Annual Report of the Congregation
2017-2018

Unitarian Universalist Church
of the North Hills

May, 2018
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MID-YEAR CONGREGATIONAL MEETING MINUTES
MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
UUCNH RELATIONAL COVENANT
OUR MISSION

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

- Chalice Lighting and Invocation
- Call to Order
- Vote to approve mid-year and annual congregational meeting minutes
- Presentation, discussion and vote on Proposed Budget – Finance Committee
- Board and Leadership Development Team (LDT) nominees.
  - Presentation of Nominees from LDT
  - Call for Nominations from the floor
  - Vote
- Ministerial Search team nominees
  - Presentation of nominees from the Board of Trustees
  - Vote
- Report from Board/ Minister on Year one of Interim
- Report from Stewardship
- Report from Systemic Change
- Report on AV project for West Room
- Recognition of Outstanding Service
- Call for New business
- Extinguish the Chalice
- Adjournment
SLATE OF NOMINEES

FOR UUCNH BOARD OF TRUSTEES

There are two Trustee positions to be filled this year by election by the Members at the Annual Congregational Meeting as stated in the Bylaws: each for a term of three years. The following people have been nominated by the Leadership Development Team and have agreed to serve if elected. Following the current practice of the Board and its charge to the Leadership Development Team, LDT has identified one of the nominees for Trustee 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) – Mary Ellen Johnson

Mary Ellen has been attending UUCNH events since 1978 and has been a member since 1983. She and her husband, Ed Rockman, were married in Friendship Hall in 1982. She has been actively involved in Church Leadership for many years, serving on the Finance Committee for over 30 years. She served as Board President in the mid-1980s and was on the Board again toward the end of Carol Meyer’s ministry. Among her many roles at the Church, she co-Chaired the Advance Giving Campaigns for both of our major building expansion projects.

Outside of Church, she practiced as a CPA for 38 years, the last 15 as the managing partner of her firm. She is currently in her 7th year on the Board of Planned Parenthood of Western Pennsylvania, where she is the Treasurer.

For Trustee, 3-year term – Kathi Finch

Kathi Finch has been a friend of UUCNH since 2012, officially becoming a member in 2017. During her time at UUCNH, she has been an RE teacher, a lay leader, and a volunteer actor, storyteller, and reader in numerous Sunday services. She has also been on the Sunday Services Team for the past three years, serving as its chairperson for two of them. Outside of UUCNH, Kathi is self-employed as a communication and leadership skills trainer, speaker, and coach.
It has been an honor serving as your board president this past year. First, let me begin by thanking my fellow board members; you have all been an absolute joy to work with. Thank you so much for your support, encouragement and laughter, Don Nelson, Ellen Saksen, Jan Hoeter, and Susie Wood. I look forward to another year with you. A special thank you must go out to our two exiting board members: Dawn Lindsay and Ivan Baumwell. Thank you for showing us how it is done and being our role models. We will take the lessons we learned from you into our next year on the board.

This past year has been a busy one. With the addition of Reverend Don Rollins as our interim minister, the board has been in the position of re-evaluating how we govern. We have spent a lot of time talking about our cultural mentality. Do we see ourselves as smaller than we are? Does this create governance concerns? We are still answering those questions.

Early in the year, the board met with our transitions representative from the UUA to participate in an interim start up. This meeting was very enlightening as it asked us to look at how key structures of the church function and if we fairly and compassionately assign responsibility and accountability to staff or volunteers. In an effort to be conscious of how we assign that accountability and responsibility, the board decided to move the Intercom out of a volunteer position and have it now created by paid staff. We have also asked that we budget for a paid Building and Grounds steward. We are continuing to look at key institutional structures so that they can be better supported in the future.

A large “thank you” goes out to the governance task force: Ed Rockman, Sue Broughton, Joyce Kepner and Susie. They continue to work in the background, supporting the board with their diligent work. It is because of their hard work and organization that we now have Ends Statements to help us flesh out the mission statement. Even now, they continue to work hard for us as they are reviewing policies in the church and helping the board to create new policies.

Another big “thank you” goes out to our Ministry Council: Joyce Kepner, Greg Jarold, Midge Miles and Ivan Baumwell. They came into existence in an interim ministry year. Fully developing their roles may have to wait until Interim ministry is over, but they took on the task of facilitating our Appreciative Inquiry. We were truly able to learn what we do well as a church, and the future Boards will be able to use that information to create a strategic plan.

Another “thank you” goes out to our newly formed covenantal relations team: Kurt Kuntz, Lynn Richards, and Mark Swihart. They have been asked to do the heavy lifting of building structures and procedures of this team so that future members may benefit from their work.

I would also like to show my appreciation to the Director of Lifespan Faith Development (DLFD) search team: Dawn Lindsay, Stephen Fuegi, Erin Terrizzi, Melissa Nelson and Tarin Wilks (youth representative) under the guidance of Jen Halperin. Due to their hard work, we are so happy to be welcoming our new settled DLFD Dana Poss.
I truly thank all of the committee and team chairs who keep our church life vibrant. I would like to give special attention to four in particular.

- Stewardship for having a successful campaign even during an interim year – Thanks Alex
- Systemic change for embracing the new social justice model and the real and powerful work they are doing to fight gerrymandering – Thanks Carol
- Green Sanctuary for the fine work on the energy audit and the solar panel project
- Buildings and Grounds for the midday calls to plumbers, early morning tree cutting, mouse trapping and everything else that goes wrong. Special thanks to Ron Smart and Diana Hull for their exhaustive work.

Thank you to our interim minister Reverend Don Rollins for challenging and supporting me.

Thank you so much to Sona Kennedy for taking on the awesome job of our church administrator, I know we ask a lot, so thank you for always being willing to give.

It is sad to say good bye to our Interim DLFD Jen Halperin. Jen has been an absolute joy to work with these past two years. She has been so supportive and full of ideas. I thank her for all she has done for me personally and for spiritually guiding our children, youth and adults through this time of transition.

By this time next year, let us hope that we have a new settled minister. The board room work of the past year and the work of the year to come will be focused on making sure we are an enticing church for a settled minister. Thanks in advance to the awesome and important work of the ministerial search team.

Finally, let me say a special thank you to Susie Wood (my wingman). She has been the most awesome vice president a person could ask for. She has been so helpful and supportive, and I truly couldn’t have made it through this year without her help and her energy. She is going to make an amazing president. We are all in very good and energetic hands.

Respectfully submitted,

Robyn Travers
MINISTER’S ANNUAL REPORT TO THE CONGREGATION

BIG PICTURE: As almost every team/committee at UUCNH will attest, it’s been a busy first interim year. Building on the solid foundation you laid with your most recent settled minister, Rev. Scott Rudolph, we’re on pace to help you attract the best candidates possible come search time.

As I reflect on the progress to date, much of the credit belongs with your board and paid staff. Leading and serving a UU congregation has always been a challenging proposition, but given the state of the nation and the denomination itself, these are hands-down the toughest times I’ve seen in my 34 years as a Unitarian Universalist. So be sure to thank your leaders and staff for their commitment and flexibility in such a turbulent era. They’ve earned some love.

Find below a list of bullet-pointed with activities I’ve initiated or supported. I’ve no doubt missed some things, but I’ve covered the primary areas of life at UUCNH:

PASTORAL CARE

- Regularly met with Lay Pastoral Care Team to review list of members/friends in need of support
- Provided direct pastoral care, short-term counseling and referrals for members/friends
- Officiated 3 memorial services and 3 weddings
- Called on parishioners in area hospitals, care facilities and in their homes

CONNECTIONS

- Served as resource for best practices related to membership
- Participated in 2 orientation sessions
- Participated in 2 new member welcomes (during Sunday services)
- Proposed developing a new orientation video to be used in several applications (new member orientation, Sunday services, website, social media, etc.)

STEWARDSHIP/FUNDRAISING

- Prepared and delivered 2018-19 stewardship service
- Provided input/feedback on stewardship campaign
- Contributed 2 items for 2018 service auction

PROGRAMMING/ADULT RELIGIOUS EDUCATION

- Reinstituted monthly potluck and vespers
- Helped start a monthly coffeehouse
- Facilitated 3 UU pamphlet discussion sessions
SUNDAY SERVICES

- Prepared and delivered 30 Sunday services
- Attended 9 Sunday Service Team meetings
- Communicated with music staff and lay leaders regarding
- Attended 1 team planning session
- Arranged a pulpit exchange with Rev. David Herndon (First Unitarian)

SOCIAL JUSTICE/COMMUNITY

- Helped install a primary-focus model for 2018-19 (fair districting)
- Trained (through NORTH, an area justice-based organization) 13 community facilitators on white supremacy dialogue model
- Attended 7 NORTH meetings
- Attended and spoke at Franklin Park regarding fracking in the immediate area
- Supported one member and child experiencing discrimination/bullying at school
- Attended 2 greater Pittsburgh cluster meetings
- Attended 5 clergy cluster meetings
- Paid musical visits to Bellwood Preschool

SUPERVISION/HIRING

- Led 9 monthly staff meetings with Jen (religious educator) and Sona (church administrator)
- Facilitated annual progress reviews for Jen, Sona, Mary (music director) and pianists, Nick and Hal
- Worked with Director of Lifespan Development (DLFD) search team, and Personnel Committee, to hire Dana Poss, UUCNH’s next permanent DLFD
- Worked with Personnel Committee to clarify committee’s role and policies
- With board input and feedback, facilitated bringing the production of the monthly Intercom under Sona’s responsibility

GOVERNANCE TASK FORCE

- Attended 8 task force meetings
- Consulted with task force on implementing policy-based governance approved by congregation
- Consulted with task force on creating a process for strategic planning, leaving the actual content to be developed with the next settled minister as she/he/they think best

LEADERSHIP DEVELOPMENT TEAM

- Attended 6 team meetings
- Consulted with team on best practices for modern church leadership
- Helped develop an in-house leadership series for current and potential UUCNH leaders
MINISTRY COUNCIL

- Attended 5 meetings
- Helped council facilitate congregation wide process (Appreciative Inquiry) for identifying UUCNH’s core strengths

CONTINUING EDUCATION

- Attended annual 5-day seminar for Accredited Interim Ministers
- Attended 3 online workshops on white supremacy, addictions ministry and interim ministry
- Plan to attend Ministry Days/General Assembly next month

Just three more categories: Reflections, What’s Next and Thanks.

Reflections: I believe now as when we started, that ours is a good match between UUCNH’s main needs and my skills. I’ve certainly not gotten everything right over the past 10 months - partly because that’s the nature of the intense ministry I do, partly because I’ve been overextended at points (which is on me), and partly because sometimes I just plain make the wrong call!

Still, my primary aim is the one shared by all interim UU ministers: to offer you a useful if different model for ministry as you begin discerning the kind of settled ministry UUCNH needs as well as wants.

What’s Next:

- Work with new board to clarify their priorities, and how staff can carry them out
- Help with assembling and preparing a Covenantal Relations Team for addressing internal conflict or breakdowns in covenants
- As part of the ramp-up for the settled minister search, co-lead a session or two on UUCNH’s history
- Create a monthly, after-church series to get your ideas about the broad headings above: pastoral care; worship; governance; etc.
- Create a monthly addictions support group
- Continue to assist with governance transitions
- Better integrate UU youth and children into Sunday services
- Help clarify the purpose of the Ministry Council in UUCNH’s overall structure
- Assist settled ministry search team/inquiring ministers as needed
- Support Dana as she begins her ministry with you
- Continue to teach the role of ministers in today’s vital congregations

Thanks:
Jennifer Halperin, for being a steady hand and good colleague;
Sona Kennedy, for hanging in with a job few understand;
Robyn Travers, for making the hard calls with grace and grit;
Mary Doubleday, Hal Dixler, Nick Tiberi, the UUCNH Choir and everyone else who has blessed my life with their music;
Lindsay Scott, for keeping the numbers straight;

Dawn Fitzgerald, for nearly 18 years as editor of the Intercom;

Board, teams, committees and others who’ve heard me out on the big picture stuff;

Green Sanctuary, for all your efforts to raise environmental awareness and action;

All who give, be it in time, talents or treasure...or all three;

All the UUCNH “angels” who set up and clean up, fix broken stuff, look stuff up and actually know the bylaws;

Children and youth, who amaze me and make me laugh;

   Every one of you reading this - even if we’ve disagreed along the way, or I’m just plain not your cup of tea. We each have a role to play if we’re to endure, let alone thrive in these challenging days. In the end, we’re on the same team, folks. The team of peace with justice, and truth with kindness.

Don Rollins, Interim Minister
DIRECTOR OF LIFESPAN FAITH DEVELOPMENT

2017 – 2018 marks the second of a two-year interim period of professional religious education leadership. The first year was adjusting to the change, maintaining and adding programming and getting to know church systems, this second year's emphasis was on preparing and searching for a settled DLFD. There were opportunities to reflect on where you've been and how your mission and priorities as a Unitarian Universalist faith community are supported and encouraged by the experiences that are offered here. There was time to dream of possibilities and potential for the future… and to think what leadership skills and experience would be optimum for the next staff person to have to realize those visions.

DLFD SEARCH TEAM

Unlike "calling "a settled minister that requires a congregational vote, the DLFD is hired by a Search Team appointed by the Board of Trustees and the minister. The Search Team was formed in June, 2017, and was comprised of: Tarin Wilks, Dawn Lindsay (Chair), Melissa Nelson, Stephen Fuegi, Erin Terrizzi. Jennifer Halperin served as advisor to the Team. Dawn Lindsay was Team Liaison to the Board of Trustees.

