



UUCV ANNUAL REPORT

2019 – 2020

June 17, 2020

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Mission Statement

Our mission as an enduring liberal religious community in the Unitarian Universalist tradition is to transform lives and care for the world.

Vision Statement

We are a liberal religious community of adults and children that:

- *Worships together*, expressing liberal religious values through thoughts, words, deeds and music; inspiring ethical conduct; celebrating life's passages; and shaping meaning from experience
- *Practices hospitality*, inviting and welcoming all based on our belief that each person has inherent worth and dignity
- *Encourages self-development*, making possible the expression of every person's potential by teaching that each is held in love, has the power to change the world, and is called to use that power in the service of love
- *Values wisdom*, learning from the traditions of the world's religions as we encourage a free and responsible search for truth and meaning
- *Promotes justice*, working for the fair and compassionate treatment of all people and supporting the interdependent web of creation
- *Fosters stewardship*, generously contributing our personal resources to support the congregation and its work

Covenant

Preamble

A covenant of right relations is a set of promises to one another about how we want to be in community. Through it we express our values, and affirm our intent to act according to those values. Our covenant is rooted in the past by the six Sources of Unitarian Universalism, guides us in the present to live out our seven Principles, and calls us to be unafraid of change in response to our future together. Each of us brings this covenant to life, and we all take responsibility for keeping it alive.

Rather than establishing a code of rules and the consequences for breaking them, we affirm a vision of how we aspire to be together as a community. We know full well that each of us will fall short of our ideals, and know that we will occasionally disagree. It is only by “staying at the table” that we can hope to transform lives and care for the world.

Our Covenant

We, the Unitarian Universalists of the Cumberland Valley, covenant to embody the seven Principles through:

- RESPECT—being patient; listening carefully; and communicating directly, speaking truth with compassion;
- ADVOCACY—challenging privilege, dominance, and majority opinion, wherever we encounter them; and
- CELEBRATION—working and playing together with enthusiasm and joy.

The call back into covenant is the essential act of a joyful community of faith. When we fall short of our ideals, we will seek forgiveness and call one another lovingly but firmly back into community, reminding one another of our shared mission and purpose.

Board of Trustees

As we approach our seventh year with Reverend Aija as our minister, the Board of Trustees continues its work toward fulfilling UUCV's mission of transforming lives and caring for the world. We were fortunate to have guidance from Cindy Terlazzo, Intern Minister, during Rev. Aija's maternity leave 10/2019 to 1/2020. We have continued to work on infusing our monthly meetings with a sense of shared ministry, in part by reading and discussing *The Nested Bowls* by Laura Park.

The Reverend Dr. Kathy Ellis again led the annual Board Retreat on Aug. 24th. Our goal was to discuss Leadership and Financial Issues, but we spent some time identifying our dreams for UUCV: grow enough to fully support our ministry, including the full-time DRE; grow our children & youth programs; grow in financial stability; we envision a flourishing social, hospitality committee; we intend to have more presence in the larger community & reach out to people who need us; we will see more people actively engaged in social justice and in leadership; we envision generations growing, raised in the church. I list these because they are reflected in many of our efforts this year.

A brief summary of actions since June 30, 2019:

- Produced a formal Policies & Procedures Manual, to provide an easily accessible and amendable source describing in practical terms all things related to volunteer service at UUCV in hopes this will encourage more members to step into leadership positions. Finished copy was presented at the 11/03/2019 Town Hall (Thanks, Gail Black).
- Agreed to switch credit card companies from F & M Trust to Chase Ink Business, a move that earned UUCV more than \$800 in cash rewards from July 2019 through April 2020. (Thanks, Tony).
- Approved the request of the South Middleton School District to use UUCV facilities in case of an emergency in their own building; we were unable to secure a reciprocal agreement because of their complicated, electronic locking system.
- Created a new Fundraising Committee of the Board with Heather Woodward as Coordinator. The committee was instrumental in 2 events: the Cumberland Honey concert in November (Thanks, Steph Landis) and a Super Sunday Soup Sale in February (Thanks, Lynn Michaels). Plans for a Pancake Breakfast for the first day of trout season (April) were a casualty of COVID-19.
- Approved expenditures to replace the sound board computer and purchase a new transmitter station with 6 headsets for hearing assistance.
- Approved construction of the new landscape boulder wall along Forge Rd, made possible by the generous contribution of an anonymous donor.
- Approved a request from the RE Committee for UUCV children to actively participate in the Boiling Springs Halloween Parade; to make our restrooms available to the public during the parade, with attendants monitoring this activity; and to sell beverages during the parade. Made a tentative agreement to encourage more (costumed) adult involvement moving forward, to include Board members since the parade usually occurs on traditional Board meeting night.
- Reauthorized our relationship with the Mozambique Bursary Project.
- Created a Hospitality Committee with its own budget line; Gail Black to coordinate.
- Participated in a brainstorming session led by Emily Crutcher to discover ways to generate more involvement between the differing age groups of our congregation, both in services and activities.
- Approved a request from the Ad Hoc Memorial Garden Committee to purchase a sign that would identify the "UUCV Memorial Garden" and agreed to solicit donations to help defray the cost (Thanks, Cindy Good).
- Appointed Kristin Wycha as Board Member to complete Craig Raisner's term (thru June 30, 2022).
- Conducted Town Hall Meetings in August & November 2019 and February 2020.
- Agreed to coordinate Cindy Terlazzo's ordination with UUCY (York).

