# CONTENTS

1 OUR MISSION  
2 AGENDA  
3 SLATE OF NOMINEES  
5 PRESIDENT’S REPORT  
7 MINISTER’S ANNUAL REPORT TO THE CONGREGATION – MAY 2016  
10 RECOMMENDATIONS OF THE BOARD IF GOVERNANCE TASK FORCE  
17 UUCNH CONGREGATION ORGANIZATIONAL CHART  
18 DIRECTOR OF LIFESPAN FAITH DEVELOPMENT  
   Adult Faith Development  
   Families Ministries  
   Children and Youth Faith Development  
   Professional Development  
26 CHOIR DIRECTOR’S REPORT  
28 FINANCE COMMITTEE  
28 PROPOSED BUDGET  
37 ADULT FAITH DEVELOPMENT  
37 BUILDING AND GROUNDS COMMITTEE  
39 CHILD & YOUTH FAITH DEVELOPMENT (CYFD)  
42 CHILDREN’S MEMORIAL FUND  
43 COMMITTEE OF CHAIRS  
43 COMMUNICATIONS TEAM  
44 COMPASSIONATE SERVICE TEAM  
45 CONNECTIONS TEAM  
46 FACILITIES USE COMMITTEE  
46 FUNDRAISING COMMITTEE  
46 HELPING HANDS  
47 LAY PASTORAL TEAM  
47 LEADERSHIP DEVELOPMENT TEAM  
48 MEMORIAL GARDEN  
49 SOUND SYSTEM
49 STEWARDSHIP COMMITTEE
50 SUNDAY SERVICES TEAM
52 SYSTEMIC CHANGE TEAM
53 THRESHOLD CONGREGATION TEAM (TCT)
55 FELLOWSHIP GROUPS
   Barn Raisers
   Book Discussion Group
   Craft Group
   Quilting Group
   Saturday Night Bridge
   Ukulele Group
58 BELLWOOD PRESCHOOL
   Introduction
   Sessions and Enrollment
   Kid’s Day Out
   Staffing
   Fundraising and Tuition
   Buildings & Grounds
   Conclusion
61 MID-YEAR CONGREGATIONAL MEETING MINUTES
63 MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
66 UUCNH RELATIONAL COVENANT
OUR MISSION

By building a loving religious community that
nourishes the spirit,
celebrates life, and
cherishes the connectedness of all things,
We will transform ourselves and our world. (adopted 5 / 2012)
Unitarian Universalist Church of the North Hills
2016 Annual Congregational Meeting
May 15, 2016
12:30 pm

Agenda

• Chalice Lighting and Invocation

• Call to Order

• Approval of Congregational Meeting Minutes – May 2015 & January 2016

• Proposed 2016 Budget
  o Finance Committee
  o Discussion
  o Vote

• Board and Leadership Development Team Nominees
  o Presentation of Nominees from LDT
  o Call for Nominations from the Floor
  o Vote

• Report from Governance Task Force

• Report from Interim DRE Search Committee

• Report from Visioning Task Force

• Recognition of Outstanding Service

• Call for New Business

• Extinguishing of the Chalice

• Adjournment
SLATE OF NOMINEES
2016 NOMINEES FOR UUCNH BOARD OF TRUSTEES:

Four Trustee positions are to be filled this year by election by the Members at the Annual Congregational Meeting as stipulated by the By-laws: three for a term of three years and the fourth is a 2-year term which is the remainder of a term begun in May 2015 and vacated by resignation. The following individuals have been nominated by the Leadership Development Team and have agreed to serve if elected. According to the current practice of the Board and their charge to the Leadership Development Team, one of the nominees for Trustee has been identified for and has agreed to serve on the President’s Track [serving as Vice President in the first year, President in the second year, and Past-President in the third year]. The congregation’s approval of that candidate will serve as an advisory to the Board of their preference for Board leadership.

For Trustee, 3-year term (President’s Track) - Robyn Travers
Robyn has been an active member of UUCNH for the last 6 years. She is very invested in the life and vibrancy of our church. She spent 3 years as a religious education teacher and is in her second and final year as the Children and Youth Faith Development chair. She has helped to coordinate holiday pageants and summer camps. She has also been a devoted member of the Stewardship Committee for the last 4 years. Among other interests, she was one of the founding members of Sisters in Spirit and has been a Covenant Circle facilitator for the last 2 years. This year she is excited to be a Coming of Age mentor and looking forward to further ways to serve our church community.

For Trustee, 3-year term - Ellen Saksen
Ellen and her family have been members of UUCNH for three years. Over the last two years Ellen has served as board secretary at UUCNH, and currently teaches Youth RE classes with her husband, Alex. She is active on the Communications team and has put a draft marketing plan together for UUCNH. She has also planned events for and is active with the Young Families Group. Ellen has a special interest in and career history with brand and product management, marketing, and entrepreneurship.

For Trustee, 3-year term - Michelena Wolf
Michelena has been a member of UUCNH since 2010. She served three years on the Threshold Congregation Team, and has supported several of the Compassionate Service Committee projects, including the coordination of the Bellwood Harvest. She is an activist by nature, and works for racial justice and reconciliation in UU circles and in the greater Pittsburgh community.

For Trustee, 2-year term – Jan Hoeter
Jan started to attend UU churches in 2002 and UUCNH in 2009. He has been a Lay Leader and a member of the Sunday Services and Adult Faith
Development Committees plus the Leadership Development Team. Jan lead FrUUGal and participates in the Jesus Discussion, PSI, UU Christian Perspectives and the Men’s Groups. The last of which he co-founded and facilitated for almost three years.

2016 Nominees for UUCNH Leadership Development Team:

The Leadership Development Team consists of five elected Voting Members serving in staggered 3-year terms. Three Voting Member positions on the Leadership Development Team are to be filled this year by election by UUCNH Members at the Annual Congregational Meeting as stipulated by the By-laws. Two of these positions are standard 3-year terms and the third is a 1-year term, the remainder of a term begun in May 2014 and vacated by resignation. The following individuals have been nominated by the Leadership Development Team and have agreed to serve if elected.

For Leadership Development Team Voting Member, 3-year term – Chuck Berry

Chuck is a life-long UU and joined UUCNH in 1992. He has served on the board twice and was Board President (1999-2000). He was on the construction committee of 2007 that expanded the RE and coffee hour areas and he currently serves on the Memorial Garden committee and as the organizer of the Greeters.

For Leadership Development Team Voting Member, 3-year term - Stacy Conlin

Stacy has been a member of UUCNH since 2010. She taught religious education for several years and has been a youth group leader. She has also been a Coming of Age mentor and teaches the 7th and 8th grade Our Whole Lives class.

For Leadership Development Team Voting Member, 1-year term - Sandy Faulkner

Sandy joined the church in 1982 and placed her energies with the religious education committee. She taught Sunday School each year, lead the youth group, and taught About Your Sexuality (the predecessor to Our Whole Lives). After a break from church when weekends were spent in the mountains, she returned to the church teaching 'Dealing with Difficult People' and 'Goal Setting’. She is the leader of the church sponsored ukulele group and chair of Helping Hands.
PRESIDENT’S REPORT

It has been my pleasure to serve this wonderful congregation as President of the Board of Trustees for the past year. As a congregation, we continued to work and grow and learn together in a most satisfying way, I think. I was happy to see the institution retain its vitality, with membership over 200 and a successful annual Stewardship Campaign, a renewed focus on social action, and healthy attendance levels.

The Board staked out several goals for the year and made good progress on most of them. A Governance Task Force, begun last year, and chaired this year by Joyce Kepner, has done a lot of good thinking about how we might restructure the lines of responsibility so that we can be more efficient and effective in the way we run the church. A Rental Policy task force has been looking at streamlined procedures for rentals, revisiting our rental rates, and trying to find the right balance of rental income for the church versus availability of our facility for our own functions. A Volunteerism Task Force has implemented a Task Tree bulletin board to better much up jobs that need doing with people who can do them. An Information Management Task Force started the process of evaluating how we manage our documents and other information, and how we can better help everyone in the church access information and help maintain it; more on that in the coming year. In a related development, the church has purchased web-based software that will make membership management, pledge tracking, event management, and information management simpler and more accessible than it was in our old PC-based church software.

We have a tremendous staff here at UUCNH. Rev. Scott Rudolph continues to provide great leadership and deliver excellent Sunday Services. To me, his warm and funny personality and his caring ministry have been an inspiration.

We will greatly miss Greta Porter, who is retiring after 17 years of service as our DRE and then DLFD. She has a hand in so much of what goes on here. She does it all expertly, and with grace. She is a Board President’s dream employee. More than that, she has been a great friend and the person who guided my own children through their formative years at the church.

Lynne Ferrari is our wonderful office administrator. During my time on the Board, her role has grown and grown, as it always does when someone proves herself highly capable. Thank you, Lynne.

Mary Doubleday, our Choir Director…what can I say, I love her so much, I married her! For 16 years now, she has created a top-notch music program for us. She always seems to find the right piece to complement the sermon, and manages to whip it into shape in record time. Thanks, my dear!
I would like to thank my colleagues on the Board for their strong commitment to this Church and their untiring efforts to keep things moving in the right direction.

Thanks especially to those who have completed their three-year terms of service and will now get a well-deserved rest (or, more likely, keep helping out in other ways!)—Past President Mark Draa, Rachael Smart, and Bob Delaney.

And we have a really strong set of new Board members beginning their terms this year. I look forward to working with them for one more year, under the leadership of new President Ivan Baumwell.

Dennis Doubleday
BoT President, 2015-2016
MINISTER’S ANNUAL REPORT TO THE CONGREGATION – MAY 2016

The last year has been a hard one for humans on our planet. And for the planet itself. There certainly have been many joys and triumphs. You don’t need to look to hard to find cause for celebration. But there has been a great deal of suffering, division, and fear. I am so appreciative that I have a place like our church to bring my thoughts, feelings, and anxieties about what is happening in our nation and across the globe. While we don’t always do it perfectly, our church is a place where we come to express and live out our shared values of love and inclusion. We believe in the power of this community of fellow seekers to offer us inspiration, challenge, and opportunity. Churches are voluntary associations. I am in awe of this when I look at all we accomplish and create together over the course of a year. Our members and friends join together to be a force for good in our world. This force for good is seen in the relationships between our congregants and in the activities we dedicate ourselves toward. Right now, it feels like the world could use as many loving people as possible. It is truly an honor to be a part of this community.

Speaking of loving people, our congregation will be saying good bye this summer to Greta Porter, our cherished Director of Lifespan Faith Development. For seventeen years, Greta has served our congregation and created space where love could be the foundation from which we would teach. She brought intention to how our programing supported building relationships as well as offering spiritual growth. Generations of children and adults have been nurtured under her leadership. She has made contributions to our church that will continue to shape us for many years. She has brought professionalism to our religious education program and to her position. I know that she holds deep gratitude toward our church in supporting her as she supported us all these years. I know that I personally feel a deep sense of gratitude to Greta as we have worked together. She has been a great teacher to me. The ministry she has provided our church has been both inspirational and instructive. We wish Greta as much happiness in her next venture as she has offered us (and that is a tremendous amount!)

In response to Greta’s parting, our board decided our church would be well served by a year of work with an Interim Director of Lifespan Faith Development. This will help us consider what we envision for our future and give us needed time and space for this significant transition in our church life. The board appointed an Interim Search Committee that is now actively at work to bring someone to our church this summer to guide us through this process. We will be looking for everyone’s support for our religious education programs and input for our future in the coming year as we go forward.

Our Office Administrator will remain with us, and for that we should each sing a joyful noise to whatever it is that you sing joyful noises to. Lynne’s gifts to our church are both in her ability and the spirit she brings to the job. Her job is one of those with a million parts. She does all the parts with skill and good humor.
As I look back at all we accomplished this year, I have a grateful heart for our congregationally elected leaders, the Board of Trustees. Our board was led by our President, Dennis Doubleday. He brought the right combination of gravity and levity to what was a list of ambitious goals for our year. Our board task forces engaged work that will shape our church in how we operate and what we pursue for the coming years.

In a church, it would be impossible to thank every person who made our community happen this year. There are so many things that happen. One of the joys of serving as minister of our congregation is that I get to see into so many of the nooks and crannies of what happens, of how many people contribute, of the acts, small and herculean, that make our church possible. To all of you, who taught, fixed, gave, helped, cleaned, led, spoke, served, participated, listened, cooked, sang, played, facilitated, showed up, shared, and sought justice, THANK YOU. Even if no one saw you do it, you know who you are.

This is a year of goodbyes. We also bid a farewell to Janine and John Brobst. They have been long time members who have both contributed greatly to the life of this church. Janine has done so much more than just bless us with the beauty of her touch on the piano. And the list of what John has done for us is long and often hidden from sight. Cheyenne John-Henderson is also moving with his family to their next chapter in life. We will miss the jazz and kindness he offered us. So let us just say, it is with joy that Hal Dixler is going nowhere. You will find him right there behind the keyboard next year, just where we love him to be. He will be joined by our new Choir Accompanist and Service Pianist, Nick Tiberi, who will begin this summer. We welcome Nick and look forward to our journey with him.

Sunday mornings are my favorite time in our congregational life together for many reasons. We gather across our generations, personalities, beliefs and life activities. We gather to learn, to support our young ones, to have fellowship, and to worship together. Our worship services this year invited a wide range of ideas and speakers. We had strong attendance all year. I love it. I truly do. To create this space together is a sacred and beautiful occurrence. Mary Doubleday and the choir again filled our minds, hearts, and bodies with music ranging from hilarious to a quiet moving of the soul. My appreciation goes to our Lay Leaders, musicians, ushers, greeters, the Audio Wranglers, and to the Sunday Service Team. It takes a lot to make every Sunday happen and happen with such life. A special thanks to Tassi Bisers as she steps down after providing leadership for five years as the Sunday Services Team chair. She has provided spiritual nourishment (and chair organization) for our community in a deep and profound way.

We tried something new this year. On the first Wednesday of the month, we held our Gather the Spirit potluck and evening vespers service. We came together in more relaxed evening atmosphere to hear from one another, to sing and listen to music, hold rituals, and ground ourselves in the middle of our hectic lives. We plan to continue these services next year. We invite you to join us!

The caring that I witness in this church is enough to justify everything else we do. We need one another. And we are there for one another. As always, our
Lay Pastoral Care Team offered compassion into our community. Our Helping Hands Network showed up at door steps. Our Covenant Circles provided space for deep sharing and listening. We held memorial services for five members of our church this year - Helen Hilton, Adela Burns, Norman Hewitt, Andrew Dekker, and Heather-Dawn Filipiak. We hold each other up during times of hardship. If you need help or would like to talk, reach out. It is okay. You are okay.

