grateful for the continued use of the church facility for K-Kids, special events, meetings, office space, the annual Art Show, and the KidStuff Sales.

Conclusion

Because of our partnership with UUCNH, Bellwood was able to help educate and grow 62 young children who we hope will make the world a better place, and we were able to make their world a little brighter, more interesting, and enriched. All of this was possible due to our dedicated, talented and loving teaching staff, helpful parents and board members, our diligent office administrator and a director whose love of childhood and children is unending. We look forward to continuing this tradition and mission next year.



ANNUAL CONGREGATIONAL MEETING MINUTES (Submitted by Julie Kant)

June 5, 2022

- I. **Chalice Lighting** – Tony Palermo
“Bring us home to love,” Frances Kozier

- II. **Welcome**
President Alex Saksen asked the congregation to
- keep Bernita Clover in our thoughts after the recent deaths of her two brothers
 - remember Becky Ridgeway whose smile lit up this room

- III. **Vote to approve 2021 Annual Congregational Meeting minutes**
Motion to approve from Sue Broughton, 2nd Mary Ellen Johnson
Unanimous approval.

- IV. **Vote to Approve 2022 Mid-Year Congregational Meeting minutes**
Motion to approve from Dennis Doubleday, 2nd Mark Draa.
Unanimous approval.

- V. **Vote to Approve Budget**
Presentation by Dennis Doubleday, Finance Committee

Highlights:

- Pledge highest ever, despite fewer pledge units (drop from 120 to 100)
- Reserves from prior years were expended to support budget and fix West Room roof through last 2 years of pandemic.
- Final \$10K of reserves used to support this budget
- Dropping the Fair Share commitment was the only way to balance the budget. (We will pay at least partially if net income improves.)
- Endowment Fund realized an **8%** asset value **decline** from April 30, 2021 to April 30, 2022 (\$375,245 at end of period)

A lively and lengthy discussion ensued regarding the decision on which areas to cut to balance the budget. Suggestions were offered on how to raise more money.

Motion to approve from Dennis Doubleday, 2nd John Ritzert

Vote (show of hands):

Yes – 51

No – 4

Abstain - 1

- VI. **Vote on Capital Campaign**

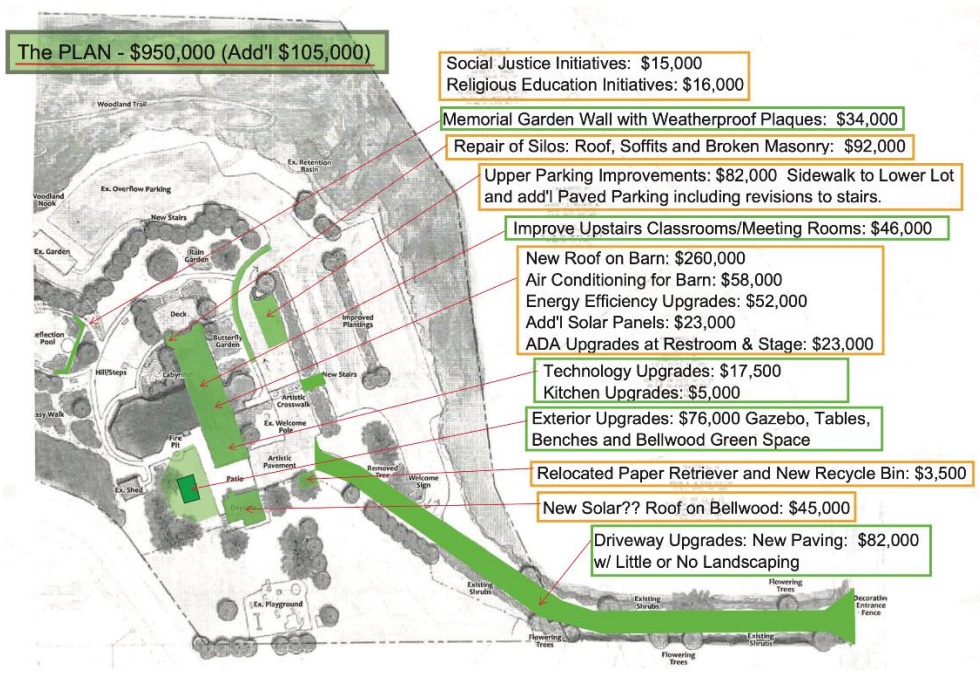
Carol Balance and Joe Meier

CC Committee – Co-Chairs Carol Balance and Joe Meier

Dennis Doubleday, Kathi Finch, Chris Hill, Mary Ellen Johnson, Janet McCall

Discussion of the final plan –\$950,000

The final figures will change since cost estimates are now 4 years old.