Post COVID-19

- Public health officials are clear. There will need to be multiple weeks of reduction in infections, adequate testing, sufficient personal protective equipment available, contact tracing programs and perhaps a vaccine before it will be safe for many of our congregations to fully gather in person again.
- Voted to close the UUCV building and move all activities online; effective 3/13/2020.
- Coordinated financial presentation for congregation (Thanks, Bev Motich).
- Applied for and received Paycheck Protection Program Loan (Thanks, Tony).
- Agreed to re-start Annual Budget Drive 2nd week in May.
- Agreed to change the Annual Meeting date from May 31st to June 28th.
- Agreed to postpone New Member Welcome celebration indefinitely but allow new members to affirm their membership with Aija so they will be able to vote at the Annual Meeting, and sign the book later.
- Agreed to plan for virtual UUCV activities through May 2021, if necessary.
- Appointed Denny Stone to complete Michele Burton's term on the Board (thru June 30, 2022)

Submitted by Bev Ayers-Nachamkin, UUCV President

Minister's Report

Every year, I sit down to write my annual report and find myself stuck. Pam can attest to this, as she will send me increasingly aggravated notes, wondering where my report is. I always get it in just under the wire and I am never quite satisfied with it. I write about the programs launched and the events attended - of celebrations and memorials. I point out which new RE classes have been launched and which social justice initiatives attracted attention. I exclaim over our new member classes and express pride in the work of the staff. All of this is important, but it doesn't quite get at the heart of the state of the church. In these past few months, under the strain of isolation, I have started to understand why these recitations of facts and figures feel inadequate.

Programs aren't the church, any more than buildings are - the people are. I know this sounds like a cliché; *it is* a cliché. But it is also profoundly true. During this crisis, even as we have been unable to do all of the **things** that we normally do, our community, the connections between people, have been what has mattered the most and what we have missed most profoundly. In the following pages, you will be able to peruse detailed reports from our congregation's committees. They will give you a picture of the work of the church for the past year, interrupted as it has been by the coronavirus. But here, in no particular order, is the state of the church as I see it:

Every Sunday, a member of our beloved community arrives early and makes coffee for our community, because they know conversations run smoother and deeper with something to drink.

A little girl who shyly ducked her head every time she saw a new adult became more and more comfortable. Now she comes through the doors ready to be adored with a smile that says: "I'm here!"

People answer the call when asked to be canvassers, even when they'd rather do anything else, because this place matters enough to do things you might not like but are important.

People keep checking in with me about when Cindy's ordination will be. She became part of this place, and people want to celebrate with her.

People call the minister's emergency line looking for assistance in their time of greatest need because they know we are a people who will try to help.

A member admits that her life has been changed because of all the times she has said "yes" to the calls from her church.

The choir sings a song that is so beautiful that the minister has to choke back tears before she can preach.

On Sunday morning, I have to gently encourage people off the front step and into the hall because folks have gotten so excited about talking to each other that people can't get through the doors to enter.

Children run around during multigenerational service and I see people beaming at their presence, rather than worrying that they are making too much noise.

Someone gets an unsolicited apology for something they hadn't even realized was bothering them. Their connection grows stronger, not weaker, because of it.

The flowers that bloom in our garden remind us of the dozens (this year), hundreds (in the life of the church), thousands (someday) of hands that have cared for our church home.

The bodies that have bent and strained and sweated to keep our grass mowed because they love this place enough to get a little dirty.

When we put out the call for people to help deliver groceries, make meals, etc., we had way more volunteers than we had needed. It is palpable how much people want to help.

Someone starts to cry in church and I see hands reaching out, ready to comfort and hold.

People who have places to go and people to see sit through the second hour of debate at a committee meeting because they know it is important to arrive at an agreement that everyone can feel good about, not just most.

My little one started his life with hundreds of books because the people of this congregation value reading as much as I do and wanted him to have a good start.

Kids who aren't even part of this congregation helped their parents and grandparents master zoom technology so that they could join us for worship.

I could go on and on. Catch me during coffee hour and I will. It is a thousand moments like these that make our beloved community. What stories do you have to tell?

In faith and such, such gratitude,
Rev. Aija

Music Director

The UUCV music program continues to provide nationally recognized (and envied) support for our congregation's ministry, even within the constraints of a 20-hour weekly budget.

I returned from my **sabbatical** in August ready to begin the worship year with restored energy, healthier boundaries, and a more robust "toolkit" of resources for serving the mission of UUCV.

On my return, the **UUCV Choir** undertook a "one-rehearsal choir" experiment for several months, seeking ways to facilitate greater participation. While that experiment led to valuable discussion about the choir's ministry and each individual's role in that work, we've returned to mid-week rehearsals with a modified attendance policy in place—or rather, we would have, except that the COVID-19 quarantine began just before our rehearsals were to resume....

