# Table of Contents

Agenda ................................................................................................................................. 4  
President’s Report ............................................................................................................... 5  
Minister’s Annual Report to the Congregation – May 2013 ................................................. 7  
Director of Lifespan Faith Development ............................................................................. 10  
  Adult Faith Development .................................................................................................... 10  
  Children and Youth Faith Development .......................................................................... 12  
  District Trainings ............................................................................................................... 14  
  Professional Development and Activities .......................................................................... 14  
  In Closing .......................................................................................................................... 14  
Finance Committee ............................................................................................................. 15  
Treasurer’s Report ............................................................................................................... 16  
Proposed Budget .................................................................................................................. 17  
Building and Grounds Committee ...................................................................................... 24  
Caring Team ........................................................................................................................ 26  
Child & Youth Faith Development (CYFD) ........................................................................ 27  
Children’s Memorial Fund ................................................................................................... 29  
Compassionate Service Team ............................................................................................. 30  
Connections Team ............................................................................................................... 32  
Decoration and Universal Design (D&UD) Team .................................................................. 34  
Facilities Use Committee .................................................................................................... 35  
Fundraising Committee ....................................................................................................... 36  
Lay Pastoral Care Team ....................................................................................................... 37  
Leadership Development Team .......................................................................................... 38  
Memorial Garden Committee .............................................................................................. 39  
Music Director’s Report ....................................................................................................... 40  
Nominating Committee ....................................................................................................... 42  
Personnel Committee ......................................................................................................... 43  
Publicity Committee ........................................................................................................... 44  
Committee on Shared Ministry/Threshold Congregation Team .......................................... 45  
Sound System Team ............................................................................................................. 47  
Stewardship Committee ...................................................................................................... 49  
Sunday Services Team ......................................................................................................... 50  
Systemic Change Team ........................................................................................................ 52
Affiliated Organization: Bellwood Preschool ................................................. 54
Annual Meeting Minutes 2011-2012 ................................................................. 57
Minutes of the Special Congregational Meeting, January 13, 2013............. 60
Chalice lighting & invocation

Call to order

Approval of minutes from annual meetings – May 2012 & January 2013

Presentation, discussion, & vote on proposed budget

Summary of CAR Project (Charge, Authority, & Responsibility)

Recognition of retiring Board members

Presentation of nominations & nominations from the floor

Election

Recognition of outstanding contributions

New business

Adjournment

Extinguishing the chalice
President’s Report

What an interesting year, and what a joy to serve as Board President for this growing, thriving, energized community! This is a ‘Milestone’ year for us (pun intended, but credit not taken) as we are officially over 200 members as the year draws to a close!

Recognition belongs to our faithful board members who gave careful consideration and deliberation to the issues that have come before us this year. They are listed below with their years of completed service and committee liaison responsibilities for the year:

First year of term:
Ed Rockman: Vice President- Executive Committee, Committee of Chairs, Personnel, Salary and Compensation
Rob Willig (who finished out one year of a previous term and is serving the first year of a full three year term): Building & Grounds, Facilities Use, Memorial Garden, Decorating and Design
Lynn Richards: Membership/Connections, Caring, Denominational Affairs

Second year of term:
Janet McCall: Sunday Services & Music, Social Action (Systemic Change and Compassionate Service), Children’s Memorial Fund
Amy Wilks: Youth RE, Adult RE, Bellwood, Child Care
Midge Miles: President- Executive Committee, Shared Ministry

Third year of term:
Matt Ferry: Past President- Executive Committee, Nominating/Leadership Development Team, Communication from the Board, Policy
Joe Meier: Finance, Stewardship, Fundraising, Hospitality
Pam Weaver: Publicity, Intercom, Technology

The Board appoints VIP’s, without whom we could not function: our secretary and our treasurer. We began the year with Josh Lewis as secretary; but when he found it necessary to resign, we were fortunate to have Andy Zadnik agree to capably fill this volunteer position. The other hard working volunteer has been our treasurer, Sue Duda, who is finishing her three-year term and is given a hearty thank-you by all for her many hours and dedication to the job.

Working with our staff--Scott, Greta, and Jen--is also a joy! (They are all the positive clichés you may have heard, and more!)

As a Board, we have been aware of our congregation’s new growth spurts in attendance, energy, and building use, as well as those intangibles of spiritual depth, program development and administration. Uppermost in our focus has been how our needs are changing as those numbers and developments appear. The board retreat, held each year in the summer, becomes more important as our responsibilities grow, and so does the training of all of us who are in leadership positions. The move from a simple Nominating Committee to the LDT (Leadership Development Team), spearheaded by Matt Ferry, is an effort to move towards more thoughtful leadership preparation. As a great addition to that effort, we are fortunate to have the foresight of V.P., Ed and Minister, Scott, with the enthusiastic endorsement of the whole Board, who sought the inclusion of our congregation in the CERG (Central East Regional Group of the Unitarian Universalist Association) Threshold Program. We look forward to this
new initiative helping us, not only with long-range planning, but also with organization and expert assistance for the next three years.

Another effort to adjust to our growing pains has been to look at our organizational structure and how our institutional memory is transmitted from one committee generation to the next. In a smaller church, it was easy to say “go ask (fill in the blank) about how such and such is done. As we have moved from a family-size to a mid-size congregation, we have found we need to be more intentional about how we communicate. An older attempt at an organizational manual was not integrated church-wide, so we've adopted a simpler approach that we call C.A.R. to help us get moving in the right direction. C.A.R. is an acronym for Charge, Authority, and Responsibilities and, after a few ‘test-drives’ with a few committees, a formula has been worked out so we hope there will be enough flexibility in this document design so that it will work well with all committees and committee personnel who design their parts. During the coming year we look forward to every committee completing these C.A.R. document so we will have in writing how our organizational structure actually works.

This church year was unusual in the special bequests and gifts that were received from the estates of founding members Harriet Armstrong and George Gerhardt, and in memory of member John Ritzert's mother, Jane M. Ritzert. The board made the decision to put the majority of these memorial funds for use towards improvements to our West Room meeting space. We have recently seen the installation of a new audio system, and other positive changes will be coming as decisions are made by our minister and his forthcoming improvements committee. Other monies were set aside for the beginning of a building reserve fund, which will be added to as resources allow, for emergency and long term maintenance.

The board chose to hold a second congregational meeting in January this year, in addition to our annual May meeting. This effort was designed to enhance communication among members and friends, bring updates in our financial situation, and to approve a by-law change for the Leadership Development Team to replace the Nominating Committee.

The reports that follow this one are filled with the results from the hardworking and dedicated people who make this “a loving religious community that nourishes our spirit, celebrates life, and cherishes the connectedness of all things.” I do believe we are on the road to transforming ourselves, each other, and our world.

Thank you for the privilege of serving you this year! 

Midge Miles
Minister’s Annual Report to the Congregation – May 2013

This will mark my second year of being blessed with the opportunity of ministering to and with this congregation. Last year certainly had a “first year” feel to it as we got to know each other and began to imagine what the outset of the next fifty years would look like. I was definitely the “new minister.” The outset of this year felt like “the second year of our new minister.” But a funny thing happened after the holidays this year. The “new” wore off a bit, and I began to feel more “regular ‘ol minister.” This was a welcome shift. Certainly, I am still learning about ministry and the congregation, and we are still growing together, but it is nice to have been with this congregation for long enough that things have settled in a bit.

I say settled in, but by no stretch of the imagination have things settled down. Our Office Assistant, Jen Fontaine, (also recently making shift from “new” to “part of our church”) stumbled upon an announcements page of an order of service from several years ago. Needless to say, things have gotten a lot busier. Speaking of Jen, it has been tremendous having her in our office and working with her. She brings with her a level of skill, helpfulness, and such a pleasant demeanor that our office has been running smoothly and happily since she arrived. Good work is being done for the church. (And Jen, Greta, and I find ourselves having some good laughs as a part of the process.)

Last spring after a series of congregational conversations, the congregation voted unanimously to adopt a new mission statement to guide our church. This year has focused on integrating that mission into the lifeblood of the church. Our committees and teams began integrating the mission into their work, the board used the mission as a lens in its considerations and visioning, and we used our mission as the basis for monthly themes for our Sunday morning services. The mission came from the congregation and is an expression of who we are and what we aspire toward at this time. It is exciting to see the mission begin to work for the congregation as we, in turn, dedicate our energy to it. For a community with such diversity, it is important to have something we can gather around. Even better when it is something that calls us toward honest and hard won transformation.

A well-deserved thank you to our Board of Trustees for their leadership during this year. Midge Miles brought her long run of experience in Unitarian Universalist churches and district affairs to her role as President. Midge led a Board of extremely talented, skilled, and considerate leaders that we were fortunate to have at the helm. They certainly deserve the gratitude and trust of the congregation as I have witnessed them acting as good stewards of UUCNH.

I find myself humbled when I join with you in creating a sacred space on Sunday mornings. Worship is the time that we join together to lift up those things of the greatest worth. As stated, we explored using monthly themes this year. The feedback from this was positive, and we will repeat this again in the coming year’s worship calendar. A huge thanks to Tassi Bisers and all the members of the Sunday Services Committee! They provided us with a rich assortment of services that were challenging, fun, exciting, and meaningful. And also to our amazing lay leaders. All the folks that work on offering services on Sunday are truly a gift to our community and their work responds to our mission on all accounts.

Our Religious Education program embarked on its most ambitious and largest year yet for our children and youth. Our Director of Lifespan Faith Development, Greta Porter, offered tremendous leadership as our teachers shared in the ministry of guiding our children and youth in the ways of love, positive values, and thoughtful consideration. I was able to spend some time
with each of our RE classes this year, and it was a joy to see our young people learning together. See Greta’s report for a more detailed look at all that happened this year.

There are three things that the congregation will need to intentionally engage in the coming years if we want to be successful in fulfilling our mission and become that beacon of liberal religion in the North Hills. I am heartened to see that the congregation is already making great strides to answer each of these challenges. The challenges set forth are not distant trees holding fruit to be picked, but trees that find we have already begun climbing, some fruit in our basket, and some fruit juice on our chin as we nourish ourselves all the while.

**Challenge 1: Connect the Dots.** UUCNH is a kind, warm, and welcoming place. I hear this nearly every Sunday from first time visitors and longtime members as well. This is true, indeed! But it is not true that every person then feels connected, or that they have a “place” within our community. We have to be intentional about inviting people into the life of the church, not just making sure someone says “hello” to them on a Sunday morning. Of course, it is ultimately the responsibility of the individual to engage the life of the church. But we can all use a little help sometime, right? Our Membership Committee changed its name to the Connections Team to better fulfill this need (and to better describe the good work they are already doing). Bob Delaney has led this group in creating a path to membership and then a process whereby they can become more involved in the life of the church. Ron Smart, straddling his membership on the Connections Team and the Systemic Change Team, also led our Listening Campaign, an opportunity to deepen relationships in our congregation. We had Wonderful Wednesdays two times this year, which offered a potluck followed by a selection of RE classes. (I led Building Your Own Theology and Owning Your Religious Past and found both experiences to be a highlight of my year.) We are having an all-church 60’s Festival of Love for fellowship on June 8. We are trying to create opportunities that will allow church members to create deeper relationships among meaningful experiences.

**Challenge 2: Care Inside and Outside.** The life of our church community begins within our walls. We do a good job caring for one another. Our Lay Pastoral Ministry Team offered the church another year of compassionate companionship. Our Caring Committee met need with hot loving meals. Most importantly, our members cared for each other. I witness this constantly. To this, all I can say is keep up the good work. (And as the “always” reminder, never assume that someone is being cared for.) We started an Addictions Ministry Support Group to meet that need in our community and congregation. Our Leadership Development Team has been creating a way to support our church leaders so that our future will be full of people engaging the work of the church. Great work was done toward Universal Design and accessibility this year with our sound system improvements by the Audio Wranglers and several physical changes to our building by Buildings and Grounds. Diana Hull and Pete Lundquist as B&G this year addressed a million things most of us will never know about. But that is the way of church. There are so many people who offered time and energy to the church in ways that we might never realize. There are so many ministries all led by and supported by individuals. Some nourish our spirit, some celebrate life, some cherish our connectedness. SO just walk around thanking everyone you see next Sunday. They probably deserve it for something!

Another part of caring for our church is our financial well-being. Sybil Baumwell led a great Rummage Sale that provided funds for the church as well as great fellowship. Carol Ballance led a successful stewardship campaign this year, and we saw an increase from last year. Though, because of rising costs and numbers, we still had a difficult budgeting process requiring many cuts for committees and other church projects. In the coming year, we will need to look at our congregational attitude toward church giving and what the church wants to be.
This year our Social Action Committee split into two teams to better delineate between the two interests present in the church. Lou Bartolomucci led the Compassionate Service Team, which is dedicated to serving the local community and doing direct service work. Ron Smart led the Systemic Change Team, which is committed to changing systems that create inequity and oppression. Both of these teams will focus on creating opportunities for the congregation to become involved in this work in the coming year. The success of these two teams depends on the congregation, not on a few dedicated individuals doing work on behalf of the church. I hope you will consider getting involved when opportunities are presented.

**Challenge 3: Grow With Grace.** Our congregation passed the 200 mark threshold this year. With 50 members joining the church in the last year two years, there are a lot of new faces. As we grow, the congregation will certainly change a bit. What we will find is that with attention to grace, there is room for all of us – new and long-time members, young and old, atheist and theist, new UU and seasoned veteran. The congregation is indeed growing with grace from what I see. Here is a true story as told to me: A few longtime members are sitting around having coffee. One says, “There sure are a lot of new folks around.” The other says, “Yes. There certainly are.” Thinking his friend would be uncomfortable with the growth, the first fella says, “I don’t know. What do you think about all of this?” The second one considers it, and then says, “I think this is what we have been waiting for. We have been building this church all these years for these people that have now come to be with us.” This is growing with grace. There is no “old church/new church.” There is only “our church.”

Our congregation was accepted into the UU Central Eastern Regional Group’s Threshold Congregation Program. This program is designed to help us continue to grow with grace. As we grow in numbers, we also seek to grow spiritually, institutionally, and relationally. The partnership with the region will help us to do this.

Professionally, this has been my second year in ministry. I entered into my second of three years of Preliminary Ministerial Fellowship with the Unitarian Universalist Fellowshipping Committee. I was able to attend the Unitarian Universalist Ministers Association Center Institute for Excellence in Ministry, UU Justice General Assembly in Phoenix, a Leadership Training conference through the Gamalliel Foundation, and an OMD UU minister’s retreat on multicultural awareness. All of these offered tools which I carry with me now to serve our congregation. I have taken on a co-leadership role in our local UU minister’s cluster as we begin intentionally committing to becoming a more unified Pittsburgh cluster of UUs. I remain a leader of the newly formed North Hills Interfaith Leaders as we continue to discern a common direction.

Among losses the congregation experienced this year was the passing of two of our founding members. Congregants gathered at a service for Nancy Mooney in November, and Ginnie Hatch will have a service here at the church on July 20. It is always with such gratitude and awe that we consider those who laid our foundation.

If I have one thing to say at the close of this year, it is this: let’s keep up the good work! I do not mean that to be trite. Just the opposite. We are doing good work: the work of caring for each other, of healing our world, of building a loving religious community. I do not know what better work there is to be involved in.