If we are to be the church of our values, we sometimes have to dream big and stretch. And that is what we did this year during our Annual Pledge Campaign. We knew that to be the church we need and want to be, we should be offering healthcare to all of our employees over three-quarters time. We are now creating a budget that will allow us to do just that. It is possible because seventy-five people chose to raise their pledge to the church, many in significant fashion. Many people giving generously continued to do so, each to their own ability. Church can’t happen without our shared financial resources. We thank you all. And we thank Lou Bartolomucci and the Stewardship Team for inspiring us to get there.

Coming into our church building now better reflects our values as we installed hands-free universal design front entry doors. We have exited through those same doors many times taking our values into the community. Our church engaged work for justice as our congregation continues to move more toward supporting this work in the community through our Systemic Change Team. We were in the streets, behind megaphones, peaceably removed from premises, made the papers, and influenced our legislators and leaders. We have focused on issues of race and the environment this year and will continue with these focus areas next year. Indeed, Black Lives Matter and climate change is real. And so we need to bolster our response to both.

On November 8, 2015 (which seems eons ago), we hosted the Second Annual Pittsburgh Cluster Assembly. Midge Miles led a team that opened our space to about 120 UUs from eleven area churches. Our congregation received much praise for our hospitality and our meeting space. UUCNH hosted a great day of worship, fellowship, and learning. In other denominational affairs, the Ohio-Meadville District dissolved this year as the Unitarian Universalist Association (UUA) moves toward a regional support system of our congregations – ours is the Central East Regional Group. The UUA General Assembly will be in Columbus this year, and many of us are excited to attend.

In the wider denomination and community, I am currently the co-leader of our Pittsburgh Cluster ministers group, was recently elected President of the Ohio-Meadville Chapter of the UU Ministers Association. I continue to co-lead the local North Hills interfaith group NORTH (soon to begin addressing issues of gender awareness in the North Hills school systems). I rejoined the PIIN Spiritual Leaders Caucus. I am the Vocational Advisor for a student at Meadville Lombard Theological School. I participated in a professional development retreat in Kansas. I am the co-leader of a ministerial study group, the Middle Way. I curate a weekly online dance ministry called DANCEBREAK!!! (send me an email to sign up!)
The world is a topsy-turvy place. At times, I find myself uncertain, off-balance, and not knowing what to do. When I feel like this, I know that coming to church will ground me in love and remind me of what I hope for in the world. This happens by looking around at our community of people. I witness what we create with our dedication to transforming lives and the world. This loving religious community is living out our mission.

With Love and Gratitude, Scott

RECOMMENDATIONS BY THE GOVERNANCE TASK FORCE OF THE BOARD

Executive Summary

The Governance Task Force (GTF) was formed in 2014 to develop recommendations for the structure of governance at the Unitarian Universalist Church of the North Hills (UUCNH). GTF has developed a series of recommendations designed to streamline our structures so that the Church can concentrate on our mission.

GTF adopted a number of goals that its recommendations should achieve:

- A more efficient and effective structure
- Clearer lines of authority and responsibility
- Structure that allows the Board to be more strategy and policy focused
- More support for volunteers
- Structure that leverages the talents of the minister without creating undue burdens on him or her

GTF has developed a detailed set of recommendations. It has regularly communicated to the Congregation through the Intercom, the eNews, and other ways. It has recently conducted a series of informational meetings with 1) the Board, 2) the Committee of Chairs, and 3) interested members of the Congregation. It has taken many of the suggestions it heard during these meetings into account in its recommendations:

Here is a summary of GTF’s major recommendations to be presented at the Congregation’s annual meeting on May 15, 2016:

- Classify all activities of the Church as either governance or ministry
- Broadly define ministry as any activity that sustains the church and advances its mission
- Adopt standard terminology for groups – committees (governance), teams (ministry), task forces (temporary, single purpose groups)
- Governance
  - Narrow Board’s responsibility for groups to Executive, Finance, Personnel committees and confine Board Liaison relationships to Finance and Personnel
  - Disband Committee of Chairs since most of its duties are being assumed by new Ministry Council (see below)
Focus the Board on policy and strategy
Reduce number of volunteers needed for governance
  - Reduce Board size to seven members
  - Select Board Secretary from voting Board members

Ministry
- Create new Ministry Council consisting of Minister, Director of Lifespan Faith Development, three new Ministry Coordinators and Vice President
- Move all ministry teams from the Board responsibility to Ministry Council Responsibility

Background
At a retreat in the summer of 2014, the UUCNH Board identified two growing needs:
- The Board should continue its movement toward becoming more oriented to policy and strategy.
- More authority and responsibility should be distributed to other church groups.

The Board currently has little time to consider the overall vision and direction of the Church because its time has been largely used in consideration and approval of actions that could reasonably be undertaken by the groups responsible for implementing those actions without Board involvement.

To relieve the Board of the management detail of the church, the congregation must clearly define what is policy and what is implementation, or stated in terms more applicable to a church, what is governance and what is ministry. The church should move from a narrow definition of ministry as mostly church services and pastoral care to a broader definition that includes any activity that sustains the church and advances its mission. Under such a definition, functions as varied as stewardship, faith development, publicity, building maintenance and serving coffee are all aspects of ministry.

The church needs a governance structure that supports this broad view of ministry. To create this structure, we must understand and simplify UUCNH’s current complex church Board and committee configuration. The relationships and lines of authority should be clarified and made simpler, removing oversight of many functions from the direct responsibility of the Board.

To investigate the changes needed in UUCNH’s governance structure, the Board created the Governance Task Force (GTF). Its members are Joyce Kepner, Chair, Sue Broughton, Bob Delaney, and Ed Rockman. Rev. Scott Rudolph is the ministerial consultant to the Task Force and attends GTF meetings. This document discusses the issues that the GTF has identified relating to the organizational structure of the Church. It lays out GTF’s recommendations to address those issues, including the proposed revised Organization Chart and details about the revised Chart.
Since inception, the Task Force has been working to develop this set of recommendations and the related revised Organization Chart. During the spring of 2016, GTF presented its initial draft of its recommendations to the Board at its March meeting, followed by a meeting with the Committee of Chairs and, most recently an open meeting to which all UUCNH members were invited. The Task Force received a number of suggestions from attendees at all three meetings. This document and the related Organization Chart reflect changes made to the Task Force recommendations as a result of those suggestions.

Introduction
The GTF is proposing changes to processes and organization for how UUCNH governs itself and carries out its mission. This discussion should be read in conjunction with the accompanying revised Organization Chart.

Based on its research into how other UU churches govern themselves and its identification or our Church’s own issues, the GTF is proposing to classify the various activities of the Church into two distinct categories of groups, governance and ministry. It is important to understand these categories to appreciate how the proposed Organization Chart is designed.

Governance groups work closely with the Board and include committees such as finance and personnel. Governance groups are the direct responsibility of the Board and help it carry out its responsibilities. Ministry groups, on the other hand, are generally charged with carrying out the mission of the Church. They include such teams as Sunday Services, Systemic Change, Connections, Stewardship and the two Faith Development Teams.

To create clarity on how our different groups are known, the GTF suggests the following language:
- Committees – governance groups responsible to the Board
- Teams – ministry groups responsible to a Ministry Coordinator, the Minister, or the DLFD
- Task forces – groups created by the Board, a Committee or a Team and responsible to its creator. They are single purpose (ad hoc) and temporary in nature, expected to disband once their purpose is achieved.

Goals of Reorganization
GTF has identified the following criteria for evaluating its recommendations.
- After implementation, both leadership and management functions should be more efficient (require less time and effort) and more effective (improve results for the function.)
• Recommendations should result in lines of authority and responsibility that are simpler than the current structure and are clear and understandable.
• Revisions should simplify the work of the Board, allow it to concentrate on the “big picture” including strategy and policy and allow it to stay out of day-to-day management details. (See further discussion, below)
• The revised organization should provide support for group leaders – both governance and ministry. This support should lessen the demands on leaders and encourage more Congregation members to accept the responsibility to be committee or team leaders.
• The revisions must leverage the talents of the minister to provide valuable professional guidance, particularly for ministry teams, without placing undue demands on the minister’s time and talents.

**Flow of Authority**

Under the Bylaws, the “ultimate authority for all matters pertaining to UUCNH shall rest with the Members of UUCNH,” that is, the Congregation. The Congregation elects the Board. It also delegates to the Board the responsibility for the ordinary business of the Church. (See Article I of the Bylaws.) The Congregation has the ultimate responsibility, under the Bylaws, for calling and dismissing ministers.

The Church agreement with the Minister is executed by the Board President on behalf of the Church and contains provisions consistent with the Minister being responsible to the Board. The Board delegates authority to the minister. In practice, the minister at UUCNH has historically been responsible to the Board. The new Organization Chart does not make changes in this responsibility framework.

As shown on the right side of the Chart, all governance groups are responsible to the Board. This represents a continuation of current practice.

On the left side of the chart, the minister appears along with various ministerial groups. Consistent with current practice, all other staff report to the minister. There are two major changes from current practice. First, the GTF is proposing a newly created Ministry Council and three new volunteer ministry coordinator positions. Second, ministry Teams that currently are responsible to the Board through the liaison program have been moved on the Chart to be responsible to their ministry coordinator and the new Ministry Council.

**Changes to the Board and Governance**

The Board appears on the right hand side of the Chart. The Chart shows that the Treasurer and standing committees are the responsibility of the Board.
The Board has been moving toward what is referred to as Policy Governance for the last six or seven years, at least since the tenure of our recent Interim Minister. In very simple terms, policy governance is the notion that the Board should concentrate on high level, forward looking, strategic and policy goals and leave day to day operations to others. If a committee or team is proposing an action or program that is clearly within its purview as defined by the Board, there is no need for involvement by the Board in that proposal. The Board has developed and implemented a number of policies, including those for website, safety of children and youth, gift acceptance and facilities use (the full set of policies is posted on the Church website). (For more on policy governance see Governance and Ministry: Rethinking Board Leadership by Dan Hotchkiss. There are copies in the church library.)

The Board, working with committees and teams, has developed Charge, Authority and Responsibilities (CAR) documents. These set relevant policies for each group. Developing and maintaining the CAR documents are important parts of the Board’s role in setting policy.

The GTF recommendations are consistent with the notion of the Board as a policy setting body. With the changes proposed, major responsibilities for ministry functions would fall with the new Ministry Council, relieving the Board of responsibility for such items, except high level strategic oversight. Specifically, once the Council is functioning, the current Board liaison program would cover governance only and not ministry groups. This change is designed to free up Board time and effort so it can concentrate on the kinds of policy governance contributions that currently have to compete with ministry for Board time and attention.

Similarly, once the Ministry Council is functioning, it would take over the role of the Committee of Chairs, making that body no longer needed. GTF recommends disbanding the Committee of Chairs at that point.

During its discussions with various contingencies, the Task Force frequently heard recommendations to reduce the size of the Board from the current nine members to seven, or even five. The Task Force considered the reasons for these recommendations as compelling and is recommending that, as an initial step, UUCNH move to a seven-member Board. GTF recommends that, after the conversion to these recommendations and the changes in Board roles are implemented, the Board revisit the size question and consider the advisability of further reducing its size. The main reason for a size reduction is to make more volunteers available for other positions, notably the new ministry coordinator positions. In order to ensure broad representation in policy making, the Task Force recommends that the Board involve non-Board members in its work on setting and revising various policies.

Finally, based on recommendations from constituents, the GTF recommends that the Board Secretary be a voting Board member, rather than an
ex-officio, non-voting Board member. The Secretary would, thus, be selected by the Board from among its members rather than from people outside the elected Board. This further reduces the demand for volunteers within the Church.

**Changes to Ministry**

As noted, a major change would be the creation of three new Ministry Coordinators, one each for Community Life, Outreach and Resources. The GTF’s recommendation is that the Leadership Development Team (LDT) would be involved in recruiting these coordinators, working with the new Ministry Council.

The new Ministry Council would be headed by the Minister and consist of the Director of Life Span Faith Development, the three coordinators, and the Vice President. This council would fill the role that larger churches assign to a paid church administrator. GTF is aware that many current and prospective volunteer leaders have expressed a need to have a co-chair to assist them. The new coordinators and the Council are designed to provide support that should help alleviate the need for co-chairs. The coordinators would not be expected to attend all, or even many, of the meetings of their teams, but would be available to team chairs and provide valuable support.

One concern with moving the ministry teams away from the Board was the extra burden that might be imposed on the Minister. The Council is also designed to address that issue.

Those ministry teams that deal with Faith Development would be coordinated by the Director of Lifespan Faith Development. Two ministry teams, Sunday Services and Lay Pastoral Care, would report directly to the Minister.

**Other Groups**

The Covenantal Relations Team is a proposed new group to be created to deal with issues related to the recently adopted Congregational Covenant, such as when a person or persons may be “out of covenant.” It is responsible to the Board and the Minister.

The LDT is the only group provided for in the Bylaws, where its role in nominations is set. It is responsible both to the Board, which has delegated other leadership development duties to it, and to the Congregation.

The only change proposed for the LDT is its added responsibility to assist with identifying and naming the Ministry Coordinators.

**Effect on Bylaws and Other Documents**

GTF believes that most of its recommendations, as described above, fit within the provisions of the existing Bylaws of UUCNH. The GTF expects to bring forth a proposed amendment to the Bylaws that would provide for the change in the number of Board members (Trustees) and the change related to the Board secretary, both discussed above, before final implementation occurs.
The documents that will require the most work are the Charge, Authority, Responsibility (CAR) Documents. Among other things, each group will need to be identified as either governance or ministry. Ministry Team CARs will need to recognize the existence of the Ministry Council and state under which Ministry Coordinator the team falls.

**Implementation Guidance**

Following the May 2016 annual Congregational meeting, the Task Force expects to flesh out its recommendations with details on how the various components of the new structure will work. For example, on the governance side, what changes are expected in Board operations. How often would the Board be expected to meet? Similar details will need to be addressed for the new Ministry Council. GTF hopes to finish its implementation work, at the earliest by the mid-year meeting in January 2017 and, at the latest, by the 2017 annual meeting.

Following that, implementation can begin. GTF recommends that its recommendations be viewed as evolutionary. A follow-on implementation task force should be charged with monitoring the new structures to determine which ones are accomplishing their goals and where opportunities for improvement exist.

**Conclusion**

The GTF proposes these changes in the spirit of a beloved community, which we so fervently believe UUCNH represents. We do not suggest change for change’s sake. Rather, we hope that our recommendations, when implemented, will improve our ability to carry out our mission.
UUCNH Congregation
(responsible to the Mission of the church)

Board of Trustees

Covenantal Relations Comm (Board member, minister, 3 lay people, nom. by board, approved by cong)

Ministry Council (minister, DLFD, 3 ministry coordinators, V.P.)