Choir singers over the past year have included Jim Burton, Dan Cozort, Carole DeWall, Tom DeWall, Cathy Dewalt, Kathy Ellis, Cindy Good, Julie Ham, Rick Heckman, Carmen Hershey, Bev Motich, Joe Osborne, Katie Philips, Carol Reismeyer, Mike Reismeyer, Laura Rumley, Kristin Schad, Deb Stille, and Rachel Teates. Once the quarantine ends, we will resume rehearsals on Monday evenings from 7:00-8:30 PM in the Sanctuary. The choir is a non-audition group and all are welcome to join us at any point in the year.

The Christmas Eve **Family Choir** for 2019 had a lower participation than previous years but remains popular.

Service music on my Sundays off has been provided by **substitute worship musicians** Carole Knisely and Joseph Osborne.

Our worship has been enhanced often this year by a "**Band**" featuring "regulars" Dani Fiore (percussion, guitar) and Allen Roth (bass), along with other area professionals such as Shami Beni (saxophone), Zach Gause (trumpet), Kayla Keating (clarinet), and Joe Schaefer (bass).

During the **COVID-19 quarantine**, we've tackled new challenges every week and climbed multiple technological learning curves in an attempt to bring high-quality music to our virtual gatherings. Special thanks go to Emily Crutcher, whose patience and stability "under fire" provide a solid foundation for our virtual worship team, and Joe Osborne, who bravely agreed to be the first volunteer musician of our virtual worship life.

In the **broader UU community**, I continue to serve on the AUUMM Conference Planning Committee, as its chair for Repertory and Resources. At the time of writing, the status of our 2020 conference is unclear—by May 1 we hope to determine whether we will in fact gather in Ann Arbor as planned, or whether we will need to reimagine the conference as a virtual event. The uncertainty is, by now, predictable, familiar, and unpleasant.

Outside of UUCV, my private teaching studio continues to flourish, both at my home studio and at The Perfect 5th Musical Arts Center in Mechanicsburg, though all of my teaching is being done online these days. The financial stability this "day job" provides is what makes it possible for me to be a part of the UUCV team, and I'm grateful for the arrangement.

It continues to be an honor and a privilege for me to join UUCV in transforming lives and caring for the world.

Respectfully submitted,



Director of Lifespan Faith Development

Director of Lifespan Faith Development: Emily Crutcher

Our biggest accomplishment this year has been having a fully functioning Religious Education Committee for Children and Youth. Courtney Wiley has served as Committee Chair, with Bev Motich and Gail Black as Board Liaisons, Kristen Wycha as Secretary, and Melissa Mattson and Amy Humpton serving as committee members.

Nursery

Our lead nursery teacher has been Ann Midgely this year, who provides care for children ages 0-4 during Sunday service. Each week we have an average of four children in the nursery. This number is slightly decreased from last year, as we have had several nursery children graduate to Spirit Play. Our additional nursery teacher Kiesha Mellott has been especially helpful with providing childcare for extra Sunday meetings and evening events. We have also had nursery assistants Courtney Wiley, Dianne Dusman, and Kristen Markley each volunteer once this year.

Elementary Classroom

In Spirit Play, children ages 4-8 engage with learning through a Montessori modality of storytelling and spiritual development through individual “work” stations. Attendance continues to be high in this age range, with average attendance around 16 each week. The elementary classroom has been supported by Spirit Play teachers Mike Wycha, Jen Henry, Laura Powers, and new this year, Courtney Wiley, Lis Snyder, Candice Holsinger, and Riley Johnson. Doorkeeper volunteers have been Kristen Wycha, Laura Powers, and new this year Ben Ramirez, Rynne Mack, and Dirk Wiley.

Middles Classroom

Middles focused on service learning projects this year. In the fall they held a supply drive to donate items to Ritner Animal Shelter in Newville. They also supported the Mitten Tree donation drive in December, donating new scarves, gloves, socks, hats, etc. to Community CARES. Middles also made stuffed toys for the Dolls of Hope project, which sends stuffed toys to children who have been held in detention centers. Teachers Heather Woodward, Primajoy Ramalingam, Brian Wilson, and RE Committee Chair Courtney Wiley have made this program possible.

YUUTH Group

Youth Group continues to be put on hold this year, as we do not have an interested cohort of youth this age to meet regularly. We hope to revitalize Youth Group as our current Middles graduate.

OWL

In the Spring, Emily Crutcher offered a parent/child OWL class for K-1, with 10 families participating. In the Winter, Emily Crutcher and Molly Wilkinson co-facilitated an Adult OWL class, with 12 participants. We also held a fundraiser concert featuring Cumberland Honey on 11/9, with a portion of proceeds going to the OWL program.