With love and commitment,

Scott
Director of Lifespan Faith Development

This church year has certainly been one of growth for our congregation and along with it, our Lifespan Faith Development program. It has been exciting to see the focus on our new mission statement, the growth of our membership top 200, and activities and programs expand for all ages. None of this would have happened without the vision and leadership of our minister, Reverend Rudolph, and the dedication and commitment of so very many volunteers.

Reverend Rudolph is a tremendous support to the faith development of all ages, offering classes for adults and visiting each of our classrooms. Joyce Kepner has been a wonderful asset to the Children and Youth Faith Development Committee as chair with strong executive skills. We have grown from six to eight groupings of children and youth on Sunday mornings this year. We hosted a District Youth Conference (CON) in the fall for 60 youth and their sponsors. Wonderful Wednesdays, a new offering with a potluck dinner followed by offerings for adults and children, is sure to become a mainstay in our multi-age programming. A transformation of one of our classrooms from damp, dank, and unusable to a gorgeous space for our new Spirit Play program for kindergarten has been very inspiring.

Adult Faith Development

While not successful in maintaining an Adult Faith Development team or chair this church year, we saw a large growth in offerings and an increase in attendance in most of our ongoing programs.

Accommodating Difference in Religious Community Workshop
We began the workshop by considering how welcoming our church is to various populations in the church. Several of the participants brought rich professional and personal experiences to the conversation. We considered how to meet the needs of people with disparate needs, young and old, hearing impaired and hearing, mobile and not, learning challenged and not.

Building Your Own Theology
Reverend Rudolph and Michlena Wolf offered this opportunity for participants to explore and share their personal theologies and write credo statements.

The Righteous Mind: Why Good People Are Divided by Politics and Religion
by Jonathan Haidt
I offered this book discussion group in the fall.

Wonderful Wednesdays
We offered two sessions of Wonderful Wednesdays, featuring potluck dinners followed by a choice of programs. For the first round, Reverend Rudolph offered “Owning Your Religious Past,” Kate Daly and Andy Zadnik offered “Parents as Resident Theologians,” and Kurt Kuntz and I offered “The New UU.” Tassi Bisers orchestrated puppet making workshops for children focusing on winter holidays. The second round of Wonderful Wednesdays included opportunities to participate in the Listening Campaign facilitated by Tassi Bisers and Ron Smart, and a discussion class centered on the book, A Chosen Faith by Forrest Church and John Buerhens.

Sisters in Spirit –Michelle Broge-Connor and Rachael Smart, Coordinators
Sisters in Spirit is finishing up its second year and is going strong with close to twenty women on the roster. The group opens to new members in January and July and is focused on spiritual, intellectual, and emotional growth, as well as creating ties with other women. Each month, a different member presents a topic of their choice, resulting in a wide variety of topics and styles that are very diverse both in substance and in delivery - it is always very refreshing and engaging! The group approaches each meeting with an open mind and respectful understanding that each of us has something worthwhile to contribute.

Men’s Group – Doug Ickert and Jan Hoeter, Coordinators
Doug Ickert launched and Jan Hoeter now coordinates this group that began in May and has 25 participants. In the past year this group had 9 open forums with no fixed topic and 15 facilitated meetings with a designated topic. Topics included:

- How has Unitarian Universalism made a difference in my life?
- What does it mean to be fulfilled?
- The Spiritual Impact of our Expanded Understanding of the Universe.

CUUPS (Covenant of Unitarian Universalist Pagans) - Kristilee Williams, Coordinator
Confluence Grove (CUUPS) is completing its second year, drawing many from the congregation and the larger community. Volunteers take turns creating rituals and celebrations. This group is open to those who identify as pagan and those who would just like to learn more.

Jesus Discussion Group - Tony Palermo, Facilitator
Tony works to create a friendly, relaxed, open, and respectful setting for discussion. They began the church year with everyone's impressions of Jesus and covered the historical Jesus. Particular attention was paid to scholarly criteria for historicity as well as the limits of certainty. Discussions moved to the nature and theological purposes of the Synoptic gospels, explorations of the resurrection and gospel miracles.

PSI (Philosophical and Spiritual Insights) Group – Tony Palermo, Facilitator
Tony began in September with multiple sessions on Steven Pinker's massive tome, *The Better Angels of Our Nature*, exploring how the human race is improving morally. Topics included Nature of a Deity or Deities, Worship-Worthiness, and Belief vs. Knowing.

Sunday Meditation
A tiny group of faithful meditators gather each Sunday morning in the Memorial Garden (rain, snow, or shine) before the service.

Drum Circle – Ron and Rachael Smart, Coordinators
Drum circle meets every other month with a small core of devoted regulars to the group (who always love company!) and a steady stream of people who enjoy coming occasionally when they can (everyone is always welcome, there are drums to spare and childcare upon request!). The drum circle upheld their tradition of celebrating the Spring and Fall Equinoxes, with a dessert potluck and labyrinth during the former, and a bonfire and spiral dance during the latter. Members of the drum circle have accompanied hymns during the Sunday service a couple of times, most notably during everyone's new favorite, "Woyaya".
Children and Youth Faith Development

Summer RE
We offered religious education in June and August. Volunteers selected a social action activity for the children to learn about and participate in each Sunday. Attendance averaged less than a dozen children.

Teacher Training and Support
In September, our Religious Education volunteers for children and youth began the year with a Saturday morning teacher training focused on “Developing Faith.” In January, we had a Saturday brunch provided by the Children and Youth Faith Development Committee to allow RE volunteers to regroup after the holidays and plan for the rest of the church year. My husband and I enjoy hosting a barbecue at the end of the year for volunteers.

RE Pageant
The Christmas pageant fell on the Sunday just after the Newtown, Ct. school shootings. Reverend Rudolph did a skillful job of lifting up the tragedy, reminding us of the preciousness of life and offering support without alarming the young people. The pageant was a portrayal of the traditional Christmas story and Jesus’s birth, Unitarian Universalist style.

Stewardship Sunday Open House
Our volunteers worked hard on posters and displays to show coffee hour visitors the magic that happens in our classrooms on Sunday morning.

Sunday Morning RE
We had an average of 45 children and youth present in our Sunday morning religious education classes, up from 40 last year. Our roster has 140 children on it, up from 107 at the end of last year. While this reflects real growth, some of this is due to visitors who registered their children but did not stick with us. Projections for next year have a roster beginning with 115 children and youth.

Nursery
Attentive care is given to our babies and toddlers during the service.
Volunteers: Carol and John Ballance, Kate Daly, Sandy Faulkner, Carmen Maria-Navarro, Patrice Noel (coordinator), Rebecca Rudolph, Lisa Schroth, Peggy Trevanion

Preschool
Curriculum: Celebrating Me and My World
Children learned what it is to be part of a church as they enjoyed stories, arts and crafts, music, and sharing together.
Volunteers: Michelle Broge-Connor, Jill Mockenhaupt, Cindy Muders (coordinator), Paul Muders, Rebecca Rudolph, Lisa Schroth, Michelena Wolf

Kindergarten
Curriculum: Spirit Play
This Montessori method of offering Unitarian Universalist religious education was brand-new to our church and so successful we will offer it in the 1st and 2nd grade as well next year. Six of us attended a full day Saturday training in June. Pete Lundquist, Diana Hull, John Brobst, John Ritzert and many more worked to transform the classroom and adjoining bathroom from unusable to a beautiful, clean, and serene space. Our craft group helped to pay for the
remodeling. Our trained teachers held a parent-child orientation at the beginning of the year and imaginatively developed story baskets throughout the year.

Volunteers: Mary Kay Hobbs, Diane Robertson, Rachael Smart (coordinator), Allyson Zadnik, Andy Zadnik

Grades 1 & 2
Curriculum: *Moral Tales*, UUA Tapestry of Faith
Children began each session sharing their “gems of goodness,” relating how they had been helpful or kind during the week. Ethics-based stories helped children discern right from wrong.

Volunteers: Bill McAdams, Sara Jones, Jeff Jones, Melissa Nelson, Don Nelson, Victorria Wytcherly

Grades 3 & 4
Curriculum: *Windows and Mirrors*, UUA Tapestry of Faith
Children learned to articulate their own experiences while seeking out and valuing those of others. Ongoing, individual art projects used the metaphor of windows and mirrors in religious exploration.

Volunteers: Robyn Carmen (coordinator), Christina Newhill, Joanna Newlin, Alissa Smith

Grades 5&6
Curriculum: *Amazing Grace*, UUA Tapestry of Faith
This ethics-focused program offered old wisdom in fresh form with imaginative and engaging activities that let children grapple with challenging ethical issues using Unitarian Universalist principles as a resource.

Volunteers: Margaret Coyne, David Madjaric, Tony Palermo, Jim Pillar (coordinator)

Grades 7&8
Curriculum: *Compass Points*
This small group of youth had conversations about life’s big questions while learning about Unitarian Universalist history, polity and theology.

Volunteers: Stacy Conlin (coordinator), Mike Gorka, Krishna Pendyala

High School Youth Group
Curriculum: *Virtue Ethics*, UUA Tapestry of Faith
The youth group began the year last summer with a kick-off bonfire at youth advisor Rick Conlin’s home. Through the year, youth had conversations about ethics, put on a few open mic nights that drew members of the congregation and youth from the area, and enjoyed district Youth Adult Conferences (CONs). They also cooked and served a dinner at Pleasant Valley Men’s Shelter.

Volunteers: Rick Conlin, Bill Palowitch, Karen Wood, and Joyce Kepner who stepped in mid-year to help

OWL (*Our Whole Lives* Sexuality Education)
We offered three *OWL* programs on Sunday Evenings. This comprehensive sexuality education program helps participants to clarify their values, build interpersonal skills and understand the spiritual, emotional and social aspects of sexuality. completed our 5th and 6th grade *OWL*, 7 are completing our 7th and 8th grade *OWL* and 8 completed our High School *OWL* program. Participants included several from outside our church community making this an important outreach ministry.
Facilitators: 5th and 6th Grades – Greg Jarold and Pam Weaver, 7th and 8th Grades – Ron Smart and Amy Wilks, High School – Jim Noel and Greta Porter

District Trainings
Ron Smart attended a full weekend program, the Religious Education Administration Renaissance Module. Youth Group member Melody MacFarland and I attended the full weekend training, Fundamentals of a Healthy Youth Group.

Professional Development and Activities
I attended the Justice General Assembly in Phoenix, AZ with a focus on immigration and justice issues and the Doctrine of Discovery. I attended the Liberal Religious Educators Association (LREDA) Fall Conference in Williamsburg, VA. There, I attended the Adult Faith Development Renaissance Module (intensive training for religious educators). I attended an Ohio Meadville District LREDA chapter retreat with training on Pastoral Care. Rev. Rudolph and I attended a training on multiculturalism at a retreat that took place before the District Assembly meeting.

I am a Good Officer for the Ohio Meadville District LREDA Chapter and have served a second year as the chapter president. I have just agreed to serve on the Continental LREDA Committee on Mentoring, a four year commitment. I am serving as a mentor for a religious educator working to become credentialed at the associate level in the UUA Religious Education Credentialing Program. I am also delighted to serve as a mentor to the new DRE of the South Hills Church, at her request.

In Closing
I continue to be awed by and grateful for the commitment of our volunteers and the support of our minister in creating our vibrant faith development program for the lifespan. I am looking forward to the next church year most especially because we will be part of the Threshold Congregation program that will provide us with resources and attention from the Central Regional Group of the Unitarian Universalist Association.

Respectfully submitted,

Greta Porter
Finance Committee

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

For our current fiscal year, we are doing well and should finish the year with a balanced budget. The revenue from pledges and friends is coming in just about as budgeted. On the expense side, we are significantly over budget for maintenance, and for snow removal and mowing. The maintenance overage is due to a lightning strike and other unexpected maintenance items. The snow removal overage is because of an above average number of days that snow fell, even though the total snowfall was not that large. We must still have a crew in to clear and salt, even for a small snowfall. The other expenses are in line with the budget or lower, and any differences are the result of the timing of payments. A summarized statement comparing the nine months ending March 31, 2013 and 2012 is on the following page.

The Committee also oversees the church Endowment investment account. This is an account established with a gift from the estate of a long time church member. The church bylaws provide that the dividends and interest earned can be used to help fund the operating budget on an annual basis. To spend any of the balance of the account requires a two thirds vote of the congregation. The balance of the account at March 31, 2013 is $221,236, which is a 9.1% increase over the balance of $202,715 at March 31, 2012.

The end of this fiscal year marks the end of Sue Duda’s three year commitment as our volunteer Treasurer. It is a big job and the committee extends a hearty thank you to Sue for doing it.

We had expected to have to hire a paid Treasurer as Sue’s replacement, but Lindsay Scott has stepped forward and volunteered to take on the responsibility. So, a big “thanks in advance” to Lindsay, too!

Submitted by the Finance Committee
Sue Duda (Treasurer), Mary Ellen Johnson, John Brobst, Lindsay Scott
Dennis Doubleday, Chair
Treasurer's Report

Unitarian Universalist Church of the North Hills
Statement of Revenues Collected and Disbursements
Ten months ended April 30, 2013 and 2012

<table>
<thead>
<tr>
<th></th>
<th>April 2013</th>
<th>Apr. 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges, Friends and plate</td>
<td>$ 212,178</td>
<td>$ 200,593</td>
</tr>
<tr>
<td>Church Use, investment, and other revenue</td>
<td>$ 27,858</td>
<td>$ 29,792</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$ 240,036</td>
<td>$ 230,384</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONTRACT SERVICES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(includes compensation, benefits, taxes and expenses)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minister</td>
<td>$ 69,254</td>
<td>$ 70,392</td>
</tr>
<tr>
<td>Director of Religious Education</td>
<td>$ 40,375</td>
<td>$ 40,637</td>
</tr>
<tr>
<td>Music Director</td>
<td>$ 4,934</td>
<td>$ 4,934</td>
</tr>
<tr>
<td><strong>Total Contract Services</strong></td>
<td>$ 114,562</td>
<td>$ 115,963</td>
</tr>
<tr>
<td>FIXED COSTS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Utilities</td>
<td>$ 13,041</td>
<td>$ 16,083</td>
</tr>
<tr>
<td>Maintenance</td>
<td>$ 19,796</td>
<td>$ 11,667</td>
</tr>
<tr>
<td>Snow removal and lawn mowing</td>
<td>$ 11,843</td>
<td>$ 8,333</td>
</tr>
<tr>
<td>Custodial and supplies</td>
<td>$ 6,656</td>
<td>$ 7,167</td>
</tr>
<tr>
<td>interest, taxes, insurance</td>
<td>$ 15,330</td>
<td>$ 12,349</td>
</tr>
<tr>
<td>UUA and OMD dues</td>
<td>$ 13,363</td>
<td>$ 11,205</td>
</tr>
<tr>
<td><strong>Total Fixed Costs</strong></td>
<td>$ 80,028</td>
<td>$ 66,804</td>
</tr>
<tr>
<td>CHURCH OPERATIONS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone, copying, computer, supplies</td>
<td>$ 10,909</td>
<td>$ 10,067</td>
</tr>
<tr>
<td>Administration assistant</td>
<td>$ 14,869</td>
<td>$ 14,546</td>
</tr>
<tr>
<td><strong>Total Church Operations</strong></td>
<td>$ 25,778</td>
<td>$ 24,613</td>
</tr>
<tr>
<td>DISCRETIONARY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religious Education (youth and adult)</td>
<td>$ 1,664</td>
<td>$ 3,583</td>
</tr>
<tr>
<td>Music and arts</td>
<td>$ 1,722</td>
<td>$ 3,958</td>
</tr>
<tr>
<td>Committees and social activities</td>
<td>$ 12,893</td>
<td>$ 14,542</td>
</tr>
<tr>
<td><strong>Total Discretionary</strong></td>
<td>$ 16,279</td>
<td>$ 22,083</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$ 236,647</td>
<td>$ 229,463</td>
</tr>
<tr>
<td><strong>EXCESS OF REVENUES OVER EXPENSES</strong></td>
<td>$ 3,389</td>
<td>$ 922</td>
</tr>
</tbody>
</table>
Proposed Budget

UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

Amounts Needed for June 30, 2014

<table>
<thead>
<tr>
<th></th>
<th>6/30/10</th>
<th>6/30/10</th>
<th>6/30/11</th>
<th>6/30/11</th>
<th>6/30/12</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges, friends and plate</td>
<td>189,850</td>
<td>190,108</td>
<td>208,633</td>
<td>213,700</td>
<td>238,602</td>
<td>221,310</td>
<td>237,146</td>
<td>242,200</td>
<td></td>
<td>84%</td>
</tr>
<tr>
<td>Church use and other revenue</td>
<td>35,507</td>
<td>34,210</td>
<td>35,042</td>
<td>41,795</td>
<td>39,369</td>
<td>35,820</td>
<td>39,315</td>
<td>46,972</td>
<td></td>
<td>16%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>225,357</td>
<td>224,318</td>
<td>243,675</td>
<td>255,495</td>
<td>277,971</td>
<td>257,130</td>
<td>276,461</td>
<td>289,172</td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONTRACT SERVICES</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minister</td>
<td>69,876</td>
<td>70,583</td>
<td>79,277</td>
<td>79,000</td>
<td>90,445</td>
<td>85,915</td>
<td>84,700</td>
<td>88,520</td>
<td></td>
<td>31%</td>
</tr>
<tr>
<td>Director of Religious Education</td>
<td>39,027</td>
<td>39,030</td>
<td>43,074</td>
<td>43,075</td>
<td>43,073</td>
<td>43,075</td>
<td>45,164</td>
<td>46,744</td>
<td></td>
<td>16%</td>
</tr>
<tr>
<td>Music Director</td>
<td>4,500</td>
<td>4,500</td>
<td>5,383</td>
<td>5,000</td>
<td>5,383</td>
<td>5,385</td>
<td>5,921</td>
<td>6,129</td>
<td></td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total Contract Services</strong></td>
<td>113,403</td>
<td>114,113</td>
<td>127,734</td>
<td>127,075</td>
<td>138,901</td>
<td>129,375</td>
<td>135,555</td>
<td>141,393</td>
<td></td>
<td>49%</td>
</tr>
<tr>
<td>FIXED COSTS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building operations</td>
<td>47,172</td>
<td>50,600</td>
<td>40,572</td>
<td>49,200</td>
<td>51,773</td>
<td>43,075</td>
<td>43,075</td>
<td>45,164</td>
<td>46,744</td>
<td>17%</td>
</tr>
<tr>
<td>Interest, taxes and insurance</td>
<td>13,466</td>
<td>13,700</td>
<td>14,220</td>
<td>13,600</td>
<td>17,101</td>
<td>14,520</td>
<td>14,819</td>
<td>18,805</td>
<td></td>
<td>7%</td>
</tr>
<tr>
<td>UUA and OMD dues</td>
<td>14,322</td>
<td>5,400</td>
<td>12,168</td>
<td>12,090</td>
<td>12,480</td>
<td>12,480</td>
<td>13,446</td>
<td>15,687</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total Fixed Costs</strong></td>
<td>74,960</td>
<td>69,700</td>
<td>66,960</td>
<td>74,890</td>
<td>81,354</td>
<td>72,800</td>
<td>80,165</td>
<td>84,892</td>
<td></td>
<td>29%</td>
</tr>
<tr>
<td>CHURCH OPERATIONS</td>
<td>19,564</td>
<td>21,130</td>
<td>23,596</td>
<td>25,655</td>
<td>24,945</td>
<td>26,855</td>
<td>29,535</td>
<td>33,027</td>
<td></td>
<td>11%</td>
</tr>
<tr>
<td>DISCRETIONARY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religious education (youth &amp; adult)</td>
<td>10,939</td>
<td>10,200</td>
<td>8,897</td>
<td>11,750</td>
<td>10,565</td>
<td>12,200</td>
<td>17,150</td>
<td>14,300</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>Music and arts</td>
<td>4,445</td>
<td>4,325</td>
<td>4,044</td>
<td>4,325</td>
<td>1,817</td>
<td>3,700</td>
<td>4,750</td>
<td>6,350</td>
<td></td>
<td>2%</td>
</tr>
<tr>
<td>Committees and social activities</td>
<td>2,502</td>
<td>4,850</td>
<td>11,483</td>
<td>11,800</td>
<td>9,541</td>
<td>7,200</td>
<td>9,306</td>
<td>9,210</td>
<td></td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total Discretionary</strong></td>
<td>17,886</td>
<td>19,375</td>
<td>22,424</td>
<td>27,875</td>
<td>21,923</td>
<td>23,100</td>
<td>31,206</td>
<td>29,860</td>
<td></td>
<td>10%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>225,813</td>
<td>224,318</td>
<td>240,714</td>
<td>255,495</td>
<td>267,123</td>
<td>257,130</td>
<td>276,461</td>
<td>289,172</td>
<td></td>
<td>99%</td>
</tr>
<tr>
<td><strong>EXCESS OF REVENUES OVER EXPENSES</strong></td>
<td>(456)</td>
<td>0</td>
<td>2,961</td>
<td>0</td>
<td>10,848</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Actual 6/30/10</td>
<td>Budget 6/30/10</td>
<td>Actual 6/30/11</td>
<td>Budget 6/30/11</td>
<td>Actual 6/30/12</td>
<td>Budget 6/30/12</td>
<td>Actual 6/30/13</td>
<td>Budget 6/30/13</td>
<td>Budget 6/30/14</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td></td>
</tr>
<tr>
<td><strong>REVENUES</strong></td>
<td>225,357</td>
<td>224,318</td>
<td>243,675</td>
<td>255,495</td>
<td>277,971</td>
<td>257,130</td>
<td>276,461</td>
<td>289,172</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>DISBURSEMENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed costs</td>
<td>74,960</td>
<td>69,700</td>
<td>66,960</td>
<td>74,890</td>
<td>81,354</td>
<td>72,800</td>
<td>80,165</td>
<td>84,892</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract services</td>
<td>113,403</td>
<td>114,113</td>
<td>127,734</td>
<td>127,075</td>
<td>138,901</td>
<td>134,375</td>
<td>135,555</td>
<td>141,393</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Church operations</td>
<td>19,564</td>
<td>21,130</td>
<td>23,596</td>
<td>25,655</td>
<td>24,945</td>
<td>26,855</td>
<td>29,535</td>
<td>33,027</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discretionary</td>
<td>17,886</td>
<td>19,375</td>
<td>22,424</td>
<td>27,875</td>
<td>21,923</td>
<td>23,100</td>
<td>31,206</td>
<td>29,860</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>EXCESS (DEFICIT)</strong></td>
<td>-456</td>
<td>0</td>
<td>2,961</td>
<td>0</td>
<td>10,848</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Schedules of Revenues Collected

**Years Ended June 30, 2010, 2011 and 2012**

**Amounts Needed for June 30, 2014**

<table>
<thead>
<tr>
<th>REVENUES COLLECTED</th>
<th>Actual 6/30/10</th>
<th>Budget 6/30/10</th>
<th>Actual 6/30/11</th>
<th>Budget 6/30/11</th>
<th>Actual 6/30/12</th>
<th>Budget 6/30/12</th>
<th>Actual 6/30/13</th>
<th>Budget 6/30/13</th>
<th>Budget 6/30/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Church Use</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bellwood</td>
<td>8,110</td>
<td>8,110</td>
<td>8,160</td>
<td>8,520</td>
<td>8,110</td>
<td>8,520</td>
<td>8,500</td>
<td>8,500</td>
<td>8,500</td>
</tr>
<tr>
<td>Other</td>
<td>3,584</td>
<td>1,000</td>
<td>4,815</td>
<td>3,000</td>
<td>4,798</td>
<td>4,500</td>
<td>4,000</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Copy machine use</td>
<td>566</td>
<td>600</td>
<td>1,647</td>
<td>600</td>
<td>463</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,200</td>
</tr>
<tr>
<td>House rent</td>
<td>10,250</td>
<td>10,200</td>
<td>10,203</td>
<td>10,200</td>
<td>10,200</td>
<td>10,200</td>
<td>10,200</td>
<td>10,200</td>
<td>10,200</td>
</tr>
<tr>
<td><strong>Investment income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest</td>
<td>444</td>
<td>800</td>
<td>92</td>
<td>400</td>
<td>55</td>
<td>200</td>
<td>50</td>
<td>57</td>
<td></td>
</tr>
<tr>
<td>Dividends/Other</td>
<td>474</td>
<td>4,000</td>
<td>515</td>
<td>4,000</td>
<td>4,300</td>
<td>6,500</td>
<td>7,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund raisers</td>
<td>3,000</td>
<td>2,122</td>
<td>3,000</td>
<td>7,872</td>
<td>2,000</td>
<td></td>
<td>4,400</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coffee hour and special events</td>
<td>195</td>
<td>0</td>
<td>25</td>
<td>0</td>
<td>-229</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>RE Income</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>25</td>
</tr>
<tr>
<td>Designated amounts</td>
<td>3,875</td>
<td>2,500</td>
<td>2,500</td>
<td>3,565</td>
<td>0</td>
<td>3,565</td>
<td>3,565</td>
<td>3,565</td>
<td>3,565</td>
</tr>
<tr>
<td>Grocery coupons</td>
<td>4,688</td>
<td>4,500</td>
<td>4,963</td>
<td>5,000</td>
<td>4,510</td>
<td>5,000</td>
<td>5,500</td>
<td>4,500</td>
<td>4,500</td>
</tr>
<tr>
<td>Excess funds from 08/09</td>
<td>3,221</td>
<td>2,000</td>
<td>4,575</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3,050</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>35,507</td>
<td>34,210</td>
<td>35,042</td>
<td>41,795</td>
<td>39,369</td>
<td>35,820</td>
<td>39,315</td>
<td>46,972</td>
<td></td>
</tr>
</tbody>
</table>

**Pledges**

| Current year        | 174,148        | 169,100        | 188,910        | 195,700        | 213,434        | 202,825        | 217,146        | 224,200        |
| Friends             | 10,318         | 12,000         | 19,723         | 10,000         | 25,168         | 10,485         | 10,000         | 12,000         |
| New pledges         | 2,000          | 2,000          | 2,000          | 4,000          |                |                |                |                |
| Plate               | 5,384          | 7,008          | 6,000          | 6,000          | 6,000          | 6,000          | 6,000          | 6,000          |
| **Total**           | 189,850        | 190,108        | 208,633        | 213,700        | 238,602        | 221,310        | 237,146        | 242,200        |

**Total**

|                | 225,357        | 224,318        | 243,675        | 255,495        | 277,971        | 257,130        | 276,461        | 289,172        |

**Gross Pledge Revenue**

|                | 178,000        | 206,000        | 213,500        | 228,727        | 236,000        |

**Collection Rate**

|                | 95%            | 95%            | 95%            | 95%            | 95%            |


**Gross Pledge Revenue**

**Collection Rate**

|                | 178,000        | 206,000        | 213,500        | 228,727        | 236,000        |

**Collection Rate**

|                | 95%            | 95%            | 95%            | 95%            | 95%            |
## SCHEDULES OF DISBURSEMENTS


### Amounts Needed for June 30, 2014

<table>
<thead>
<tr>
<th></th>
<th>6/30/10 Actual</th>
<th>6/30/10 Budget</th>
<th>6/30/11 Actual</th>
<th>6/30/11 Budget</th>
<th>6/30/12 Actual</th>
<th>6/30/12 Budget</th>
<th>6/30/13 Actual</th>
<th>6/30/13 Budget</th>
<th>6/30/14 Actual</th>
</tr>
</thead>
</table>

### FIXED COSTS

**Mortgages & other**
- Member loans: 2,750
- Children's memorial fund: 1,831
- Life insurance: 888
- Other: 155

**Building Operations**
- Custodian: 6,720
- Household items: 984
- Maintenance: 10,864
- Kitchen: 11,720
- Snow removal/lawn mowing: 11,720
- Utilities
  - Electric: 6,695
  - Gas: 7,089
  - Garbage collection: 1,440
  - Sewer: 656
  - Water: 1,004