Sunday Service Team (ushers, audio)

Lay Pastoral Care Team

Minister (called by cong)

Choir Director

Office Admin

DLFD

Pianists/ Choir

Adult RE, CBY RE, Young Fam

Community Life Coordinator
- Connections (Greeters)
- Helping Hands
- Fellowship Grps
- Coffee Hour
- Hospitality

Outreach Coordinator
- Systemic
- Compassion
- Denom Aff. (UUA, CERG, Cluster)
- Publicity
- Child M Fund
- Bellwood

Resources Coordinator
- Stewardship
- B&G (DJD, kitchen, Mem Garden)
- Rentals
- Fundraising (Grocery Cards)

Treasurer (bookkeeper)

Standing Board Comm
- Executive
- Finance
- Personnel (Board member, Finance Chair, 3rd person)

Leadership Development Team
DIRECTOR OF LIFESPAN FAITH DEVELOPMENT

It is not without melancholy that I write this report, the last annual report I will be writing for The Unitarian Universalist Church of the North Hills. I have served this congregation as its religious educator for seventeen years. I recall as I began my job, all those years ago, learning how to do the work from reading the annual reports of the past. I will retire from this loving religious community at the end of June. The time seems right for the church and for me. The congregation is in a happy, stable place, with an imaginative, energetic and compassionate minister who is beloved. We have strong leadership in place. I am confident my successor will contribute new and needed ideas and initiatives to our faith development program for the lifespan. While my plans are indefinite, I look forward to new endeavors.

ADULT FAITH DEVELOPMENT

Doug Ickert has served as Chair of the Adult Faith Development Committee for two and a half years, with Bruce Travers as co-chair for the last half of Doug’s term. Under Doug’s guidance, the committee became more established, meetings more regular and programs abound. He deserves much appreciation. Stephen Fuegi accepted the invitation to become the new chair of Adult Faith Development and has jumped right in, with a particular lens for social justice that will be a real asset.

Developing Racial Awareness and Cultural Competency

Becoming Everyday Allies Challenging Our Neutrality (BEACON) – Shannon Smithey and Michelena Wolf
BEACON began in February of 2015 as a response to issues of race that had become so incendiary in our country. After a summer hiatus, BEACON resumed with several former participants, and several new folks, for a small group of 5-7 monthly participants during September, October and November. As the series reached its end of the original ten topics, the group asked what would be next, and indicated their interest in continuing to learn about racial justice and how we as UUs can advance the cause.

Raising UU Racial Awareness Video Series
This program began in January to pick up where BEACON ended. Short films including Michelle Alexander speaking about mass incarceration and Tim Wise’s White Like Me were followed by group discussion.

Being White in the Black Lives Matter Movement
Michelena Wolf discovered and led this 4-session curriculum written by the Rev. Kate Lore, the social justice minister of First Unitarian, Portland, OR. We invited the Pittsburgh Cluster. The class went well with regular attendance of eight of our congregants and a few more showing up for one or two sessions from other churches. Readings and activities helped develop cultural competency. Evaluations were positive and Michelena expressed a willingness to offer this
twice a year in the future. Many ideas were generated for becoming allies in the Black Lives Matter movement.

Building Authentic Diversity
While not an offering of our church’s adult faith development program, it is worth mentioning that 16 people from our congregation attended the full-day Saturday Building Authentic Diversity conference offered to the Pittsburgh UU cluster.

Future Race/Multi Cultural Work
The Adult Faith Development Committee together with Rev. Scott Rudolph and the Race and Multi-Cultural Task Force are pursuing future opportunities for developing racial awareness and multi-cultural competency. We have explored the Beloved Conversations program through the Fahs Center of Meadville Lombard Theological School and also the Sacred Conversations curriculum of the Gamaliel Institute. Decisions will soon to be made about next steps to further this important work in our congregation in ways that can build relationships and impact our community.

Covenant Circles
This year’s small group ministry program gathered for readings and reflection around the month’s preaching theme. Session guides were created and distributed to each circle’s co-facilitators. Each group was expected to do a service project and these included creating spring share baskets for North Hills Community Outreach and making and serving dinner for the Pleasant Valley Men’s Shelter. While the circles did not have as many participants as last year, with about 48 participants beginning in 5 groups and several dropping out for life events, people found this a good way to create deep bonds with a small group of people.

CUUPS (Covenant of Unitarian Universalist Pagans)—Michelle Broge-Connor
Michelle writes, “Confluence Grove CUUPS is open to pagans and non-pagans, as well as members/friends of UUCNH and visitors. CUUPS gathers together to study, promote, and celebrate the practice and understanding of pagan spirituality, for our members, for the Unitarian Universalist Church of the North Hills, and for the larger community, by providing opportunities to examine and celebrate a variety of earth-based traditions and various other pagan paths. Each month, a different member presents a topic or leads a ritual.

Unitarian Universalist Christian Perspectives—Edie Swihart and Joe Meier
Edie reports that the group has “refined and confirmed our focus and function as people with Christian backgrounds who now have a variety of outlooks, as opposed to the misunderstanding that we were supposed to be "UU Christians."” Attendance varies from 8-12 with about 9 regulars. This group continues through the summer.
All Theist Brunch – Edie Swihart
This group is just beginning and is an opportunity for people to share their concepts of God (god, goddess, or any other concept of divinity). Edie plans to gather about every six weeks.

Humanist Group – Dick Myers
Dick Myers was approached to facilitate a group for humanists. He is currently assessing interest.

Drum Circle – Kip Ruefle
Kip Ruefle took over Drum Circle from Rachael Smart. Tiny attendance has been a challenge but Kip is hopeful that nice weather will bring more people out.

Mid-Week Meditation – Sue Luebbert
Sue Luebbert reports, “The Midweek Meditation group had a wonderful year. The peace and beauty of the sanctuary is an ideal setting for mindfulness meditation every two weeks. Our meetings welcomed all, whether participants had any experience with meditation, or none. The size of the group varied each time, but over the course of the year many different people took the opportunity to practice mindfulness. This year the group moved from Tuesdays to Wednesdays to join with the other two Wednesday offerings, Gather the Spirit and Dance Jam/Moving Meditation. This meant that every Wednesday evening there was an opportunity to enjoy some form of group spiritual practice. The experience was an interesting change from our weekly meetings in previous years, and brought its own rewards and challenges, including having to miss a few Wednesdays due to events such as the Bellwood Kidstuff sale, The meditation group will continue to meet every two weeks next year, starting in September. We welcome everyone every time, whether you come for just one meeting, or many more, to enjoy mindfulness practice.

Dance Jam/ Moving Meditation
Rev. Scott Rudolph leads this offering and shares, "We have gathered on the third Wednesday of each month and created a safe space for people to dance, move, sit, lay down, listen to/feel music, and be in their bodies. We created a core group over the year and welcomed at least one curious newcomer each week. We challenged ourselves each week not judge others or ourselves as we danced and moved about the sanctuary. We enjoyed music mixes made by various participants. Overall, we were grateful to one another for co-creating the space and for this opportunity for an embodied experience at church."

Jesus Discussion Group—Tony Palermo
This group split time between Biblical Criticism and Death & Eternal Life, John Hick’s book about the afterlife as described in the World’s Religions. Monthly attendance is anywhere between 5 and 10 participants.
PSI (Philosophical and Spiritual Insights) Group – Tony Palermo
Tony reports they had a good year with 5-10 people attending each month. The group has focused on Roby Baumeister’s book, Evil: Inside Human Violence and Cruelty.

Men’s Group – Hal Dixler and David Madjaric
Sunday monthly sessions draw a good crowd and facilitation is shared by participants, although it is sometimes difficult to find volunteers to select a topic. Tuesday evening open sessions draw a very small group. The Men’s Group has had some movie sessions in participants’ homes.

Sisters in Spirit – Michelle Broge-Connor and Rachael Smart
Rachael writes, “Sisters in Spirit is finishing up its fifth year and continues to go strong with around 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.

This year, we revised our group description to be more welcoming/inclusive and now state specifically that we are open to cis, trans, and gender-queer women. We did one group service project by collecting household and personal goods for incoming refugees through the Catholic Diocese of Pittsburgh. And thanks to the creativity of Michelle Broge-Connor, we also created a history of Sisters in Spirit through quilt squares. The quilts have been hanging in the sanctuary and are accompanied by written descriptions of all of the topics done by SIS members over the first four years.”

Smash Book Art Journaling – Greta Porter, Bernita Clover, Becky Ridgeway
We offered this activity the first Sunday of the month to engage the theme for the preaching theme for the month in a hands-on way. Activities included poetry, stamping and watercolor. While initially well attended by all ages, attendance waned to a few regulars.

Library – Julie Kant, Midge Miles and Stacy Conlin
Our library upstairs seems to be a little known secret. We have a wealth of books that can help our congregants learn more about Unitarian Universalism, read about a variety of religious and spiritual practices, find resources for Sunday services and delve into life’s big questions. Our library shelves have been culled - less is more when finding appealing books on the shelves. Julie, Midge and Stacy have been cataloguing our tomes with a program called Library Thing. While you are always welcome to borrow a book or two, soon you will be able to see our collection on-line.
FAMILIES
Families Group – Carla Bickel
Our Young Families Group moved to a Families Group to appeal to a wide range of ages with a variety of activities under the coordination of Carla Bickel. Some of the activities included a Halloween party/potluck with a youth-led haunted house, a Christmas party complete with decorating cookies and singing carols and an outing to Wildwood Highlands. More activities are schedule throughout the year, almost monthly.

Youth Families Service Group
Barbara Pane is organizing activities for our youth and their families so serve the wider community. The first activity is hosting a games night/potluck for the students of English as a Second Language through the Greater Pittsburgh Literacy Council in May.

Childcare Coordinator
Allyson Zadnik has arranged for childcare for many, many events at the church. Carla Bickel took over for her in April. Providing childcare for parents to attend church events is so important in helping a great many families integrate fully into the life of the church.

CHILDREN AND YOUTH FAITH DEVELOPMENT
Robyn Travers is a phenomenal leader. She juggles details while never losing sight of the big picture. And she gets things done! This past summer, she organized Spirit Play story box creating sessions, charting what stories should be offered for two groups and involving many volunteers. She leads efficient, productive committee meetings, finds chalice lighters, serves as a mentor in Coming of Age, is recharging youth group this coming church year and the list goes on. She is a wise choice for the board as the future president and it has been a joy to work with her.
I am confident that the Children and Youth Faith Development committee is in good hands with Melissa Nelson moving into the chair role. Melissa has been a teacher and a committee member and is sure to be a great partner and aide to my successor.

New Pennsylvania Laws
The new child protection laws have added a new layer of administrative work with new requirements for clearances and FBI fingerprinting for volunteers and employees who work with children and youth. The board approved a new safety policy to comply with the new Pennsylvania laws. I have worked to inform volunteers of the new mandated reporting laws.

Summer Camp for Kids
We had no Summer Camp for kids in the summer of 2015, sensing a lack of adult volunteers to make it happen. The summer of 2016 will certainly have a successful summer camp, with lots of volunteer energy around it. Robyn Travers
is leading the effort. This summer camp is titled “Planet Heroes,” with an ecological theme. Plans are to even include baby camp for those under 3-years old, something new for us.

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

Pageant
Our holiday pageant this December highlighted our Unitarian Universalist Sources and was very well received by all ages.

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

Coming of Age
Our Coming of Age had five youth and their mentors attending sessions with me about twice a month. They explored and articulated their beliefs and learned more about Unitarian Universalism. They represented Unitarian Universalism at the Interfaith Gathering of the North Hills Anti-racism Coalition. And they made and served a chili dinner at the Pleasant Valley Men’s Shelter for their service project. At this writing, the youth are about to present their credo statements in a Sunday morning service. Monthly bake sales have raised enough money to cover airfare and lodging for the group’s heritage trip to Boston in June.

Youth
Mackenzie MacFarland     Stacy Conlin
Eric Moore       Greg Jarold
Siroun Peterson      Robyn Travers
Jeevan Pillar       Joe Meier
Ellie Smart       Abby Vaughn

Mentor

Sunday Morning Faith Development
Average attendance improved this year with an average of 46 children and youth in our religious education classes on Sunday mornings and 98 currently on our roster.

Attentive childcare is provided for our youngest children during Sunday Services. Volunteers: Dawn Lindsay (coordinator) Kelley and Michael Baumgartel, Carla Baldwin, Carla Bickel, Patrice Giancola, Mark Swihart
Paid childcare giver: Katy Swidal
Preschool
Curriculum: Chalice Children
This curriculum engages young children’s natural curiosity in a group setting with loving adult guides. Children develop their wonder, their openness to sharing and experience the benefit of a loving religious community.
Volunteers: Jen Suehr (coordinator), Julie Kant, Katie Smith, Pam Weaver, Abby Vaughn

Kindergarten and First-Second Grades
Curriculum: Spirit Play
Spirit Play is a Unitarian Universalist religious education program fashioned from Montessori teaching methods. Children are warmly greeted by an adult doorkeeper. A trained adult storyteller presents a story in a prescribed way to foster children’s wonderings, encouraging them to discern their own meaning from the story. Stories this year related to our Unitarian Universalist sources.
Volunteers: Bill McAdams (Coordinator), Kip Ruefle, Ron Smart, Justin Weinbaum,

Our Whole Lives Sexuality Education for Grade 1-2
Rachael Smart and Kip Ruefle
19 children are participating in this sexuality education program, several from outside our congregation. Parents are grateful for this opportunity for their children to learn about sexuality in a health and non-shaming way. Children learn about bodies, safety, diversity of families, and where babies come from. Home-links help parents continue the conversation.

Third-Fourth Grade
Curriculum: Holidays and Holidays, Spirit Play Style
Children learn about other faith traditions while clarifying their own Unitarian Universalist identity through stories and activities. Wondering questions help children share their understandings.
Volunteers: Allyson Zadnik (coordinator) Tom Pichieri, ShawnLorea Pichieri, Patty Scott, Timur Snoke, Andy Zadnik

Fifth-Sixth Grade
Curriculum: Bibleodeon
Children learned about the Bible in an active a fun way with a Unitarian Universalist perspective.
Volunteers: Melissa Nelson (coordinator), Rebecca Hovermale, Tony Palermo, Hazel McLean
Youth Group for 7th and 8th Graders and High School Youth Curriculum, Building Bridges, UUA Tapestry of Faith

Our youth explored many different world religions while clarifying just what Unitarian Universalism is all about. Field trips included a visit to a Muslim mosque and a trip to a Buddhist temple.