ACCOMPLISHMENTS:

- Opened the year with a very successful RE Open House on 9/8, where adults went through each classroom to interview kids and teachers, earning stickers to gain access to snacks and coffee warded by our “Snack Guardians”
- Held a volunteer training in October for eight RE volunteers
- Engaged with the UUCV community through new UUCV Families Facebook Group
- Hosted monthly family events such as movie nights, holiday cookie decorating, and a roller skating party
- Continued offering monthly Family Happy Hour, which gives families a chance to connect with each other outside of church

TRANSITION TO ONLINE RE:

On March 16, 2020, the UUCV Board of Trustees made the decision to move our community online to prevent the spread of COVID-19. Religious Education programming as we know it had to be reimagined and recreated. Emily hosted Spirit Play on Zoom before worship at 9am every other Sunday and hosted a Family Happy Hour online every Monday night. Emily offered a live bedtime story on Zoom on Tuesday nights, and hosted a Facebook Watch Party featuring a new animal each week. Emily also created the “UUCV Challenge” project, posting 20 videos live on Facebook with short faith development exercises, and created the “UUCV StoryCorps” project, interviewing staff and congregants about their lives to create and sustain community connection.

GOALS:

Note: In light of the possibility that our community may need to remain online through next year due to COVID-19, our goals had to be adjusted accordingly.

- Provide meaningful online faith development opportunities for each age group
- Provide multigenerational online worship each Sunday
- Encourage families to maintain their social connections and support networks

The RE program could not succeed without the support of the UUCV community, and I am especially grateful for the efforts of our regular volunteers.

Submitted by Emily Crutcher

UUCV Adult RE Discussion Group

This group has a Spring series of classes each year which run February through May and then a Fall series of classes which run September through December. Classes are held at 9:00 AM in the Boardroom typically on the 2nd and 4th Sunday of each month. Our meeting days along with the topic of discussion are published in the weekly order of service and in the monthly newsletter.

The Adult RE Discussion Group is open to all. Attendance often varies according to what the topic is. We average around ten people per session.

We have a “topic selection” meeting twice a year in which we select topics for the next “semester” These meetings have been on an ad hoc basis. However, the time and location does get announced and the meeting is usually attended by a core group of class attendees. Anyone wishing to propose a topic for discussion or lead a discussion is welcome to attend the planning meetings.

This year, classes have included such diverse topics as: Naturalism, How We Choose our Beliefs, The Akashic Field – In Search of an Integral Theory, Choosing What You Feel, Journaling As A Spiritual Practice, Mental Health Recovery Services and Supports at the County Level, Mega Churches, Wisdom Christology, Babes in the Woods - the 1934 Pine Grove Furnace Tragedy, Jesus Did the Best He Could, and Yoga Nidra.

The 2020 Spring series of classes was impacted by the Covid-19 virus and the subsequent “stay at home” and “social distancing” guidelines issued by the Pennsylvania Governor. We opted not to hold classes remotely and instead all classes cancelled due to the meeting house closure during the pandemic will be rescheduled for the Fall of 2020.

Submitted by Keith Bittinger

Church Administrator

Challenging and strange is how I would describe our church year. Everything was moving along as usual when we were hit with Covid 19 in March of 2020. This virus required staff and congregation members to make many adaptations in how we worked and worshipped together.

My hours remained at 26.5 this year. From March 16 to current, I have been working from home. After a couple of weeks to adjust to my new “normal” I have a good working routine down and hopefully nothing has been falling through the cracks. All bookkeeping and payroll functions are now totally in-house. I still confer with the accounting firm on an as-needed basis.

After many wonderful years working with Bee Miller as my office aid, she needed to step down. I am grateful for all her hard work and the friendship we developed.

Margie Akin is now my Friday office aid. She stuffs, folds and assembles Sunday’s Orders of Service and Announcements, distributes the monthly newsletters and prepares nametags for our returning visitors. Because of Covid, we haven’t been able to work much together but I look forward to being able to get back into the office and working more closely with Margie.

In addition to my regular responsibilities this year:

- Download sermon and reflection recordings to Sound Cloud on our website
- Programmed 25 automatic bank transfers for annual pledges (down 1 from last year)
- Attended the Day of Caring with the UUCV Social Justice Committee
- Organized the UUCV Yard Sale and added Marketplace sales for large items
- Assisted in fundraisers
 - UUCV Auction
 - Strawberry Festival at Foundry Day

I am proud to be part of a staff that immediately stepped up and adapted quickly to keep our congregants feeling safe and connected during this difficult time. And am equally as proud to be part of a congregation that has stepped up in many ways to help our wider community.

I continue looking for ways to support staff, committee chairs and members, the board and the congregation, especially during this strange time.

I look forward to a time when we can all be together in person to worship, join in meetings and connect again with one another.

Submitted by Pamela L Martin

Treasurer

The UUCV Bylaws states that the Treasurer be a member of the Board of Trustees and be elected by the Board. The Bylaws require the Treasurer to:

- Hold in custody all funds of the Congregation,
- Keep an account of all receipts and expenditures,
- Pay such bills as may be authorized or approved by the Board,
- Render a financial statement of the Congregation at all Board meetings and at the Annual Meeting of the Congregation.