Timeline: 2017 - 2018

- May-Jul Board decides on scope of effort, job hours, title, start date, minimum qualifications, who has the authority to hire, et al.
- Jun-Jul Board forms a search committee of 5
- Aug Search Team begins its work: prepare job description, job announcement, draft agreement, publicity plan, creates interview questions.
- Oct. 18 - 22 "Story of Us" small group conversations—what kind of program do we want and what kind of person should we look for? This discussion then informs the Search Committee
- Nov-Dec JH prepares a UUCNH Search website and provides material to update UUCNH website to include DLFD Search.
- Jan. 2018 "go live,"- publish job opening
- Mar-April interviews
- April - May selection, negotiation, and agreement
- Aug 1, 2018 Start date as negotiated

We are delighted to announce that the Search was successful, and Dana Poss, UU religious educator from Atlanta, Georgia, will be coming this summer to be the new DLFD here at UU Church of the North Hills! We are optimistic that she will be a great addition to the UUCNH staff and community. Having her with you validates this congregation’s continuing commitment to professional Unitarian Universalist RE leadership, which has over the years encouraged and nurtured the excellent and committed lay leaders of the congregation.
YOUNG ADULT MINISTRY

A goal of this year was to offer young adults an opportunity to form a Young Adult group whose purpose would be determined by the group. We started with a brunch in December and the group decided to try and meet every couple of weeks. Unfortunately, the person who had launched the group with me got a demanding new job and had to step back for a while. Attendance waned over the past few months. We are going to reconvene with another brunch in May and see what folks would like to do.

ADULT FAITH DEVELOPMENT

UUCNH offers a wide variety of Adult Faith Development programs that are led by dedicated facilitators. This year was no exception, other than the Men's Group went on hiatus/dissolved due to lack of interest. Two new ongoing offerings began in 2017 - 2018, Yoga with Amy Wilks and a Singles Group (UUMS- UU Mingling Singles) with Richard Parobeck and Beverly Wise. We hosted a “Death Café”, partnering with the local group that runs it, hosted a docent tour of the Carnegie 20/20 Art exhibit (thank you Greg Jarold), and co-hosted the March on Harrisburg Tour with Adam Eichen, author of Daring Democracy, the UUA common read this year. Rev. Don hosted 3 discussion groups on UU pamphlet materials, topics included UU Views of God, Addiction, and GLBTQIA.

This year AFD offerings included:

A. Affinity Groups: collective facilitation and content development. These included Christian Perspectives, Humanist Discussion Group, and Sisters in Spirit.
B. Classes: content produced by facilitator, team planning group, or third party. These included Jesus Discussion Group, PSI (Philosophical and Spiritual Insights) Group, Rev. Don hosts UU Pamphlet 3 part series.
C. Spiritual Practice Groups: These included Ecstatic Dance, Meditation Group and Covenant Circles.

CHRISTIAN PERSPECTIVES GROUP - from Edie Swihart

We've had good attendance this year with 8-14 people and an average of 11. Two new people have started coming, and in most classes, every person present adds something to the discussion at some point. We will not go on a summer hiatus, but will probably not meet at least one of the summer months, TBD. Led by Edie Swihart and Joe Meier.

COVENANT CIRCLES

This year’s small group ministry program gathered for readings and reflection around the month’s preaching theme. We used prepared session guides (from Soul to Soul:Fourteen Gatherings for Reflection and Sharing by UU minister Rev. Christine Robinson and Alicia Hawkins and distributed them to each circle’s co-facilitators. There were four Circles of 6-8 people, facilitated by Ellen Saksen, Alex Saksen, Carol Balance and Emily Artis. There was a facilitator training in October.
ECSTATIC DANCE

This year Becca Shreckengast and Ron Smart offered this once a month event. People enjoy moving creatively to a variety of music.

JESUS DISCUSSION GROUP (from Tony Palermo)

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

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

From that point, the gospels are discussed in detail: authorship and time of composition, as well as editorial concepts. Special note is made of the trajectory of various notions of Jesus’ status on the way to divinity.

Stopping points along the way include the Nativity stories [purpose and divergences in Luke & Matthew], the events of his week in Jerusalem – arrest, death and resurrection – and the development of thought about Jesus as the Son of God, a process covering 300 years of history and “heresies.” Some topics have been added by request: Jesus and Mysticism, the epistles of Paul, Gnosticism and the Apocryphal Gospels, among the most popular.

The presentations are open. Questions and discussions are always encouraged, and usually happen. Attendees in the past have ranged from Christians to agnostics to atheists to Eastern. All points of view are respected.

This year, we began with Impressions of Jesus using a book by Stephen Mitchell synthesizing scholarship of both East and West with the Thomas Jefferson bible thrown in for good measure. From here, we discussed the Resurrection, the eification of Jesus, and currently, the character of Jesus as related in the Synoptic gospels, Mark, Matthew and Luke.

LIBRARY - Julie Kant and Midge Miles

Julie and Midge have been working all year to catalog and prepare new books for circulation. There are excellent and timely acquisitions to inform you about historical Unitarian Universalism up to current UUA common reads.

Our library shelves have been culled - less is more when finding appealing books on the shelves. Julie and Midge have been cataloguing our tomes with a program called Library Thing. You are always welcome to borrow a book or two.
MEDITATION WITH FRIENDS GROUP - Sue Luebert, leader

This year the Meditation Group met on Tuesday evenings from September through May, running either every other Tuesday or, in March, every Tuesday for a particular practice series. Their practice varies and they welcome newcomers and regular attendees to come early for a cup of tea prior to meditation. They had 7-8 people on any given Tuesday.

PSI [PHILOSOPHICAL, SPIRITUAL INSIGHTS] GROUP

The goal of this group has been to look for meaning and connection in the Worlds of Science, Philosophy and Spirituality. As an off-shoot of the Jesus Discussion Group in 1995, the members began with a search for an understanding of Christian Fundamentalism but quickly moved on to the mysteries of Physics, Chemistry, Biology and Evolution.

From there, topics ranged even further, from Spirituality and the Brain, to the nature of communication with the Divine, to the development of human nature through Darwin’s theory of Sexual Selection, an upcoming topic for 2017 based on The Mating Mind by Geoffrey Miller.

Psychology was also investigated, from man-woman relationships through verbal self-defense. A particularly popular topic was the psychological nature of Evil, and the notion that despite the horror of the evening news, humanity as a whole is becoming more moral with passing years. Each topic was/is based on at least one landmark book in its field and presented once a month in open discussion form. As with the Jesus Discussion Group, questions and differing opinions are encouraged and afforded respect.

PSI has also seen a few hundred attendees over the years. Some stay for an entire topic, as many as 6-7 sessions, some for a few years.

This year the origin of morality in ancestral species – primates – was discussed [the works of primatologist Franz De Waal], followed by Male/Female miscommunication [Deborah Tannen’s You Just Don’t Understand. We are about to begin a new section on the creation of Life from non-living chemistry.

SISTERS IN SPIRIT - Michelle Broge-Connor and Rachael Smart, Coordinators
(submitted by Rachael Smart)

Sisters in Spirit is finishing up its seventh year and continues to go strong with just over 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. Some of the topics discussed during the past year have included women in sports, CPR training, individual beliefs, emergency preparation, and comfort foods.

THANK YOU to all facilitators and coordinators!
THE HUMANIST DISCUSSION GROUP (from Dick Myers)

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

The role of the principal facilitator is coordination and communication. Topics are suggested by members of the group, and are often facilitated by the person who made the suggestion. The group will continue to meet so long as attendees continue to express interest and suggest topics.

Attendance over the past church year has varied from 15 to 22. Topics have included: “Happiness”, “Paganism in a UU context”, “Truth”, “Sexual Misconduct”, “Education”, and a “Socratic Seminar”.

To date, the participants have been forthcoming in suggesting and facilitating topics, and we have been relatively successful in soliciting topics from a number of participants, including some new attendees at UUCNH. Subjects for upcoming months include: “Coarsening of our culture – how did it start?”, and “The Opioid Addiction”.

FAMILIES MINISTRIES GROUP

Dawn Lindsay coordinated the activities for UUCNH’s families with younger children. Some of the activities included a hike and picnic in North Park, Bowling, a Christmas Tree Trimming Party and Cookie Exchange. We had planned for a Hayride and Ice Skating but had to cancel due to inclement weather. Thank you Dawn!

Parents Night Out – Abby Vaughn - This was a once a month babysitting co-op that happened in the fall. Six families participated.

CHILDREN AND YOUTH FAITH DEVELOPMENT

Melissa Nelson capably and with good humor led the Children and Youth Faith Development team. This team is comprised of class coordinators of every age level including Youth Group plus the coordinator of the Families Group. We met monthly. Melissa and I met separately twice a month to plan agendas for the team meeting and to collaborate on special projects and worship planning. Thank you Melissa for your leadership and positive attitude…you are a great role model!

NEW PENNSYLVANIA LAWS

Every volunteer who works with children and youth has obtained Act 33/34 clearances and is up to date. As of July, 2016 they need to be renewed every 5 years.
SUMMER RE

Summer 2017 we ran nine Sundays of classes for two age groups. Both PreK/K and Elementary (1st – 6th) used age appropriate “Lessons from Dr Seuss”. The Elementary group used a Maker Space format which worked out really well! We are planning on running ten Sundays of classes this summer (2018).

TEACHER TRAINING AND SUPPORT

In September, our Religious Education volunteers for children and youth began the year with a Saturday morning teacher training. The Saturday teacher brunch was cancelled due to subzero temperatures in January. There will be another one in May.

PAGEANT

Our holiday pageant this December was based on the book which was based on The Christmas Menorahs: How a Town Fought Hate, by Janice Cohn. We sang the song, Give Light, throughout the service and Carol Balance taught everyone the American Sign Language signs. It was well received and all ages had an opportunity to participate in the service. Thank you to all the teachers! And kudos to the Nelson family for the fantastic lighted backdrop!

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.

SUNDAY MORNING FAITH DEVELOPMENT

NURSERY

Attentive childcare was provided for our youngest children during Sunday Services.

Volunteers: Kristin Clarke (Co-Director) with Elizabeth Erbrecht, Zach Erbrecht, Mark Swihart, Amy Terrizzi. Paid Caregivers: Katy Swidal and Gianna Amplo.

PRE SCHOOL/KINDERGARTEN*

Curriculum: Spirit Play. A Unitarian Universalist Montessori method of Religious Education. This year’s class focused on stories from the six sources of Unitarian Universalism- These Unitarian Universalist sources include the wonder and awe of life and the mystery, Jewish, Christian, and other world religions; the lives and words of women and men who took their religious impulse and translated it into action, the earth-based spiritualities, Humanism, and science.

Volunteers: Jen Suehr (coordinator), Katie Smith, Becca Shreckengast, Jackie Vasseur, Alexa Nelson, Ana Gongloff.
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: Laura Patton (Coordinator), Erin Terrizzi, Vanessa Picard, Melissa Shackleford, Justin Weinbaum

THIRD-FOURTH GRADES

Curriculum: Sing to the Power - A (Tapestry of Faith) UU curriculum that affirms our UU heritage of confronting “Power and structures of evil with justice, compassion, and the transforming power of love.” Using the metaphor of the four elements- earth, air, fire and water- to investigate different forms of power, children are given opportunities to experience and explore ways to use their own power as agents for positive change.

Volunteers: Rebecca Hovermale, (Coordinator), Bill McAdams, Jenny DeMann, John DeMann, Erin Wick.

FIFTH-SIXTH GRADE

Curriculum: Bibleodeon - This UU curriculum introduces biblical scriptures by presenting many of the best known Hebrew and Christian stories in a modern day context with fun and interactive games. They will explore connections between biblical events and UU principles, between biblical ideas and their own lives.

Volunteers: Tony Palermo, Ed Patton, Allyson Zadnik, Andy Zadnik

YOUTH GROUP FOR 7TH AND 8TH GRADERS AND HIGH SCHOOL YOUTH

The Youth Group is thriving this year thanks to the leadership of their advisors, (some who have taken UUA training on “Components of a Healthy Youth Group”), who know that a successful youth group has balanced programming that includes fun/fellowship, social action, worship, learning, leadership development and congregational involvement. They meet once a month on Sunday evenings and an average of once a month on field trips for fun or community service. Thank you for a great year! Highlights were: two lock-ins (sleepovers),

We hosted an OMD High School Youth conference in September. Volunteers: Rachael Smart (coordinator), Robyn Travers, Don Nelson, Chris Vaughn
OUR WHOLE LIVES SEXUALITY EDUCATION

In February and March, 2018, our 1st and 2nd Graders replaced their usual Sunday morning curriculum with UUCNH’s lifespan sexuality education program Our Whole Lives (OWL) with a trained pair of teachers. It was held for 8 consecutive Sunday mornings from 10:30 – 11:40am in the winter, led by Kip Ruefle and Pam Weaver. There were nine participants. Their parents attended a mandatory orientation session.