**Denominational affairs**
- UUA: 10,416
- O-M District: 3,906

**TOTAL FIXED COSTS**
- 74,960

### Reported Membership Number
- 167

### UUA APF amount per member
- 56

### O-M Dues amount per member
- 21

### Total fair share
- 12,859

### Percentage to be paid
- 42%


- 13,466
- 14,220
- 17,101
- 14,520
- 18,805

- 74,960
- 69,700
- 66,960
- 74,890
- 81,354
- 72,800
- 80,165
- 84,892

- 12,859
- 12,089
- 12,480
- 13,446
- 15,687

- 5,401
- 12,089
- 12,480
- 13,446
- 15,687
### SCHEDULES OF DISBURSEMENTS

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**


**Amounts Needed for June 30, 2014**

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
<th>Actual</th>
<th>Budget</th>
<th>Actual</th>
<th>Budget</th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6/30/10</td>
<td>6/30/10</td>
<td>6/30/11</td>
<td>6/30/11</td>
<td>6/30/12</td>
<td>6/30/12</td>
<td>6/30/13</td>
<td>6/30/14</td>
</tr>
<tr>
<td><strong>CONTRACT SERVICES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Minister’s Package</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary and housing</td>
<td>56,833</td>
<td>70,583</td>
<td>62,508</td>
<td>62,000</td>
<td>62,016</td>
<td>60,705</td>
<td>61,905</td>
<td>65,296</td>
</tr>
<tr>
<td>SSI Contribution</td>
<td>4,348</td>
<td>4,782</td>
<td>4,743</td>
<td>4,744</td>
<td>4,639</td>
<td>4,736</td>
<td>4,995</td>
<td></td>
</tr>
<tr>
<td>Benefits - health, disability, pension</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability/Life</td>
<td>668</td>
<td>335</td>
<td>426</td>
<td>465</td>
<td>500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health</td>
<td>5,225</td>
<td>5,089</td>
<td>5,700</td>
<td>5,700</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>7,342</td>
<td>8,075</td>
<td>8,009</td>
<td>6,819</td>
<td>6,648</td>
<td>6,664</td>
<td>7,029</td>
<td></td>
</tr>
<tr>
<td>Professional expenses</td>
<td>1,353</td>
<td>3,912</td>
<td>3,580</td>
<td>5,848</td>
<td>3,408</td>
<td>5,000</td>
<td>5,000</td>
<td></td>
</tr>
<tr>
<td>Transportation/Relocation</td>
<td>5,458</td>
<td>5,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>69,876</td>
<td>70,583</td>
<td>79,277</td>
<td>79,000</td>
<td>90,445</td>
<td>85,915</td>
<td>84,470</td>
<td>88,520</td>
</tr>
<tr>
<td><strong>Director of Religious Education</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director - salary</td>
<td>32,618</td>
<td>32,620</td>
<td>36,000</td>
<td>36,000</td>
<td>36,561</td>
<td>36,560</td>
<td>38,388</td>
<td>39,732</td>
</tr>
<tr>
<td>Pension</td>
<td>3,914</td>
<td>3,915</td>
<td>4,320</td>
<td>4,321</td>
<td>3,715</td>
<td>3,716</td>
<td>3,839</td>
<td>3,973</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>2,495</td>
<td>2,495</td>
<td>2,754</td>
<td>2,754</td>
<td>2,797</td>
<td>2,799</td>
<td>2,937</td>
<td>3,039</td>
</tr>
<tr>
<td></td>
<td>39,027</td>
<td>39,030</td>
<td>43,074</td>
<td>43,075</td>
<td>43,073</td>
<td>43,075</td>
<td>45,164</td>
<td>46,744</td>
</tr>
<tr>
<td><strong>Music Director</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director - salary</td>
<td>4,500</td>
<td>4,500</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>5,500</td>
<td>5,693</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>383</td>
<td>383</td>
<td>385</td>
<td>421</td>
<td>436</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4,500</td>
<td>4,500</td>
<td>5,383</td>
<td>5,000</td>
<td>5,383</td>
<td>5,385</td>
<td>5,921</td>
<td>6,129</td>
</tr>
<tr>
<td><strong>TOTAL CONTRACT SERVICES</strong></td>
<td>113,403</td>
<td>114,113</td>
<td>127,734</td>
<td>127,075</td>
<td>138,901</td>
<td>134,375</td>
<td>135,555</td>
<td>141,393</td>
</tr>
<tr>
<td></td>
<td>Actual 6/30/10</td>
<td>Budget 6/30/10</td>
<td>Actual 6/30/11</td>
<td>Budget 6/30/11</td>
<td>Actual 6/30/12</td>
<td>Budget 6/30/12</td>
<td>Actual 6/30/13</td>
<td>Budget 6/30/13</td>
</tr>
<tr>
<td>------------------------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
</tr>
<tr>
<td><strong>COSTS TO KEEP CHURCH OPERATING</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Office</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone / Internet</td>
<td>2,628</td>
<td>2,700</td>
<td>2,678</td>
<td>2,800</td>
<td>3,122</td>
<td>3,000</td>
<td>3,600</td>
<td>3,600</td>
</tr>
<tr>
<td>Postage</td>
<td>1,469</td>
<td>1,400</td>
<td>1,261</td>
<td>1,400</td>
<td>1,459</td>
<td>1,400</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>Supplies</td>
<td>1,749</td>
<td>2,000</td>
<td>2,580</td>
<td>2,000</td>
<td>2,371</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Repairs and contingencies</td>
<td>190</td>
<td>1,000</td>
<td>1,234</td>
<td>500</td>
<td>1,064</td>
<td>1,000</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Computer</td>
<td>654</td>
<td>1,000</td>
<td>1,030</td>
<td>1,000</td>
<td>1,398</td>
<td>1,000</td>
<td>1,980</td>
<td>2,000</td>
</tr>
<tr>
<td>Copy machine</td>
<td>2,228</td>
<td>2,000</td>
<td>2,583</td>
<td>2,000</td>
<td>2,441</td>
<td>2,500</td>
<td>2,500</td>
<td>3,000</td>
</tr>
<tr>
<td></td>
<td>8,918</td>
<td>10,100</td>
<td>11,366</td>
<td>9,700</td>
<td>11,855</td>
<td>10,900</td>
<td>12,080</td>
<td>13,000</td>
</tr>
<tr>
<td><strong>Office Payroll</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretarial</td>
<td>8,683</td>
<td>9,020</td>
<td>11,361</td>
<td>14,820</td>
<td>12,158</td>
<td>14,820</td>
<td>16,213</td>
<td>17,023</td>
</tr>
<tr>
<td>Taxes and benefits</td>
<td>663</td>
<td>690</td>
<td>869</td>
<td>1,135</td>
<td>932</td>
<td>1,135</td>
<td>1,242</td>
<td>1,302</td>
</tr>
<tr>
<td>Pension</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>1,320</td>
<td>1,320</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>10,646</td>
<td>11,030</td>
<td>12,230</td>
<td>15,955</td>
<td>13,090</td>
<td>15,955</td>
<td>17,455</td>
<td>20,027</td>
</tr>
<tr>
<td><strong>TOTAL CHURCH OPERATIONS</strong></td>
<td>19,564</td>
<td>21,130</td>
<td>23,596</td>
<td>25,655</td>
<td>24,945</td>
<td>26,855</td>
<td>29,535</td>
<td>33,027</td>
</tr>
</tbody>
</table>
## Schedules of Disbursements - continued

### Years Ended June 30, 2010, 2011 and 2012

### Amounts Needed for June 30, 2014

<table>
<thead>
<tr>
<th>DISBURSEMENTS</th>
<th>6/30/10</th>
<th>6/30/11</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DISCRETIONARY FUNDS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult programming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday services</td>
<td>3,363</td>
<td>3,000</td>
<td>1,835</td>
<td>3,016</td>
<td>3,500</td>
</tr>
<tr>
<td>Audio Equipment and supplies</td>
<td>396</td>
<td>300</td>
<td>488</td>
<td>160</td>
<td>400</td>
</tr>
<tr>
<td>Systemic Change Team</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Action</td>
<td>26</td>
<td>0</td>
<td>251</td>
<td>700</td>
<td>855</td>
</tr>
<tr>
<td><strong>Religious education</strong></td>
<td>3,985</td>
<td>3,300</td>
<td>2,574</td>
<td>4,450</td>
<td>4,031</td>
</tr>
<tr>
<td>Meetings and professional expenses</td>
<td>3,000</td>
<td>2,933</td>
<td>3,000</td>
<td>3,437</td>
<td>3,600</td>
</tr>
<tr>
<td>Adult education - Materials</td>
<td>81</td>
<td>176</td>
<td>300</td>
<td>156</td>
<td>300</td>
</tr>
<tr>
<td>Adult education - Training and Speakers</td>
<td>200</td>
<td>295</td>
<td>300</td>
<td>240</td>
<td>300</td>
</tr>
<tr>
<td>Training</td>
<td>800</td>
<td>600</td>
<td>420</td>
<td>675</td>
<td>600</td>
</tr>
<tr>
<td>Other/Meetings/Holidays/Special Events</td>
<td>130</td>
<td>600</td>
<td>456</td>
<td>409</td>
<td>400</td>
</tr>
<tr>
<td>Background checks</td>
<td>142</td>
<td>200</td>
<td>114</td>
<td>158</td>
<td>200</td>
</tr>
<tr>
<td>Curriculum &amp; supplies</td>
<td>1,722</td>
<td>1,200</td>
<td>1,150</td>
<td>1,200</td>
<td>1,200</td>
</tr>
<tr>
<td>Crib room</td>
<td>674</td>
<td>800</td>
<td>831</td>
<td>800</td>
<td>281</td>
</tr>
<tr>
<td>Youth group</td>
<td>171</td>
<td>100</td>
<td>102</td>
<td>100</td>
<td>101</td>
</tr>
<tr>
<td>Summer Camp</td>
<td>234</td>
<td>(154)</td>
<td>(89)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Other/Meetings/Holidays/Special Events</strong></td>
<td>6,954</td>
<td>6,900</td>
<td>6,323</td>
<td>7,300</td>
<td>6,534</td>
</tr>
<tr>
<td>Membership</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publicity / Marketing</td>
<td>318</td>
<td>1,500</td>
<td>213</td>
<td>800</td>
<td>217</td>
</tr>
<tr>
<td>Web-based software/website content</td>
<td>760</td>
<td>750</td>
<td>500</td>
<td>800</td>
<td>547</td>
</tr>
<tr>
<td>Materials, Social &amp; pamphlets</td>
<td>236</td>
<td>600</td>
<td>291</td>
<td>300</td>
<td>143</td>
</tr>
<tr>
<td>Caring, supplies, etc. / care givers</td>
<td>100</td>
<td>0</td>
<td>300</td>
<td>400</td>
<td>300</td>
</tr>
<tr>
<td><strong>Music/Arts</strong></td>
<td>1,314</td>
<td>2,950</td>
<td>1,004</td>
<td>2,200</td>
<td>907</td>
</tr>
<tr>
<td>Pianist (FY 2003)</td>
<td>4,100</td>
<td>3,500</td>
<td>1,350</td>
<td>3,500</td>
<td>1,250</td>
</tr>
<tr>
<td>Music, instruments &amp; other</td>
<td>345</td>
<td>425</td>
<td>397</td>
<td>425</td>
<td>432</td>
</tr>
<tr>
<td>Piano tuning</td>
<td>400</td>
<td>297</td>
<td>400</td>
<td>135</td>
<td>300</td>
</tr>
<tr>
<td><strong>Music/Arts</strong></td>
<td>4,445</td>
<td>4,325</td>
<td>2,044</td>
<td>4,325</td>
<td>1,817</td>
</tr>
<tr>
<td>Social activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coffee hour &amp; children refreshment</td>
<td>(23)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hospitality / Church dinners</td>
<td>174</td>
<td>100</td>
<td>166</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Fund raising / Arts Festival</td>
<td>135</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Social activities</strong></td>
<td>309</td>
<td>100</td>
<td>166</td>
<td>100</td>
<td>(23)</td>
</tr>
<tr>
<td>Other committees / Board</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stewardship</td>
<td>1,000</td>
<td>1,059</td>
<td>1,200</td>
<td>2,046</td>
<td>2,500</td>
</tr>
<tr>
<td>Ministerial search/Ordination</td>
<td>7,806</td>
<td>8,000</td>
<td>1,216</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Child Care (other than Sunday Mornings)</td>
<td>478</td>
<td>300</td>
<td>891</td>
<td>300</td>
<td>842</td>
</tr>
<tr>
<td>Anniversary Celebrations</td>
<td>4,189</td>
<td>2,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Minister's discretionary fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Assembly</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>District Annual Meeting</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board expenses / Consultant/Other</td>
<td>401</td>
<td>500</td>
<td>245</td>
<td>0</td>
<td>364</td>
</tr>
<tr>
<td>Leadership Development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared ministry</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UU Pittsburgh Cluster Activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building maintenance reserve</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contingency / Miscellaneous</td>
<td>312</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL DISCRETIONARY</strong></td>
<td>17,886</td>
<td>19,375</td>
<td>22,424</td>
<td>27,875</td>
<td>21,923</td>
</tr>
</tbody>
</table>
Building and Grounds Committee

This was a year of restoration stewardship. For many years we have had to defer much needed renewal projects, and this year we able to get to some of them, thanks to the many hands that helped. There are several more projects looming, some of them quite substantial both in planning and in cost.

The biggest project this year was the restoration of the Spirit Room and the silo bathroom. Both silos and the first floor silo room were unusable with a damp, moldy smell. We were able to mitigate the moisture in this room, and we realized that this could be the new classroom for R.E.’s new Spirit Play program. The Craft Group partnered with B&G to make this happen; and volunteers rebuilt the lights, patched and painted, washed down the wooden walls, removed the moldy carpet and more. A beautiful part of our church history was restored and a very successful new R.E. Program for our kindergarten kids now has a home. We were blessed, once again, by the Craft Group... it could not have happened without their support.

Two other big restoration projects were completed by leveraging B&G volunteers and outside help: rebuilding the front porch on the little house; and unifying our old fire alarm system into the new one.

We covered the following two big expenses this year: patching and sealing the driveway (it needs replacement but we have to keep it going until then); and replacing the two roofs, one on the little house and one on Bellwood.

Much of B&G isn’t very glamorous, but it is rewarding. Think of all the things you never think about; volunteers have worked hard to keep it that way (not just B&G). We replaced over 1,500 light bulbs (okay, maybe not but it feels that way), light ballasts, dogging latches on the doors (just ask), foggy windows in the west room, air filters and fan guards on the HVAC systems, plumbing valves and drain pipes.

We repaired dumpster doors, had dead trees removed, made new built in shelving for the Craft Group, put aluminum soffit panels where needed around the church, rebuilt the hall coat rack for improved access, worked on the heating hot water loop, repaired the stucco on the south wall, repaired the lift, repaired ceilings in the little house (remember the roof?), rebuilt the louvered doors in the first floor RE classroom known as the Peace Room, recovered the phone and electrical systems after a lighting strike, and spent yet another day on the roof over the east room, finally finding and fixing the last leak (for now) that has vexed us for over a year... high five!

Recently, we worked with Audio Wranglers to install the sound system—pulling wires, building framing structures to hold the speakers, refurbishing the sound room itself. The coolest part of the project was climbing around inside the west room ceiling on the trusses; most of us had never done anything quite like that before. (Actually the very best part was the fellowship with the each other.)

The work party in the fall was a terrific event, with more than 20 folks coming in to work on the many needs of the church and share stories, to laugh, to eat (big reason to come) and here and there get some work done... like cleaning all the windows, vacuuming and spot cleaning all the chairs, cleaning up the area outside by the kitchen and adding fresh stone, cleaning the
dumpster area, cleaning the smoke alarms, cleaning up outside to prepare for winter, and so much more. A wonderful day; it is always special fellowship.

Finally, a good number of hours are spent each year on inspections and compliance; the annual fire marshal inspection, the fire alarms, the extinguishers, the suppression system, the hydrant testing, the lift inspections, and public water connection back flow tests.

It has been a good year, and B&G thanks our Board liaison Rob Willig, the Finance Committee (who did not excommunicate us for budget reasons) and all the volunteers and those that cheered us on with a visit, a kind word, a laugh and a smile—and of course, food.

Respectfully and joyfully submitted by Diana Hull and the B&G committee
Caring Team

The Caring Team supports UUCNH’s mission to be a loving community, by fostering a caring atmosphere and providing support for members and friends in times of need. Caring Team is primarily concerned with providing meals and transportation, visiting and running errands for those who are home-bound. We also assist with memorial services and send cards in times of sorrow or joy. Thank you to Sybil Baumwell for organizing memorial services and to Dale Newman for donating her special cards.

Mealtrain, an on-line system of organizing meals, continues to be very helpful. Meals were provided to a number of families with new babies and to a few families after a loss or injury. Mealtrain Plus now makes it possible to organize rides and other needs on-line. Thank you to Carol Ballance, Tassi Bisers, Susan Cox, Barb Draa, Denise Haver, Kathy Ke, Priscilla Kleiner, Kathy Miller, Connie Ritzert, Kristilee Williams, and Michelen Wolf for providing meals; and thank you to John Ballance, and Randy Minnich for providing rides to physical therapy and doctor’s appointments for one of our older members.