Based on the feasibility study he conducted, Barry Finkelstein lists the following **Reasons for Optimism:**

- Intended large gifts including three \$75,000 gifts and 18 gifts of \$10,000 or more
- 12 families indicated motivation to increase intended gifts
- People learning of 18 \$10K+ gifts and the magnitude of the largest gifts
- Responses about important features of the project and concerns
- Potential major givers not included in the study
- People willing to volunteer
- This is an important time and opportunity for Unitarian Universalism and UUCNH
- Several former members are potential supporters

Motion to approve from Marsha Albright, Erin Terrizzi 2nd

Vote by paper ballot

Yes - 60

No - 1

Abstain - 3

VII. Election of Board Officers

- David Miles, Non-Leadership Track
- Erin Terrizzi, Non-Leadership Track
- Alison Smith, Leadership Track

VIII. Election of LDT Members

- Melinda Geiger
- Beth Zak

Grateful thanks to those who stepped up to this 3-year commitment. There were no additional nominations from the floor.

Motion to approve from Bill McAdams, 2nd Cindy Mitchell

Vote by paper ballot

Yes, by overwhelming majority

IX. Call for New Business - None

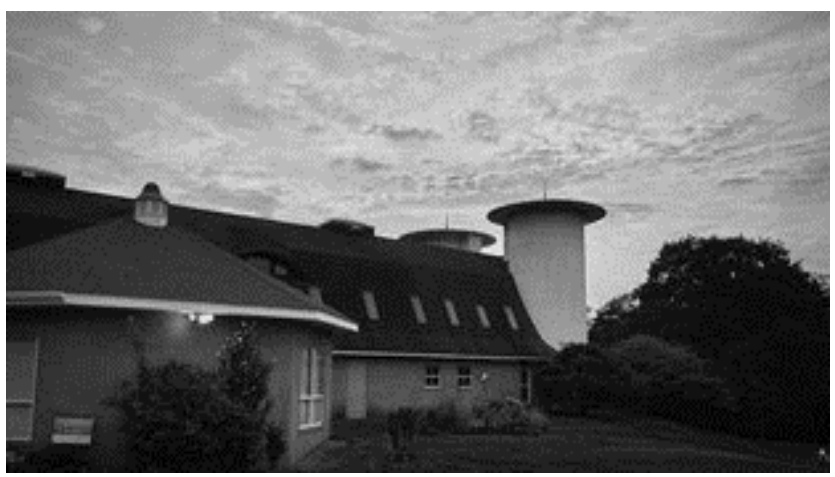
X. Special Recognition – Jen Suehr, incoming president

- In-Person Gathering Task Force* – Chair, Alex Saksen
 - Barb Draa, Connie Ritzert, Carol Watkins, Alyson Zadnik
- Capital Campaign Team* – (see above)

- i. All encouraged to get involved and pitch in, not just with money, but with creating “hoopla!”
 - c. *Communications Team* – Chair, Joyce Kepner
 - i. Fred Geiger, Nancy Kepner, Brian Sullivan – new website, focus on others finding us, ongoing work
 - d. *Dick Myers* – acknowledged for his work and care for the Hunger Garden over the years. Involved kid in tending the garden.
 - e. *Tech Team* – Chair Bruce Travers
 - i. Dennis Doubleday, Joyce Kepner, Nancy Kepner. Bill McAdams, Don Nelson, they could use more help!
- XI. Alex thanked **departing Board Members**, Beth Zak, Hal Dixler, and Julie Kant and presented them with pottery chalices.

Alex welcomed incoming president, Jen Suehr, and handed over the steering wheel.

Mary Ellen Johnson made the motion to adjourn, 2nd Sandra Akacem.
Chalice extinguished - “Beannacht (Blessing)” by John O-Donohue



MID-YEAR CONGREGATIONAL MEETING MINUTES

January 29, 2023 (12:00 p.m.)

President Jen Suehr noted a quorum being present and called the meeting to order at 12:09 p.m.

Opening Remarks

Jen Suehr opened the meeting by encouraging the congregation to celebrate small wins, appreciate how far we've come since the pandemic, and take a deep breath to prepare for what's next.