PROFESSIONAL DEVELOPMENT

- I attended monthly Guild of Interim Religious Educator Zoom meetings for continuing education.
- UUCNH hosted the UU PLAN (PA Legislative Action Network) AND the Pittsburgh Cluster of UU Churches Annual Assembly.
- I offered two Children’s Chapel for a multi-age group for the holidays of Thanksgiving and Easter. I also led the CYM Winter “pageant.”
- Spirit Play training at First Unitarian Church Pittsburgh in August, 2017. Five of us attended!
- I served as Treasurer for the Ohio Meadville Chapter of the Liberal Religious Educators Association. Attended the annual OMD LREDA retreat in February and two other meetings during the year. Met once a month with Pittsburgh DLFD’s.
- Structured learning experiences this year included a “Think Orange” (Christian megachurch) one day training on Family ministry. (!) Also attended Black and White Reunion’s Summit against Racism.

CONCLUSION

It has been a pleasure serving UUCNH these past two years. Indeed, from the moment I came through the door in August, 2016, I have been welcomed by the minister and staff, long time members, strong lay leaders, friends of the congregation, families, children, and committed volunteers. What I did not anticipate or expect at that time was that this year UUCNH would also have an interim minister, and neither did you!

With the loss of beloved Rev. Scott I understood that much of my attention needed to be with maintaining, sustaining and offering non-anxious leadership- and “holding up the mirror” for you all to see the good place you are in (not by accident), even with the grief you were experiencing from his departure. And, at the same time, I knew that the work of the interim religious educator was needing to go into full swing to prepare for the arrival of a new, settled staff. My (the interim religious educator) part was to:

- Create opportunities to listen to stories of personal, RE, and congregational connections.
- Summarize and share resources with the UUCNH and families for the future of RE.
- Assist in decisions about what type of RE leader you want and need. Collaborate to advocate for and attract that leader to UUCNH.
- Leave in a positive, complete way; Set up the new DLFD to lead a willing community from Day 1. I will be at UUCNH through the third week of June, and then come back in August when Dana comes for a week of orientation.
Kudos to the Interim Advisory Committee, Rev. Don and the DLFD Search Team! A new, settled DLFD has been hired and poised to accompany you into the future knowing who you are and what priorities you have moving forward. I wish you all the best as this next chapter in the life of the congregation unfolds!

May you all continue to grow and thrive!

Respectfully submitted,

Jennifer Halperin  
Interim Director of Lifespan Faith Development

---

**CHOIR DIRECTOR’S REPORT**

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

- Marsha Albright
- John Bernhard
- Tassi Bisers
- Tom Brown
- James Clarke
- Lee Cunningham
- Dennis Doubleday
- Mary Doubleday
- Mark Draa
- Stephen Fuegi
- Julie Kant
- Kathy Ke
- Joyce Kepner
- Nancy Kepner
- Carol Kline
- Ellen Kuntz
- Kurt Kuntz
- Joe Meier
- David Miles
- Josh Minnich
- Charlotte Moore
- Johnson Moore
- Gale Murray
- Alexa Nelson
- Sydney Nelson
- Barbara Pane
- Francesca Pane
- Connie Ritzert
- John Ritzert
- Don Rollins
- ip Ruefle
- Diane Sims
- Mark Swihart
- Amy Terrizzi
- Craig Thompson
- Amy Wilks
- Maggie Wilson
- Beverly Wise
Thanks to the generous support of our UUCNH community, I was able to attend the UU Musicians’ conference last July. The opportunity to share experiences and to read through new music with my colleagues has been invaluable.

The choral clinician for the 2017 conference was UU composer Brian Tate. We performed two of his compositions at UUCNH this year: *Connected*, and *Take Down These Walls*. They were among the high points of the choir’s year.

We performed *Take Down These Walls* with Kip Ruefle on drums in addition to Nick Tiberi’s wonderful piano accompaniment. We received a very enthusiastic response from both the UUCNH congregation and from our guest speaker, Tony Norman. *Connected* is a fun piece, so we sang it at the Intergenerational service before Thanksgiving. (And we will keep working on the hand motions at future performances!)

At Christmas time, we sang two beautiful and challenging British choral works: John Rutter’s *What Sweeter Music*, and John Taverner’s *The Lamb*. On Easter Sunday, we did Randall Thompson’s wonderful Alleluia.

In March, three talented young singers did Taylor Swift’s *Safe and Sound* with back-up from the adult women. Thanks so much, Alexa Nelson, Sydney Nelson, and Francesca Pane! I’m hoping we’ll have another youth performance on Mother’s Day.

The women’s choir also backed up Kathy Ke and Mary Doubleday on *None of Us are Free*, with Nick on the keyboard, James Clarke on bass and our multi-talented Interim Minister, Don Rollins, on guitar.

The Men’s choir sang on two Sundays this year: another choral classic work by Randall Thompson, *Stopping by Woods on Snowy Evening*, and Randy Newman’s *You've Got a Friend in Me*. The latter piece was chosen for a service on Canine Companions, and Kurt Kuntz and Mark Swihart rose to the challenge by performing while wearing dog ears. Bravo!

We also had two terrific soloists this year. In the fall, Alexa Nelson soared on *How Far I'll Go* from Moana, and in the Spring, Josh Minnich sang *Imagine* with the choir.

As a congregation, and as a choir, we come together to share both Joys and Sorrows. We experienced two very sad events this year. Longtime choir member John Bernhard was diagnosed with cancer last Spring, but still came to choir in the Fall. Only a few weeks after his last rehearsal, we sang at his Memorial Service.

Last summer, Hannah Baldwin May gave the congregation a moving and inspiring service on her life with chronic illness. We lost this lifelong member of UUCNH in October; she was only 26. It’s hard to sing on such occasions, but we also find that singing together is one of the bonds that makes us a community.

As always, I am so very grateful to have Nick Tiberi and Hal Dixler playing piano for us on Sunday mornings. Thank you to everyone who contributed to the musical life of UUCNH this year.

Respectfully submitted,

Mary Doubleday
Music Director
FINANCE COMMITTEE

Annual Report 2017-2018

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 strong and ahead of budget. The revenue from non-pledge contributions is in line with the budgeted amount. Thank you for your generosity. The revenue will get another boost from the very successful Goods and Services Auction in April. The expenses are in line with or below the budget. A summarized statement comparing the nine months ended March 31, 2018 and 2017 is on the following page. During this fiscal year we added on-line giving to the website and also the ability to text payments. We have seen very little usage of on-line giving.

During this fiscal year we incurred some capital costs which used most of our building reserves. The costs were $9,000 for the demolition of the little house and $7,337 for a furnace, hot water heated and pipes in the Bellwood building. Hopefully we can add to the reserve with some of this year’s surplus.

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, 2018 was $307,289, which is an 8% increase over the balance of $285,744 at March 31, 2017. We have not used any of the earnings for operations for at least the last ten years which has allowed the fund to grow at a faster rate.

Submitted by the Finance Committee

Lindsay Scott (Treasurer),
Joe Meier,
Sue Duda,
Tom Yeh,
Mary Ellen Johnson, Chair
# PROPOSED BUDGET

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**  
**STATEMENT OF REVENUES COLLECTED AND DISBURSEMENTS**  
Nine Months Ended March 31, 2018 and 2017

<table>
<thead>
<tr>
<th></th>
<th>March 2018</th>
<th>Mar 2017</th>
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<td>(includes compensation, benefits, taxes &amp; expenses)</td>
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<td>Minister</td>
<td>77,453</td>
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<td>Custodial and supplies</td>
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<td>UUA and OMD dues</td>
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<td>13,050</td>
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<td><strong>Total Fixed Costs</strong></td>
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<td>70,949</td>
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<td>7,575</td>
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<td>3,562</td>
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<td>15,852</td>
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<td>279,370</td>
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<td>$ -</td>
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<td>PERIOD</td>
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<td>6/30/15</td>
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<td>--------</td>
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<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
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<tr>
<td>Pledges, Friends and Plate</td>
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<td>65%</td>
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<td>Church Use and Other Revenue</td>
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<td>11%</td>
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<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>FIXED COSTS</strong></td>
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<td>Building Operations</td>
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<td>Interest, Taxes and Insurance</td>
<td>19,006</td>
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<tr>
<td>UUA and OMD Dues</td>
<td>15,867</td>
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<td><strong>CHURCH OPERATIONS</strong></td>
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<td>8%</td>
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<td><strong>DISCRETIONARY</strong></td>
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<tr>
<td>Religious Education (Youth &amp; Adult)</td>
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<td>2%</td>
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<tr>
<td>Music and Arts</td>
<td>5,674</td>
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<td>Committees and Social Activities</td>
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<td><strong>EXCESS OF REVENUES OVER EXPENSES</strong></td>
<td>2,886</td>
<td>0%</td>
</tr>
</tbody>
</table>
# STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

Page 1

## STATEMENTS OF REVENUES COLLECTED AND DISBURSEMENTS

**Years Ended June 30, 2014, 2015, 2016 and 2017**


|          | 6/30/14 Actual | 6/30/14 Budget | 6/30/15 Actual | 6/30/15 Budget | 6/30/16 Actual | 6/30/16 Budget | 6/30/17 Actual | 6/30/17 Budget | 6/30/18 Actual | 6/30/18 Budget | 6/30/19 Actual | 6/30/19 Budget |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| **REVENUES** |                |                |                |                |                |                |                |                |                |                |                |                |                |
|           | 295,866        | 299,172        | 335,283        | 315,095        | 334,585        | 332,077        | 351,800        | 357,022        | 372,484        | 393,470        |                |                |
| **DISBURSEMENTS** |            |                |                |                |                |                |                |                |                |                |                |                |                |
| Fixed costs | 91,248         | 84,882         | 117,734        | 92,720         | 78,547         | 94,606         | 76,434         | 93,776         | 84,598         | 106,029        |                |                |
| Contract services | 148,015        | 146,701        | 153,019        | 154,895        | 163,817        | 160,192        | 172,908        | 175,652        | 182,988        | 174,854        |                |                |
| Church operations | 33,388          | 33,027         | 37,531         | 38,585         | 49,563         | 48,644         | 57,829         | 57,174         | 59,213         | 62,182         |                |                |
| Discretionary | 20,329          | 24,552         | 20,030         | 28,895         | 19,829         | 28,835         | 25,303         | 30,420         | 30,785         | 50,305         |                |                |
| **EXCESS (DEFICIT)** | 2,986           | 0              | 6,969          | 0              | 22,829         | 0              | 19,329         | 0              | 0              | 0              |                |                |

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## SCHEDULES OF REVENUES COLLECTED

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

### SCHEDULES OF REVENUES COLLECTED

Years Ended June 30, 2014, 2015, 2016 and 2017


<table>
<thead>
<tr>
<th></th>
<th>6/30/14 Actual</th>
<th>6/30/15 Actual</th>
<th>6/30/16 Actual</th>
<th>6/30/17 Actual</th>
<th>6/30/18 Actual</th>
<th>6/30/19 Actual</th>
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<td>Revenues other than pledges</td>
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<td></td>
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<tr>
<td>Church Use</td>
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<td>Bellwood</td>
<td>8,720</td>
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<td>57</td>
<td>13</td>
<td>830</td>
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<td>20</td>
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<td>Dividends/Other</td>
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<td>15,300</td>
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<td><strong>RE Income</strong></td>
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<td>4,000</td>
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<td>806</td>
<td>309</td>
<td>233</td>
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<td>9,022</td>
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<td></td>
<td>44,007</td>
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<td>45,227</td>
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<td>Current year</td>
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<td>258,551</td>
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<td>268,693</td>
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<td>Friends</td>
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<td>6,000</td>
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<td>7,400</td>
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<td>251,959</td>
<td>242,200</td>
<td>307,313</td>
<td>267,100</td>
<td>269,756</td>
<td>268,650</td>
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<td>265,966</td>
<td>259,172</td>
<td>335,283</td>
<td>315,065</td>
<td>334,585</td>
<td>322,677</td>
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- **Gross pledge revenue**: 239,124, 238,000, 265,000, 283,000, 298,000, 306,000, 330,000
- **Collection rate**: 97%, 95%, 94%, 95%, 95%, 95%, 95%
- **Collected**: 232,008, 268,050, 281,200, 290,700, 313,500
- **Pledge increase**: 7%, 5%, 3%, 6%
- **Pledge increase amount**: 18,000, 13,000, 10,000, 24,000
## SCHEDULES OF DISBURSEMENTS