Volunteers: Ellen Saksen (coordinator), Alex Saksen, Gene Watts, Amy Wilks

PROFESSIONAL DEVELOPMENT

I serve as member and training coordinator for the Committee on Mentoring of the Continental Liberal Religious Educators Association (LREDA). I mentored a candidate in the credentialing program. I attended the LREDA Fall Conference in Morristown, New Jersey. There I co-led a workshop for new Directors of Religious Education.

I serve as Good Officer for the Ohio Meadville Chapter of the Liberal Religious Educators Association. I serve as mentor for a colleague in the Pittsburgh area.

I completed an on-line class to build racial/multicultural competency.

I served on the Interfaith Gathering planning committee, as part of the North Hills Anti-racism Coalition.

A FOND FAREWELL

It has been a great honor to serve this congregation as its religious educator all these years. I have had the joy of seeing visitors grow into Unitarian Universalists, children grow into adults, volunteers grow into strong leaders, and people of all ages learn and grow and navigate life’s passages. The Unitarian Universalist Church of the North Hills has been formative in my development as a professional and as a human being. I hope I have served this loving religious community well.

Respectfully submitted and with much affection,
Greta Porter
The following members and friends participated in at least one choir event this year:

Marsha Albright
John Bernhard
Tassi Bisers
Janine Brobst
Tom Brown
Miranda Chang
Dennis Doubleday
Mary Doubleday
Stephen Fuegi
Julie Kant
Kathy Ke
Joyce Kepner
Nancy Kepner
Judy Kirby
Carol Kline

Heather Mannes
Joe Meier
David Miles
Josh Minnich
Cindy Mitchell
Charlotte Moore
Johnson Moore
Gale Murray
Connie Ritzert
John Ritzert
Kip Ruefe
Mark Swihart
Craig Thompson
Amanda Wray

We opened the church year at Ingathering with A Whole New World, a new anthem for us and one we will use again at intergenerational services. For a service on Selma, we sang a wonderful arrangement of “There is more Love Somewhere” by UU composer Cliff Hardin, with guest soloist Judy Kirby.

We had a special event for the Pittsburgh Cluster in November. Joined by singers from other Cluster congregations, we performed the Kings’ Singers piece You Are the New Day.

November also gave us a chance to celebrate a movie release with a wacky piece called Star Wars: John Williams is the Man. The highlights of this performance were Mark Swihart’s Luke impersonation, including the loss of a hand, and Dennis Doubleday’s uncanny Wookie cries.

At Christmas, we did the 17th century O Magnum Mysterium by Tomas Luis de Vittoria. January included the jazzy, difficult Snowfall as arranged for Manhattan Transfer.

For Easter, we sang Randall Thompson’s Alleluia, a true choral classic. April included Duke Ellington’s It Don’t Mean a Thing if it Ain’t Got that Swing.

We will be ending the choir year with Omnia Sol. This is a very moving song of farewell – so moving, some choir members have trouble singing it without choking up. It will be especially difficult this year as we say good-bye to John and Janine Brobst and Cheyenne John Henderson.
Cheyenne has been our choir accompanist and one of our three Service Pianists for two years. It is been a complete joy to work with him and listen to him improvise on Sunday mornings. He will be sorely missed by the choir and the congregation.

Janine Brobst has been one of our Service Pianists at least since the 1980’s (and perhaps the 1970s?) She served as the Choir Director in the 1980s and has continued to work with children’s choirs both at UUCNH and at Bellwood.

Janine’s exquisite playing, both as a soloist and accompanist, her beautiful phrasings, her ability to work with musicians of all ages (including 3 year olds!) her kindness, her incredible depth of musical knowledge, and her ability to play any 20th Century standard in any key at the drop of a hat – well, it is impossible to praise her enough or to thank her enough for her contributions to the musical life of UUCNH. She and John, a dedicated choir member, are moving to be near family, and while we support the wisdom of this decision, we will miss them terribly.

We thank our friend, Hal Dixler, for his continued work as Service pianist, and most especially for not deciding to retire during this year of farewells! And we look forward to welcoming a new choir accompanist in the Fall, Nick Tiberi.

Respectfully submitted, Mary Doubleday, Music Director
FINANCE COMMITTEE

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

For our current fiscal year, we should finish the year with a surplus. The revenue from pledges is coming in just about as budgeted. The revenue from non-pledge contributions is higher than budget because of one significant contribution during the year. We are very grateful for this generosity. It will allow us to finish with a surplus and eliminate the need to use operating reserves to meet expenses. The revenue was below budget in fund raising from grocery card sales. This is an easy way to raise additional funds and we need more people to participate. The expenses are in line with or below the budget. A summarized statement comparing the nine months ended March 31, 2016 and 2015 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, 2016 was $253,259, which is a 3% decrease over the balance of $262,271 at March 31, 2015. This is in line with the declines in the market. We have not used any of the earnings for operations for at least the last nine years which has allowed the fund to grow at a faster rate.

Submitted by the Finance Committee
Lindsay Scott (Treasurer), Joe Meier, Sue Duda, Stacy Conlin, John Brobst
Mary Ellen Johnson, Chair
### Proposed Budget

#### Unitarian Universalist Church of the North Hills

**Statement of Revenues Collected and Disbursements**

Nine Months Ended March 31, 2016 and 2015

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<tr>
<th></th>
<th>March 2016</th>
<th>March 2015</th>
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<tbody>
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<td>Actual</td>
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<td>Roof repairs</td>
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<td>Snow removal and lawn mowing</td>
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<td>9,000</td>
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<td>Custodial and supplies</td>
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<td>Committees and social activities</td>
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# UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS

## STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

**Years Ended June 30, 2011, 2012 and 2013**


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<th>REVENUES</th>
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<td><strong>276,361</strong></td>
<td><strong>297,146</strong></td>
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## EXPENSES

### CONTRACT SERVICES

(includes compensation, benefits, taxes & expenses)

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<th>6/30/16</th>
<th>Proposed 6/30/16</th>
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<td>5,821</td>
<td>6,129</td>
<td>2% 6,129</td>
</tr>
<tr>
<td><strong>Total Contract Services</strong></td>
<td><strong>142,318</strong></td>
<td><strong>147,675</strong></td>
<td><strong>149,892</strong></td>
<td><strong>151,635</strong></td>
<td><strong>158,998</strong></td>
<td><strong>59% 162,760</strong></td>
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### FIXED COSTS

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<tr>
<th>Cost Item</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>Proposed 6/30/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building operations</td>
<td>51,773</td>
<td>45,800</td>
<td>55,663</td>
<td>51,900</td>
<td>56,555</td>
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<tr>
<td>Interest, taxes and insurance</td>
<td>17,161</td>
<td>14,520</td>
<td>15,386</td>
<td>14,919</td>
<td>16,096</td>
<td>5% 18,605</td>
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<tr>
<td>UUA and CMI dues</td>
<td>12,480</td>
<td>12,480</td>
<td>13,383</td>
<td>13,446</td>
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<td>5% 15,683</td>
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<tr>
<td><strong>Total Fixed Costs</strong></td>
<td><strong>81,414</strong></td>
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<td><strong>84,472</strong></td>
<td><strong>80,856</strong></td>
<td><strong>91,349</strong></td>
<td><strong>33% 94,062</strong></td>
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### CHURCH OPERATIONS

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<th>Category</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>Proposed 6/30/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious education (youth &amp; adult)</td>
<td>7,129</td>
<td>8,600</td>
<td>11,328</td>
<td>13,550</td>
<td>16,208</td>
<td>3% 9,292</td>
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<tr>
<td>Music and arts</td>
<td>1,817</td>
<td>3,700</td>
<td>2,422</td>
<td>4,750</td>
<td>5,674</td>
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<tr>
<td>Committees and social activities</td>
<td>5,521</td>
<td>7,200</td>
<td>7,159</td>
<td>9,336</td>
<td>6,363</td>
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<tr>
<td><strong>Total Church Operations</strong></td>
<td><strong>14,467</strong></td>
<td><strong>19,500</strong></td>
<td><strong>17,813</strong></td>
<td><strong>19,636</strong></td>
<td><strong>22,397</strong></td>
<td><strong>7% 24,552</strong></td>
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</table>

### DISCRETIONARY

<table>
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<tr>
<th>Expenses</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>Proposed 6/30/16</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Discretionary</strong></td>
<td><strong>14,467</strong></td>
<td><strong>19,500</strong></td>
<td><strong>17,813</strong></td>
<td><strong>19,636</strong></td>
<td><strong>22,397</strong></td>
<td><strong>7% 24,552</strong></td>
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### TOTAL EXPENSES

<table>
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<tr>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>Proposed 6/30/16</th>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>267,123</strong></td>
<td><strong>257,130</strong></td>
<td><strong>275,525</strong></td>
<td><strong>276,461</strong></td>
<td><strong>292,940</strong></td>
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### EXCESS OF REVENUES OVER EXPENSES

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<tr>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>Proposed 6/30/16</th>
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<tr>
<td><strong>Excess of Revenues over Expenses</strong></td>
<td><strong>10,848</strong></td>
<td>0</td>
<td>(1,354)</td>
<td>0</td>
<td>2,986</td>
</tr>
<tr>
<td></td>
<td>6/30/12</td>
<td>6/30/13</td>
<td>6/30/14</td>
<td>6/30/15</td>
<td>6/30/16</td>
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<td></td>
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<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
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<td>332,077</td>
<td>361,857</td>
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<td>DISBURSEMENTS</td>
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<tr>
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<td>92,720</td>
<td>94,606</td>
<td>93,776</td>
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<td></td>
<td>38,585</td>
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### Schedules of Revenues Collected


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<th>6/30/14 Actual</th>
<th>6/30/14 Budget</th>
<th>6/30/15 Actual</th>
<th>6/30/15 Budget</th>
<th>6/30/16 Actual</th>
<th>6/30/16 Budget</th>
<th>6/30/17 Proposed</th>
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<td><strong>Church Use</strong></td>
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<td>5,500</td>
<td>4,500</td>
<td>3,538</td>
<td>4,400</td>
<td>3,425</td>
<td>3,400</td>
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<td>Reserves</td>
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<tr>
<td>Current year</td>
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<td>202,825</td>
<td>214,573</td>
<td>217,146</td>
<td>235,377</td>
<td>224,200</td>
<td>256,551</td>
<td>249,100</td>
<td>268,850</td>
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<td>Friends</td>
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<td>12,000</td>
<td>50,762</td>
<td>12,000</td>
<td>14,000</td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>277,971</td>
<td>257,130</td>
<td>274,171</td>
<td>276,461</td>
<td>295,966</td>
<td>289,172</td>
<td>335,283</td>
<td>315,095</td>
<td>357,022</td>
</tr>
</tbody>
</table>

**Gross pledge revenue**

|                     | 216,455        | 213,500        | 231,746        | 228,727        | 239,124        | 236,000        | 265,000        | 283,000        | 296,000         |

**Collection rate**

| 95%     | 95% | 92% | 95% | 97% | 95% | 94% | 95% | 95% |

**Collected**

| 204,995 | 213,796 | 232,038 |

**Pledge increase**

| 3% | 7% | 5% |

**Pledge increase amount**

| 18,000 | 13,000 |
## SCHEDULES OF DISBURSEMENTS


### FIXED COSTS

<table>
<thead>
<tr>
<th></th>
<th>0/30/12 Actual</th>
<th>0/30/13 Budget</th>
<th>0/30/14 Actual</th>
<th>0/30/14 Budget</th>
<th>0/30/15 Actual</th>
<th>0/30/15 Budget</th>
<th>0/30/16 Actual</th>
<th>0/30/16 Budget</th>
<th>Proposed Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mortgages &amp; other</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Member loans</td>
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<td>625</td>
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<td>3,480</td>
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<td>630</td>
<td>540</td>
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<td>930</td>
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### Building Operations

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<th>0/30/13 Budget</th>
<th>0/30/14 Actual</th>
<th>0/30/14 Budget</th>
<th>0/30/15 Actual</th>
<th>0/30/15 Budget</th>
<th>0/30/16 Actual</th>
<th>0/30/16 Budget</th>
<th>Proposed Budget</th>
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</thead>
<tbody>
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<td>7,500</td>
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<td>500</td>
</tr>
<tr>
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<tr>
<td>Sewer</td>
<td>1,240</td>
<td>900</td>
<td>825</td>
<td>1,200</td>
<td>981</td>
<td>1,000</td>
<td>1,250</td>
<td>1,250</td>
<td>1,600</td>
</tr>
<tr>
<td>Water</td>
<td>1,460</td>
<td>1,200</td>
<td>1,197</td>
<td>1,000</td>
<td>1,266</td>
<td>1,000</td>
<td>1,500</td>
<td>1,300</td>
<td>1,800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>51,773</td>
<td>45,600</td>
<td>55,663</td>
<td>51,000</td>
<td>56,556</td>
<td>50,400</td>
<td>54,870</td>
<td>56,026</td>
<td>51,600</td>
</tr>
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</table>

### Denominational affairs

<table>
<thead>
<tr>
<th></th>
<th>0/30/12 Actual</th>
<th>0/30/13 Budget</th>
<th>0/30/14 Actual</th>
<th>0/30/14 Budget</th>
<th>0/30/15 Actual</th>
<th>0/30/15 Budget</th>
<th>0/30/16 Actual</th>
<th>0/30/16 Budget</th>
<th>Proposed Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>UUA</td>
<td>9,048</td>
<td>9,048</td>
<td>9,528</td>
<td>9,628</td>
<td>11,340</td>
<td>11,340</td>
<td>12,600</td>
<td>11,940</td>
<td>12,600</td>
</tr>
<tr>
<td>O-M District</td>
<td>3,452</td>
<td>3,452</td>
<td>3,735</td>
<td>3,818</td>
<td>4,347</td>
<td>4,547</td>
<td>5,040</td>
<td>4,776</td>
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<tr>
<td><strong>Total</strong></td>
<td>12,490</td>
<td>12,490</td>
<td>13,363</td>
<td>13,446</td>
<td>15,687</td>
<td>15,877</td>
<td>17,640</td>
<td>16,716</td>
<td>17,850</td>
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</table>

### TOTAL FIXED COSTS

<table>
<thead>
<tr>
<th></th>
<th>0/30/12 Actual</th>
<th>0/30/13 Budget</th>
<th>0/30/14 Actual</th>
<th>0/30/14 Budget</th>
<th>0/30/15 Actual</th>
<th>0/30/15 Budget</th>
<th>0/30/16 Actual</th>
<th>0/30/16 Budget</th>
<th>Proposed Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>91,354</td>
<td>72,800</td>
<td>94,412</td>
<td>80,165</td>
<td>91,248</td>
<td>94,892</td>
<td>92,720</td>
<td>94,806</td>
<td>93,778</td>
</tr>
</tbody>
</table>