To carry out those duties the Treasurer maintains five bank accounts, currently held at the F&M Trust:

- Checking account from which all bills are paid for the day-to-day operation of the church,
- Savings account to hold “restrictive” funds (i.e. funds designated for a specific purpose),
- Savings account for the Mozambique Bursary Project,
- Savings account for the Capital Campaign.
- Savings account to be used as a “rainy day” fund. Currently holding Payroll Protection Program (PPP) loan.

All five of these accounts are monitored online on a regular basis.

Major sources of revenues for our Church Community:

- Pledges
- Sunday Offering
- Gifts
- Strawberry festival & Yard Sale on Foundry Day
- Auction

Pledges being by far the biggest piece of the revenue which goes to the day-to-day operation of the church.

During this fiscal year we experienced cash flow issues, mainly due to:

- Losing a few members who provided significant contributions
- Pledge commitments not coming in a consistent manner.
 - If you feel this year that you are able to give more than your pledged amount, or are now able to pledge when you had not done so in the past, please contact UUCV.

We spent a considerable amount of time/meetings looking at this issue. As a result, we decided to:

- Put a freeze on all discretionary expenses.
- Encouraged members to stay current with their pledge commitments.

A brief summary of actions taken this fiscal year:

- Brokerage account with Vanguard that will hold any gifts of stocks.
- Chase no-fee business credit card – get money back for spending (have received over \$800 thus far).
- Approved application for a forgivable loan (\$35,737) under the Payroll Protection Program (PPP) of the Cares Act, a Federal program.
- Opened new Savings account for set-asides or reserves
- Opened new Savings account for the PPP funds.
- As a precautionary step we added a second counter on Sunday collections.
- Worked with F&M to lower our ACH fees to a flat rate of \$25 per month.

While we are grateful for generous financial support received from our community, we would greatly appreciate staying current with our pledges.

The Treasurer and the Board extend their sincere thank you to all attendees and members for their faithful financial commitment in supporting UUCV.

Thank you for your continuing gifts to UUCV, in all forms!

Tony Matyas

UUCV, Treasurer

Annual Budget Drive

The FY 2020/2021 Budget Drive is one for the history books.

Originally, the strategy for the budget drive was to focus around a theme of building our community Ebenezer/creating a solid future for our church to be able to look back on in future generations. We focused heavily on the fact that we now need to pay for the DLFD position out of pledge dollars, and the need to keep the church moving and growing into the future by investing in the kids and that position. Initially, we were encouraging people to bring pledge forms to a large ingathering celebration during church one Sunday, with lots of visuals, etc. We had a team of canvassers reaching out to congregants and the new member class, reminding people of deadlines and drumming up support for the ingathering. And then Covid happened. The week we were to bring it all together, we found ourselves in lockdown, and the drive was interrupted.

After taking time to settle into the quarantine, and once we realized that we were in this for the long haul, we decided that it would be unfair/unethical to assume that the pledges that people had made before the pandemic would still be feasible, given the new, precarious position of the economy, etc. We also realized that we had only received a little over half of the pledge forms back, presumably because folks were waiting for the ingathering, as requested. So canvassers were once again utilized to call everyone back to check in with them again and see if they needed to adjust their pledge up or down due to the pandemic.

We essentially had to run the pledge drive twice. As so many things have been this year, this was divided into pre-pandemic and post-pandemic activity and expectations. Despite the pandemic, we had a great response from folks, and were able to use the budget drive to touch base with so many people on a one-on-one basis even outside the context of funding.

Suggestions for next year: Don't have a pandemic in the middle of the budget drive.

Submitted by Chris Kapp

Buildings and Grounds

1. The contractor who originally addressed the church bat problem installed a vent guard. To date, no bat activity has been identified.
2. Workday Saturday in the Fall was not well attended. However, with the small group supporting us, quite a bit was achieved to include:
 - a. Cleaned and put away the floor fans.
 - b. Cleaned the area around the Propane tanks.
 - c. Cleaned out the drainage area near the memorial garden. Cleaned out the flower beds.
 - d. Cleaned the windows and doors to the main entrance.
3. Floor tiles continue to be a problem. We have been able to re-glue the tiles to the floor. We had several contractors look at our flooring and provide estimates and recommendations. Most were too expensive to consider at this time. However, a couple of recommendations may be considered in the future to include a coating for the floors and removal of the adhesive in the back stairwell area followed by epoxy floor coating.
4. The forge roadside bank was replaced with a boulder wall. A generous member donated two thirds of the cost. The remainder came from UUCV funds.
5. The tree in the memorial garden was pruned in April 2020 by Woodlawn Tree service. (The same contractor that cut down the gum ball trees.) Again, a generous donor provided the \$300 to pay for this.
6. The flower beds and lawn work continue during the pandemic. A work day will not be scheduled. Members have been asked to join both the Gardening and Lawn mowing teams. So far, the support for the Gardening Team is slim. However, the folks that have volunteered are getting a great deal accomplished.

Submitted by: Jim Burton

Capital Campaign

We are now midway through our 2nd pledge year of the Capital Campaign. During this 2nd phase of the campaign our committee members include: Sharon Moye, Tim Tilton, Rita Van Alkemade, Paula Terry, Cindy Good, Deb Stille, Jim Burton, Denny Stone and the President of UUCV Board, Bev Ayers-Nachamkin. We have very busy finalizing the next steps for updating our church building.