### Years Ended June 30, 2014, 2015, 2016 and 2017  

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<th></th>
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<th>6/30/15</th>
<th>6/30/16</th>
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<td>Actual</td>
<td>Budget</td>
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<tr>
<td>Mortgages &amp; other</td>
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<td>940</td>
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<td>10,600</td>
<td>9,610</td>
<td>11,000</td>
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<td>3,564</td>
<td>3,565</td>
<td>3,565</td>
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<td>Taxes</td>
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<td>1,228</td>
<td>1,230</td>
<td>1,271</td>
<td>1,500</td>
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<tr>
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<td>150</td>
<td>100</td>
<td>207</td>
<td>100</td>
<td>148</td>
<td>250</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Building Operations</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Custodian</td>
<td>7,176</td>
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<td>7,090</td>
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<td>8,225</td>
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<td>1,000</td>
<td>955</td>
<td>1,900</td>
<td>1,936</td>
<td>1,600</td>
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<td>Maintenance</td>
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<td>41,752</td>
<td>14,000</td>
<td>8,642</td>
<td>16,855</td>
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<td>472</td>
<td>500</td>
<td>384</td>
<td>500</td>
<td>263</td>
<td>500</td>
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<td>Snow removal/lawn mowing</td>
<td>17,763</td>
<td>11,000</td>
<td>11,473</td>
<td>14,000</td>
<td>10,530</td>
<td>12,000</td>
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<td><strong>Utilities</strong></td>
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<td>Electric</td>
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<td>6,000</td>
<td>6,888</td>
<td>6,000</td>
<td>6,402</td>
<td>7,000</td>
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<td>Gas</td>
<td>6,952</td>
<td>6,000</td>
<td>6,160</td>
<td>6,600</td>
<td>2,991</td>
<td>6,600</td>
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<td>Garbage collection</td>
<td>1,861</td>
<td>1,000</td>
<td>1,334</td>
<td>1,620</td>
<td>1,781</td>
<td>1,620</td>
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<tr>
<td>Sower</td>
<td>981</td>
<td>1,000</td>
<td>1,724</td>
<td>1,250</td>
<td>1,745</td>
<td>1,220</td>
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<td>1,268</td>
<td>1,600</td>
<td>1,617</td>
<td>1,500</td>
<td>1,989</td>
<td>1,300</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Denominational affairs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>UUA</td>
<td>11,340</td>
<td>11,340</td>
<td>12,600</td>
<td>12,600</td>
<td>11,940</td>
<td>11,940</td>
</tr>
<tr>
<td>Central Eastern Region</td>
<td>4,347</td>
<td>4,347</td>
<td>5,040</td>
<td>5,040</td>
<td>4,975</td>
<td>4,775</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL FIXED COSTS</strong></td>
<td>91,248</td>
<td>84,892</td>
<td>117,734</td>
<td>92,720</td>
<td>78,547</td>
<td>94,606</td>
</tr>
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</table>

|                |         |         |         |         |         |         |
| **Reported Membership Number**|       |         |         |         |         |         |
| UUA AFM amount per member | 60 | 60 | 60 | 60 | 60 | 60 |
| CER Dues amount per member | 23 | 24 | 24 | 24 | 24 | 27 |
| Total fair share | 15,687 | 17,640 | 16,716 | 17,511 | 17,820 | 17,400 |
| Percentage to be paid | 100% | 100% | 100% | 100% | 100% | 100% |
|               | 15,687 | 17,640 | 16,716 | 17,511 | 17,820 | 17,400 |

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25
# Schedules of Disbursements

**Unitarian Universalist Church of the North Hills**  Page 4

## Schedules of Disbursements

Years Ended June 30, 2014, 2015, 2016 and 2017  

<table>
<thead>
<tr>
<th>Budget Year</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Budget</td>
<td></td>
<td></td>
<td></td>
<td></td>
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### Contract Services

**Minister’s Package**

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and housing</td>
<td>65.296</td>
<td>65.296</td>
<td>67.310</td>
<td>67.910</td>
<td>75.811</td>
<td>73.547</td>
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<tr>
<td>SSI Contribution</td>
<td>4.985</td>
<td>4.985</td>
<td>5.185</td>
<td>5.185</td>
<td>5.890</td>
<td>5.626</td>
</tr>
<tr>
<td>Benefits - health, disability, pension</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability/Life</td>
<td>562</td>
<td>500</td>
<td>484</td>
<td>500</td>
<td>1,212</td>
<td>600</td>
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<tr>
<td>Health</td>
<td>5,787</td>
<td>5,700</td>
<td>6,034</td>
<td>7,200</td>
<td>3,550</td>
<td>3,600</td>
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<tr>
<td>Pension</td>
<td>7,029</td>
<td>7,029</td>
<td>7,310</td>
<td>7,310</td>
<td>8,161</td>
<td>7,917</td>
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<tr>
<td>Professional expenses</td>
<td>7,379</td>
<td>6,308</td>
<td>6,054</td>
<td>6,700</td>
<td>7,128</td>
<td>7,000</td>
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<tr>
<td>Transportation/Relocation</td>
<td>2,914</td>
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**Director of Lifespan Faith Development**

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director - salary</td>
<td>39,732</td>
<td>39,732</td>
<td>41,719</td>
<td>41,719</td>
<td>42,971</td>
<td>42,971</td>
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<tr>
<td>Health insurance</td>
<td>10,123</td>
<td>6,279</td>
<td>11,223</td>
<td>3,571</td>
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<tr>
<td>Pension</td>
<td>3,973</td>
<td>3,973</td>
<td>4,172</td>
<td>4,172</td>
<td>4,297</td>
<td>4,297</td>
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<tr>
<td>Payroll taxes</td>
<td>3,040</td>
<td>3,039</td>
<td>3,192</td>
<td>3,192</td>
<td>3,287</td>
<td>3,287</td>
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<tr>
<td>Life &amp; disability insurance</td>
<td></td>
<td></td>
<td>253</td>
<td>580</td>
<td>760</td>
<td>806</td>
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<tr>
<td>Meetings and professional expenses</td>
<td>4,093</td>
<td>4,000</td>
<td>3,952</td>
<td>4,000</td>
<td>4,000</td>
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<tr>
<td>Moving</td>
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<td>5,171</td>
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</table>

Total: 50,838 50,744 53,035 53,083 54,808 54,555 55,569 59,594 63,122 58,486

**Music Director**

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director - salary</td>
<td>5,693</td>
<td>5,893</td>
<td>6,500</td>
<td>6,500</td>
<td>6,825</td>
<td>6,825</td>
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<tr>
<td>Payroll taxes</td>
<td>436</td>
<td>436</td>
<td>497</td>
<td>497</td>
<td>522</td>
<td>522</td>
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<tr>
<td>Professional expenses</td>
<td></td>
<td></td>
<td>944</td>
<td>800</td>
<td>800</td>
<td>1,900</td>
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</table>

Total: 6,129 6,129 6,987 6,987 7,347 7,347 8,512 8,368 8,564 9,294

### Total Contract Services

<table>
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<tr>
<th>Description</th>
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<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>148,015</td>
<td>146,701</td>
<td>153,019</td>
<td>154,895</td>
<td>163,817</td>
<td>160,192</td>
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### SCHEDULES OF DISBURSEMENTS

**UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS**

#### SCHEDULES OF DISBURSEMENTS

*Years Ended June 30, 2014, 2015, 2016 and 2017*


<table>
<thead>
<tr>
<th></th>
<th>6/30/14</th>
<th></th>
<th>6/30/15</th>
<th></th>
<th>6/30/16</th>
<th></th>
<th>6/30/17</th>
<th></th>
<th>6/30/18</th>
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<th>6/30/19</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td><strong>COSTS TO KEEP CHURCH OPERATING</strong></td>
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<td></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office</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>Telephone / Internet</td>
<td>3,028</td>
<td>3,600</td>
<td>3,029</td>
<td>2,800</td>
<td>2,638</td>
<td>3,000</td>
<td>2,621</td>
<td>3,000</td>
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<tr>
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<td>989</td>
<td>1,800</td>
<td>948</td>
<td>500</td>
<td>611</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>500</td>
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<tr>
<td>Supplies</td>
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<td>2,500</td>
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<td>2,300</td>
<td>2,922</td>
<td>2,300</td>
<td>1,500</td>
<td>1,800</td>
<td>1,800</td>
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<td>Repairs and contingencies</td>
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<td>500</td>
<td>500</td>
<td>351</td>
<td>500</td>
<td>100</td>
<td>500</td>
<td>500</td>
<td>500</td>
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<tr>
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<td>676</td>
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<td>2,716</td>
<td>2,500</td>
<td>2,474</td>
<td>2,500</td>
<td>2,500</td>
<td>2,500</td>
<td>2,500</td>
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</tr>
<tr>
<td><strong>Office Payroll</strong></td>
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<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Administrator</td>
<td>18,606</td>
<td>17,023</td>
<td>25,065</td>
<td>24,980</td>
<td>26,478</td>
<td>25,762</td>
<td>27,149</td>
<td>26,566</td>
<td>27,780</td>
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</tr>
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<td>1,909</td>
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<td>1,973</td>
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<td>2,124</td>
<td>2,202</td>
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</tr>
<tr>
<td>Health insurance</td>
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<td>6,853</td>
<td>6,279</td>
<td>6,907</td>
<td>6,907</td>
<td>7,022</td>
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<td>416</td>
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<td>2,579</td>
<td>2,705</td>
<td>2,657</td>
<td>2,778</td>
<td>2,978</td>
<td>2,978</td>
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<td>470</td>
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</tr>
<tr>
<td>Bookkeeper</td>
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<td>646</td>
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</tr>
<tr>
<td><strong>TOTAL CHURCH OPERATIONS</strong></td>
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<td>38,531</td>
<td>38,585</td>
<td>49,563</td>
<td>48,644</td>
<td>57,026</td>
<td>57,174</td>
<td>59,213</td>
<td>62,182</td>
<td>50,782</td>
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</tr>
</tbody>
</table>
## SCHEDULES OF DISBURSEMENTS - CONTINUED

### UNITARIAN UNIVERSALIST CHURCH OF THE NORTH HILLS  
**Page 6**

### SCHEDULES OF DISBURSEMENTS - continued

**Years Ended June 30, 2014, 2015, 2016 and 2017**  

<table>
<thead>
<tr>
<th>DISBURSEMENTS (continued)</th>
<th>DISCRETIONARY FUNDS</th>
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<tr>
<td><strong>Adult programming</strong></td>
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</tr>
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<td>Sunday services</td>
<td>1,674 3,242 3,098 3,000 2,010 3,000 3,383 3,000 3,000 3,000 3,000</td>
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<tr>
<td>Audio Equipment and supplies</td>
<td>637 600 10 1,465 300 246 200 515 750</td>
</tr>
<tr>
<td>Compassionate Service Team</td>
<td>750 750 174 800 437 800 467 1,100 900 900</td>
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<tr>
<td>Systemic Change</td>
<td>662 400 916 900 900 900 900 2,800 2,800 2,000</td>
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<tr>
<td><strong>Total</strong></td>
<td>3,953 4,592 4,198 5,165 3,347 5,000 4,886 5,200 7,725 6,855</td>
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<tr>
<td><strong>Religious education</strong></td>
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</tr>
<tr>
<td>Adult education - Materials</td>
<td>474 300 236 500 170 300 446 300 300 300</td>
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<tr>
<td>Adult education - Training and Speakers</td>
<td>187 300 280 300 196 300 40 300 200 200</td>
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<tr>
<td>Training</td>
<td>1,151 1,000 485 1,000 1,038 1,000 210 1,000 1,200 1,100</td>
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<tr>
<td>Other/Meetings/Holidays/Special Events</td>
<td>90 600 483 600 800 800 175 800 800 800</td>
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<td>Background checks</td>
<td>194 200 150 400 93 400 300 150 100 100</td>
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<tr>
<td>Curriculum &amp; supplies</td>
<td>1,007 1,000 1,551 1,000 1,100 1,200 717 1,600 600 600</td>
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<tr>
<td>Crib room</td>
<td>667 500 701 850 814 850 1,208 850 1,000 1,400</td>
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<tr>
<td>Youth group</td>
<td>56 100 44 100 100 100 100 100 200 200</td>
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<tr>
<td>Families Group</td>
<td>300 300</td>
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<tr>
<td>Summer Camp</td>
<td>524 67 (50) 50</td>
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<tr>
<td><strong>Total</strong></td>
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<tr>
<td><strong>Membership</strong></td>
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<td>Communications</td>
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<tr>
<td>Web-based software/website content</td>
<td>0 131 500 0 131 500 0 131 500 0</td>
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<tr>
<td>Connections Team</td>
<td>1,233 1,100 (53) 880 277 880 518 550 1,260 1,880</td>
</tr>
<tr>
<td>Caring, supplies, etc. / care givers</td>
<td>300 200 100 300</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,411 1,400 162 1,560 427 880 2,225 2,250 3,500 4,180</td>
</tr>
<tr>
<td><strong>Music/Arts</strong></td>
<td></td>
</tr>
<tr>
<td>Pianists</td>
<td>3,950 5,100 4,960 6,200 6,651 7,620 7,860 8,220 8,610 9,525</td>
</tr>
<tr>
<td>Music, instruments &amp; other</td>
<td>486 750 251 250 133 500 448 400 500 500</td>
</tr>
<tr>
<td>Piano tuning</td>
<td>1,238 500 450 500 166 500 150 800 800 800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,674 6,350 5,861 6,850 6,850 8,200 8,358 9,420 9,910 10,825</td>
</tr>
<tr>
<td><strong>Social activities</strong></td>
<td></td>
</tr>
<tr>
<td>Coffee hour &amp; children refreshment</td>
<td>69 300 374 300 685 700 496 500 750 750</td>
</tr>
<tr>
<td>Hospitality / Church dinners</td>
<td>400 400</td>
</tr>
<tr>
<td>Fund raising / Arts Festival</td>
<td>129 1,000 1,000 403 0 206 500 500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>738 1,700 374 1,700 1,088 700 702 500 1,250 1,250</td>
</tr>
<tr>
<td><strong>Other committees / Board</strong></td>
<td></td>
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<tr>
<td>Stewardship</td>
<td>2,100 2,500 2,998 3,000 955 3,500 3,000 3,000 3,000 3,000</td>
</tr>
<tr>
<td>DL/DO and Minister search</td>
<td>80 2,000 3,000 12,000</td>
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<tr>
<td>Child Care (other than Sunday Mornings)</td>
<td>1,328 1,200 1,402 1,400 1,541 1,500 887 1,500 1,700 1,000</td>
</tr>
<tr>
<td>Green Sanctuary</td>
<td>0 0 0 3,500</td>
</tr>
<tr>
<td>Minister's discretionary fund allocation</td>
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<tr>
<td>District Annual Meeting</td>
<td>160 160 160</td>
</tr>
<tr>
<td>Board expenses / Consultant/Other</td>
<td>78 200 50 200 333 200 187 200 200 1,800</td>
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<tr>
<td>Leadership Development</td>
<td>459 1,000 369 1,750 271 1,825 900 900 900 900</td>
</tr>
<tr>
<td>Threshold Congregation</td>
<td>104 250 150 500 500 500 500 500</td>
</tr>
<tr>
<td>UU Pittsburgh Cluster Activities</td>
<td>300 300 199 200 96 200 200 200 250 200</td>
</tr>
<tr>
<td>Contingency / Miscellaneous</td>
<td>902</td>
</tr>
<tr>
<td><strong>Total Discretionary</strong></td>
<td>4,213 6,110 5,518 7,750 3,776 8,385 6,076 7,800 9,050 22,400</td>
</tr>
</tbody>
</table>

| TOTAL DISCRETIONARY | 20,329 24,552 20,030 28,835 19,829 28,635 25,303 30,420 35,795 50,305 |
ADULT FAITH DEVELOPMENT TEAM

The Adult Faith Development Team is currently without a Chair. Many thanks to Stephen Fuegi for serving for almost two years, and for his leadership in collaborating with the Systemic Change Team, to bring justice making organizations and speakers to UUCNH.