Lynn Richards continues to organize transportation to church on Sunday for members living at Sherwood Oaks. Thank you to Lynn, Diana Hull, Paul Hrach, John and Suzanne Seitz, Marsha Albright, Barbara Brock and Midge Miles for driving.

Thank you to Lynn Richards as Board Liaison, and to Rev. Scott Rudolph. And thank you to Pete Lunquist for his hugs and loving example to us all.

There will be a new Caring Team Chair for 2013-2014.

Lois Madden, Chair
Child & Youth Faith Development (CYFD)

CYFD shares primary responsibility for the administration, planning, quality and success of the UUCNH Child and Youth Faith Development Program.

Thanks go to our many wonderful volunteers who make our program such a success, and to Greta Porter, our DLFD who provides us with the support needed to succeed.

These are the members of our committee, who also serve as classroom coordinators:

1. Nursery: Patrice Noel
2. Preschool: Cindy Muders
3. Kindergarten: Rachael Smart
4. 1st & 2nd Grade: Victoria Wytcherly
5. 3rd & 4th Grade: Robyn Carmen
6. 5th & 6th Grade: Jim Pillar
7. 7th & 8th Grade: Stacy Conlin
8. Youth Group: Joyce Kepner
9. Chair: Joyce Kepner
10. DLFD: Greta Porter
11. Board Liaison: Amy Wilks

Our year started on September 9th with our teacher training. This planning session and setting of expectations launched a successful year. Over 40 volunteers were in attendance.

One of our fall initiatives was to request the purchase and installation of a dry-erase board in the nursery. The dry-erase board is used to note the expected location of parents so they can be quickly reached if needed. Thanks to Patrice and Jim Noel for purchasing and installing the white board. Nursery procedures/expectations were developed, approved and posted, so that all care-givers and parents have common understandings in these matters.

The committee participated in the October Volunteer Fair and successfully recruited a couple of volunteers. Thanks to Robyn Carmen for her terrific recruitment skills. Kristen Clark won our basket.

On November 10, 2012, Training was offered on “Accommodating Diversity in our Church Community.” Greta led the session with Diane Robertson, Carol Ballance, and Susan Cox participating and offering suggestions.

In November and December we supplemented Guest At Your Table with Guest In Your Classroom in order to reinforce the understanding of this activity and UU tradition. It was determined that we would continue this each year.

Our theme for our December CYFD Service this year was the Nativity. Stacy Conlin drafted the script based on a UU Nativity service from another church. The reviews were outstanding.

January teacher’s planning brunch was held on Saturday, January 5th with the committee providing food. Lessons learned from the first half of the year were shared with the whole group.
In January, the decision was made to move forward with planning for Summer Camp. Liz Whitewolf agreed to chair and our first meeting held. The date for the camp is August 5 – 9 from 6 – 8 every evening. Our theme this year is: Our Place In Space (the cosmos).

Stewardship Sunday successfully included a CYFD Open House. Rooms were decorated to show what the classes are learning. The decision has been made to make this an annual event. Thanks to Robyn Carmen for coordinating our activities with the Stewardship committee so everyone was on the same page.

Joyce and Greta worked with Lynn Richards and Amy Wilks to define and implement the role of Childcare Coordinator. Allyson Zadnik graciously accepted this role and is now working with Greta to ensure that we have care-givers available when requested.

Our Spirit Play curriculum for Kindergarten has been such a success that it will be expanded to the expanded to the 1st and 2nd grade next year. Thank you again to the Craft Group and to Buildings and Grounds for the work done to make the classroom a terrific place to learn and accommodate this program. Also thanks to the Spirit Play teachers: Mary Kay Hobbs, Pete Lundquist, Diane Robertson, Rachael Smart, Allyson Zadnik and Andy Zadnik, who willingly attended training for the program and worked together to developed the materials needed for each class.

Our Memorial Day Service this year will focus on CYFD with each class sharing something from their curriculum with the congregation. This will also be Senior Recognition Sunday. Our seniors this year are Victoria Robertson, Sam Dickson and Corey Noel.

We have functioned as a team this year with lessons learned being shared by all. Lessons learned from this church year are being collected and will be shared at our fall teacher training.

Respectfully Submitted
Joyce Kepner
CYFD Chair
Children's Memorial Fund

The Children's Memorial Fund was established by a gift of $5,000 from Dennis Gilbertson in memory of his wife Virginia and their children, Christine and Eric, who were killed in a plane crash 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 income of the Fund and only when no other source of funding can be found.

In the years since its establishment, the Fund has grown through contributions from church members and friends. The current value of the Fund is approximately of $51,000, most of which is on loan to the church at the current interest rate of 1.5%, an annual income of roughly $600.

In the past year a small number of inquiries and requests were made by children's services professionals and families with children in need. Although they were all for genuine needs, only two fit within the scope of the Fund’s mission and financial capabilities. Declined requests were either larger than what we were able to fund or were not in keeping with our mission statement. In these situations, the Committee must deny the requests. The two grants that were made are as follows: $550 for a new computer to enhance the educational opportunities of three autistic siblings, two of whom also have cerebral palsy and $500 for behavioral health rehabilitation services for a recent graduate of the Western Pennsylvania School for Blind Children who was transitioning to an adult training facility.

If anyone knows of a case of a child in need where all known sources of financial assistance have been explored but come up empty, please refer the professional involved with the case or a family member to a member of the Committee. All cases will be considered and grants made based on our financial ability and the Fund's guidelines.

The 2012 UUCNH Christmas Eve offering raised $688 for the Children's Memorial Fund. In addition, the total of other gifts to the fund this year was $24. The Fund is always grateful for gifts from church members and friends. Through gifts, the Fund can continue to increase its ability to help needy children.

Individual donations to the Fund can be memorials to loved ones. An "In Memory Of" plaque listing honored loved ones is hanging outside of the West Room. The plaque has not been updated for awhile. The patience of those who have donated is appreciated. An update is planned for this year.

The members of the Children's Memorial Fund Committee:
- Carla Baldwin
- Greg Jarold, Chair
- Kathy Mastantuono
- Claudia Minnich
- Tony Palermo
- Peggy Trevanion, Secretary/Treasurer

Respectfully Submitted,
Greg Jarold
Compassionate Service Team

The Compassionate Service Team was born this year. The UUCNH congregation voted, during its January 13, 2013 business meeting, to divide the Social Action Committee into two new committees. The Compassionate Service Team and the Systemic Change Team are the result. The names, themselves, speak the focus and mission of each new committee.

The Compassionate Service Team continued our community service and care this past year. The following actions and relationships emphasize UUCNH’s commitment to our mission of being a loving community that reaches out to transform our world.

Northside Common Ministries (NSCM) is the Urban Interfaith Organization with which we have collaborated to render compassionate service. Together we have carried out a number of projects. Among the projects are the following:

- UUCNH harvested donations of children’s clothing, shoes, toys, learning materials and furniture from two Bellwood Preschool Kids’ Stuff Sales, in October 2012 and March 2013, and delivered the goods by U-Haul truck to NSCM. NSCM distributed these materials to client families, who dearly need clothing, shoes, and jackets and who dearly value the books, learning materials, strollers, bikes and more.
- UUCNH members attended three of NSCM’s fundraisers: the Brunch Challenge, held in the New Hazlett Theater; the Urban Garden Tour, held on the North Side, and the Celebration of Caring, held at the Priory Grand Hall. The Celebration of Caring honored with special recognition two Unitarian Universalist individuals, among a total of four individuals who have given great service to our community. Our own Suzanne Broughton was one of the two Unitarian Universalists who were so honored.
- We shared our collection plate with NSCM; we also sold Holiday Gift cards during Sundays in December, and again during Sundays in March, to buy hundreds of dozens of fresh eggs. Every dollar in the hands of NSCM bought 4 dozen fresh eggs. We also collected razors for homeless men and served meals in NSCM’s Pleasant Valley Men’s Shelter.
- We raised $600 from anonymous donors to buy Holiday Gift cards for 24 teens, who otherwise would have received nothing for Christmas or the Holidays.

North Hills Community Outreach (NHCO) is the local interfaith organization with which we have combined to render compassionate service. Together we have combined to spread service and compassion in the following ways:

- Every week, every Sunday, we collected food pantry items and bought Grocery Gift Cards.
- We collected warm winter coats in sizes from toddler to Santa-size. This past year, many coats and jackets were purchased new and donated. Our count exceeded fifty coats.
- We collected over 200 items under our Holiday tree and on our pantry shelves. The items included knitted mittens, scarves, hats, socks and gloves for men and boys.
- We shared our collection plate with NHCO.
- We collected and donated back-to-school backpacks, pencils, notebooks, lunch packs and all manner of school supplies.
• We attended fundraisers, including Dessert Theater, Pasta Dinner and Walk for a Healthy Community.
• We assembled gift bags, donated by the Craft Group, and distributed them at the Children’s Holiday Toy Distribution.
• We sold Holiday Gift Cards and Bellwood Preschool Cookbooks to purchase many food items, including cases of tuna, peanut butter, pasta sauce, pears and so much more. Every two dollars, in the hands of NHCO, was able to buy six cans of tuna.
• We donated fresh produce from Dillner Family Farms’ CSA that was not distributed to customers because they were on vacation, or forgetful, or simply generous.
• We sold 61 cases of oranges and grapefruits and pears. We bought oranges and grapefruits and pears and donated the same to raise more than $1600.

We continued to be a distribution station for Community Sustainable Agriculture. Seventy-seven families visited UUCNH for 22 weeks during the growing season to collect their fruit and vegetable shares. Most of the families were not UU families and friends but neighbors who have come to know something of us.

We hosted interfaith gatherings, including the annual Anti-Racism gathering, sponsored each year by North Hills Anti-Racism Coalition. UUCNH continues to hold membership in the coalition.

Within our own walls we raised awareness for many needs and causes by lifting up the work of Share-the-Plate Partners such as Hearth (homeless women and children), Orbis International (pediatric blindness), Crisis Center North (domestic abuse), North Hills Community Outreach, Northside Common Ministries, and many of our own Unitarian Universalist organizations, such as the Unitarian Universalist Service Committee, to name only one. We purchased and sold fair trade coffee, tea and chocolate. We recycled paper and cardboard and plastic and aluminum cans, and posted notices of collections for hard to recycle items.

We have now adopted a Compassionate Care Congregation-Wide Project. We plan to reclaim our Hunger Garden in Spring and Summer of 2013 by cultivating flowers and herbs for sale. Proceeds from the sale of our herbs and flowers will go to the food pantries of North Hills Community Outreach and North Side Common Ministries, mentioned above. Please join us for Garden Parties during Spring and Summer, as we work to reclaim our Hunger Garden.

Compassionate Service Team thanks all of you - our many members, youth and friends who contributed to our efforts and made all of our actions possible. It takes a congregation. You stepped up to do everything we achieved. Thank You so much!

Lou Bartolomucci, Chair, Compassionate Service Team
Connections Team

What an exciting year!

We made the decision this year to change our name from the “Membership Committee” to the “Connections Team” to better reflect all aspects of our charge – which includes integrating and retaining members, in addition to the traditional role of welcoming newcomers into the congregation.

So far we have two good examples of the team’s expanded focus. The first example is a new event called “Deepening Our Connections” – a semi-annual event geared toward helping new members (and others) develop deeper connections within our religious community. The event includes a personal ministry exercise to help people identify their skill sets and passions, a review of opportunities to get involved in the congregation, as well as several guest speakers to share their personal experiences regarding building connections. The second example is the co-sponsorship of the Listening Campaign, another great way for people to build deeper connections within our religious community.

The Connections Team worked hard to help fulfill the church’s mission of “building a loving religious community” by welcoming 33 new members into the congregation this year, putting us over the 200 member milestone! This warrants a hearty thank you to everyone for your efforts to reach out to the steady stream of visitors we’ve experienced over the past year. “This place is so welcoming” is a phrase we hear over and over these days when we chat with newcomers. The Connections Team continues to execute and refine the UUCNH “Path to Membership” program:

- Meet the Church (MTC) – an informal question and answer session for newcomers who simply want more information about our faith tradition and our church. MTC events are scheduled after Sunday Services every 1-2 months throughout the year.

- Exploring a Path to Membership (EPM) – this session is highly recommended for anyone who is considering becoming a member of our congregation. This session provides more detail about the UU faith tradition, our congregational polity, as well as the benefits and expectations of membership. EPM events are conducted 1-2 times in the Fall and 1-2 times in the Spring, depending on demand.

- New Member Sunday (NMS) – special Sunday Services where we welcome new members into our congregation. New Member Sundays are scheduled once in the Fall, and once in the Spring, although new members have the option to meet privately with Reverend Rudolph to sign the membership book at any time.

- Deepening Our Connections (DOC) – designed to help new members (and others) build stronger connections within our religious community. DOC events are scheduled twice per year, once in the Fall and again in the Spring, typically 1-2 months after each New Member Sunday.

The Connections team is always interested in welcoming new full time members, and we can also provide part time opportunities for people to work on targeted projects (in lieu of traditional, ongoing committee work). Please contact anyone on the Connections Team (or email membership@uucnh.org) if you’d like to hear more about this very important work.
We anticipate continued growth and energy in the coming year thanks to the wonderful members and friends of our loving religious community!

Yours in faith – the UUCNH Connections Team, Bob Delaney (Chair-Outgoing), Becky Ridgeway (Chair-Incoming for 2013-14), Ron Smart (Greeting Coordinator), and Kathy Ke (Event Facilitator) - with lots of much appreciated guidance, insight and support from Reverend Scott Rudolph, Greta Porter, and Lynn Richards (Board liaison)
Decoration and Universal Design (D&UD) Team

The Decoration and Universal Design (D&UD) Team was virtually a new committee this year, from chair to membership to activities. The D&UD Team generally worked with a charge from the Organization Manual. That charge included some items that had not previously been part of the Team’s activities. Typically the committee had managed bulletin boards and located and placed pictures, plaques and similar items. The “new” suggested charges included responsibilities for the committee to be a resource for review of decorative and “universal design” character of the facility.

We began with a walk through of UUCNH, the first item on the manual charge list. We followed some suggestions from the UUA provided by the Buildings and Grounds (B&G) Committee. That process resulted in a large list of items or suggestions for improvement of the general appearance and function of UUCNH. That list is available for review. The list also provided suggestions for some activity for the committee. The primary effort concerned an effort to improve the entrance to UUCNH. This improvement was to include clearing the way to improve movement through the entrance and to improve the appearance of the entrance. This project has not been completed, but there are plans ongoing to complete the objective.

Parts of this project included relocating items in the entry that produced clutter. Relocation has been a challenge, as there seems to be no party responsible for ordering storage areas. The committee was successful in removing unsightly and largely unused folding metal chairs. A primary remaining project is providing additional coat hanging facilities.

A second activity for the year was a meeting with an authority in universal design. We toured UUCNH. Overall we were told the church is doing a good job meeting generally accepted access goals. He commented positively on the existence of the lift as being a difficult problem for many churches. He did have some suggestions for improvement, and heard some suggestions for improving access to our facility. These included doors to the nursery that do not provide wheelchair access; no ramp for handicapped access to the podium in the west room; and some concern for the entrance with benches somewhat limiting ease of entrance. A more detailed report of the visit is available.