### Reported Membership Number

- UUA APF amount per member
  - 12,480
- UUA amount per member
  - 100%
- O-M Dues amount per member
  - 22
- Percentage to be paid
  - 100%
### SCHEDULES OF DISBURSEMENTS

**Years Ended June 30, 2011, 2012 and 2013**


<table>
<thead>
<tr>
<th>CONTRACT SERVICES</th>
<th>0/30/12 Actual</th>
<th>0/30/12 Budget</th>
<th>0/30/13 Actual</th>
<th>0/30/13 Budget</th>
<th>0/30/14 Actual</th>
<th>0/30/14 Budget</th>
<th>0/30/15 Actual</th>
<th>0/30/15 Budget</th>
<th>0/30/16 Actual</th>
<th>0/30/16 Budget</th>
<th>0/30/17 Proposed</th>
<th>0/30/17 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minister’s Package</strong></td>
<td></td>
<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>Salary and housing</td>
<td>62,016</td>
<td>60,705</td>
<td>67,588</td>
<td>61,905</td>
<td>66,206</td>
<td>65,296</td>
<td>67,910</td>
<td>73,547</td>
<td>78,426</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>BSI Contribution</strong></td>
<td>4,744</td>
<td>4,839</td>
<td>4,736</td>
<td>4,995</td>
<td>4,995</td>
<td>5,195</td>
<td>5,920</td>
<td>6,000</td>
<td></td>
<td></td>
<td></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>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability/Life</td>
<td>335</td>
<td>426</td>
<td>465</td>
<td>495</td>
<td>525</td>
<td>560</td>
<td>500</td>
<td>600</td>
<td>1,300</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health</td>
<td>5,226</td>
<td>6,989</td>
<td>7,058</td>
<td>5,700</td>
<td>5,787</td>
<td>5,700</td>
<td>7,200</td>
<td>3,600</td>
<td>6,521</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Pension</td>
<td>6,819</td>
<td>5,648</td>
<td>6,756</td>
<td>6,664</td>
<td>7,029</td>
<td>7,000</td>
<td>7,310</td>
<td>7,917</td>
<td>8,443</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional expenses</td>
<td>5,848</td>
<td>4,308</td>
<td>4,591</td>
<td>5,000</td>
<td>7,379</td>
<td>8,308</td>
<td>6,700</td>
<td>7,000</td>
<td>8,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transportation/Relocation</td>
<td>5,458</td>
<td>5,600</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>TOTAL</strong></td>
<td>60,445</td>
<td>65,915</td>
<td>64,461</td>
<td>71,048</td>
<td>80,828</td>
<td>84,815</td>
<td>98,290</td>
<td>108,600</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Director of Life Span Development**

| Director - salary | 36,561 | 36,560 | 38,368 | 38,388 | 38,732 | 39,732 | 41,719 | 42,971 | 42,971 |                 |                 |
| Health insurance | 6,279 | 6,279 | 6,279 | 6,279 | 6,279 | 6,279 | 6,279 | 6,279 | 6,279 |                 |                 |
| Pension | 3,716 | 3,716 | 3,838 | 3,838 | 3,973 | 3,973 | 4,172 | 4,297 | 4,297 |                 |                 |
| Payroll taxes | 2,797 | 2,797 | 2,937 | 2,937 | 3,049 | 3,039 | 3,192 | 3,287 | 3,287 |                 |                 |
| Life & disability insurance | 760 | 760 | 760 | 760 | 760 | 760 | 760 | 760 | 760 |                 |                 |
| Meetings and professional expenses | 3,437 | 3,600 | 3,322 | 3,600 | 4,093 | 4,000 | 4,000 | 4,000 | 4,000 |                 |                 |
| **TOTAL** | 46,510 | 48,675 | 48,496 | 48,764 | 50,838 | 50,744 | 53,083 | 54,555 | 61,594 |                 |                 |

**Music Director**

| Director - salary | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 7,186 |                 |                 |
| Payroll taxes | 383 | 383 | 421 | 421 | 421 | 421 | 421 | 421 | 522 | 522 |                 |
| Professional expenses | 5,383 | 5,385 | 5,321 | 5,321 | 6,129 | 6,129 | 6,129 | 6,129 | 7,347 | 8,488 |                 |
| **TOTAL CONTRACT SERVICES** | 142,838 | 137,875 | 136,878 | 139,155 | 148,015 | 148,701 | 154,895 | 160,192 | 178,772 |                 |                 |
### Schedules of Disbursements

**Years Ended June 30, 2011, 2012 and 2013**  

<table>
<thead>
<tr>
<th>Costs to Keep Church Operating</th>
<th>6/30/12 Actual</th>
<th>6/30/13 Budget</th>
<th>6/30/14 Actual</th>
<th>6/30/15 Budget</th>
<th>6/30/16 Budget</th>
<th>6/30/17 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone / Internet</td>
<td>3,122</td>
<td>3,000</td>
<td>3,180</td>
<td>3,600</td>
<td>3,028</td>
<td>3,660</td>
</tr>
<tr>
<td>Postage</td>
<td>1,459</td>
<td>1,400</td>
<td>1,405</td>
<td>1,500</td>
<td>1,471</td>
<td>1,500</td>
</tr>
<tr>
<td>Supplies</td>
<td>2,371</td>
<td>2,000</td>
<td>2,346</td>
<td>2,000</td>
<td>2,306</td>
<td>2,400</td>
</tr>
<tr>
<td>Repairs and contingencies</td>
<td>1,064</td>
<td>1,000</td>
<td>40</td>
<td>500</td>
<td>107</td>
<td>500</td>
</tr>
<tr>
<td>Computer</td>
<td>1,398</td>
<td>1,000</td>
<td>1,751</td>
<td>1,980</td>
<td>1,221</td>
<td>2,000</td>
</tr>
<tr>
<td>Copy machine</td>
<td>2,441</td>
<td>2,500</td>
<td>3,688</td>
<td>2,500</td>
<td>3,431</td>
<td>3,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>11,855</td>
<td>10,900</td>
<td>12,410</td>
<td>12,080</td>
<td>11,564</td>
<td>13,000</td>
</tr>
</tbody>
</table>

| Office Payroll                 |                |                |                |                |                |                |
| Secretarial                    | 12158          | 14,820         | 16,710         | 16,213         | 18,666         | 17,023         | 24,960         | 25,792         | 26,566         |
| Taxes and benefits             | 932            | 1,135          | 1,278          | 1,242          | 1,428          | 1,302          | 1,999          | 1,973          | 2,032          |
| Health insurance               | 6,279          |                |                |                |                |                |                |                |                |
| Pension                        | 428            |                |                |                |                |                |                |                |                |
| Life & Disability insurance    | 470            |                |                |                |                |                |                |                |                |
| Bookkeeper                     | 8,000          |                |                |                |                |                |                |                |                |
| Taxes                          | 612            |                |                |                |                |                |                |                |                |
| Volunteer coordinator          | 1,872          |                |                |                |                |                |                |                |                |
| Taxes                          | 143            |                |                |                |                |                |                |                |                |
| **Total**                      | 13,090         | 15,955         | 18,416         | 17,455         | 21,824         | 20,027         | 27,285         | 38,344         | 48,889         |

**Total Church Operations**  
24,945          26,855          30,826          29,535          33,388          33,027          38,585          48,644          59,189
## Schedules of Disbursements - continued

### Years Ended June 30, 2011, 2012 and 2013

<table>
<thead>
<tr>
<th>DISBURSEMENTS (continued)</th>
<th>6/30/12</th>
<th>6/30/13</th>
<th>6/30/14</th>
<th>6/30/15</th>
<th>6/30/16</th>
<th>6/30/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISCRETIONARY FUNDS</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td>Adult programming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday services</td>
<td>3,016</td>
<td>3,500</td>
<td>3,946</td>
<td>4,250</td>
<td>1,674</td>
<td>3,242</td>
</tr>
<tr>
<td>Audio Equipment and supplies</td>
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<td>400</td>
<td>2,517</td>
<td>3,000</td>
<td>637</td>
<td>600</td>
</tr>
<tr>
<td>Compassionate Service Team</td>
<td>855</td>
<td>700</td>
<td>1,767</td>
<td>2,000</td>
<td>892</td>
<td>400</td>
</tr>
<tr>
<td>Systemic Change</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religious education</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult education - Materials</td>
<td>156</td>
<td>300</td>
<td>437</td>
<td>300</td>
<td>474</td>
<td>300</td>
</tr>
<tr>
<td>Adult education - Training and Speakers</td>
<td>240</td>
<td>300</td>
<td>200</td>
<td>300</td>
<td>187</td>
<td>300</td>
</tr>
<tr>
<td>Training</td>
<td>675</td>
<td>600</td>
<td>1,000</td>
<td>1,000</td>
<td>1,151</td>
<td>1,000</td>
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<tr>
<td>Other/Meetings/Holidays/Special Events</td>
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<td>400</td>
<td>846</td>
<td>500</td>
<td>90</td>
<td>600</td>
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<tr>
<td>Background checks</td>
<td>158</td>
<td>200</td>
<td>103</td>
<td>200</td>
<td>194</td>
<td>200</td>
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<tr>
<td>Curriculum &amp; supplies</td>
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<td>1,200</td>
<td>925</td>
<td>1,200</td>
<td>1,007</td>
<td>1,000</td>
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<tr>
<td>Crib room</td>
<td>281</td>
<td>900</td>
<td>168</td>
<td>600</td>
<td>667</td>
<td>500</td>
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<tr>
<td>Youth group</td>
<td>101</td>
<td>100</td>
<td>88</td>
<td>100</td>
<td>56</td>
<td>100</td>
</tr>
<tr>
<td>Library</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer Camp</td>
<td>(89)</td>
<td>31</td>
<td>0</td>
<td>524</td>
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<td></td>
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<tr>
<td>Membership</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Publicity / Marketing</td>
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<td>200</td>
<td>146</td>
<td>100</td>
<td>178</td>
<td>1,700</td>
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<td>Web-based software/website content</td>
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<td>600</td>
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<td>0</td>
<td>500</td>
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<td>300</td>
<td>817</td>
<td>800</td>
<td>1,233</td>
<td>1,100</td>
</tr>
<tr>
<td>Caring, supplies, etc. / care givers</td>
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<td>300</td>
<td></td>
<td></td>
<td>300</td>
<td>200</td>
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<tr>
<td></td>
<td>907</td>
<td>1,500</td>
<td>1,563</td>
<td>1,800</td>
<td>1,411</td>
<td>1,400</td>
</tr>
<tr>
<td>Music/Arts</td>
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<td></td>
<td></td>
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<tr>
<td>Pianists</td>
<td>1,250</td>
<td>3,000</td>
<td>1,300</td>
<td>3,000</td>
<td>3,950</td>
<td>5,100</td>
</tr>
<tr>
<td>Music, instruments &amp; other</td>
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<td>400</td>
<td>845</td>
<td>1,450</td>
<td>486</td>
<td>750</td>
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<tr>
<td>Piano tuning</td>
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<td>277</td>
<td>300</td>
<td>1,239</td>
<td>500</td>
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<td></td>
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<td></td>
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</tr>
<tr>
<td>Social activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coffee hour &amp; children refreshment</td>
<td></td>
<td>(23)</td>
<td>300</td>
<td>609</td>
<td>300</td>
<td>300</td>
</tr>
<tr>
<td>Hospitality / Church dinners</td>
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<td></td>
<td></td>
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<td></td>
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<tr>
<td>Fund raising / Arts Festival</td>
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<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other committees / Board</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stewardship</td>
<td>2,046</td>
<td>2,500</td>
<td>2,454</td>
<td>2,500</td>
<td>2,100</td>
<td>2,500</td>
</tr>
<tr>
<td>DLSD search</td>
<td>1,216</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child Care (other than Sunday Mornings)</td>
<td>842</td>
<td>800</td>
<td>1,056</td>
<td>1,200</td>
<td>1,328</td>
<td>1,200</td>
</tr>
<tr>
<td>Anniversary Celebrations</td>
<td>4,189</td>
<td>2,000</td>
<td>70</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Minister’s discretionary fund allocation</td>
<td></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>
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</tr>
<tr>
<td>District Annual Meeting</td>
<td>140</td>
<td>150</td>
<td>140</td>
<td>150</td>
<td>160</td>
<td>160</td>
</tr>
<tr>
<td>Board expenses / Consultant/Other</td>
<td>364</td>
<td>400</td>
<td>426</td>
<td>600</td>
<td>(78)</td>
<td>200</td>
</tr>
<tr>
<td>Leadership Development</td>
<td>960</td>
<td>500</td>
<td>459</td>
<td>1,000</td>
<td>1,790</td>
<td>1,825</td>
</tr>
<tr>
<td>Threshold Congregation</td>
<td>250</td>
<td>104</td>
<td>250</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>UU Pittsburgh Cluster Activities</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building maintenance reserve</td>
<td></td>
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<td></td>
<td></td>
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**TOTAL DISCRETIONARY**

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ADULT FAITH DEVELOPMENT

First of all, the team would like to wish a warm farewell both to Greta and to our outgoing chair, Doug Ickert. Stephen Fuegi joined the team this year, first as a member and then taking over as co-chair midyear. The other team members include Bruce Travers (co-chair), Michelle Broge-Connor, Jan Hoeter, and Ron Smart.

The team has held four meetings this year to date, and will be holding a year end meeting sometime in May. Two of our meetings, in the fall and midyear, were held along with the facilitators of the Adult Faith Development (AFD) offerings, giving us the opportunity to gauge the overall health of the program, and allowing us to offer collective support and advice to the facilitators.

The team helped develop two new prospective offerings: the Believers’ Brunch and the Humanist Discussion Group. We also helped in the process of bringing the Beloved Conversations curriculum to the church this coming fall. More details about this exciting program will be offered at the May congregational meeting. We look forward to an interesting and engaging 2016-2017!

Stephen Fuegi, Co-chair

BUILDING AND GROUNDS COMMITTEE

A lot has been happening this year in Buildings & Grounds. (I imagine that can be said every year, but since this is my first year on the committee, I feel I can say that at least this once.)

A couple of the most visible and major projects were things already in the works that this year’s new committee had the good fortune to walk into:

New, handicapped-accessible front doors were installed, made possible by a generous gift from an anonymous donor. And after an unfortunate delay spent trying to contract an electrician, we eventually got the power hooked up. The doors have been working great ever since (instructional signs are still posted near the doors if you find you have any difficulty). And

Also a work already planned was the extension and widening of our side parking lot. This project was made possible in part by the generous gifts of our District's Chalice Lighter program. The side lot was surfaced with reclaimed asphalt, and we now have several more much-needed parking spots.