Green Sanctuary Update

Matt Mehalik discussed membership and participation in the Green Sanctuary team. The Church's Green Sanctuary accreditation was formally granted at the end of last year. The UUA's updated requirements included a focus on the community. Over the past 5 years, the team identified community partners and connections. These included HEARTH, the Hunger Garden, Allegheny County Clean Air Now, and more collaboration with local Native American groups. In addition to their work with these groups, the team also conducted an energy audit of the church in 2018. Many of these recommendations are included in the capital improvement plan.

Systemic Change Update

Liz Perkins began by giving some background information about the Systemic Change Team. This included reviewing the CAR document and discussing connections with PIIN, Faith in Action forums with other local congregations, and Fair districts PA. She described other projects their members have been working on, such as Get Out the Vote with the UUA, Vote Forward nationwide letter writing campaign, a sermon and workshop on racism and the racial wealth gap, and efforts to fix Harrisburg. The team welcomes new visitors and friends to join.

Capital Campaign Team Update

Robyn Travers announced the Capital Campaign raised nearly a million dollars. She reviewed the agreed upon plan and discussed prioritization of the items included within.

Joe Meier gave an update as to the progress to date. He noted that the silo masonry work is completed and the next items to begin work as soon as possible are the new roof on The Barn and Bellwood and the soffits of the silos. Projects to begin working on next include ADA initiatives, floor plan revisions, and the AC system.

Finance

Dennis Doubleday gave an update on Church finances. The savings in ministerial salary have been partly allocated to the UUA Fair Share contribution and Sunday Services Team to pay guest speakers as needed. Going forward, the Church will have to address the trends of compensation and fixed expenses outpacing revenue gains. Prior year surpluses and the Federal Payroll Protection Plan Program had been used to make up the difference. The 2023 budget exhausted the remaining surplus. The Board must consider alternate revenue sources. There were no questions from the membership.

Stewardship

Jen Suehr reported on Stewardship. We do not currently have a stewardship committee. Jen encouraged the membership to get involved and contribute in small, but meaningful ways. She suggested a potluck or party for a pledge event. All those interested in contributing should contact the Board.

Contract Ministry Review

Jen Suehr gave a review of contract ministry. She took questions from the membership and asserted:

- The purpose of the Town Hall meeting held on January 22, 2023 was to gauge the congregation's support with the concept of a contract minister. The Board will meet tomorrow (January 30, 2023) to develop a task force to determine specific details.
- We will reach prospective ministers through our UUA contacts, including Rev. Sunshine.
- The Motion will pass with a simple majority vote, unless there is another Motion from the floor.
- There will be a second vote in the future to approve the final plan. The current vote is to obtain the Membership's approval to move forward with the plan to investigate contract ministry with a task force.
- There will be additional Town Halls in the future at other checkpoints.

Ballot: I support moving forward to explore contract ministry, with the understanding that the specifics still need to be worked out. [Yes / No]

MOTION, seconded, and passed.

Call for New Business

Robyn Travers noted that the Youth Group made over \$500 from today's soup sale and thanked the Membership for their support.

MOTION to adjourn, seconded, and passed.

UUCNH RELATIONAL COVENANT

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

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

Needing community, I will support our church.

Needing to belong, I will be inclusive and welcoming.

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

Needing care, I will be compassionate.

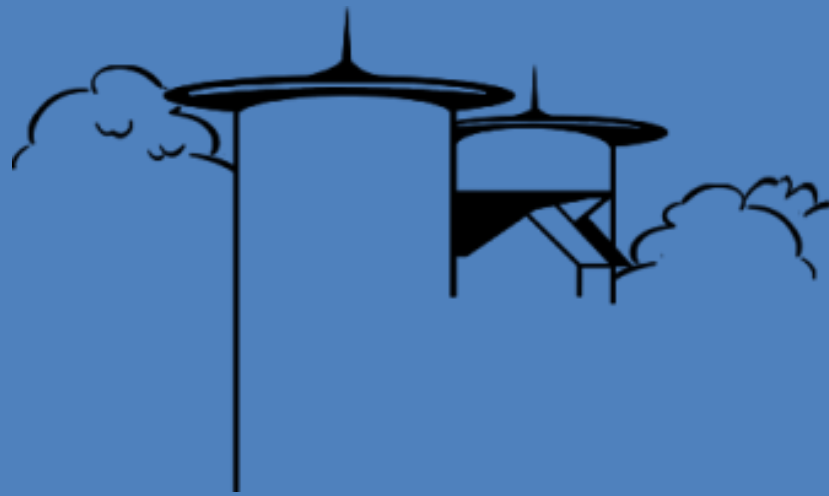
Needing to be heard, I will listen.

Needing truth, I will be honest.

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

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

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



Thank you for your timely submissions