Early fall, we took down two trees in preparation of the new play area.

We all celebrated our new roof over the social hall and have enjoyed a rainy season with “NO LEAKS”. The roof, itself, could not be seen by the congregation, but the effects of the roof were enjoyed by all.

In February we got new energy efficient clear glass windows throughout the entire lower level, in the Social Hall and various small areas on the second floor. What a difference clear panes present!

The Capital Campaign continued paying a percentage of the salary and benefit package for full time employee Emily Crutcher, as the Director of Life Span Faith Development. This monthly contribution will begin diminishing next year as part of the five year phase-in. This investment in staffing is a win for the entire congregation.

The committee has visited other area churches for ideas of equipment and layout of the kitchen. We are looking at replacing the refrigerator and stoves and adding a dishwasher, that will certainly be welcomed. All new electrical outlets are also planned for the kitchen.

The plans have been drawn to specs and we hope to move forward after the stay at home order is lifted. We applied for and were awarded a grant from the Pennsylvania Crime Commission in the amount of \$24,000+. We submitted our bid for the replacement of all doors to the church for safety reasons. The main lobby entrance was not included with the grant as that door is part of a package to include the surrounding windows.

The total adjusted campaign total was \$531,668 and to date we have collected \$420,286. Remember to submit your pledge donation to the Capital Campaign via check or credit card. Remember to indicate Capital Campaign on the memo line of your check.

Keep alert for new information on the next step for the campaign!

UUVS's Capital Campaign . . . creating our future together!

Caring and Compassion Committee

The Caring and Compassion Committee (CCC) is committed to living UUCV's vision of practicing hospitality to its congregants and friends by providing assistance in times of crisis and need for support.

Committee members include Lynn Michels (Chair), Candice Holsinger, Riley Johnson, Nikki Fry, Ian Harris, Deb Genet, Char Klein, Bev Motich and Dot Everhart.

The CCC was only recently re-activated, just before the Covid-19 pandemic. One meeting was held in conjunction with the Hospitality Committee on 3/1/20. At that meeting committee members were identified, and the goals of the committee were discussed.

Since the onset of the Covid-19 quarantine in early March, the CCC has participated in the following activities:

- “Virtual Visiting” with UUCVs by telephone and greeting cards
- Checking in with other “Virtual Visitors” periodically to provide support to the Visitors and to ascertain any identified needs such as pastoral calls
- Outreach by phone or cards to shut in/isolated seniors
- Grocery shopping and delivery as needed

Submitted by Lynn Michels

Finance Committee

We believe that the act of financial management is as vital to the worship life of the church as Sunday Services. Our budgets are moral documents and without responsible financial stewardship no other part of the church can exist. The finance committee works to ensure the financial health of the congregation.

The finance committee is responsible for producing the budget, oversight of the church's financial affairs and working to ensure that the church is on a firm financial footing.

Finance Committee Members

Tony Matyas (Treasurer), Bev Ayers-Nachamkin (Board Liaison), Sharon Moye, Michael Fratantuono, Pete Schlenker

The finance committee solicits budgets from individuals and committees, makes a draft budget recommendation, evaluates monthly financial reports and records major financial decisions in the life of the church.

In the past year it has become clear that the committee was spending more time on day to day oversight and less time on long term planning. The committee believes that there is room for evolution in the role of the finance committee at UUCV. With that in mind, Michael Fratantuono has volunteered to do some research on the roles and duties of finance committees at other UU churches, with the intention of re imaging the work of the committee in the coming year. We look forward to reporting on changes in the coming year.

The finance committee is actively seeking new members as we reimagine what our work might be. If you are interested in being a part of this transition please contact Rev Aija at revaija@uucv.net

Submitted by Rev. Aija in the absence of a current chairperson

Membership Committee

The Membership Committee welcomes members and visitors every Sunday and on special occasions, assists the minister with path to membership classes and new member celebrations, helps visitors and members connect, and provides publications relating to Unitarian-Universalism and UUCV to first time visitors. We pass out the Order of Service and collect the offering.

We make information on membership and other topics pertaining to our church/faith available, work at maintaining contact with all friends and members, assist our church administrator in updating the church directory several times a year and send a note to first time visitors.

Committee members are Bev Ayers-Nachamkin (Scribe), Gail Black, Cathy Dewalt, Amy-jo Humpton (chair), Char Klein, Kass Matyas.

The committee meets at 10am on the first Friday of each month at the church and at other times as needed to prepare for and take part in various activities- which include tidying and decorating the Social Hall, ordering books and preparing welcome plants for new members.

We have invited all members and attendees to join us in greeting newcomers and making everyone feel welcomed and included and we hope to do more to encourage conversations and help all who attend UUCV- for the first time, occasionally or very regularly-get to know each other better. Many members, who are unable to attend monthly meetings, have volunteered to greet at church.

During the pandemic, people have been attending virtual services. An observation was made that there are many people attending the virtual services who have not previously attended in the building. At this time, there is no way for us to track and connect with these people.