Currently programs are proposed by willing facilitators to the DLFD and we work together to bring them to the UUCNH congregation and to the larger community. Some are offered by the minister and/or professional religious leaders. In the future the settled DLFD and minister will recommend if having a framework is best suited for creating the programs that are offered here, and if so, what that framework should be. Anyone who is interested in being part of that conversation is most welcome!

In the meantime, we will continue to offer engaging groups and programs that people enjoy…and, if you are inspired to share your interests and talents with the congregation please do contact the DLFD or minister.

Thank you to all who have led programs and groups this year!

Jennifer Halperin
Interim DLFD

AUDIO WRANGLERS

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

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

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

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

From an old anthem with words:

Break Forth, Break Forth, Break Forth into Joy.
Sing Together, Sing Together.

Folks with a variety of music backgrounds bring forth their music instruments and cause them to Sing Together.

Regular meetings are held Sunday Mornings at 9:00 on the second and third Sundays of the Month. About 15 folks have performed occasionally on Sunday mornings. We have music for all levels of music skills. Come along and join the song with the Break Forth Ensemble.

David Miles

BUILDING AND GROUNDS COMMITTEE

We have completed a long list of maintenance: both routine and improvements. As always, there were many unexpected issues that arose.

The list of projects and people to thank includes:

- Remediation of mold in minister’s office, new floors, walls (Thanks to Diana Hull, Susie Wood, Pete Lundquist and Lindsay Scott)
- Improved parking lot signage, especially the awesome youth group Welcome sign. (Thanks to youth group, Don Nelson, Chris Vaughn, Susie Wood, Ron Smart, Alan Cypher, John Ritzert)
- Fixing concrete walkway at the front entrance (Thanks to Lindsay Scott)
- Patching asphalt at the top of the driveway (Thanks to Diana Hull & Susie Wood)
- Repairing the steps onto the deck (Thanks to Mark Swihart & Kurt Kuntz)
- Painting the upstairs hallway (Thanks Diana Hull, and work party crew)
- Helping repair Bellwood’s burst pipes when their furnace gave out. (Thanks to Don Nelson)
- Getting the little house torn down. (Thanks to Dennis Doubleday)
- Removing a tree and repairing a neighbor’s fence. (Thanks to Jan Hoeter, Don Nelson and Robyn Travers)
- The multiple B&G day-to-day projects, dealing with mice, plunging toilets, meeting with plumbers, electricians and the fire alarm company to get issues resolved. Thanks to the B&G crew members who always step up.

We worked to restructure how Buildings and Grounds projects are received and how they are resolved. We created the email address bandg@uucnh.org so that we could streamline how projects come in and to be sure there is a trail from initial request to completion. This new system will hopefully make managing buildings and grounds issues much easier.

The board has pushed hard this year to hire a part time Sexton to help manage building and grounds projects, both large and small. We are excited to see how this plays out in the next couple of years.
We would also like thank TreehUUgers, Memorial Garden Committee, Dick Myers, Janet McCall, Peggy Trevanion, and Alexis Rodefer for helping maintain inside and outside plants and gardens, the Craft Group, and at least two anonymous donors for financial support above and beyond our regular budget, and the Covenant Circle group that raised funds to pay for new pads for the church’s AED.

Susie and Robyn would like to give a special thanks to our outgoing buildings and grounds chair Ron Smart. Ron’s commitment to buildings and grounds over the last few years has been amazing in the face of a massive amount of work and frustration. Even after he stepped down as chair, he would still spend hours at church working to keep the place running and safe. Please thank him if you get a chance; he has been a great chair.

We have a few needs for the coming year. We need volunteers to help set up and take down the church for large rentals. We could use more people to be on the buildings and grounds crew for helping with day to day or larger issues, and we will likely need a new buildings and grounds chair who would work to a lesser extent if a Sexton is hired.

Finally, in the very near future, we will need to have a capital campaign. Our old barn needs some serious work: the silos are old, the HVAC is aging, the parking lot stairs need to be repaired, gutters replaced and added. These larger projects will cost money.

Thank you to everyone that helped this year. If we missed you, we apologize. We thank each of you for your commitment to our building.

Respectfully,

Robyn Travers
Susie Wood
## CHILDREN AND YOUTH FAITH DEVELOPMENT

### Registration and Attendance Data 2017-18
**Unitarian Universalist Church of the North Hills**

<table>
<thead>
<tr>
<th>Class</th>
<th>Registrants (Sept17 - Jan18)</th>
<th>Avg. Attendance</th>
<th>Registrants (Feb18 - Apr18)</th>
<th>Avg. Attendance</th>
<th>%</th>
</tr>
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<tbody>
<tr>
<td>N</td>
<td>4</td>
<td>2</td>
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<td>4</td>
<td>3</td>
</tr>
<tr>
<td>PK/K</td>
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<td>17</td>
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</tr>
<tr>
<td>1 - 2</td>
<td>15</td>
<td>7</td>
<td>47%</td>
<td>1-2</td>
<td>OWL</td>
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<tr>
<td>3-4</td>
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<td>6</td>
<td>43%</td>
<td>3-4</td>
<td>14</td>
</tr>
<tr>
<td>5-6</td>
<td>15</td>
<td>5</td>
<td>33%</td>
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<td>41</td>
<td>64%</td>
<td>86</td>
<td>33</td>
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<tr>
<td>OWL 1-2</td>
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### Registration and Attendance Data 2016-17
**Unitarian Universalist Church of the North Hills**

<table>
<thead>
<tr>
<th>Class</th>
<th>Registrants (Sept16 - Jan17)</th>
<th>Avg. Attendance</th>
<th>Registrants (Feb17 - Apr17)</th>
<th>Avg. Attendance</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
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<td>38%</td>
<td>13</td>
<td>5</td>
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<td>11</td>
<td>7</td>
</tr>
<tr>
<td>1 - 2</td>
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<td>0%</td>
<td>K</td>
<td>9</td>
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<tr>
<td>3-4</td>
<td>16</td>
<td>9</td>
<td>56%</td>
<td>3-4</td>
<td>16</td>
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<td>5-6</td>
<td>11</td>
<td>7</td>
<td>64%</td>
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<td>7-12</td>
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<td>11</td>
<td>79%</td>
<td>7-12</td>
<td>14</td>
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<tr>
<td>TOTAL reg.</td>
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<td>56</td>
<td>64%</td>
<td>87</td>
<td>48</td>
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<tr>
<td>OWL 5-6</td>
<td>11</td>
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<td>91%</td>
<td>11</td>
<td>10</td>
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<tr>
<td>OWL 7-8</td>
<td>11</td>
<td>10</td>
<td>91%</td>
<td>11</td>
<td>10</td>
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</table>
The Children and Youth Faith Development (CYFD) Team provides support to the Director of Lifespan Faith Development (DLFD) for the planning, administration, quality maintenance, and success of the UUCNH CYFD program. Our Team supports over 30 volunteer teachers in 6 age levels. The reinforcement of our UU principles is part of each class.

Our Team consists of the following members:

- Nursery Coordinator: Kristen Clarke
- Preschool/Kindergarten Coordinator: Jen Suehr
- 1st and 2nd Grade Coordinator: Lara Patton
- 3rd and 4th Grade Coordinator: Rebecca Hovermale
- 5th and 6th Grade Coordinator: Joint coordination among teaching team
- Youth Coordinator and Board Liaison: Rachael Smart
- Families Group: Dawn Lindsay
- Chair: Melissa Nelson
- Interim DLFD: Jennifer Halperin

Thank you to this wonderful group, and their teaching teams, who make a difference each and every week for our children and youth; the success of our program is due to our volunteers and the leadership provided by Jen Halperin.

TEACHER TRAINING AND PLANNING - Our FD year began in September with a teacher breakfast and training, which included a presentation of the goals of the FD program, procedures, and information on and resources for handling behavioral issues in the classroom, as well as time for each group of teachers to plan for the upcoming year. Sybil Baumwell so kindly provided a light breakfast for the training; thank you Sybil!

SPECIAL CLASSROOM ACTIVITIES - Our major Team goals this year included incorporating the UUCNH focus areas into the classes (social justice, strengthening ties within the congregation, and bringing our message to the community) and to including service projects into each of the classrooms. Some of the ways our Team has done this are:

- Pumpkins for UNICEF—In the fall, the 3rd/4th grade class decorated pumpkins and asked the congregation to vote (with money) for their favorite; the money raised was donated to UNICEF.
- Thanksgiving on Every Table—All of the classes worked with the Compassionate Services Team to collect food and gift cards for this North Hills Community Outreach program.
- Holiday Gift Shop for Kids—The 5th/6th grade class made tags indicating the age and gender of children for which gifts were needed. These tags were hung on the tree in the West Room for members to take and purchase gifts. Local parents are then able to shop among these gifts for their children.
- Mystery Pals—We held our 2nd annual Mystery Pals event this year during February; children were paired with adults or youth, and the pair exchanged notes for a couple of weeks, ending with a “reveal” ice cream party. At the reveal, the Pals worked together to complete a “UUCNH scavenger hunt,” had snacks, and got to know each other better. We were thrilled to have 48 people participate in Mystery Pals this year.
- Valentine’s Day cards—The 3rd/4th grade class made Valentine’s cards for the residents of Vincentian Home. Unfortunately, the children were not able to personally deliver the cards because of the flu outbreak this year.
- Meals on Wheels—As part of the November Families Group party, bags were decorated for Meals on Wheels to use in their meal delivering.
- Back-to-School Supplies—All of the classes have been working this spring to collect school supplies for North Hills Community Outreach Back-to-School collection.
- Youth Group—The youth have done many projects in our focus areas, including a service project at Falling Water, blanket making for Children’s Hospital of Pittsburgh, and attendance at youth cons.
• Holiday Service—This year’s holiday multigenerational service consisted of the story *The Christmas Menorahs: How a Town Fought Hate*, along with the singing and signing of the song *Give Light* (words by Ella Baker). The youth narrated the story, and each class led the congregation in singing/signing a verse of the song. The children all did a wonderful job. We thank Carol Ballance for teaching the children how to sign the lyrics, Nick Tiberi for accompaniment, Don Nelson for making props extraordinaire, and all of the teachers for practicing the singing and signing in the weeks leading up to the service.

• Easter Egg Hunt—This year’s hunt was held after the service, in the upstairs area of the church (because of poor weather). Thank you to Becca Shreckengast and Jackie Vasseur for organizing the hunt this year, and to Kristen Clarke for arranging a smaller hunt for the nursery children. We had around 35–40 children participate.

• Open House—This year’s faith development open house was held again on Stewardship Sunday and reflected the Stewardship theme of “Faithful to Our Future.” Visitors to the classrooms received stickers with things we need to protect for future generations (trees, butterflies, bees, bunnies, caterpillars, and water); these stickers were attached to a flyer that was then returned for a chance to win a gift basket. We had about 20 members turn in their completed flyers, and Bruce Travers won the Basket! Thank you to Alex Landefeld and the Stewardship Team for working with us to coordinate the open house, and thank you to Alexa Nelson for making a drawing for our flyer.

• Earth Day—We once again collaborated with the Green Sanctuary team to have special activities for the children; the focus was on pollinators, with 3 stations: 1) Matt Trudeau from North Park Nature Center with a discussion related to pollinators, 2) seed planting, and 3) flower making from recycled supplies. Thank you to Kristen Clarke for spearheading this project.