The more traditional activities included monitoring bulletin boards and installation of pictures, plaques etc. This year the Minister Scott and Director of Lifespan Development Greta have been working with the bulletin boards so there has been no direct support on the part of D&UD Team. Several plaques and pictures have been placed.

There have been a few instances when the chair or the committee has been asked for feedback about new or changes of a variety of things. In some instances some suggestions or questions were communicated re the inquiry.

A review of the responsibilities of the D&UD Team are in flux and a coming development of CAR documents and definitions may help to provide the committee with current responsibilities.

Committee Members: Sybil Baumwell, Carolyn Hrach, Greg Jarold, Pete Lundquist, Dick Marjoram, John Seitz, David Miles, chair
Facilities Use Committee

Our facility provides rental space for our members and for outside persons seeking space for a variety of reasons (both one time and recurring) including the following:

- Business meetings (both one time and recurring)
- Cultural events
- Music events
- Club events
- Birthday parties
- Classes
- Workshops
- Weddings
- Memorial services
- Fundraising events…and more.

In the past 8 months, the volume of inquiries has surprised me. Our calendar is very busy with normal church activity, and the most often desired rental day and time are Saturdays and Sundays. We are often booked for weekend events many months ahead. We successfully booked 11 new rentals at the UUCNH in the past year. We also added a new recurring bi-weekly event, with North Hills Toastmaster’s holding their regular meetings at the church beginning this month.

In the past year, we generated a total of $1,836 in one-time rental income, $573.75 booked for future rentals to date and $800 in recurring monthly income, plus an additional $50 per month in new recurring rental income.

The committee currently consists of only the Chair, plus one new volunteer member, Jan Ridenour. Jen Fontaine, Office Assistant, has helped with scheduling, and Sue Duda, Treasurer, has been supportive in handling payments and refunds. However, given the increased interest in our church, we have put out a call for additional committee members. Our goal is to streamline the process for ease, efficiency and reduction of time and errors. We have also moved to reduce any risk or liability to the church, in part by requiring that gatekeepers be hired for all outside rentals.

The committee wants to consider advertising space over the next year.

Kathryn M Flower, Chair
Fundraising Committee

As of this report’s first draft, written on April 30th, 2013, Fundraising had little to report. Our big fundraiser for the 2012-13 church year, the Rummage Sale was about to begin, and we were riding on having much to report following it! I expected that we would bring in at least the amount promised on our fundraising form, a net of about $3,000.00. If we equaled the success of the last rummage sale of approximately 3 years ago, we hoped to be able to bring in significantly more. As the Annual Report goes to print on May 10th, the sale is ending its second successful day, and we are confident that we will have already exceeded our goal.

The committee supporting the rummage sale was an ad hoc committee. No one volunteered to serve as an on-going Fundraising Committee member. This area of UUCNH life could clearly use significantly more church member support!

The Committee Fair of last fall garnered some great suggestions for fundraisers for the future. I am in the process of exploring a variety of different on-going fundraisers for the coming year, to be staffed primarily by more ad hoc members willing to support individual fundraisers that match their interests and talents.

Several members of the church have made it clear that their preference is that proceeds be drawn more from the outside community rather than always relying from members of the church for full support. For the most-part, the focus of most of the fundraisers for the coming year will be with that in mind.

Faithfully Submitted—
Sybil Baumwell, Fundraising Chair
Lay Pastoral Care Team

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

The Lay Pastoral Care Team works with and supports the minister’s pastoral ministry in reaching out to all members and friends of the church. We support those who are adjusting to change, loss, illness or death. We share in moments of celebration and happiness. We reach out to those who are unable to get out and who would like a visit. We share in situations that require a special touch of human kindness and an open ear. Lay Pastoral Care Team members are trained to be a caring, listening presence, but not to counsel, perform therapy or offer advice. We encourage anyone in the congregation to reach out to us if we can offer our support.

The Lay Pastoral Care Team for the 2012-2013 year:
   Kathy Cypher
   Greg Jarold
   Kurt Kuntz
   Susan Powers
Leadership Development Team

In the fall of 2011, inspired by the energy created by the calling of Rev. Scott Rudolph and determined to help sustain and even build that excitement, the Board of Trustees decided to create a Leadership Development Team (LDT) to address the consistent struggles our church faces in finding, sustaining and supporting our congregational leaders. 2012-2013 saw the LDT in its second year, during which we set out to create programs that would answer the question we had created to guide our work:

How can the UUCNH Leadership Development Team, guided by our Unitarian Universalist principles and church mission, best identify, prepare, and support its leaders and promote an environment in which they can succeed, in order to strengthen their personal ministries and the ministry of the church?

This year, our team consisted of Denise Haver, Matt Ferry, Lisa Schroth, and Rev. Scott Rudolph, all of whom were on the team in its first year, as well as Becky Ridgeway and Bill Faulkner, who brought very different skills and kinds of experience to the team.

While working this year, the LDT continued to pay attention to and learn from our own process. We noticed how difficult it can be to run a meeting, stick to an agenda, start and end on time, delegate responsibilities fairly, and have a realistic sense of how much can be accomplished in one meeting and in one year. We also became familiar with the traditional way of nominating people by taking on the task of generating our own nominations for next year’s LDT. This learning has proven invaluable in the creation of programs to support our church leaders in aspects of their roles, from simple managerial tasks to the larger issues of vision and mission.

We also worked on our CAR (Charge, Authority, and Responsibility) document, during which we looked at how our team specifically can help our church fulfill its mission. In the future, LDT will be a strong proponent of mission alignment for teams, committees, and individuals.

We created numerous ways to identify potential leaders, train potential and current leaders, and support current leaders, the details of which will be revealed in the coming years. This year LDT continued to discover how much work is involved in the brand new creation of programs, so we have created ideas with flexibility so that each year's team can work with their own capabilities and limitations.

The promise of having a strong LDT is that our church will have an abundance of well-trained, confident and competent leaders capable and eager to take on new challenges for the good of our church and for their own personal and spiritual benefit. Gone will be the days of having one person wearing three hats, or leaders getting burned out by too much work for too long, or desperately looking for a warm body to fill a position just for the sake of having it filled. The work of the LDT will help many people see themselves as leaders, develop their skills and talents to enrich themselves in their lives as well as in the church, and ensure that UUCNH has the people power and the energy to fulfill its mission for years to come.

Respectfully submitted,
Denise Haver
Chair, LDT
Memorial Garden Committee

The Memorial Garden Committee consists of John Brobst, Rachel Swarts and Brian Weller (Chair).

Our purpose is to maintain and promote the Memorial Garden: the grounds and the memorial plaques, benches and other remembrances. During the past year we installed a bench in honor of Robert Broughton and added a memorial plate in honor of Ginny Hatch. A memorial plate was also added for Jeff Essex, son of Janine and John Brobst.

Our goal for the new church year is to go out of business; a result of everyone living forever. Should that not happen, we will be there for the loved ones.

Brian Weller
Music Director’s Report
Annual Choir Report 2012 – 2013

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

- Marcia Albright
- John Bernhard
- Tassi Bisers
- Carolyn Blackmore
- John Brobst
- Tom Brown
- Susan Cox
- Natalie Cruz
- Dennis Doubleday
- Mary Doubleday
- Barb Draa
- Mark Draa
- Judy Dye
- Carolyn Hrach
- Sarah Jones
- Julie Kant
- Kathy Ke
- Joyce Kepner
- Judy Kirby
- Carol Kline
- Kurt Kuntz
- Alex Landefeld
- Janet McCall
- Joe Meier
- David Miles
- Charlotte Moore
- Johnson Moore
- Josh Minnich
- Connie Ritzert
- John Ritzert
- Craig Thomson

Our dedicated and talented choir performed 34 anthems this year! The choir sang many old favorites during the year, such as “The Oneness of Everything,” by Unitarian Universalist composer Jim Scott, “Spirit of Life,” by Carolyn McDade, and “Something Told the Wild Geese,” by Sherry Porterfield. Joyce Kepner did a beautiful solo on the folk song “The Lone Wild Bird.”

Special Christmas music included Rutter’s beautiful “What Sweeter Music” and John Tavener’s “The Lamb”—a challenging piece that alternates tonal and atonal passages.
We worked on Morton Lauridsen’s “Sure on This Shining Night” throughout the fall and performed it for the congregation at the beginning of the New Year. On Easter, March 31, we sang the Mozart “Alleluia,” which included the solo ensemble of Judy Kirby, Kathy Ke, Dennis Doubleday, Alex Landefeld and David Miles.

Some of our anthems were less traditional. For a sermon on social media, the women of the choir performed “Creep,” by Radiohead, in a choral arrangement used in the film *The Social Network*. Later in the year, Josh Minnich soloed on the Beatles song “With a Little Help from My Friends,” and Kathy Ke gave us Coldplay’s “Fix You” with choral back-up.

Recent anthems included “A Navajo Prayer,” by Cary John Franklin, and a parody of “My Way,” by Kurt Kuntz. We will be ending the church year with the Sergio Mendez hit “Mas Que Nada,” for which the choir has valiantly been memorizing the Portuguese lyrics.

As always, we give deep thanks to our accompanists Hal Dixler and Janine Brobst. There could be no choir without them.

Respectfully submitted,

Mary Doubleday, Music Director
Nominating Committee

Members: Kurt Kuntz (Chair), Beth Dutton, Lou Bartolomucci, Pete Lundquist.

This year is the last for the Nominating Committee, as UUCNH has chosen to change to a new model for selecting our leaders. The Leadership Development Team will take over the role of forming a slate of candidates for the Board of Trustees and the Leadership Development Team itself. This new approach is the result of the recognition that we needed a more professional way to seek out and develop our leaders.

While this was the last year for the Nominating Committee, we still had our charge to fulfill for this year. The Nominating Committee is fortunate that UUCNH has so many capable people who can lead and serve UUCNH well. While we are blessed with talent, not all are able to make the commitment of time and energy required to fulfill our leadership positions. We understand that and are ever so grateful to those who have agreed to be candidates to serve UUCNH.

The nominees for the Board of Trustees for 2013-2014:

Mark Draa:
Mark has agreed to be the VP candidate on track to serve as President for the 2014-2015 Board of Trustees.

Bob Delaney: Nominee for a 3 year term

Rachael Smart: Nominee for a 3 year term

Susan Powers: Nominee for the 1 year vacancy of an open seat

We are proud and honored to have these wonderful people as our Nominees.

While the Nominating Committee is formally charged with filling the slate for elected Leadership Development Candidates, the current LDT agreed to find candidates for those positions. By the very nature of our changing to the LDT model, the LDT is much better suited to finding the right people for this new approach to leadership. The LDT will still have the following nominees presented to the congregation via the Nominating Committee as a formality:

Bill Faulkner - 2 year term
Matt Ferry - 1 year term
Greg Jarold - 3 year term
Connie Ritzert - 3 year term
Rob Schroth - 2 year term

The Nominating Committee thanks the Congregation of UUCNH for entrusting us with this important work.

Respectfully submitted,

Kurt Kuntz
Personnel Committee

The Personnel Committee is a new standing committee created by the Board. Our initial charge included developing a system for determining compensation, including benefits, for the staff of the Church. We have also been tasked with making recommendations for compensation levels for staff.

Our first task was to develop a compensation philosophy for the Church. The compensation philosophy that we drafted and the Board approved was “designed to be consistent with and a demonstration of our commitment to our employees, our mission and our principles.” It commits us to strive to pay our employees according to the UUA “Fair Compensation” guidelines as a concrete sign of the value our employees bring to our congregation and our community.

Our role in compensation is to provide recommendations to the Finance Committee and the Board. Decisions by the Board are governed by the provisions of our bylaws that set out requirements for budgeting and financial management.

We have reviewed the minister’s compensation package. In late 2012, we recommended to the Board an increase of approximately $1,300 (before taxes and fringes) for the fiscal year ending (FYE) June 30, 2013. This increase recognized the fact that the minister had not previously received an increase for this fiscal year. The Board approved that recommendation.

The budget for 2013-2014, presented elsewhere in UUCNH’s Annual Report package, includes our recommended changes in compensation for all staff for the coming year.

The committee expects to consider drafting a personnel manual sometime in the future. We have not yet begun that process.

In keeping with our charge, our members represent the following groups:

<table>
<thead>
<tr>
<th>Group</th>
<th>Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Member</td>
<td>Ed Rockman, Chair</td>
</tr>
<tr>
<td>Finance Committee</td>
<td>Susie Wood</td>
</tr>
<tr>
<td>Committee on Shared Ministry</td>
<td>Paul Cox</td>
</tr>
</tbody>
</table>

Also attending most meetings at the invitation of the Committee was our minister, Rev. Scott Rudolph.

Respectfully Submitted
Ed Rockman, Chair
Publicity Committee

The Publicity Committee consists of Fred Geiger, Chair, and Susan Cox, Assistant. There are also all the members of UUCNH who are our reporters and give us stories to publicize about UUCNH.

We keep the website up to date. This is a weekly update. We keep the church in the forefront on Facebook. UUCNH has a page of its own, with several administrators who can post events for which we want to make sure UUCNH is identified as the source.

The committee is also responsible for placing paid ads in newspapers, magazines, and program booklets to support charities. We also place occasional notices in the OMD e-newsletter.

In 2012, UUCNH celebrated our 50th Anniversary. An article about this event and the building was published by Trib-Media. Associated with the anniversary was a good article published about the Patricia Pratiss Jennings piano concert.

In January, 2012, the Covenant of Unitarian Universalist Pagans (CUUPS) group was formed at UUCNH. An article in the Trib Media was published featuring an interview with Kristilee Williams and Chris Vaughn.

In April, 2012, UUCNH hosted the North Hills Interfaith Gathering. Publicity appeared in the papers about that event.

In August, 2012, we sent two articles to the church pages of several newspapers. One was about the new Lifetime Faith Development program for children called “Spirit Play.” The other article was about the OWL program. No one printed either.

On April 19, 2013 the Greater Pittsburgh Area Unitarian Universalists put on a successful Cabaret Night with art and song. The event was hosted by UUCNH. The money raised will be used to help the area UU’s participate more fully at Pride Fest this year. Many local newspapers published information about this event.

UUCNH revived a tradition by holding a spectacular Rummage Sale May 9-11, 2013. The publicity committee has purchased ads for this event.

The publicity committee is happy to help any group or committee publish on Facebook and the print media to promote special events they are having. Please let us know.

Respectfully submitted:

Fred Geiger          Susan Cox
Committee on Shared Ministry/Threshold Congregation Team

(aka: the CoSMo-TCT Report)

The Threshold Congregation Team (TCT) includes all the members of the Committee on Shared Ministry (CoSM), because the TCT was intentionally created by adding two new members to the CoSM.

The CoSM, comprising Barb Draa, Kathy Miller, Chris Hill, and Paul Cox, was created as a “balcony” committee: one that looked comprehensively at the ministries of UUCNH as if from a distant or elevated perspective. It also had the task of evaluating Rev. Rudolph for the UUA.

We began by identifying the various ministries of UUCNH. These are the means by which the church satisfies its essential purposes, including Community Building, Pastoral Care, Sunday Services, Professional Ministry, Spiritual Growth and Faith Development, Social Action, Church Administration, Outreach, Denominational Relations, and Welcoming.