This year we had to postpone our new membership ceremony due to the pandemic. Five people from the new members class intend on signing the book. During the course of the year we lost three members (two moved) which brings our membership to a total of 155 at this time.

Submitted by Amy-Jo Humpton

Personnel Committee

General Description

The Personnel Committee provides support, research and guidance on staff-related matters to the Board of Trustees and minister. The governance of the committee is derived from the Board; the committee has no policy-making authority. It is important to note that much of the work of the committee is confidential.

Composition

Members of the Personnel Committee during Fiscal Year 2019-20 were: Bev Motich, Chair; Kit Franklin; and Donald Klinedinst. Don has subsequently retired from the Committee.

Accomplishments

During Fiscal Year 2019-20, the Personnel Committee performed the following tasks:

- Supported the UUCV Treasurer in certifying the salary amounts for Fiscal Year 2019-20.
- Reviewed Addenda to the UUCV Personnel Policy Manual for the Director of Lifespan Faith Development, the Director of Music, the Church Administrator and the custodian, as well as reviewed job descriptions with each employee.
- Monitored UUA policy changes related to insurance plans, retirement and benefits, with an emphasis on recent UUA changes to fair compensation guidelines.
- Developed Fiscal Year 2019-20 budget recommendations for ministerial and staff salary and benefit changes.

Submitted by Bev Motich

Safe Congregation Response Team (SCRT)

SCRT Members:

Emily Crutcher, Director of Lifespan Faith Development, Chris Kapp, RJ Lesch, Melissa Mattson, Heather Woodward, Board Member

MISSION:

The mission of the SCRT is to help all congregants understand their role in making the church a safer place, and providing them with the information and skills to do so. The SCRT also develops plans for dealing with emergencies and disruptive behavior.

ACCOMPLISHMENTS:

- RJ Lesch and Emily Crutcher trained 12 congregants as volunteer “Fire Marshals” to assist in the event of an emergency evacuation
- On 7/28/19, we held a fire drill during Sunday service that was very successful: everyone was evacuated from the building in 2 minutes 20 seconds. This drill helped us improve our evacuation protocols, and give our newly trained Fire Marshals a chance to practice their role in aiding swift and safe evacuations.
- SCRT members made quarterly announcements at Town Hall meetings to remind the congregation about who we are, what we do, and how to reach us
- This year we received and processed two complaints about uncovenanted behavior, one of which reached the level of mediation and Board intervention. Processing these complaints gave the team a chance to refine our policies and streamline our procedures for responding to complaints.
- With the help of Capital Campaign folks, SCRT Chair Emily Crutcher submitted a proposal to Pennsylvania’s Nonprofit Security Grant fund, and was awarded \$23,295.00 in funds to replace four external doors of the church building.

GOALS

Note: In light of the possibility that our community may need to remain online through next year due to COVID-19, our goals had to be adjusted accordingly.

- Assist in short- and long-term planning to re-open UUCV for in-person gatherings, pending CDC and PA recommendations about gathering safely
- Revise building use policies as needed in light of COVID-19 restrictions
- Host a refresher training for Fire Marshals to help in the event of an emergency
- Engage with local law enforcement to assist staff and service leaders with creating policies and response procedures in the event of an intruder or active shooter

Host more educational workshops to engage with the congregation about harassment, violence prevention, and covenantal behavior

The Safe Congregation Response Team does very important work in preventing and responding to safety concerns, and we appreciate the time and energy of the team members. SCRT is a vital part of making UUCV a safe place for people to worship, learn, and be in community.

Submitted by Emily Crutcher

Small Group Ministry

The mission of our Small Group Ministry at UUCV is to encourage personal and spiritual growth and to develop deep listening skills. Additionally, fellowship and enhanced relationships are an important by product of small group meetings. The use of prepared questions and readings provides a focus for personal reflection and sharing. During meetings each member has an opportunity to share with the other members their thoughts and experiences related to those questions while the other members listen deeply in silence and without interruption.

The Coordinating Team (CT) which met monthly to provide planning, support and training for our facilitators, has been combined with the facilitator meeting. This meeting will be convened every even numbered month. However, during the pandemic, we have not met. We are hoping to develop a closer relationship between group leaders and a stronger connection to UUCV by doing this.

We encourage members and friends of UUCV to participate in our small group ministry. This year we added one new men's group and lost two groups for a total of nine active groups. We lost some members due to moves, death and competing priorities in the lives of those who were previously members. We added several new members as well. Often times, potential new members have specific meeting time or day requirements that cannot be met with existing groups. Some of the groups are meeting using Zoom during the pandemic. Additionally, new members have joined those meetings. Some groups are uncomfortable meeting online.

Our small groups commit to participate in service projects to benefit the church and larger community. Projects include: volunteering at Project Share, Supporting Carlisle Cares, assisting in the auction event, decorating the church sanctuary for Christmas, supporting office functions in the church, and counting money after the service. Additionally, small group members provide a significant amount of support to UUCV as individuals for such efforts as spring and fall clean up and coffee preparation.