SUMMER ACTIVITIES  Jen Halperin and Melissa Nelson coordinated a Sunday-morning summer program, which ran for 9 Sundays from June 15 through August 20, 2017. The program was centered around Dr. Seuss stories. For our preschool-aged kids, a Dr. Seuss story was read followed by a lesson/activity. For our elementary-aged children, the teacher read a Dr. Seuss story of their choice and then gave a challenge for the kids to make something from the supplies provided in our maker space; for example, after reading *I Can Read With My Eyes Shut*, the children were reminded to always keep their eyes open to new and different ideas and were asked to make a pair of eyeglasses to remind them of that idea (most supplies were reused items versus consumables). The children were very engaged, and classes were well attended for the entire summer. We plan to have a similar format for Sunday mornings this summer, with our focus being on creation stories from around the world.

DLFD SEARCH - Melissa Nelson and Jen Halperin represented the CYFD on the DLFD Search Committee (with Jen removing herself from the decision-making process), which worked throughout the year in the search for our next settled DLFD.

CONCLUSION - I would like to note the incredible flexible and dedication that our volunteers have shown this year. Our volunteers have repeatedly stepped up to cover for each other whenever there was a need. Our children and youth are fortunate to have a strong group of caring volunteers!

Finally, I am so thankful to have worked with Jennifer Halperin for another year. She has been a huge asset to UUCNH’s FD program and an enormous resource in planning for our new settled DLFD. Jen will be missed, but her contributions to our program and to UUCNH over the last 2 years will remain.

My time as chair of CYFD ends this year, but I leave the team in the very capable hands of Rebecca Hovermale. I have no doubt that her energy and thoughtfulness will bring wonderful leadership to the CYFD program.

Respectfully submitted,

Melissa Nelson, Chair, Children and Youth Faith Development
CHILDREN'S MEMORIAL FUND

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

In the years since its establishment, the Fund has grown through contributions from church members and friends. In 2015, former UUCNH member, Jeannette Anderson bequeathed a very generous gift to the Fund which, including the last installment which was made this past year, totaled approximately $21,000. Also, other contributions this past year to the Fund totaled $330. Including these contributions, the value of the Fund exceeded $78,000. Most of the Fund is on loan to UUCNH at the current annual interest rate of 1% less than the prime rate. During this past year the annual income was nearly $1,500 which was added to the remaining income balance from previous years. Currently, over $14,000 is available for grants.

In July, the Children's Memorial Fund Committee funded a grant request of $242 to pay the cost of a sling to be used with a lift to transfer a disabled nine-year old boy in and out of bed. The boy has cerebral palsy and severe brain damage and is dependent on a ventilator.

In March, the Children's Memorial Fund Committee funded a grant request of $800 to assist a nine-year old girl with a complicated medical history including a mutation on the SMCIA gene, Intellectual Disability, Cortical Visual Impairment, hypotonia, and seizures. She also has a Vagal Nerve Stimulator implant to assist in reducing the impact the seizures have on her. The grant will allow her to continue attending Equine-Assisted Therapy sessions. This type of therapy encompasses a range of treatments that involve activities with horses and other equines to promote human physical and mental health. This will be her 7th year attending and benefiting from this type of therapy.

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

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

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

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

Respectfully Submitted,

Greg Jarold
COFFEE HOUR

Coffee Hour – the glue that holds the Unitarian Universalist Church of the North Hills together! Thank you to all those members and friends who have taken their annual turn to co-host the coffee, tea and healthy snacks that lubricate the relationship-building that happens after each Sunday Service. Unfortunately, an unsustainable number of members and friends actually sign up. We have gone to an online-only sign-up at this link: Coffee Hour Sign-up 2017-2018. Serious consideration needs to be given to our previous way of making Coffee Hour a sustainable practice: member assignments after a voluntary sign-up period. Something new - one-year deferrals on no-questions-asked request?

Tassi Bisers
Coordinator

COMMITTEE OF CHAIRS

The Vice President of the Board of Trustees is charged with holding Committee of Chairs (COC) meetings each year. This year I called and held one COC meeting. The departure of our settled minister and the task of getting up to speed with our interim minister delayed the calling of the COC meeting. Our transition to the policy governance also changed the typical calendar for COC.

After the development of the Ends Statements by the Governance Task Force and revision by the Board of Trustees, we had a COC meeting in January 2018. The following is a summary of meeting:

- Introduction of Board and Staff covenant
  - Committees asked to develop covenants for committees and teams
- Introduction of Creative Leadership Series by LDT
- Introduction and discussion of new social action project – Faith & Fairness
- Our governance journey (similar to presentation at mid-year congregational meeting)
  - How this change in governance will impact committees
  - Evolution of the Ministry Council
  - Formation and charge of the Covenantal Relations team
- Ends Statements (posted on UUCNH.org)
  - Background and rationale for Ends Statements
  - Intersection of our vision statement and the new Ends statements
  - Final Ends Statements – Within, Among and Beyond
- Calendaring for the remainder of the year

We are not certain at this time if the Committee of Chairs meeting will be necessary going forward as most committees will fall under the new Ministry council. The determination of future COC meeting will be made as the Ministry Council works with committees and fully functions in their new role.

My heartfelt thanks to all the committee chairs and team leaders at UUCNH for the amazing work you have done in this very dynamic environment in 2017-2018. I look forward to more fun and living our mission with your leadership, great ideas and hard work. Thank you.

Susie Wood
Vice President, BOT
COMMUNICATIONS TEAM

The Communications Team provides information to the Pittsburgh/North Hills community daily through the UUCNH Facebook and UUCNH Community Facebook pages and the UUCNH.org website, weekly 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.

Please send your Intercom submissions and website changes to office@uucnh.org.

Over the past year, we have experimented with boosting Facebook events for our Sunday services, as a way to engage members, friends, and newcomers alike. This has proven successful and we plan to continue.

The UUCNH.org website has a huge amount of pertinent information, including the Barn Blog. The Barn Blog is a space for the congregation to be a part of our website in an active way. Do you have a reflection of something you experienced in a Faith Development class at church that you wanted to share? Did a Fellowship group you took part in just do something fun that our community might enjoy reading about? Did something resonate with you at a Sunday morning service? What does the church mean to you? How do you define Unitarian Universalism? What is in your heart that you would like to share with this community? Submit your Barn Blog posts to Amy Wilks, our blog manager at uubarnblog@uucnh.org. Submissions should be 300-500 words, and use consistent keywords throughout the article.

COMMUNICATIONS TEAM MEMBERS:
Jen Suehr (Chair, 2017-2018, and Facebook Administrator)
Alex Landefeld
Office Administrator (Intercom publication, UUCNH Website Administrator, Newsletter publisher)
Amy Wilks (Barn Blog Administrator)
Ellen Saksen (Board Liaison)

Submitted by Jen Suehr, 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. CST meetings, events, and projects are open to participation by all friends and members of UUCNH, however, there is also a core group of members to help with long term planning and organizing. The core team currently consists of the following members:

CST Core Team:
- Rachael Smart (Chair)
- Dawn Lindsay
- Barbara Pane
- Amy Terrizzi
- Erin Terrizzi
- Hunger Garden Team:
- Dick Myers (Garden Coordinator)
- Lois Madden (Farm Stand Coordinator)
- John Hamrahi (Farm Stand Coordinator)
Some of this year’s activities are listed below. In order for each activity to occur, someone needs to step up to coordinate it, so a big thanks to everyone who coordinated events and collections during this past church year. The Children and Youth Religious Education Program has also been an active partner this year in coordinating and participating in some of our service activities.

- Back to school supplies collection (NHCO) - In cooperation with the RE Classes
- Bellwood Kids’ Stuff Harvest (Repurposed)
- Christmas Gifts for Kids (NHCO)
- Citrus Sale (NHCO)
- Fair Trade Coffee, Tea, Chocolate sales
- Farm Stand (NCM and NHCO)
- Food pantry (NHCO)
- Hunger Garden (NCM and NHCO)
- Pleasant Valley Men’s Shelter Dinners (NCM)
- Pumpkins for Unicef (Unicef) - In cooperation with the RE Classes
- Thanksgiving on Every Table (NHCO) - In cooperation with the RE Classes
- Winter Coat Drive (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 the past year (April 2017-March 2018) included:

- April 2017 Crisis Center North ($930)
- May 2017 PIIN ($419)
- June 2017 New Voices Pittsburgh ($736)
- July 2017 North Hills Community Outreach ($498)
- Aug. 2017 Dreams of Hope ($393)
- Sept. 2017 Awaken Pittsburgh ($284)
- Oct. 2017 UUPLAN ($333)
- Nov. 2017 North Hills Community Outreach ($439)
- Dec. 2017 Hearth ($531)
- Jan. 2018 UU Service Committee ($399)
- Feb. 2018 New Voices Pittsburgh ($518)
- March 2018 Amachi ($520)

The Compassionate Service Team is always looking for new members and new opportunities to serve our community and suggestions are always welcome.

**CONNECTIONS TEAM**

The Connections Team continues to carry out the Church’s mission of “building a loving, religious community” by:

Welcoming and orienting visitors to the church and promoting a path to membership:

**Greeters** – Our friendly greeters provide a warm welcome not only to visitors but to church members and friends as well. They start the process of *Attraction, Assimilation* and *Retention* that is needed to bring in new members and keep current members engaged and involved.
**Welcome Center** – Many people, not just Connections Team members, give their time after each Sunday service to staff the Welcome Center in Friendship Hall to answer questions visitors may have.

**Meet the Church** – Held monthly, we share a little more about UUCNH and Unitarian Universalism with those who want to know more about this liberal religious community.

**Exploring a Path to Membership** - This four hour session is a time for participants to share their religious journey, share more about themselves with the group, go deeper into the history and theology of Unitarian Universalism and learn what “membership” means.

**New Member Sunday** - A special service where we welcome new members into our congregation. We have welcomed 19 new members into our congregation since last May!

Encouraging and facilitating deeper connections within the UUCNH community and promoting the integration and retention of friends and members:

**Deepening Our Connections** - A light-hearted evening with dessert, arts and crafts, dessert, games, dessert, and one-to-one conversations. For folks new to the UUCNH as well those who have been here a while, this is a fun way to get to know others better and explore ways to more deeply engage in our loving religious community.

**Round Robin FUUn and Food** - The goal is for members/friends of UUCNH to get to know one another while participating in a fun event that typically includes food. Participants are randomly assigned into groups of 6 to 8 people with different people in each group each month so there is the potential to interact with 32 different people during each round.

Keeping an accurate roll of church visitors, friends, and members for both UUA certification and church use:

**Roster Review** – An annual review of all church members, friends and visitors.

Thanks go to team members Bernita Clover, Beverly Wise, Chuck Berry, Ivan Baumwell, Jen Halperin, Kathy Ke, Michael Horwitz, and Tassi Bisers who lead many of these programs and give generously of their time. Thanks go also to Rev. Don Rollins for his faithful attendance at meetings and valuable input.

Respectfully submitted,

Cris Graham - Connections Team Chair

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**FACILITIES USE COMMITTEE - May 2018**

Less than expected progress has been made with the plans outlined in May 2017 annual report (see on next page) and were placed on hold pending the decision regarding the future reorganization of Buildings and Grounds. Facilities Use Committee operates under Buildings and Grounds. Facilities Use Committee projected plans were dependent upon the creation of a Support Team led by the chair (Ron Smart at that time) of Buildings and Grounds. Since stepping down as chair September 2017, Ron, has continued to lead and/or be the Support Team for UUCNH 2017/2018 rental bookings to date however effective end of May 30, Ron, has shared that he will be leaving UUCNH. As chair, I am reluctant to accept many of the bookings I have going forward until a B&G solution is in place.
FACILITIES USE COMMITTEE - May 2017

Our church building is an attractive, inviting, and functional space. The increase in number and diversity of the rentals over the past 5 years led the committee to evaluate UUCNH’s objectives, needs, and desires as well as all aspects of the operation including support for the events scheduled. This committee operates in conjunction with Buildings & Grounds, Office Administrator and the Treasurer.

Last year, in collaboration with Ron Smart, Buildings & Grounds chair, the committee has decided to focus on Weddings and Special Occasions as a primary focus for future rentals at UUCNH. We feel that our facility can be a “destination” for these occasions in the North Hills. Our “Barn” and its lovely grounds provide a unique backdrop for Weddings and special occasions. We will offer Wedding Ceremonies in our Sanctuary or our Garden. Receptions will be offered in the Sanctuary or Friendship Hall alone and/or may include our current ‘warming’ Kitchen plus Friendship Hall. We have much to offer any couple on their special day. We will provide lists of vendors that have experience catering events at our facility.

It would be awesome if the rental income would support the costs to run the facility each year plus the improvements for future growth. We also connect with the North Hills community through our outside rentals. There are several steps I have identified to manage this new focus however it is a work in progress. Two big steps we have accomplished to date is an overhaul of our rental prices for all room rentals for small meetings, package prices for larger events such as the whole church festivals we have hosted the past 5 years and of course our new Weddings, Receptions and Special Occasions. The second step is the creation of a Support Team headed by Ron Smart. It made sense that this task be led by the Buildings and Grounds chair who will recruit and train paid support personnel for event set up and tear down. We feel it best for the security of the facility and more professional when we provide this service for our renters. The new package price structure includes support. I will update the membership as we progress.

Members and non-members can access a rental form inquiry on uunch.org. Members receive a 25% discount for rentals and no fee members’ weddings or memorial services or of their immediate families.