At the same time, we identified the various activities by which we implemented those ministerial impulses, including our committees and teams, our interest groups, and so on.

We created a spreadsheet that interlaced the ministries and the activities, weighting the intersections to express the degree to which the activity implemented the ministry. This was a difficult task, but it gave us a good matrix with which to look comprehensively at the church: What we are trying to do, how we are trying to do it, and how effectively we do it.

When we had completed this spreadsheet, we needed, for schedule reasons, to turn our attention to the evaluation of Rev. Rudolph. Newly ordained ministers must be evaluated during their first three years of ministry. We conducted informal interviews with UUCNH members and others with whom Rev. Rudolph had worked, and completed a positive evaluation in October.

We then turned our attention to an analysis of one of our areas of ministry, Community Building. We sought information from other congregations similar to UUCNH in membership and location. We studied the concept of Community Building in theoretical literature, and we considered the UUCNH activities directed toward Community Building.

As we were engaged in this work, however, we were requested to resize and repurpose our committee as the Threshold Congregation Team. We agreed, and suspended our work on Community Building.

We added two new members: Michelena Wolf and River Palowitch. Ed Rockman, in his capacity as Vice-president of the Board of Trustees, was already well into the creation of our congregation’s application to be accepted into the Threshold Congregations program, operated by the Central Eastern Resource Group (CERG). Ed completed the application, which is available for inspection by members of the congregation. It was accepted by CERG unhesitatingly, and Ed began participating in the work of the TCT.
The activities of the TCT are just getting underway as this report is being written. We have met with our principal consultant, Rev. Renee Ruchotske, and with the UUCNH Board of Trustees, to develop ideas about how we will approach our new responsibilities. We have no results to announce yet, but will keep the congregation well informed of our work as we proceed.

Paul Cox
Sound System Team

The Sound System Team is made up of the following volunteers: Paul Cox, Dennis Doubleday, Mark Draa, Pete Lundquist, Bill McAdams, John Brobst & Honorary Members – John Ritzert, Diana Hull, Marsha Albright, Scott Rudolph & Joe Meier. We welcome volunteers; and are presently looking for a replacement facilitator for Brobst. If interested please contact John Brobst (brobstjohn@gmail.com) or talk to one of the wranglers on any Sunday.

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

2012-2013 Fiscal Year
This has been a busy year for the wranglers. We’ve replaced or installed the following equipment:

- Upgraded sound to Friendship Hall and the West Room hallway.
- Replaced microphone stands
- Replaced old cables with high quality cables
- Added two new wireless microphones
- Added a hearing aid loop
- Reorganized and painted the sound closet
- Obtained a sound system console, related computer & monitor

Beginning approximately 4 months ago, we contacted consultant Lou Anschuetz (Larch Audio), which began the process of replacing our inadequate sound system with a modern top-of-the-line one. Since the completion of the new sound system we’ve received many comments confirming that our hard work has been successful.

NOTE: Regarding the work done this year, it behooves us to recognize two team members whose expertise and dedicated efforts we could not have done without. Pete Lundquist was instrumental in obtaining and installing the hearing-aid loop. Pete was also the driving force behind finding the consultant and organizing the installation of the new sound system. Our expert, Mark Draa, who also helped with much of what has been done, continues to work relentlessly on technical issues as well as providing training for each wrangler. We also want to recognize the very generous donation that John Ritzert made through moneys from his recently deceased mother’s estate. Only with John’s contribution was it possible for us to upgrade to a top quality system.

2013-2014 Fiscal Year
This coming year we have budgeted for an iPad that will free us from sitting in the sound closet while controlling the system. This is necessary, as the closet distorts what the Wrangler hears, vs. what is heard by the audience.

In addition we will consider what to do about the following, none of which has been budgeted for:

- Possibility of digital transfer of recordings
- Understanding and development of video display capabilities
- Understanding and development of video recordings
We welcome comments and suggestions regarding sound issues, please don’t hesitate to talk with us if you feel the need.

Submitted by the Sound System Team
John Brobst, Coordinator
Stewardship Committee

The good news is we have twenty-five new pledges for a total of $20,630.00!

The Connections team is doing a great job of making sure folks are truly committed to Unitarian Universalism before they join. We have forty-eight continuing members who increased their pledges! We have forty-seven continuing members who kept their pledge the same. All of that is the good news. The problem is the twenty-three members who decreased their pledges, and the loss of 14 pledge units over the past year, for a total loss of $30,000. Altogether we raised $235,829 with the stewardship drive. This is a 4.7% increase in financial commitment.

Prior to Stewardship Sunday, we had testimonials on the value of commitment during several services. We also had a leadership thank-you event for the people who pledge over $2500 a year. This was a wonderful event hosted by Sybil and Ivan Baumwell in their lovely home. Priscilla Kleiner generously provided harp music.

We used the “everyone pledge on stewardship Sunday” format once again. Due to the huge response, over 200 RSVP’s, we did not sit at tables during the service. While the West Room was being flipped for dining, the Religious Education classes held an open house. We’re not sure how many people actually went around to all the classrooms, but we thought the “all church” feel to the day was a real plus. We would not use the same catering arrangement again.

The Stewardship Team this year was composed of; Tassi Bisers, Bob Delaney, Ethan Connors, Jan Rodgers, Robyn Carmen, Lynn Richards, Kathy Ke and Carol Ballance. We had extra help setting up and taking down and managing parking, from Chris Hill, Brian Luebbert-Hill, John Ballance, Brad Wilks and Mike Gorka.

A BIG THANK YOU to everyone for their continued financial support of UUCNH!

Respectfully submitted,
Carol Ballance
Stewardship Chair
Sunday Services Team

Team members: Tassi Bisers, chair, John Ballance, Jan Hoeter, Priscilla Kleiner and ex-officio Minister Rev. Scott Rudolph, Director of Lifespan Faith Development Greta Porter, and Choir Director Mary Doubleday. Many thanks to retiring members Charlotte Moore, Sharon Pillar and Abby Vaughn.

Changes: Last year at this time, two changes to our Sunday Services took effect. The congregation voted to move the service time to 10:30 throughout the year. And a new announcements policy was adopted:

1. The Lay Leader, at his or her discretion, will read brief, acronym-free written announcements concerning the work of the congregation that have been submitted prior to the service. The submitter is encouraged to stand during the announcement.
2. When communication that is more extensive is needed, Committee Chairs may request that a brief, well-prepared presentation be included in the Order of Service. Contact the Minister or the Sunday Services Team at least a week in advance.

Both changes seem to be well received. Let us know what you think!

Themes We have been programming services around themes. Last summer the Six Sources of Unitarian Universalism provided inspiration. Throughout this past year we have examined the elements of our new Mission Statement. This summer we’ll focus on the Seven Principles.

Hugs and Thank You’s to

Our Board Liaison, Janet McCall. 
Buildings and Grounds for the new sound system! 
Coffee Hour, Carmen-Maria Navarro, Coordinator

Flowers: Janine Brobst, Coordinator

Lay Leaders:
Bruce Travers
Laura Wagner
Kathy Ke
Al Cypher
Tom May

Audio-Visual Team:
John Brobst, Coordinator
Paul Cox,
Bill McAdams
Mark Draa
Dennis Doubleday

Greeters:
Ron Smart, coordinator
Carol Ballance
Chuck Berry
Bob Delaney
Bill Moul

**Ushers:**
Jill Mockenhaup, coordinator
Joe Meier
Christina Newhill
Mary Ellen Johnson
Bernita Clover
Irene Dinning
Pam Weaver
Dale Newman
John Brobst
Abby Vaughn
Bill Faulkner

**Outside Speakers:**
Rev Josh Sumitta Hudson
Andy Frankel
Kenny Klein
Damaris Davis
Rev. Heidi Swarts
Deb Chaney
Cal Frye
Rev. Dr. David Usher
Rev. Vail Weller
Jim Donovan
Rev. Lynn Acquafondata
Rev. Jay Abernathy
Vanessa German

**Special Services:**
“The Scientific Basis for Morality”: David White
“Conversations with God Part II”: Paul Cox and John Bernhard
“The Positives of My Disability” Lori Marken
“The Missing Source”: Greta Porter
“Vaguely Right or Exactly Wrong”: John Balance, Bruce Travers, Kathy Ke, Tassi Bisers, Brian Weller
“Religious Journeys”: Jan Hoeter, Kurt Kuntz, Jan Rodgers, Gene Watson
“A Dairy Home Companion”: Tassi Bisers, Bruce Travers, James Carmen, Caitlin Campbell, Laura Wagner, Kathy Ke, Bill Palowitch, Garrison Keillor
“A Unitarian Universalist Christmas Pageant”: Many Participants, Youth Group
“Strands of the Web”: John Balance, Bill Moul, Andy Zadnik, Sharon Pillar, Randy Minnich
“Outlawing Jelly Beans, and Other Injustices”: Ed Rockman, Mary Ellen Johnson, Bruce Travers, Julia Maruca, Robyn Carmen, Michelle Broge-Connor, Ben Newlin, Ron Smart, Alissa Smith, Leah Smith, Julie Kant, Andy Zadnik
Systemic Change Team

The Systemic Change Team was formed this year, organically branching out from the Social Action Committee when members’ interests in social justice grew to a critical mass. In contrast to the new Compassionate Service Team’s focus on direct service as social action, the Systemic Change team focuses on addressing the root causes of injustice, trying to transform the world by changing the system through community organizing and legislative advocacy.

A first step that our team has taken, in conjunction with the Connections Team, is the Listening Campaign. To have real power to effect change and “transform the world”, we felt that the other end of the church mission statement was the place to start. We have to have “a loving religious community” where people know each other more intentionally and will stand together as a congregation to work on the issues that we most care about. The Listening Campaign endeavors to strengthen our community, and to identify those issues which may be common to us as a congregation. Essentially, the Listening Campaign is our team’s ongoing effort to get everyone at our church to participate in One-to-One conversations with one another. A One-to-One conversation is different from a regular conversation in that one person questions another to get to know them better, but holds a space open to actively listen to their answers, resisting the urge to interject or add anything about themselves until it is their turn to be asked. We find this technique to be very successful for building relationships intentionally. When we learn a little about each other during coffee hour chit-chat, our relationships are incidental, but our relationships and our community are stronger when we make an intentional effort to get to know each other more deeply.

The Listening Campaign successfully kicked off at a March 3rd event after the Sunday service. Twenty-five people attended, and there was a delicious soup potluck. During this event, we explained our purpose, demonstrated the technique, then asked people to pair up and have One-to-One conversations with each other. There was great positive feedback from participants. We also solicited contact information from people interested in doing more One-to-Ones, to facilitate the ongoing process. The Listening Campaign continued during Wonderful Wednesdays, from March 13 to April 17. For six weeks, people could drop in to our Wonderful Wednesday offering, learn how to have a One-to-One, and pair up to build and strengthen their relationships. We are currently making plans for the Listening Campaign to continue, with a visual representation of the relationship-building the Campaign has fostered, and a sharable Google spreadsheet of participants’ contact information.

In addition to the Listening Campaign, our Team has continued to actively participate in PIIN, the Pennsylvania Interfaith Impact Network. PIIN is a congregation-based community organizing entity that currently works on four issues important to the Southwest PA region. PIIN’s goals are: equity in education for the Pittsburgh Public Schools, dedicated state funding for public transit, family-sustaining jobs and environmental justice through partnership with the Clean Rivers Campaign, and an end to the gun violence that plagues too many of our neighboring municipalities.

We are proud to be able to report that our church is home to several PIIN leaders. As chair of the Transit Task Force, Carol Ballance leads an effort that was instrumental in stopping further Port Authority service cuts in 2012, and her team continues to apply pressure on Governor Corbett to find a permanent, dedicated source of funding for public transit in our region. Carol was one of eight PIIN leaders honored recently at the ninth annual PIIN Banquet. Tassi Bisers, as chair of the Jobs & the Economy Task Force, is helping to ensure that the plan to fix our
region’s aging sewer system will result in the most local, family-sustaining jobs and community benefits possible, by implementing “green” stormwater infrastructure. Sue Broughton has tirelessly worked with PIIN since the organization’s inception, and for years produced the program book for PIIN’s annual banquet. Advertisements in the program book provide the largest non-grant source of income for PIIN. This year, our church posted some of the largest numbers in banquet attendance, ad sponsorship, and patron donations. I’m sure our leaders in PIIN would love to see more of us living our faith through social justice by taking an active role on their Task Forces.

The other goal of the Systemic Change Team for the upcoming year is to present more opportunities to engage in social justice, and with a wider range of accessibility. We realize that not everyone is free to attend meetings during the day, or to hop a bus to Harrisburg or Washington, DC for the day. We also recognize that not everyone sees a particularly congruous fit to working for social justice in the city of Pittsburgh. After all, we don’t live there. To address some of those concerns, we hope to host a social justice workshop, and start to actively participate in a new organization, UUPLAN (Unitarian Universalist Pennsylvania Legislative Advocacy Network), that focuses on issues especially pertinent to the values of our faith.

We thank you for your participation in the Listening Campaign. Keep up the good work! If you need more information, contact Tassi Bisers (tbisers@yahoo.com) or Ron Smart (ronaldsmart@gmail.com). We look forward to seeing more of you next year, and for you to see more of us, as together, we work toward our mission and “transform ourselves and the world.”

In the words of the Reverend Dr. Mark Morrison Reed,

The central task of the religious community is to unveil the bonds that bind each to all. There is a connectedness, a relationship discovered amid the particulars of our own lives and the lives of others. Once felt, it inspires us to act for justice. It is the church that assures us that we are not struggling for justice on our own, but as members of a larger community. The religious community is essential, for alone our vision is too narrow to see all that must be seen, and our strength too limited to do all that must be done. Together, our vision widens and our strength is renewed.

Faithfully Yours,  
Ron Smart  
Systemic Change Team Chair
Affiliated Organization: Bellwood Preschool

Bellwood Preschool and Kindergarten (Bellwood), as a community outreach program of the Unitarian Universalist Church of 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 another successful year in carrying through our mission “to create a warm and loving place where children can become problem-solving, empowered, compassionate individuals who share a deep respect for our fragile.”

The school follows a daily rhythm of arrival, together time, choice of five area activities (including K-Kids), outdoor activities or stories and songs, then dismissal. Throughout these activities children learn kindergarten readiness skills, artistic expression, science, nature, multiple languages and cultures, respect, compassion, and responsibility, just to name a few. All the while, the teachers create an environment, described by director Linda Moser, as a place where "kids always [have] time to tell what's on their minds and in their hearts."

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

In addition to the wonderful activities the teachers provide on a daily basis, the children benefit from the many visitors invited to the school. This year the children learned about safety from the Franklin Park Volunteer Fire Co., Allegheny County Sheriff's office, and Animal Friends. They enjoyed shows by Holden Puppets, members of the Pittsburgh Symphony, and storyteller, Mother Goose. They learned about several areas of science from the Carnegie Science Center, and Pittsburgh Zoo. History and culture were the focus of visits from Silverfox and Princess Bluebonnet. In addition, they had vision, speech, and hearing screens, learned about dental health from a dentist, and about the brain from a neuropsychologist.