Other projects of note that we accomplished include:

A successful work party, where not only did the congregation come together to perform our routine twice-yearly cleaning (a big thank you to everyone who came and helped!), but a couple people also painted the walls of the main stairwell (special
thanks, Diana & Jody!), and Jim Noel stayed late building some incredible storage shelves for each of the silo closets (thanks, Jim!).

And the installation of new post and chain dividers in the main lower parking lot. Not only are the new dividers much easier to see (and look at) than the old logs that divided the lot, but our landscape contractor has reported that the new dividers make it much easier to plow the snow from that lot.

Projects that are less noteworthy, but just as important include:
- Rehanging the doors in the nursery bathroom
- Unclogging various toilets
- Replacing various light bulbs & an East Room light fixture
- Reattaching base molding in the women's bathroom
- Reattaching door-closing hardware on a door in Friendship Hall

We've also got a few things in the works for the near future:

- We have obtained a quote and are getting ready to proceed with replacing a couple of the outside doors, and a few of the outside locks

- We are working to have some gutters installed, to stop recurring flooding under the outside door to the kitchen, and to ameliorate the damage to the deck and flooding into the silo from the corrugated roof of the fire escape structure

- We will be preserving the wooden stairs down to the parking lot with a couple coats of good deck paint

- And, we are hoping to contract the demolition of the little house for sometime this summer, after having the house professionally deconstructed and any reusable materials reclaimed

Perhaps most importantly, though, we have started trying to come up with a long-term maintenance plan that we can budget for from year to year. There are several regular expenses involved in Buildings & Grounds, and a lot of foreseeable expenses that aren't as regular. There are also at least a couple very major expenses that we can anticipate for the future, including replacement of the Sanctuary's HVAC system, repaving of the driveway, and repair/replacement of the church's iconic silos.

Just as the church's various ministries have undergone visioning, we need a vision for the future of our building and its grounds to work toward. If you're interested in developing this vision, we can always use new recruits!

For the Buildings & Grounds Committee,
Ron Smart
CHILDREN AND YOUTH FAITH DEVELOPMENT

The CYFD Committee works with the Director of Lifespan Faith Development (DLFD) for the administration, planning, quality maintenance and success of the UUCNH Child and Youth Faith Development Program. Our committee supports over 30 volunteers/teachers.

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.

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

1. Nursery: Dawn Lindsey
2. Preschool: Jen Suehr
3. Kindergarten - 2nd grade: Bill McAdams
4. 3rd & 4th Grade: Allyson Zadnik
5. 5th & 6th Grade: Melissa Nelson
6. 7th & 8th Grade: Ellen Saksen
7. Chair: Robyn Travers
8. Board Liaison: Joyce Kepner

Our year started in September with our teacher training. The theme for this year was "Connecting with our Sources" with the focus on having the volunteers understand and connect with the 6 sources of Unitarian Universalism. We felt this was an important topic since most of the curriculums this year either directly related to the sources or were interwoven with other world religions. Special thanks to Sybil Baumwell for supplying the meal.

The 3rd and 4th grade again organized the Pumpkins for UNICEF program this year which is becoming a UUCNH tradition. This year they actually learned about Unicef in their curriculum and shared the spirit play story by putting it out with the pumpkins. It was well received as always.

During Halloween this year, the youth converted the little house into a haunted house for the kids. They had different levels of scariness based on who would enter. The kids had a great time. Thanks so much to all the youth for their time and effort.

In an effort to get more kids visible to the rest of the congregation, we again this year implemented a kid greeter program in connection with the adult greeters. This year we opened it to any child 3rd grade and up who is was interested. They were trained as they went and it has been well received. We hope to see more children and youth take advantage of this opportunity in the years to come and would like to thank Chuck Berry and the greeters for accepting the help of our youth.

Our theme for our winter pageant this year was Our Sources and the Platinum Rule. A group of kids played the parts of UU carolers and traveled from house to house offering...
to sing a song from our hymnals that best reflected the beliefs of the families answering the doors. The different families were played by the different grades and each family represented one of our sources. Special thanks to Pete Lundquist and John Ritzert for getting our door and installing it, Mary Doubleday for helping us find the song, and to all the teachers for organizing the children. Also thanks to Greta and Scott for all of the great knock-knock jokes.

The January teacher’s planning brunch had the focus on building connections. The committee provided the food. We discussed the importance of our children and youth connecting with one another and the role of the parents in that connection. We also brainstormed ideas about how each class would work on building those connections in the classroom.

As part of Stewardship Sunday, the RE committee hosted a Children and Youth Faith Development open house for its 4th year. Since there was not a sit down meal, coffee and substantial snacks were served in the classrooms to the congregation. Teachers prepared the rooms to show the projects the children had completed and teachers and students greeted congregation members as they arrived. All completed trivia forms were entered in for a drawing of gift basket. The open house had its best year yet, it was well received by the congregants as well as the teachers. Special thanks to the Stewardship team for their support our open house and for sharing their day with us.

An Easter egg hunt was coordinated by Melissa Nelson, Dawn Lindsey and Diane Goodwin. Bags were decorated, bunny bingo was played and each child being told to pick up on egg of each color. It was a beautiful Sunday morning so we all got to play outside. It was a tremendous success. Many thanks to Melissa, Dawn, and Diane for all their hard work and effort.

Plans are in the works for a children’s summer camp for later this year in August. We have a large and active committee on board for planning. We will be calling it Planet Heroes with an emphasis on caring for and respecting the Earth. Keep your eye out for news to come.

I have so very much enjoyed my two years as the CYFD Committee Chair. It is with sadness that I walk away from this position, to move on to other ways to serve our church. I am very happy the role is being filled by the energetic and very capable hands of Melissa Nelson.

My time as chair has been incredibly meaningful. I have learned so much about the workings of this church as well as my own strengths. I have especially enjoyed my enthusiastic committees over the last 2 years. I have been honored to be able to connect with so many parents and children over my time in this position. We really do have some amazing kids in this congregation, from the babies to the youth. (And fantastic parents that support them)

Finally, I cannot thank Greta enough for all her support (even when I have had the crazy idea of adding 2 the whole years Spirit Play curriculums at once). She shared her
knowledge and experience while embracing my enthusiasm and new ideas. There is no one like her, not only has she been an incredible mentor but I have had the honor of making a great friend through this process. Thank you, thank you Greta for all you have done for me as a person and this congregation.

Respectfully Submitted, Robyn Travers -Chair
THE CHILDREN’S MEMORIAL FUND COMMITTEE

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

In the years since its establishment, the Fund has grown through contributions from church members and friends. Last year, former UUCNH member, Jeannette Anderson bequeathed a very generous gift to the Fund which, after a second installment this year, totaled over $20,000. Including this gift, the value of the Fund is currently over $76,000. Most of the Fund is on loan to UUCNH at the current annual interest rate of 1% less than the prime rate. During the past year the annual income available for gifts has been roughly $1,400.

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 one 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 grant that was made is as follows: a $378 payment of the overdue electric utility bill for the financially stressed family of a female student of the Western Pennsylvania School for Blind Children. This child has significant disabilities and a complicated medical history including bilateral optic nerve hypoplasia, septo-optic dysplasia, hypopituitarism, hypotonia, intellectual disability, autism, and a repaired tethered spinal cord and has undergone several surgeries in the past year.

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

The Fund is always grateful for gifts from church members and friends. Through gifts, the Fund can continue to increase its ability to help children in need.

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

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

Respectfully Submitted, Greg Jarold
COMMITTEE OF CHAIRS

Including the Committee of Chairs Retreat headed by the Leadership Development Team, the Committee of Chairs has met three times over the course of this last church year. One point of emphasis has included letting the committee chairs know of the many avenues of e-communication available to disseminate information (the weekly newsletter, the intercom, facebook, the barn blog...).

Making sure that CAR documents and Master Lists were maintained and kept up to date was also stressed. As not only leaders of their respective committees, but also leaders in the church it was stressed how important it is for committee chairs to also be leaders in encouraging stewardship within the ranks of their committees.

Recognizing that the church has a problem in finding chairs or co-chairs for some committees as well as staffing for some committees, efforts have been made to increase volunteerism. These have included the Committee Fair held the week after Ingathering Sunday, the introduction of a Committee of the Month starting May, 2016, and the Helping Tree bulletin board posted in Friendship Hall.

Ivan Baumwell
Vice President and Chair of the Committee of Chairs

COMMUNICATIONS TEAM

The Communications Team provides information to the Pittsburgh/North Hills community every day through the UUCNH Facebook and UUCNH Community Facebook pages and the UUCNH.org website, every week through the emailed Weekly Newsletter and the printed Sunday bulletin Announcements insert, monthly in the pages of the Intercom newsletter, and through periodic use of print publications.

2015-2016 was an inaugural year for this team, seeing continued development of the UUCNH.org Barn Blog and Minister's Blog, and new development of both a UUCNH Marketing Plan and a new Twitter presence (@uucnhtweets).

During 2016-2017 second Sunday monthly meetings at 9 am will see the team review ongoing communication efforts, expand marketing initiatives, and find ways to measure our impact through Facebook and website visitor analytics.

Submitted by Alex Landefeld, Communications Chair
COMPASSIONATE SERVICE TEAM

The Compassionate Service Team (CST) supports the mission of UUCNH to be a loving religious community by participating in direct service to those in need in our community. We hope to nurture an atmosphere of continuous outreach and service to others through both ongoing and seasonal projects. The CST has functioned for a second year without a Chair, which has been a little challenging, but thanks to the collaborative effort of the Team members we have been able to continue with most of our planned projects. We were also able to reach out in to the larger church body through projects done by Covenant Circles, both Adult and Children’s Religious Education Programs, and the Coming of Age Program.

• Adopt-a-Highway  
  {going forward this will be under the purview of Tree hUUgers}  
• Back to school supplies (NHCO)  
• Bellwood Kids’ Stuff Harvest (Repurposed)  
• Christmas Gifts for Kids (NHCO)  
• CLF Prison Ministry (Pen Pal Program)  
• Citrus Sale (NHCO)  
• Fair Trade Coffee, Tea, Chocolate sales  
• Farm Stand (NCM and NHCO)  
• Food pantry (NHCO)  
• Hunger Garden (NCM and NHCO)  
• Pleasant Valley Men’s Shelter Dinners (NCM)  
• Pumpkins for Unicef (Unic  
• Spring Share Easter Baskets (NHCO)  
• Thanksgiving on Every Table (NHCO)

The Compassionate Service Team works with the Systemic Change Team in selecting the “Share the Plate” recipients for the year. As much as possible, we try to coordinate these with a monthly theme/donation project. “Share the Plate” recipients for this year included:

• Refugee Crisis Fund  
• Bead for Life  
• UUPLAN  
• Heifer International  
• UU Service Committee  
• Northside Common Ministries  
• Hearth  
• Book ’Em  
• Crises Center North  
• LGBTQ Organization (to be determined)  
• North Hills Community Outreach  
• Africa Rural Schools

Although the Compassionate Service Team is currently without a Chair, it continues to thrive. We are always looking for new members, and new opportunities to serve our community.
CONNECTIONS TEAM

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

• Meet the Church – a one-hour session for newcomers with information about our faith tradition and our church.

• Exploring a Path to Membership – a four-hour class for anyone considering becoming a member of our congregation. It provides more detail about the UU faith tradition, congregational polity, and benefits and expectations of membership.

• New Member Sunday – a special service where we welcome new members into our congregation.

We were happy to welcome 17 new members and their families to our church during this church year.

We would like to thank Craig Lewis, Becky Ridgeway and Robyn Travers for the support they provided to the team during the past year. We would also like to welcome and thank our newest members, Denise Haver, Richard Parobeck, and Lara Patton for their energy and enthusiasm as we look forward to the coming year.

The Connections Team would also like to extend a special thank you to Carol Ballance, Tassi Bisers, Bob Delaney and everyone else who assisted the Connections Team in reviewing the church roster this year. Your participation in the flash mob was also greatly appreciated.

As part of the Connections Team, the Greeters are the Gateway to our Church. Their goal is to provide a warm welcome to any visitors while continuing to make our regular members feel welcome as they enter the Church. They work with visitors to answer any questions they may have and get them assimilated into the Sunday routine. Attraction, Assimilation and Retention are the three key goals of bringing new members into the Church and the Greeters help start the process. Thanks to Carol Ballance, Bill Moul, Josh Minnoch, Robyn and Bruce Travers, Kathy and Al Cypher, Dean Leahy, and the rest of the congregation who talk to visitors, answer their questions and help to make them feel at home. It is a team effort!

Yours in faith,

The UUCNH Connections Team Bernita Clover (Chair), Chuck Berry, Denise Haver, Kathy Ke, Richard Parobeck, Lara Patton, Edie Swihart, and Bob Delaney (Board Liaison)

We are grateful for the continued support and guidance provided by Reverend Scott Rudolph and Greta Porter.
FACILITIES USE COMMITTEE

Our church building is an attractive, inviting, and functional space. Because of this, we have seen an increase in rentals this year. Kathryn Flower continues to manage this process coordinating with Lynne Ferrari in the office, and we are grateful for their efforts. We provide space for different groups meeting here regularly. We also have several events that now consider us to be their home for larger annual events.

As this source of income for our church expands, we need more help in facilitating it. We now have paid hosts that help groups open and close the church. If you are interested in this or helping in any other capacity, please contact the office. We are proud to share our barn with our North Hills community.

FUNDRAISING COMMITTEE

After not having a chair of fundraising last year, I offered to start and run a rummage sale to get the fundraising started again in the church.

There has been a call by the board to have a fundraising committee. The committee has suggested that there be one large event a year with smaller events through the year. A rummage sale has been scheduled for May 13-14.

Elizabeth Erbrecht

HELPING HANDS

The Helping Hands supports the mission of UUCNH to be a loving religious community by fostering a caring atmosphere among our members and friends, by sharing times of joy, and by providing assistance during times of need.

The primary activity of the Helping Hands is bringing meals to families after the birth of a child or after a loss or injury. In 2015-2016, the Helping Hands provided meals to two families after the birth of new babies. The Helping Hands also provided a meal to three families experiencing surgeries or other medical issues. The Helping Hands uses the Meal Train website to coordinate the delivery of meals. Thanks to Carol Ballance, Tassi Bisers, Susan Cox, Nghi Dao, Rena Feingold, Diana Hull, Judy Kirby, Priscilla Kleiner, Peter Lundquist, Cindy Mitchell, Becky Ridgeway, Rebecca Rudolph, Robyn Travers, Janine Yodanis, and Allyson Zadnick, for bringing meals to these families.

The other main function of the Helping Hands is providing rides to and from church on Sunday for our members who reside at Sherwood Oaks retirement community. Thanks to Lynn Richards for organizing this service. Thanks to Marsha Albright, Barbara Brock, Emily Burns, Bill Faulkner, Diana Hull, Midge Miles, and Jan Rodgers for helping with rides.