For Facilities Use Committee
Kathryn Flower, Chair

FUNDRAISING COMMITTEE

Fundraising was a great success this year and we were able to meet our fundraising goal of $8000. We had 2 successful book swap fundraisers, which we are planning to make semi-annual, with one each spring and one each fall. As I am sure you noticed, we did not have a rummage sale this year but instead had a goods and services auction, which was a huge success and lots of fun! We will be holding the rummage sale again in May of 2019 so make sure you save all your stuff.

I am sad to report that Elizabeth Erbrecht has stepped down as co-chair of the fundraising committee, so if anyone is interested in co-chairing the committee with me (Lara Patton) please let me know.

Lara Patton
GOVERNANCE TASK FORCE (GTF) ANNUAL REPORT

The GTF had envisioned this past year as one to begin full implementation of our recommendations for the anticipated changeover to policy governance. Under this change, the new Ministry Council would take full responsibility for all programs of the Church, while the Board would be in charge of governance. For the Board, that would mean long range, strategic planning, policy guidance and such things as finance and buildings and grounds.

As a result of our change in ministry, this implementation has generally been delayed until the arrival of our new settled minister. In the meantime, the Ministry Council has been created and is meeting. It is not yet fully functioning as a result of the delay but should be ready to jump in at the appropriate time.

The Board believes it is time to return to strategic planning, which we have not done for a number of years and turned to GTF for assistance. We reached out to Rev. Joan Van Becelaere, from the Central Eastern Regional Group of the UUA. She recommended the book “Holy Conversations” by Gil Rendle and Alice Mann for our consideration. We have obtained and read major portions of the book on how to get ready for planning. This book suggests we ask three questions about ourselves (edited from the original):

- Who are we?
- What are we called to do or be?
- Who is our neighbor?

Rev Joan’s recommendation is that we delay any major work on strategic planning until a settled minister is ready to join the effort. Our Interim, Rev. Don, has endorsed this position and we have adopted it. You should expect to hear discussion of what strategic planning entails in the coming year (hint: it involves lots of “conversation”). Stay tuned for more on this effort.

Finally, we have embarked on an effort to complete a policy manual, an effort that has long been underway and is a major part of our change in governance structure. Under that structure, our Board is to be responsible for developing policy and the Ministry Council and Ministry Teams are to be responsible for seeing that it is implemented and carried out as intended.

Fortunately, we have a good start. A review of uucnh.org shows about ten policy statements and a significant number of Charge, Authority, and Responsibilities documents, which set operating policies for our committees, teams and coordinators.

Good policy writing guidance suggests that policies consist of overarching policy statements, which set the stage for the implementation level policies that we currently have. For example, an over-arching policy might state the general principle that all should be safe in the Church. At the implementation level, there would be policies ensuring such safety, for example a policy that says that children should always be in the care of at least two adults. We have no such over-arching policy statements currently, but we are actively pursuing an effort to develop them.

After a change, our Task Force membership consists of Joyce Kepner, Sue Broughton, Susie Wood, and Ed Rockman. Rev. Don Rollins is acting as our ministerial consultant.
**GREEN SANCTUARY**

Our congregation voted to start the Green Sanctuary journey at the very end of January 2017 following the six-step journey as defined by the UUA. We began the second step quickly in February 2017 with monthly meetings of the interested and willing (now our Green Sanctuary Team), developing and conducting a congregational survey and conducting church committee surveys. Several members of the Green Sanctuary team (Connie Hester and Jen Fontaine) started to publish weekly Green Tips covering everything from the familiar (recycling) to the surprising (washing underwear). These dedicated souls continue to provide this service to our congregation – inspiring us to think and act in new green ways every day.

The Green Sanctuary team continues to meet monthly and is getting close to finishing the assessment phase of our journey. We have been so lucky to have special opportunities offered to us on this second step of our Green Sanctuary journey. First, a generous solar company from West Virginia – MTV Solar - offered to give us a start on solar panels for our roof – what a wonderful opportunity. We expect to have the first 12 panels up and running in the next month pending borough approval. Members and friends of our church who purchase solar systems from MTV can donate a panel to our church’s array. Secondly, we applied for and were selected to be a site for a CMU graduate sustainability study. In cooperation with our energy auditor, the CMU team is analyzing our current energy and resources uses and patterns. The CMU team will make recommendations for all levels of changes and improvements to reduce our carbon footprint and make our church more sustainable. The talented CMU students presented their preliminary information on April 29th. We expect to see the detailed analysis and final report in late May. This information along with our energy audit should allow us to prioritize our future sustainability and energy conservation actions and better understand how our activities impact our planet.

We are starting to look beyond our church to see how we might have impact in our community and beyond. We had our first Green Sanctuary Share the Plate on April 22nd supporting the Southwest PA Environmental Health Project. The executive director of SWPA EHP was with us and introduced us to how SWPA EHP is documenting and educating communities regarding the health impacts of unconventional oil and gas extraction.

We have recently been approached by and are in conversation with Sunnyhill (UU Church of the South Hills) and St. Brendan’s Episcopal Church in Franklin Park. We expect to collaborate with these churches regarding environmental justice efforts including local happenings related to the arrival fracking activity in Franklin Park and several neighboring communities. Our wonderful craft group has created all sorts of reused and recycled treasures for last fall’s and this spring’s craft sales. These craft creations inspire us and minimize things going into landfills. We continue to look for ways to make our Sunday services “greener” including adding screens and projection capabilities to our West Room. Our Memorial Garden group is gearing up to create a landscape plan for the church and Memorial Garden using a landscape architect firm with experience and focus on native species and environmentally friendly design.

Led by Jen Halperin and the RE team, we continued our multigenerational Earth Day celebration on April 29th. We had presentations regarding creating a monarch waystation from a nature expert from North Park, a solar presentation, made some recycled flowers and heard CMU’s preliminary findings on our church’s sustainability project.

We hope to have our church assessment completed within the next few months. Our Green Sanctuary team is working to offer an adult religious education program from the UUA called “Our Place in the Web” in the next few months to help us focus on an area or areas for our environmental justice efforts. We also are planning a speaker and film series in the fall regarding environmental justice and climate change.
So, our congregation is on a roll with the Green Sanctuary. Thank you for your contribution to making our church and our world greener.

As I change my focus to the Board for the next year, Matt Mehalik and Rebecca Hovermale have agreed to lead the Green Sanctuary going forward. My deepest gratitude to every person who has helped us move along on our Green Sanctuary journey.

Susie Wood
Green Sanctuary lead

HELPING HANDS

Purpose: The goal of helping hand is to assist congregation members and their families in a loving way. It is an expression of our being a caring community. There are three major areas of help: meals, driving, and lending of medical equipment.

This year 2-3 meals have been taken to families with new babies, with medical issues, or who have experienced a loss. We use https://mealtrain.com to register and coordinate meals.

There are 22 families who requested to be notified by email of a congregational need and further communication is made to the congregation as a whole through the announcement which accompanies the order of service.

In the registry of medical equipment, we have church members who are able to loan walkers, crutches, portable toilets, orthopedic boots, and shower stools. Members keep the equipment in their homes until church members need the equipment.

This year there have been 2 people involved with helping hands: Jann Dolan and Sandy Faulkner. Jann Dolan is now the chairperson.

LAY PASTORAL CARE TEAM

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

The team acts as an extension of the church’s pastoral ministry, seeking to offer care and companionship to the congregation. Our goal remains to make sure that no one “falls through the cracks” and that all congregants know they can turn to the team for support. If you need pastoral care or know of someone who does, please do not hesitate to reach out to one of us or to Rev. Don Rollins. The current team is Marsha Albright, Bernita Clover, Chris Hill, Joyce Kepner, Lynn Richards, and Mark Swihart.

We thank Susan Powers and Kathy Cypher for their loving service to our community as they each step down this year. Kathy and Susan joined the team when Scott Rudolph first started it up in its current form, many years ago now.
It is an honor to be with members and friends of the church in times of sorrow and joy as we work to fulfill our team’s mission.

LEADERSHIP DEVELOPMENT TEAM

The Leadership Development Team (LDT) is chartered by the Bylaws with nominating Board members and LDT members for election by the Congregation. The term of office for Team Members is 3 years. The Team is charged by the Board, through our Charge, Authority and Responsibilities (CAR) document with identifying, preparing, and supporting congregational leaders. Our 2017-2018 team membership is:

- Completing 3rd and final year – Ed Rockman (Team Chair) and Joe Meier
- Completing 2nd year of term – Chuck Berry and Stacy Conlin
- Completing 1st year of term – Sandy Faulkner

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

- For Board Trustee 3-year terms: • Mary Ellen Johnson (President’s Track), Kathi Finch,
- For LDT Voting Member 3-year terms: • Jen Suehr, Amy Wilks

In addition to nominating these Board members and LDT members, LDT has been refining and delivering leadership training and support programs, engaging additional people in the path to leadership, and clarifying our responsibilities and processes. At the request of the Board, we are also charged with identifying and recommending to the Board candidates for the Ministry Council.

Our other activities have included:

- Reviewed our CAR document and our Master List of our responsibilities for continuing appropriateness for what we do.
- Ran a series of Creative Leadership Seminars with our Interim Minister, Rev Don Rollins.
- Responded affirmatively to a request from the Board to assist in efforts to locate chairs for our ministry teams and governance committees where the applicable group has been unable to find a replacement chair.

Submitted on behalf of the Leadership Development Team by Ed Rockman, Chair

The Leadership Development Team consists of five elected Voting Members serving in staggered 3-year terms. Two open positions on the Leadership Development Team are to be filled this year by election at the Annual Congregational Meeting as stated in the Bylaws.

For Leadership Development Team Voting Member, 3-year term – Jen Suehr

Jen Suehr has been a member at UUCNH since 2014. In addition to the LDT, she has been an RE teacher and coordinator for the past 4 years and is chair of the Communications Team. Jen is the Lead Marketing Analyst at Robots and Pencils, a tech company based out of Calgary, Alberta, Canada. When not at church or working, she enjoys spending time with her husband, Kevin, and their 2 children, Mark and Sara.
For Leadership Development Team Voting Member, 3-year term – Amy Wilks

Amy started attending UUCNH in 2004 when her three children were young, and she immediately began teaching religious education classes. Amy went on to teach every age level including OWL for 7-8 grade. She served on the Religious Education Committee where later she served as chair. Amy also served on the Board of Trustees for four years, completing the final year of a term for another board member and then a subsequent full three-year term. Amy was a consistent member of the church choir during the 2016-17 church year. In January of 2018, Amy began offering community yoga classes at church a couple times per month as a way of giving back to UUCNH.

Outside of church, Amy works part-time at Naturally Soergels in Wexford, teaches yoga at the Baierl Family YMCA, serves on the board of her kids’ camp (YMCA Camp Soles), volunteers at Animal Friends, and enjoys spending time with her family.

MEMORIAL GARDEN COMMITTEE

The Memorial Garden Committee received an anonymous gift of about $80,000 for landscape planning for the entire property but with an emphasis on the Memorial Garden. They created a proposal and distributed it to three landscape architect firms. Bids were received from all three. Pashek + MTR was chosen. The Committee recently held two meetings with the congregation to get input as to their dreams for future use of the property. In addition, we have also solicited information from other people/groups who have an interest in using or caring for the property and have created a list identifying how the grounds are used, the problem areas, and the opportunities for improvement. We’ve had our first meeting with Sara Thompson from Pashek + MTR and are beginning with assessment of the property.

Our Memorial Garden Committee is: Chuck Berry, Julie Kant (project manager), Joyce Kepner, Ginny Love, Alexis Rodefer, Ron Smart, Peggy Trevanion, Ivan Baumwell (Board Liaison), and Irene Dinning (Chair).

MINISTRY COUNCIL

The Ministry Council is part of the new structure of governance approved at our last annual meeting. Under the changes made this Council will eventually take full responsibility for all programs of the Church, while the Board would be in charge of governance.

As a result of our change in ministry, the full implementation has been delayed until the arrival of our new settled minister. In the meantime, the Ministry Council has been created and is meeting. It is not yet fully functioning as a result of the delay but should be ready to jump in at the appropriate time.
Our Interim Minister, Rev. Don Rollins, asked the council this year to take up the challenge of administering an Appreciative Inquiry process that determined questions and procedures following the Mark Branson book, *Memories, Hopes and Conversations*. This process was implemented during the months of December, January and February with over 150 church members and friends participating and with results reported to the congregation through a Sunday Service in March.

The members of the council this year were:

- Ivan Baumwell - representative from and liaison to the Board of Trustees
- Greg Jarold
- Joyce Kepner
- Midge Miles
- With Rev. Don Rollins acting as lead.

Ivan Baumwell and Joyce Kepner will be replaced by new members for next year as the council begins to explore and implement their duties as described in our governance documents.

**PERSONNEL COMMITTEE**

The Personnel Committee focused on professionalizing some employment processes in 2017-2018, including timekeeping and vacation tracking for full time employees. We prepared for a possible increase in hours for the office administrator and for the arrival of the new DLFD as well as ensuring that we are clear on contractual matters relating to Rev. Don’s departure next year.

A draft of revisions to our Charge, Authority, and Responsibility (CAR) document was submitted to the Board for consideration; the proposed changes are primarily incremental improvements but would be important to making the document sufficiently clear and complete that the committee could effectively operate by following the CAR. A more substantial change, in the requirements for the group’s composition, is also suggested, which we believe is well aligned with the new organizational characteristics that the Governance Task Force and the Board have been working toward.