Sessions and Enrollment
Bellwood continues to offer 3 (MWF), 4 (MWTH-am-F), and 5 (MWTH-am&pmF) session options. The 4 and 5 session options are reserved for children in their Pre-K year. We had full enrollment for the 2012-2013 school year with 32 children in the AM session and 33 children in the PM session. In the second half of the school year, we had 2 children move out of the area, putting the AM enrollment at 30.

For the 2013-2014 school year we plan to maintain the same session options, with only one minor change. Over the years, the teachers have found that the full day (9:00-3:00) on Thursday, is too long for many of the 4 and 5 year olds. With that in mind, the board approved the teachers’ request to shorten the full day session by one hour. For the 2013-2014 school year, the Thursday full day session will run from 9:00am-2:00pm.
At the time this document was written, the enrollment for the 2013-2014 school year is full for the AM session, while a few spots remain for the PM session.

**Staffing**

Simply put, Bellwood's teachers are Bellwood. It is the teachers who make the school a place where children learn not only what they need to know to prepare for kindergarten, but also what they need to learn to be good citizens. We have a staff of 9 teachers to maintain the 1:6 teacher-student ratio.

Annette King, a longtime teacher at Bellwood, retired at the conclusion of the 2011/2012 school year. To fill her position, we welcomed Emily Moschitta to the morning teaching staff this year. Emily brings a particular expertise in the area of physical fitness.

Bellwood's founder and co-director, Jan Ridenour retired this year after 44 years at Bellwood. In order to fulfill Jan's duties, Linda Moser is now the sole Director as well as Lead Teacher. Additionally, we hired Joanne Scherer as part time Office Administrator to handle all day to day activities including accounting and bookkeeping. Joanne continues to be the part-time Treasurer, completing accompanying reports and payroll taxes for Bellwood as well as UUCNH.

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, Vice President/Kid Stuff Sale Chair, Treasurer, Secretary/Snacks, Registrar, Publicity/Communications, Special Events, Family Events/Community Liaison, Buildings and Grounds, Teacher Liaison, Yearbook Coordinator, Church Liaison to Bellwood.

**Fundraising and Tuition**

Our main fundraiser continues to be the Fall and Spring Kid Stuff Sales. It is because of our hardworking, dedicated Kid Stuff Sale 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! This year we offered the convenience of credit cards to our shoppers, and made the addition of gently used maternity clothes to our sale. As always, we are grateful to UUCNH for the use of the building. We are especially glad for the partnership with Lou Bartolomucci and her committee, in seeing that the donated items go to those that need them most. We hope to continue that partnership in the future.

To raise additional dollars, we have a flat fundraising fee per child. We find this to be most effective, as every dollar goes towards the school. We again offered some special opportunities for Bellwood families including photography sessions, a river cruise and logowear which all help to provide some revenue for the school.
Our tuition is used to cover teacher salaries. The board has voted to raise the tuition rates for the 2013-2014 school year in order to give the director and teachers a raise. This is in keeping with what we have historically done every few years.

**Buildings & Grounds**

Bellwood made some significant improvements to the building and grounds. We planted two redbud trees on the grounds behind the school building in honor of Jan Ridenour. Bellwood replaced many sections of fencing with wooden fencing in areas which were damaged by deer. We repaired the tire swing structure. Bellwood replaced the carpeting throughout the building with an environmentally sound choice of carpet squares. Additionally, we painted trim throughout the building with no-VOC paint, installed a doorbell, repaired the drywall in the foyer and cleaned the air ducts. Further standard maintenance was performed. UUCNH generously installed a new roof over the kitchen and a new window in the attic. No more leaks-yeah!

Areas that need to be addressed in the near future are: installing a keypad on the entry door for increased security, replacing linoleum flooring, spreading new mulch, and interior painting.

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**

Through the partnership with UUCNH, dedicated board members, a diligent office administrator, a director who is able to see the world through the eyes of a child, and a loving, talented teaching staff, we made our corner of the world a better place for 65 young children.

Respectfully submitted,
Holly Modic
Bellwood Parent Board President
Annual Meeting Minutes 2011-2012

Unitarian Universalist Church of the North Hills
Annual Meeting Minutes
May 20, 2012

Attendance
There were 59 members in attendance. This met the requirement for a quorum. Proxies were held by 28 of the members, providing a total of 87 voting entities.

Call to Order
The meeting was called to order by President Matt Ferry at 12:45pm.

Opening Words
Reverend Scott Rudolph shared opening words and a prayer.

Approval of Minutes
Matt asked that if there were no objections, the minutes from last year’s Annual Meeting would be approved. There were no objections, so the minutes were approved.

Report from the Board
The division of Presidential responsibilities that occurred this year was explained, and the Board recognized several people and presented them with certificates and a small token, gratefully acknowledging their service to the congregation:

   Carol Ballance, for a successful stewardship campaign;

   Lou Bartolomucci, for giving new life to the Social Action Committee;

   Bob Delaney, for leading the Membership Committee to positive growth;

   Pete Lundquist, for his tireless efforts in maintaining the church;

   Lisa Schroth, for organizing the successful cookbook fundraiser;

   and Ron Smart, for his service as Secretary to the Board of Trustees.

The Publicity Committee, the Ordination/Installation Committee, and the 50th Anniversary Committee were also thanked for all of the wonderful fruits of their labor this year. Matt then recognized outgoing Trustees Chuck Berry and Connie Ritzert for their years of dedicated service, and thanked Chuck in particular for his expert help with favorably negotiating a deal on the sale of Elinor Allen’s house, and Connie in particular for her expertise and tenacity in standardizing the church’s policies and procedures. Midge then recognized Matt for his steadfast leadership of the congregation as Board President, continuing dutifully even after the arrival of his new daughter Alexa.
Election of Members of the Board of Trustees and Nominating Committee
Beth Dutton introduced the slate of candidates for the Board of Trustees and the Nominating Committee, and ballots were distributed. There were no additional nominations from the floor. Ballots were collected and counted, while the meeting proceeded to introduction of the proposed budget.

Approval of the Budget
Mary Ellen Johnson, Chair of the Finance Committee, recognized Carol Ballance for leading a successful stewardship campaign, bringing in $228,757 in pledges. Mary Ellen also thanked teams and committees for their reasonable budget requests, and explained a new budget line item establishing a Building Reserve Fund. John Ballance recognized Mary Ellen for her dedicated service to the church as Chair of the Finance Committee, and applauded our payment of the OMD Fair Share. John also asked whether there would be an increase in the minister’s compensation. Mary Ellen explained that the Board approved an increase in Reverend Rudolph’s expenses. Marsha Albright asked why the UUA dues appeared as they did on the budget, and Mary Ellen answered that the timing of paying the dues was responsible for how they appeared. Marsha also asked why there was no money budgeted for Summer Camp or church dinners, and Mary Ellen replied that no requests were made for either of those. Marsha commented that she was happy to see money budgeted for leadership development. John then moved that we approve the budget as proposed by the Finance Committee, and Ed Rockman seconded the motion. The proposed budget was approved by voice vote.

Election Results
Chuck confirmed that all candidates on the slate were elected.

Elected to serve a three year term on the Board of Trustees:  Lynn Richards, Ed Rockman, and Rob Willig.

Elected to serve a one year term on the Nominating Committee:  Lou Bartolomucci, Beth Dutton (second term), Kurt Kuntz (second term), Pete Lundquist, and Kristilee Williams Palowitch.

Sunday Services Changes
Tassi Bisers, Chair of the Sunday Services Committee, was introduced to talk about changes made and proposed by that committee. The change that was made was the elimination of spoken announcements by people in the congregation. Some announcements were running excessively long, and the church lingo present in many of the announcements was recognized as alienating to new visitors. A change to the Sunday Service start time was proposed, with three options on an instant runoff ballot:

1. a year-round start time of 10:30am (recommended by the Committee)
2. a year-round start time of 11:00am
3. a start time of 11:00am, September through May & 10:00am, June through August (the current schedule)

Randy Minnich expressed concern that people might find an earlier start time to be inconvenient. John Ritzert asked the congregation if anyone felt this way, and no one responded. Instant runoff voting was explained, and the ballots collected for counting. While ballots were counted, Connie
Ritzert and Mark Draa sang “Happy Days Are Here Again”, and the Choir sang “Somewhere Over the Rainbow.” The Secretary reported that the 10:30am start time was approved, having been selected as the first choice on 51 out of 83 valid ballots.

Mission Statement
Janet McCall, from the Mission Committee, introduced the proposed Mission Statement, reminding the congregation of Reverend Rudolph’s unveiling of it the previous week. Janet also detailed the process by which the proposed Mission Statement was conceived. The Board had an open call to those interested on serving on the Mission Committee, the Committee reviewed options and decided on a process, the process was undertaken with a workshop capturing the values that we see in the church, some of the most common values were discerned, a statement was drafted and reviewed until a final draft was achieved, and an exhaustive rationale for each part of the statement was provided. Janet moved to adopt the Mission Statement as proposed. Marsha asked if the line about endeavoring to walk together was part of the old mission statement, and remarked that she didn’t want to lose that part. Janet replied that the line was not part of the old statement. Susan Cox asked if the statement had to be written as a bulleted list, and Janet answered that it did not, necessarily. Hal Dixler commented that he saw too great a leap between transforming ourselves and transforming our world, and said that he felt community was being left out. Kristilee Williams proposed that we could add “community” to the statement. Kurt Kuntz countered that our world includes our community. Diane Robertson shared that upon reflection, she felt that “our world” was open to interpretation, and need not be constrained to mean the same as our planet. Hal pointed out that it must be ambiguous on purpose, and Janet agreed. Barbara Draa commented that hearing the rationale was helpful, and she felt that “nourishes the spirit” and “transforms ourselves and the world” addresses the journey on which we are endeavoring to walk together. John Seitz said that he loved the idea that the “world” could include his immediate world and the larger one, and opined that the Committee should be applauded. Janet’s motion to approve the Mission Statement was seconded, and approved unanimously.

New Business
There was no new business.

Adjournment
John Bernhard moved to adjourn the meeting, and the motion was seconded and approved. The meeting adjourned at 2:00pm.
Minutes of the Special Congregational Meeting, January 13, 2013

Unitarian Church of the North Hills
Special Congregational Meeting
January 13, 2013

President of the Board of Trustees, Midge Miles, called the meeting to order at 11:55 am.

Sixty-four (64) voting members were in attendance, which exceeded the number required for a quorum, 34. There were 4 voting members represented by proxy.

Midge opened the meeting with an introduction of the other Board members and secretary.

Midge then informed the congregation that the church has been the recipient of $37,000 from former members and the sale of a former member’s house. The Board has decided to use the funds as follows:
- $9,000 for staff compensation
- $25,500 to be placed into a building fund, with $13,000 of those funds dedicated for sanctuary improvements
- $2,500 to be used for outreach, with a plan for such use to be completed

Items for discussion:

1. Finance Committee presentation on upcoming needs of the church (Dennis Doubleday)

Dennis described the current financial condition of the church as good. The last stewardship campaign met all collection needs. However, so far this year, the collection rate is a little lower than expected.

A major financial consideration is the capital campaign from 2006-2011. That campaign was extremely successful, and the bank loan for the building expansion has been paid off. However, there remains an additional $100,000-loan that's still on the books, and $4,000 in interest will need to be paid this year.

Current financial growth needs include compensation for staff. The church's goal is to meet the suggested UUA guidelines for compensation. That is why $9,000 of the recent bequest has been allocated for salaries. One reason is to pay a bookkeeper this year. That responsibility has been quite large, and is now more than volunteers can handle. The estimated need to support a bookkeeper is $15-20,000, so the $9,000 is meant to help with the transition.

Another financial need is building maintenance. There are some potentially large expenditures coming up, including parking lot improvements and structural repair of the silos. In addition, for the older parts of the building, the HVAC (heating, ventilation, and air conditioning) system will need to be upgraded.

Dennis concluded his presentation by noting that the church is growing (good news!). However, we should be aware of some significant financial needs in the future.

2. Proposed changes to the Leadership Development Team bylaws (Matt Ferry)

Matt proposed an amendment that would change the name of the group that nominates new lay leaders of the church from the Nominating Committee to the Leadership Development Team (LDT). The LDT was formed 1.5 years ago by the Board. Its purpose is to support a more intentional and formal leadership development process for lay leaders, and better align that
development with the nominating process. The LDT provides a path to leadership, holds training workshops, and is considered the best way to support Board members. Because one function of the LDT is to nominate new lay leaders, the church bylaws need to be changed accordingly.

On behalf of the LDT, the motion was made as follows:
The Leadership Development Team moves to amend the bylaws as printed in the handout subject to the provisos attached. (Note: the handout was available as participants entered the meeting.)

Because this motion was made by a committee, a second is not needed.

Matt then described some of the changes that will occur as a result of this amendment. For instance, the term of members of the LDT will be changed from 1 year to 3 years. This improves continuity and serves the long-term goals better than the current system. It also provides for a staggering of members. The change also will allow vacancies to go unfilled until the next annual meeting, if the Board so chooses. Finally, there are provisos in the amendment that will address timing and other first-year issues.

The proposed amendment was then discussed by the congregation. One issue of concern was that the LDT would not be putting forth the names of committee chairs. However, the LDT prefers that such a decision is best made by the committee.

Another question was whether there would still be nominations from the floor during the annual meeting. A provision for that remains in the bylaws and is not being amended.

One member commented that the name, Leadership Development Team, suggests a large and important role, rather than just a name change. That person would like to see the real implementation of larger vision for the direction of the church. In response, Ed Rockman (Board member) described the new Charge, Authority, and Responsibility (CAR) Task Force, which is working to develop a CAR document for each committee, task force, team, etc., within the church.

In response to an objection to a voice vote, paper ballots were distributed. The motion passed, 56 to 5.

3. Presentation on the division of the social action program (Rev. Scott Rudolph)

Rev. Rudolph described how the church’s social action program has been split into two groups. One reason for this structural change is to diversify how we can influence and change the world. One group, called the Compassionate Service Team, will conduct community service work. Lou Bartolomucci will lead that group. The other group, led by Ron Smart, is called the Systemic Change Group. It will look at the root causes of social justice challenges, and work towards changing the system. It will partner with other organizations outside the church, such as PIIN (Pittsburgh Interfaith Impact Network).

4. Proposal for a church-wide social action project (Lou Bartoloumucci)

Lou described and offered a motion for a congregation-wide social action project. The motion was made as follows:
We, the members of UUCNH, adopt a social action project to reclaim the church’s garden in order to grow flowers and herbs. The flowers and herbs will be sold to members of the church, and the proceeds will be used to leverage the purchase of food for food pantries.
There was a second by Ron Smart, followed by discussion. One question was whether we should consider selling the plants outside the church. The response was that we should just "get our feet wet" on the flower/herb project this year.

The motion passed by voice vote, with few objections.

5. Introduction of a church-wide listening project by the UUCNH Core Team (Ron Smart)

Ron introduced plans for a systemic change project, called a Listening Campaign. The purpose is to create the opportunity to strengthen the personal relationships that are essential to UUCNH. The Campaign will begin with a workshop held on March 3, after the service. The workshop will involve 1-to-1 conversations, to allow participants to really get to know one another.

Motion to adjourn by Sue Broughton. Second by Joe Meier. Passed without objection.

Meeting adjourned at 12:40.