The Helping Hands now has a new Chair, Sandy Faulkner. Thanks to the members of UUCNH for helping the Helping Hands identify individuals in need.
LAY PASTORAL CARE TEAM

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

The team acts as an extension of the pastoral ministry of Rev. Rudolph seeking to offer care and companionship to the congregation. Our goal remains to make sure that no one “falls through the cracks” and that all congregants know they can turn to the team for support. The team continued its ambitious project of trying to touch base with every member this year once by phone just to “check in.” If you need pastoral care or know of someone who does, please do not hesitate to reach out to one of us or to Rev. Scott Rudolph. The current team is Marsha Albright, Tom Brown, Kathy Cypher, and Susan Powers. Mark Swihart. Greg Jarold stepped down this year after serving. It is an honor to be with members and friends of the church in times of sorrow and joy as we work to fulfill our team’s mission.

LEADERSHIP DEVELOPMENT TEAM

This was our third year of operation under the 2013 By-laws which established the Leadership Development Team (LDT) of five members elected by the congregation. We are chartered by those By-laws with nominating Board members and LDT members. We are also charged by the Board with identifying, preparing, and supporting congregational leaders. Our 2015-2016 team was comprised of:

- Joe Meier and Ed Rockman (each completing the 1st year of their 3-year terms)
- Patty Scott (who resigned last month after nearly completing the 2nd year of a 3-year term)
- Greg Jarold and Connie Ritzert (each completing the 3rd year of their 3-year terms)

We are pleased to present the slate of candidates for Board of Trustees and for LDT Voting Members, as follows (with additional detail in the Slate of Nominees section of this Annual Report):

For Trustee:
- Robyn Travers (President’s Track, 3-year term), Ellen Saksen (3-year term), Michelena Wolf (3-year term), and Jan Hoeter (remaining 2 years of a 3-year term)

For LDT Voting Member:
- Chuck Berry (3-year term), Stacy Conlin (3-year term), and Sandy Faulkner (remaining year of a 3-year term)

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

- Conducted a one-day Committee Chair Retreat with 8 committee chairs in attendance and including the following sessions: “Sharing Experiences –
Challenges and Opportunities in Team Leadership”, “Committee and Board Relationships”, and a “Recruitment and Leadership Succession Roundtable”.

- Sponsored a half-day workshop on “Thinking Inside the Box, a Leadership Development Workshop”, facilitated by David Miles, with 8 attendees.
- Conducted informal discussions with 18 individuals identified as potential leaders in the congregation, promoting leadership concepts and encouraging their engagement. Eight of these individuals met with LDT members and Rev. Rudolph for an evening of fellowship and conversation about leadership at UUCNH.
- Finalized the Master List of our responsibilities.

This is a team of working members, sharing responsibilities and committed to fostering sustainable leadership for UUCNH. Our plans for next year include delivering “Leadership: UU Perspectives” – our in-house leadership workshops, to be facilitated by Joe Meier and Jan Hoeter; improving our support for current leaders; enhancing the experience of leadership as service; and continuing improvement of the “path to leadership” at UUCNH. We look forward to welcoming the new members to the team and to the energy and insight they will bring to leadership development.

Submitted on behalf of the Leadership Development Team by Greg Jarold, Chair

MEMORIAL GARDEN

The Memorial Garden team was made up of the following members: Chuck Berry, Rob Willig, John Ritzert, David Madjaric, and John Brobst. We welcome newcomers into our team. If you are interested please talk with any of us, or e-mail Irene Dinning (who has agreed to take over the chair position) at dining1@comcast.net.

The Memorial Garden is a self-sustaining church entity that generates funds when members or members’ relatives are memorialized. Do to the limited space available, the committee has downsized memorial offerings. The garden has been set aside for outdoor services & gatherings, and for that reason the committee has eliminated tree and shrub plantings as memorial offerings. Our offerings now include just two items: Engraved granite stones, and Memorial plates that mount to the display board.

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

Memorial Garden Team,
John Brobst, Chair
SOUND SYSTEM TEAM

The Sound System Team is made up of the following volunteers: Bruce Travers is the coordinator. Dennis Doubleday, Mark Draa, Bill Maruca, Bill McAdams, and Kip Ruefle and Bruce Travers.

Mark Draa typically schedules a meeting when a new volunteer needs to learn the equipment and instructs new people on what is expected of them.

The team has no scheduled meetings, but we communicate via e-mail frequently.

As always, we welcome comments and suggestions regarding the sound issues. Please don't hesitate to talk with me for any feedback or questions you may have.

Submitted by the Sound System Team
Bruce E. Travers, coordinator

 STEWARDSHIP COMMITTEE

Our Stewardship Team led an ambitious pledge drive for the 2016-2017 UUCNH year. This year stewardship and leadership proposed to fund not only the ordinary cost increases that occur in our budget from year to year but also the cost of a paid, rather than a volunteer, treasurer and the cost of health care coverage for our employees. A pledge revenue increase of 20% over the previous year would fund our dreams. A commitment to health care coverage would also require a compressed time frame for gathering pledges and a hard dollar count, rather than our customary estimate of pledge revenue.

Our Team worked hard to gather pledges so that Finance Committee, Personnel Committee and the Board of Trustees would have time to craft and approve a budget to present to the Congregation at the annual meeting on May 15, 2016. If pledge revenue is high enough, the budget could include health care coverage. As of April 25, 2016 another 21 pledge units are outstanding. If all of those folks were to repeat their prior year pledge, we would exceed $300,000 but it would be unwise to count on this happening without signed pledges.

Our format for pledge season included the Thank You party for Lead Pledgers held at Mary and Dennis Doubleday's home, hosted by the Board. We introduced a family friendly Saturday evening Café' with fun and games, pie and munchies, followed next day by Stewardship Sunday. Sunday morning coffee hour was held upstairs along with a very well-attended R.E. open house.

We owe thanks to many people who helped with this year's pledge drive. Sue Broughton and Alan Cypher designed our brochure. Midge Miles and Sue Duda helped
with bulk mail. Mary Ellen Johnson and Ed Rockman donated beer and Carol and John Balance donated wine for Lead Pledgers party.

Entertainment for our café was arranged by Robyn Travers and included our wonderful players and singers, Janine Brobst, Bruce Travers, Kathy Ke and Mark Swihart. Edie Swihart was our excellent Mistress of Ceremonies.

Amenities and beautiful table settings for our café were arranged by Susie Wood and Lois Madden.

Our Stewardship Team, our Dream Team, are Bob Delaney, Lois Madden, Joe Meier, Robyn Travers, John Ritzert, Rev. Scott Rudolph, Susie Wood and myself.

Respectfully submitted,
Lou Bartolomucci, Chair

SUNDAY SERVICES TEAM

Team members: Tassi Bisers and Kathi Finch, co-chairs, James Clarke, Alex Landefeld and Randy Minnich and ex-officio Minister Rev. Scott Rudolph, Director of Lifespan Faith Development Greta Porter, and Choir Director Mary Doubleday.

Our CAR (Charge, Authority and Responsibility) document helps to explain what we do: “The role of the Sunday Services Team (SST) is to provide high-quality, dynamic Sunday services in concert with the Minister. Through a process of intentional planning, ongoing conversation, and evaluation, the SST and minister will ensure a rich, mission-grounded, and congregationally connected worship life that serves and inspires UUCNH. The SST is charged with planning and coordinating all services not led by the Minister.” Themes help us do that. During the summer of 2015 we highlighted the Strategic Plan Areas discerned by the Threshold Congregation Team. September through May we organize around a Theme-of-the-Month. This coming summer we will be inspired by the cycles of agriculture with Sow, Nurture, Reap.

We of the SST appreciate the opportunity to serve our beloved church in this creative and fulfilling way. I’m especially grateful to all the wonderful, talented, devoted, incredibly hardworking folks I have had the honor and privilege to chair during the last five years. Thank you!

Respectfully submitted, Tassi Bisers

Hugs and Thank You’s to:

Our Board Liaison, Randy Minnich

Lay Leaders, Sara Jones, Lowell Swarts, Hazel Ann McClean, Richard Parobeck, Kathi Finch, Don Nelson
Visual Theme, Christine Spector and Rebecca Hovermale
Ushers, Sara Jones, coordinator, Irene Dinning, Sue Duda, Christina Newhill, Rebecca Rudolph, Alex Landefeld, Chris Hill, John Brobst, Alissa Smith, Virginia Love, Matt Ferry, Denise Haver

Audio-Visual Team, Bruce Travers, Coordinator, John Brobst, Bill Maruca, Bill McAdam, Mark Draa, Dennis Doubleday

The Book That Changed My Life, Alex Landefeld, Hal Dixler, Eleanor Howe, Ellen Saksen, and James Clarke

A Unitarian Nation, Mary Doubleday

The Invisible North Hills, Cris Graham

We Love Our Barn, Bruce Travers, Edie Swihart, Liliana Wolf, Michelenia Wolf

Making a Difference, Greg Jarold, Rachael Smart, Dick Myers

The Moral Legacy of Hiroshima and Nagasaki, John Ballance

The Sacred Life of Walter Mitty, James Clarke

Visiting Selma, Greta Porter

Escalating Inequality, Ashona Osborne, Alex Landefeld, Dawn Lindsay, Carol Ballance

Christmas Pageant, UU Sources

Whew! We Made it through Christmas, Marilyn Myers, Kurt Kuntz, Hazel Ann McClean, James Clarke

Master, Master, Where’s Those Dreams that I’ve Been After? James Clarke, Mark Swihart

Mary Oliver, a Journey of Faith, Midge Miles
SYSTEMIC CHANGE TEAM

“You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make.” Jane Goodall

The Systemic Change Team is a dedicated band of “changers”. Our goal is to make the system fairer so it really is a level playing field with equal opportunity for all. We meet the first Tuesday of the month from 7-8:30 p.m. The biggest problem we deal with is trying to narrow the focus of what we ask the congregation to do.

There are teams within the team. I want to thank the Anti-Mass Incarceration Team and the new Tree hUUGgers group for stepping up this year. We collected 490 books and magazines and a total of $705 for Book ‘Em. Book ‘Em provides books for people incarcerated in the state of Pennsylvania. Tree hUUGgers is ready to go with restoration work at nearby North Park later this month.

We encourage church members to participate in PIIN – the Pennsylvania Interfaith Impact Network. Many of you attended the annual public meeting, or the marches in the Fight for $15, the protests for a green solution to the sewer fix, and/or the banquet. Tassi Bisers is an outstanding leader in PIIN and is now secretary, we’re so proud of her work! She presented awards to Mayor Peduto and County Executive Fitzgerald at the banquet. Sue Broughton and Ron Smart produced the booklet that is the major fundraiser – well done as always! PIIN had major wins this year with the city and UPMC promising to increase salaries to $15 an hour over the next 5 years, 5,000 more workers in unions and a promise to have a green fix for the sewer problem.

We also are involved in UUPLAN – UU PA Legislative Advocacy Network. We have members on 5 conference calls that meet by phone monthly; Steve Fuegi and Dale Newman on Anti-Mass Incarceration, Mary Ellen Johnson and Dawn Lindsay on Reproductive Health, Bob Delaney and Steve Fuegi on Economic Justice, Sue Broughton on Environmental Justice and Ron Smart on LGBT Justice. Ron and Rachael Smart also represent us at Rainbow Ministries – our UU cluster LGBTQ table. Most of UUPLAN’s work involves calling, emailing or signing petitions to promote our values in the state. Thanks to everyone who made a call or signed a letter or petition.

We feel the congregation is growing in its involvement in social justice work. Please contact us if there is an issue you feel passionate about.

Namasté

Carol Ballance
Chair, Systemic Change Team
THRESHOLD CONGREGATION TEAM (TCT)

The Threshold Congregation Team (TCT) met for approximately 2.5 years. They developed methodology for soliciting ‘Dreams’ from members and friends, grouping/clustering these ideas, presenting to the congregation, soliciting signups of those interested, and finally meeting with those interested in each area.

The TCT evolved from the Committee on Shared Ministry (CoSM-often pronounced as ‘Cosmic’) which began in early 2012. This team had developed a cutting edge approach to analyze all the various Ministries within UUCNH. All current activities were then mapped to these Ministries. This was acknowledged by OMD staff to be more advanced than anything they had seen from other congregations looking at ministry.

When UUCNH successfully applied for Threshold Congregation status within the Central Eastern Regional Group (CERG), the CoSM group was reassigned and expanded with additional members for greater representation of the Congregation. The formation of the TCT occurred in early 2013. The TCT spent the rest of 2013 developing a process to solicit and collect the ‘dreams’ of members and friends. These Dreams were to be focused on UUCNH in 2020. The time frame was chosen to be enough in the future to be creative and unconstrained by the current situation of members/staff/budget. But this was also soon enough that the ideas could be accomplished with sufficient resources, involvement and drive.

In late 2013 and early 2014, the TCT held a series of meetings with members and friends collecting these Dreams. We collected over 500 Dreams from about 90 participants.

For the rest of 2014, the TCT worked to analyze these Dreams against the framework of the CoSM’s Ministries. This approach ultimately proved unsatisfactory. The TCT then stepped back and came up with 12 Focus Areas (a.k.a. Draft Vision) that included most of the Dreams. For each area, the TCT came up with a summary and a recommendation for action. This recommendation included three (3) main areas: Board Actions-organizational changes (i.e. new teams or committees), Social Action/Systemic Change Committee enhancements, and items for discussion with the Committee of Chairs and ultimately the congregation.

This was presented to the Board in October of 2014. The Board was less than enthusiastic about creating new organizational entities, since they were struggling to fill the positions UUCNH already has. The TCT presented to the mid-year Congregational Meeting (January 2015) with their Focus Areas.

The Focus Areas were then listed in posters in the West Room/Sanctuary, soliciting signups by interested members and friends. This was presented as an expression of interest without any commitment. About 45 individuals signed up for one or more areas.
The TCT then scheduled meetings with most of the Focus Areas, the individuals who signed up, and any relevant groups/teams/committees. These were scheduled during the 2nd quarter of 2015. Not all focus areas were successful in scheduling and holding these meetings.

After each meeting, TCT members prepared meeting summary notes. The goal of these meetings was to present and hand off the Dreams within each Focus Area to the groups/teams/committees. The TCT no longer retains ownership for the dreams, regardless of what the meeting attendees decided to do afterwards.

This Final Summary was respectfully submitted to the UUCNH Board of Trustees by the members of the TCT:

Paul Cox, co-chair
Chris Hill, co-chair
Barb Draa
Brian Luebbert-Hill
Kathy Miller
Michelena Wolf
Rev. Scott Rudolph, ex officio
FELLOWSHIP GROUPS

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

BARN RAISERS

The mission of the Barn Raisers Time Bank is to build, foster, and deepen relationships in the Pittsburgh community by intentionally supporting one another through sharing of skills, resources, and energy, without an exchange of money but rather by exchanging service time, recognizing that each member’s contribution of time and effort is equal in value. The Barn Raisers has continued to work toward that mission this past year, as we slowly grow into the surrounding community. Currently the group consists of about 90% church members and 10% from the community.