We also developed an annual calendar to ensure continuity in performance by the committee from year to year without relying heavily on group members’ memories or annual scouring of multiple documents for requirements.

Finally, we monitored benefits and their costs and looked at possible alternatives to satisfy ourselves that we are offering competitive, fair, effective, and economical benefits to our people.

Many thanks to members Mary Ellen Johnson and Susie Wood and to Rev. Don Rollins for his wholehearted involvement in our work.

Matt Ferry
STEWARDSHIP COMMITTEE

The 2017-2018 Stewardship Team members were Ginny Walzer, Lois Madden, Joe Meier, Susie Wood, Robyn Travers, Rev. Don Rollins, our board liaison, Jan Hoeter, and Alex Landefeld, Stewardship Chair. The team worked to achieve a 15% pledge increase over the previous year, and has nearly achieved the goal, with about 92% success rate at press time.

The methods employed this year consisted of a two-pronged approach: training and sending out Visiting Stewards - training was again professionally presented by Susie Wood, with assistance from Joe Meier and the training material creator, Ed Rockman; and presenting a talent show titled “Guess Who’s Entertaining UUs?” on March 24th, organized by Robyn Travers, and MC’d by our talented and creative duo, Bruce Travers and Alex Saksen. The Visiting Stewards got the word out quite promptly, and pledges started rolling in from the beginning of the campaign on March 18th, through to (and beyond) the culmination on April 15th.

Should your pledge remain outstanding as of the Congregational Meeting, please feel free to drop your card in the box on top of the NHCO food cupboard, or send an email to stewardship@uucnh.org.

Respectfully submitted,

Alex Landefeld
Stewardship Chair

SUNDAY SERVICES TEAM

Team members: Kathi Finch and Rev. Don Rollins, co-chairs; James Clarke, Mary Doubleday, Cris Graham, Julie Kant, Alex Landefeld, Randy Minnich, Alex Saksen, Andy Zadnik.

The times, they are a-changin’, and over the past year, it’s certainly been true at UUCNH. The Sunday Services Team has been working to help our church navigate changing times by planning services that speak to our world right now. Our charge is to make sure that the worship experience at UUCNH is a meaningful and engaging one. We plan services when the minister isn’t in the pulpit, and we also look for ways to enhance our worship experience. During this transitional time in the life of our congregation, the SST has begun to examine how we might do things differently to expand and enrich our time together on Sunday mornings. Our goal for every service is to give us all the living embodiment of our mission statement – nourishing our spirits, celebrating life, and cherishing the connectedness of all things – so that we can go out into the world both transformed and ready to cause transformation. We look forward to continuing to serve our ever-changing community with creativity and joy.

Respectfully submitted,

Kathi Finch
Do not wait for someone else to come and speak for you. It's you who can change the world.  - Malala Yousafzai

As always Systemic Change Team is a busy, happening task force. We continue to get more of the congregations involved in this vital work.

Don Rollins proposed a process to discern what social justice issue was most important to the congregation. Anti-gerrymandering won, hands down, and so the Faith and Fairness Campaign was born. Luckily we already had many folks already engaged around this issue. Sue Broughton comes to mind but you should also know Mike Horowitz, Julie Kant, Diana Hull, Lynn Richards, Ginny Walzer, Connie Hester and Barb Brock are very involved. We have some very courageous souls who have been speaking truth to power, notably by keeping after a certain state representative. You are my heroes!

We hosted a sign making party to get ready for a big FDPA (Fair Districts PA) rally in Harrisburg and several UU’s made the trip. Loads of petitions and postcards are going out. Calls are being made. Many have volunteered at the polls and will do so again on May 15. We've helped get resolutions in support of anti-gerrymandering passed in Cranberry Twp., Franklin Park and McCandless Twp. Don spoke at the Franklin Park meeting. Roughly 35 UUCNH members turned out for the McCandless Twp. hearing! Great participation in our Faith and Fairness Campaign.

We hosted March on Harrisburg in March. Roughly 50 people attended, mainly non-church members. The event was very well received and helps build our image as a progressive institution in the North Hills of Pittsburgh. March on Harrisburg is working on anti-gerrymandering so it was very fitting that we hosted them. Many thanks to Bruce Travers for dealing with the AV for that event. Thanks to Tassi Bisers and Jenn Halperin for help with food.

Our well established relationships continue with UUPLAN (UU Pennsylvania Legislative Advocacy Network) and PIIN(Pennsylvania Interfaith Impact Network). Both organizations are going through major staff changes. Steve Fuegi and Liz Perkins are on the board of UUPLAN. Tassi Bisers and Carol Ballance are on the executive committee of PIIN. Sue Broughton and Ron Smart produced the banquet booklet for PIIN. These partnerships are important, it is the way to build power to get change accomplished.

NORTH (Neighboring Organizations Responding Together for Hope) continues. The group decided to discuss racism using a model provided by Don. He has trained some facilitators and the first round of discussions was excellent. Put the next NORTH dinner on your calendar!

I personally want to thank Bob Malnati for taking on managing Excel files for us. We try to track who is involved in which activities but it's not my strong suit. He cleaned up the file and is maintaining it!

- Pick an issue that speaks to you, stay informed, call/text/write your legislators. Vote!
- Do you have the contact information for your legislators in your cell phone?
- Gather with like-minded folks.
- We can bend the arc of justice!

Carol Ballance
FELLOWSHIP GROUPS

BOOK DISCUSSION GROUP

The Book Discussion Group (BDG) typically takes place the third Friday of each month at UUCNH. The BDG provides a forum to discuss interesting books and interact with others intellectually and socially (we often share snacks). We create a welcoming, supportive and comfortable environment where members can voice their opinions and ideas in a mutually respectful environment.

Books to be discussed include an eclectic mix of both fiction and non-fiction. Generally, these books have at least a minimal degree of "substance" to ensure the discussion is worthwhile.

The books are nominated by members. The member nominating the book must have already read the book. Every reasonable attempt is made to ensure the nominated book is readily available at Carnegie Library so there is no cost for gaining access to the book. The group then votes on whether the book should be included as a future reading. The person who nominated the book generally leads its discussion.

Manuel Lombardero, Book Discussion Group Chair

CRAFT GROUP

The Craft Group has doubled its membership this year to about two dozen members. In addition to sharing our handwork projects and craft ideas, we support each other and serve as a resource center for information we might be needing at the moment. We have members who are not crafters but love to come and join in our spirited and interesting discussions. We also celebrate birthdays with the celebrant choosing the treat.

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

We just gave a grant of $300 (funds were not included in the budget this past church year) to the Lay Pastoral Care Team to pay for training on June 10 by Robin Zucker. In the recent past, we have paid for the renovation of the bathrooms on the first floor, the office copier, the Spirit Play Room (along with helping to clean it), library contributions, hymnals, and helping to pay for Scott Rudolph’s ordination in addition to designing and sewing his ordination stole.

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

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

Irene Dinning, Chair
QUILTING GROUP

For the month of February this year the Quilting Group displayed their handwork around the West Room. As well as members of the group, church members and a church member who collects quilts made by church members submitted quilts to be hung. These included bed quilts of various sizes, wall hangings, table linens and clothing items. A total of 31 quilts were displayed; some of which were for sale with 20% going to the church.

The monthly gatherings continue on the second Tuesday of the month when we share news of interest to the group including new techniques and show ‘n tell.

Peggy Trevanion, Coordinator

UKULELE GROUP

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

Some of our members play with Steel City Ukes our parent organization. We jam at Hambones Restaurant in Lawrenceville and have created a ukulele camp and retreat in Titusville. We also support ukulele playing by bringing well known ukulele players to Pittsburgh to perform.

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

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

Sandy Faulkner, Chair of Ukulele Group
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 yet another successful year in carrying out our mission “To provide each child with the opportunity to become problem-solving, empowered, compassionate individuals who share a deep respect for their global village.”

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

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

Bellwood utilizes many community organizations and parent passions to enrich the curriculum. These enrichment areas included: Spanish, yoga, science, and history and culture topics. Many enrichment activities were brought together under the theme of “Seasons,” which is the theme of this year’s Bellwood Art Show, and provided endless interesting discussions related to the natural world.

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

Sessions and Enrollment

Bellwood continues to offer 3 (MWF am or pm), 4 (MWF am or pm and TH am), and 5 (MWF am or pm and TH all day) session options. The am session runs from 9:00-11:30 am; the pm session runs from 12:30-3:00 pm; the Thursday full-day session runs from 9:00 am-2:00 pm. The 4- and 5-session options are reserved for children in their Pre-K year. Enrollment for the 2017-2018 year was at capacity, 66 students. 33 attended in the AM and 33 in the PM sessions.

For the 2017-2018 school year, we plan to maintain the same session options. Additionally, we plan to continue our Lunch Bunch and Extended Day offering on Fridays.
At the time of this report, enrollment for the 2018-2019 school year is full for both the AM session and the PM session. We also have a waiting list for openings for next school year, as well.

Kids Day Out

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

Staffing

If you ask a child about their time at Bellwood, they are likely to describe their teachers first. It is the teachers who are the heart and soul of the school. They create a place where children learn academics to be prepared for kindergarten, but also learn to be good citizens and to value one another. We have a staff of nine teachers to maintain the 1:6 teacher-student ratio. We also employ one teacher assistant.

The Bellwood Board members are responsible for the collective governing of the school as well as tasks involved in facilitating the operations of the school. Our dedicated parent board is comprised of the following positions: President, Kid Stuff Sale Co-chairs, Treasurer, Secretary, Registrar, Publicity/Communications Co-chairs, Special Events, Family Events, Buildings and Grounds, Teacher Liaison, 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. We find this to be most effective, as every dollar goes toward the school. We again offered some special opportunities for Bellwood families including photography sessions, a Dinner with Santa, and logowear, which all help to provide some revenue for the school. We also join with UUCNH to raise funds through Amazon Smile.

Our tuition is used to cover teacher salaries.

Buildings & Grounds

Bellwood continues to work with parents and UUCNH to maintain our building and grounds. During the past year, we sanded and cleaned the interior floors, and parent helpers repaired and maintained the cement patio and outdoor stairs, repaired fencing, and cleaned and stained the wooden playground equipment. We also added new mulch to the playground and the turtle
received a new table for his tank. Over the winter, after the school’s furnace stopped working, UUCNH generously provided Bellwood with a new furnace and major plumbing repairs.

Areas that will need addressed in the future are: another section of wooden fencing, replacing the linoleum floor, and replacing the climbing structure on the playground.

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

Conclusion

Because of our partnership with UUCNH, Bellwood was able to help educate and grow 66 young children who we hope will make the world a better place, and we were able to make their world a little brighter, more interesting, and enriched. All of this was possible due to our dedicated, talented and loving teaching staff, helpful parents and board members, our diligent office administrator and a director whose love of childhood and children is unending.

Respectfully submitted,

Laura Zajac
Bellwood Parent Board President
MIDYEAR CONGREGATIONAL MEETING MINUTES - 02/18/18

President Robyn Travers noted that quorum of 58 members was met & meeting called to order.

Motion by Robyn: We will endorse the work of the Systemic change team to adopt the Gardener model of Faith and Fairness”.

- Ed Rockman seconded
- Robyn called vote, and motion carried with voice/hand vote (no “nays”)

Convenantal Relations Team Ballot Vote for Mark Swihart, Lynn Richards and Kurt Kuntz approved unanimously (65 including 8 proxy votes) with one potential abstain (no markings on ballot)

Non-voting presentations

Memorial Garden team presented plan for expansive landscaping project

Green Sanctuary team presented a review of the work done so far and shared plans for a solar panel Array.

Ends statements review.

Motion to adjourn made and seconded.

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING - 5/21/17

President Ivan Baumwell noted there being a quorum present, and the meeting was called to order at 12:32 pm.

Motion to approve the Congregational Meeting minutes for May 2016 and January 2017. Seconded; Approved.

Budget—Budget increased by 35% over the last five years. Milestone year in that we are over $300k in pledges and a first for the church. Able to fund all requests from committees as submitted. Church will continue to provide health insurance benefits for employees and salary increases. Motion to approve the budget: Seconded; Approved.

LDT Nominees—Sandy Faulkner as the nominee for the Leadership Development Team. Don Nelson and Susie Wood as the nominees to fill two board positions. Candidates voted in unanimously for the LDT and board.

Presentation from the Governance Task Force—Draft chart and outline are available on the website:  http://uucnh.org/governance-task-force-drafts/ Proposing Ministry Council and Covenantal Relations. Board has agreed to propose move that we approve the implementation of the organization structure as defined by the org. chart as proposed by the Governance Task Force. Major change is separation of governance from ministry. Ministry council would be minister, three ministry council members, board member, and DLFD. Discussion—Ministry council members would be nominated by LDT and voted on by the congregation, except for the first year, because LDT couldn’t do nominations until congregation agrees to move forward, so this year the coordinators will be nominated by LDT and confirmed by the board. Members will have a staggered term. Vote – Approved: 54 Yes, 2 No, 1 Abstain

Interim search committee has found an interim minister to serve for two years, Don Rollins, an experienced and accredited interim minister, starting August 1.

Outgoing board members – Dennis Doubleday, Joyce Kepner, and Randy Minnich.

New Business – none

Call for adjournment: motioned and seconded; approved. End at 1:21.
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.
Thank you for your timely submissions.