The members do a variety of exchanges with one another, including things such as gardening, childcare, giving rides, computer help, fitness advice, housework, house repairs, de-cluttering, music lessons, massage, sewing, resume help, pet sitting, and more. Every month on the fourth Monday, the group holds a potluck as a means to get to know one another better and to share information about recent and upcoming exchanges. The potluck draw was more modest this year from previous years with a typical gathering size of 4-6 group members out the 40+ on our membership list.

Rachael Smart, Coordinator

BOOK DISCUSSION GROUP

The Book Discussion Group supports the mission of the UUCNH in that our meetings develop a sense of community, and our reading and discussion of the selected titles of substance enable us to learn about the world and ourselves, discuss enduring topics and questions, and thereby informally to nourish our spirits, celebrate life, cherish the connectedness of all things, and transform ourselves.

Participants in the Book Discussion Group (BDG) recommend, read, and discuss historical and current literature and nonfiction on a wide variety of topics. We meet monthly, except December, on the second Friday at 7pm in the East Room. Titles may be recommended at each meeting, and those selected are available through the Carnegie Library system so that there is no cost to readers. Announcements of upcoming titles with reviews are posted on the Bulletin Board and in church publications (Intercom, E-News, and the Order of Service).

We welcome those who have not read or finished reading the title if they have an interest in the topic and wish to listen, learn, or contribute. Attendance is voluntary and varies. While building a cohesive community fellowship group that allows for busy schedules, the Book Discussion Group values a commitment to read and attend a majority of its discussions.
Each participant who has read the book has an opportunity to speak without interruption or “cross-talk” during the opening “Rank and Reason” segment by ranking the book within its genre on a scale of 1-5 and giving brief reasons for that ranking. This is followed by an expanded open and thoughtful discussion by all those present who wish to contribute.

Book Discussion Group adopted a Covenant in June 2014 and updated it in February and July 2015.

Respectfully Submitted,
Eleanor Howe, Facilitator

**CRAFT GROUP**

We have a dozen crafters who are regular members of The Craft Group which meets Thursday mornings from 10 am to noon in the East Room. In addition to sharing our handwork projects and craft ideas, we support each other and serve as a resource center for information we might be needing at the moment. We also celebrate birthdays, including a “Chip Party” for Scott since he prefers chips to sweets, unlike many of us who really appreciate chocolate or other desserts.

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

We recently used the money from our sale to purchase: furniture for the Spirit classroom and new pads and a new battery for the AED unit.

We welcome visitors and new members to our group. Please join us to meet fun and interesting people. Crafting is not required.

Irene Dinning, Coordinator

**QUILTING GROUP**

The Quilters continue to meet the second Tuesday of each month from 10 am to 2 pm in the East Room. We bring our own projects to work on, share techniques, ideas and news of the local quilt scene. We also sort fabric donations (as well as donating same) and give to charities around the city. We welcome new members to the group.

Peggy Trevanion, Coordinator
SATURDAY NIGHT BRIDGE

SNB is a UUCNH function for all bridge players. It is an open club sanctioned by the ACBL. It provides the church with an income of $600 per year. Unfortunately this past year it has had little support from the UUCNH bridge players, and overall attendance has dwindled. Complete information on SNB can be found at www.singlesbridgepittsburgh.org.

John Bernhard, Manager & Chair

UKULELE GROUP

The North Hills Ukulele Group meets the first and third Monday at our church from 7:30 to 9:00. It is open to church members as well as members of the community at large. We are an internet Meet Up site for ukulele players and part of the larger ukulele group, Steel City Ukes. We have an average of 18 players each meeting.

We provide an opportunity for ukulele players to play with each other and enjoy the camaraderie of strumming and singing. We have no playlist. Members suggest song to play.

We have a lot of new ukulele player playing with us because of our welcoming spirit. No one is too new or too experienced to play with us. With beginner and experienced players our challenge is to play simple song for the beginners and more difficult songs to keep the experienced players interested.

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

Preschool Activities
Bellwood Preschool had another successful year in carrying out 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 planet.”

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. Through 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 Soergel Orchards, a River Cruise, the Fall and Winter children’s performances, the spring Art Show, and play dates throughout the year.

Children were enriched with the Science, Spanish, FitKids, Yoga, and Miss Music programs. In addition, they had vision, speech, and hearing screens, and learned about dental health. 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 members of the Pittsburgh Symphony Orchestra. The children learned about several areas of science from programs such as The Carnegie Science Center’s Unisphere Planetarium and the Zoomobile. History and culture were the focus of visits from Chief Silver Fox and Princess Bluebonnet. Master Zhang visited with a Taekwondo and special board breaking program.

Sessions and Enrollment
Bellwood continues to offer 3 (MWF am or pm), 4 (MWF am or pm and TH am), and 5 (MWF am or pm and TH all day) session options. The am session runs from 9:00-11:30 am; the pm session runs from 12:30-3:00 pm; the Thursday full-day session runs from 9:00 am-2:00 pm. The 4- and 5-session options are reserved for children in their Pre-K year. We had enrollment for the 2015-2016 school year of 61 children; 32 in AM, 29 in PM (capacity is 32 students per session).

For the 2016-2017 school year, we plan to maintain the same session options. Additionally, we plan to continue our Lunch Bunch and Extended Day offerings on Monday, Wednesday and Friday.
At the time of this report, enrollment for the 2016-2017 school year is full for both the AM session and the PM session.

**Kids Day Out**

“Kids’ Day Out: Get Ready for Preschool” remains popular for its second year. This program is for two-year-old and young three-year-old children, accompanied by a caregiver. It helps ease the transition to preschool and has helped increase preschool enrollment. There were multiple 8-week sessions offered about 8 children and their caregivers. The Kids Day Out program has been very successful, and Bellwood plans to offer 6 sessions in the fall and going forward.

**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 nine teachers to maintain the 1:6 teacher-student ratio. 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 Co-chairs, Treasurer, Secretary, Registrar, Publicity/Communications Co-chairs, Special Events, Family Events, Buildings and Grounds, Teacher Liaison, Yearbook Coordinator, and Church Liaison to Bellwood.

**Fundraising and Tuition**

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

To raise additional dollars, we have a flat fundraising fee per child. This fee was increased by $30 per child for the 2015-16 school year. We find this to be most effective, as every dollar goes toward the school. We again offered some special opportunities for Bellwood families including photography sessions, a river cruise, and logo wear, which all help to provide some revenue for the school.

Our tuition is used to cover teacher salaries. Tuition for the 2016-2017 school year was increased.

**Buildings & Grounds**

Bellwood made some noteworthy improvements to the building and grounds. New fire extinguishers were purchased for the school building. The picnic tables and parts of the building’s interior were freshly painted. The playground equipment was thoroughly cleaned, and new sand was added in the backyard. Since grandhog holes made the lawn unsafe for outdoor play, close to $400 was spent to have the grandhogs (holes)
removed. Standard maintenance such as window washing, furnace tune-up, gutter cleaning, and floor cleaning was performed.

Areas that need to be addressed in the near future are: replacing linoleum flooring, a new front door, and continuing fence replacement. In order to fund the fence project, a donation request has been offered to families as a way to give back to Bellwood. 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, a director who is able to see the world through the eyes of a child, a loving, talented teaching staff, dedicated board members, and a diligent office administrator, we made our corner of the world a better place for 61 young children.

Respectfully submitted, Jennifer Kutlenios
Bellwood Parent Board President
January 24, 2016
MID- YEAR CONGREGATIONAL MEETING OF UUCNH
12:06 pm
Call to Order by Dennis Doubleday

1. Introduction of Board Goals
   a. Volunteerism – how to improve; team is currently meeting and we will
      hear more soon
   b. Information Management – info is available but hard to access; team
      currently identifying plan for improvements
   c. Improve Governance – streamlining org chart and what volunteers are
      doing
2. BOT grateful to Threshold Team: board now trying to implement
   recommendations for vision
3. Facilities Update
   a. Parking lot nearly done, one more coat of gravel then complete
   b. Electronic doors: installed and improve accessibility- thank you to donor!
4. Policy updates
   a. Revised child safety policy – thank you Greta porter
   b. Revised Share-the-Plate policy – 100% of donations that day go to cause
      i. Request –please start publishing share-the-plate amounts each
         month
5. Black Lives Matter –
   i. BEACON making progress
   ii. Post-service talk groups successful
   iii. Pres coverage
   iv. Jan 30 workshop
   v. Spring = 4 sessions workshop
   vi. PIIN programming
   vii. Sign -
      1. much discussion, but we will accept donations to buy more
         signs for front of church and maybe roadside
      2. Add to website
      3. Consider other signs for front
      4. Talk to North Allegheny group that promotes diversity
      5. Informal votes: 4 against roadside sign but all in favor of
         sign on website and in front of church
      6. Ballot question for next congregational meeting; Will
         UUCNH be intentional about supporting #BLM movement?
6. Personnel
   a. ACA change facilitated change to salary of minister so he can pay for healthcare
   b. Want to offer all eligible staff healthcare, would affect budget
   c. Did add life insurance and long term disability insurance policy

7. Stewardship – Lou Bartolomucci
   a. Want to offer 2016-2017 budget that covers healthcare for eligible employees but this will be large increase
   b. Also need to figure in additional $10k for bookkeeping, addition also for B&G
   c. Proposal will be presented at next congregational meeting for vote

8. Governance Task Force – Joyce Kepner
   a. Currently in our 2nd year
   b. Goal is to recommend revised organizational structure
   c. Created proposed new org chart, revision process now begins

9. Information Management Task Force – Dawn Lindsay
   a. Currently evaluating where we are, where we want to go, gaps
   b. Looking into best practice by other congregations
   c. 3rd stage = implementation, likely summer 2016
   d. Make sure CAR/master lists support this

10. Congregational Study Action issue
    a. Dawn passed out surveys, after much discussion we decided everyone should rank issues from 1 to 4 (1 highest) and Dawn would collate the responses

Move to adjourn RM Second MD
Adjourn 1:15 pm
UUCNH ANNUAL CONGREGATIONAL MEETING
May 17, 2015
Minutes

12:20 call-to-order

Official member count 203

We have quorum at over 41 members

Mark Draa tenure will conclude, Dennis Doubleday to succeed as Board President

Approval of Minutes from two previous meetings

- Mary Ellen Johnson moves that we approve minutes, Barb Draa seconds

- 7% increase in pledge revenue (necessary due to loss of rental and fundraising revenue)

- Treasurer will now be paid position

- Missing from expenses: building maintenance reserve allocation and health insurance for staff—ACA says we can no longer pay Scott’s insurance premiums pre-tax – this change was the impetus to look at a group health plan for all employees at ¾ time or more—estimated additional $16k needed per year to pay insurance for Scott Rudolph, Greta Porter, and Lynne Ferrari

- No questions

- Dennis Doubleday motion to approve, Ivan Baumwell seconds, all in favor

LDT Nominations

- LDT wishes to thank congregation for participating in leadership of this church, and to thank Bill Faulkner and Jan Hoeter, departing LDT

- LDT moves to place into election the following
  - Ivan Baumwell - Board
  - John Brobst - Board
  - Dawn Lindsay - Board
  - Joe Meier LDT
  - Ed Rockman LDT
  - Patty Scott LDT
• Mary Ellen Johnson moves to accept nominations for vote, Sue Broughton seconds
• All LDT and board nominees approved by majority of paper ballots

Covenant
• Covenant process tries to make the implicit explicit. Idea is to adopt as congregation, focus is on the relational, what we can commit to as members. Hope is that all the statements affirm who we are as a congregation. And if fellow congregants drift out of covenant we can lovingly try to draw them back in. If congregants express they cannot follow the values expressed in covenant, then sentiment is that the UUCNH is not the right congregation for them.
• Please amend the grammar on “needing my differences understood” to “in needing to have my differences understood”
• Please amend descriptive paragraph to be grammatically correct, include “m” after “who”
• Move to accept covenant as amended Robin Travers, John Scott seconds

Report from Governance
• Committee members explained progress, the strengths and weaknesses, and what is to be improved
• Welcomes inputs from congregation
  o Q: is there a mechanism for feedback or is it only meeting periodically? A: we researched to find out where we are, now we need to decide where to go and we will make recommendations. Ideally congregants can look at the docs and make recommendations or ideas for how to improve procedure.

Appeal from Board president for help with B&G committee. Will divide into several subgroups in the hope that we can find leadership for more digestible tasks. Please help – contact MD or Pete if you have interest in being steward of our physical community!

Other Board reports

CAR – explanation of what CAR is, C= charge FROM THE BOARD. A=authority each group is given. R=responsibility of group. 19 board approved docs are located on website and in CAR binder in office.

Threshold Team – gave update on areas of potential growth, thanked congregation for inputs.
Recognition of outstanding service:
- Lou Bartolomucci for stewardship
- Tassi Bisers for Sunday services and west room
- Jeanine Brobst for visual themes and holiday poinsettias
- Diana and Pete for B&G
- Doug and Robyn for RE during Greta sabbatical
- Mary Ellen Johnson – for budget help
- Ed Rockman – for board help, bylaw writing, and much more
- Ginny Walzer- coffee hour
- Mary, Hal Cheyenne, Jeanine for music
- Connie and LDT team to build pipeline of future leaders

Thank you also to Lynn Richards, Ed Rockman, for time on board
Dennis Doubleday – acknowledged new leadership program helpful to board continuity, thank you to Ed Rockman for guidance and involvement, and to Mark Draa for a year of leadership and for staying on board as past-president.

Motion to adjourn Ed Rockman.

1:26 adjourn.

1:33 convene new Board of Trustees to discuss next steps, all in attendance
- Formal election of officers; need to elect secretary and treasurer also
- May need to change language on treasurer needing to be member of church in the future, but not an issue right now
- Motion to accept Ivan as VP, ES as secretary, Lindsay as treasurer, Dennis as president
- RM moves to accept, RS second, all approve
- Board meetings still 3rd Tuesday of every month, except for July which will be the 2nd Tuesday of July. No June meeting on the calendar thus far.
- July retreat – Ex-officio members can attend but not required; no official minutes
- MD motion to adjourn, RM second, adjourn at 1:40
UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS
RELATIONAL COVENANT

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

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

*Needing community, I will support our church.*

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

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

*Needing care, I will be compassionate.*

*Needing to be heard, I will listen.*

*Needing truth, I will be honest.*

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

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

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