Submitted by Jim Burton

Social Justice Committee

The Social Justice Committee is committed to living UUCV's mission inside and outside our walls. We strive to provide a variety of opportunities so EVERYONE who chooses to get involved in social justice-related actions and activities can do so. The events in which we have participated are increasing our visibility and building relationships within our local community.

Committee members: Travis Ferrell (Chair), Deb Genet (Mozambique), Cindy Good (CFTW), Dee Lauderbaugh, Sharon Moye, Carol Riesmeyer, Mike Riesmeyer, Kim Stone, Jen Teates, Rachel Teates, and Michael Weidner

Committee meeting: The Social Justice Committee normally meets the third Wednesday of every month at 6:30 pm in the UUCV Board room. Because of the COVID-19 pandemic, the Social Justice Committee has met the third Saturday of the month via Zoom.

Key Projects / Activities

- Advocacy Action included participation at various local, state, and national rallies and marches (MLK Jr Walk, Unity Rally, etc.)
- Harrisburg PRIDE Festival – represented UUCV with presence at festival and twelve of us served as Silent Witness Peacekeepers for the event.
- Volunteered for the local Neighbors Helping Neighbors day
- Petition signings supporting various State and Federal legislation
- United Way Day of Caring
- UUCV Mitten Tree (middles)
- Year round volunteering at Project SHARE's Farm Stand (multi-generational)
- Hosted viewings of social justice related films
- Provided assistance at Dickinson School of Law's Expungement Clinic
- And more not listed above

Community CARES

Community CARES addresses homelessness in the greater Carlisle area. Through a client-specific case management plan and in partnership with a myriad of agencies, Community CARES assists individuals and families from being homeless to a state of self-sufficiency. The overnight shelter services are provided by participating area churches, rotating on a monthly basis. UUCV was scheduled to host Community CARES in April 2020. However, due to the coronavirus pandemic, that changed. Christin Kapp UUCV's liaison to Community CARES, informed us that management of Community CARES decided to help mitigate the spread of the virus by having the overnight shelter remain at the March host church. Instead of hosting the shelter in April, UUCV supported Community CARES by collecting needed supplies. It is anticipated that UUCV will host the women and family shelter in April 2021. A supply bin which Kapp checks regularly has been placed outside the main door of UUCV, per request.

Change For The World April 2019 – March 2020

Apr 2019	Community CARES	\$293.65
May 2019	HOPE Station	\$229.57
Jun 2019	YWCA Sexual Assault/Rape Crisis Services	\$259.28
Jul 2019	Fresh Match	\$230.35
Aug 2019	Gleaning Project of Franklin County	\$150.50
Sept 2019	Carlisle Arts Learning Center (CALC)	\$205.50
Oct 2019	Carlisle Tool Library	\$140.02
Nov 2019	Shippensburg University Student Emergency Fund	\$181.77
Dec 2019	Maranatha	\$226.54
Jan 2020	Carlisle Area Ride Service (CARS)	\$213.12
Feb 2020	Project SHARE Souper Bowl	\$180.39
Mar/Apr 2020	YWCA Pad Pantry	\$338.82
May/as of Jun 14 2020	Community CARES	\$670.50

Mozambique Bursary Project

Members of the 2019-2020 Steering Committee: Martha Bergsten, Chris Bilger, Dianne Dusman, Deb Genet, Priscilla Laws, Brian McPherson, Susan Rimby

To help educate UU Youth about the Mozambique Bursary Project, Deb Genet shared pictures about her experiences in Mozambique with the children, they all did an introduction song and dance, and were able to color pictures depicting life in Mozambique.

A worship service on November 10, 2019 featured a reflection on the importance of girls' education. This was followed by a Bursary Fundraising Campaign kick-off luncheon with a presentation and insights into the most recent trip to Mozambique. The budget for this year is \$35,835, which reflects 64 donations from UUCV members, relatives and friends.

The project oversight arrangements with Mr. Titos Macie, a Mozambique native, has continued to generate very good results, in that we receive frequent and detailed reports and information on the project budget, success of the students, future planning, and achievements. Ms. Sonia Sauale, a graduate of the program herself, continues to operate the project day-to-day and is a strong role model for the girls in the program.

The 2019-2020 budget is able to support 115 girls receiving secondary education.

Goal: opportunities to live our mission to all who choose to participate.

Submitted by Travis Ferrell

Worship Committee

We gather in worship to find meaning and live more deeply. Worship creates connections within, among, and beyond us, calling us to our better selves, calling us to live with wisdom and compassion.

The Worship Committee helps to coordinate the planning of worship services. Worship Associates act as liturgists during regular and special worship services. The Worship Associates also lead worship on the Sunday's that Rev. Aija is out of the pulpit. The Worship Committee meets monthly for training, to offer feedback and support and to plan the upcoming worship schedule.

This year, the Worship Associates worked with Intern Minister Cindy Terlazzo to craft worship during her time with us as the Intern Minister and then when she stepped in as acting minister during Rev. Aija's maternity leave.

Worship Committee Members

Michele Burton, Julie Hamm, Christin Kapp, Cheryl Parsons, Gisela Roethke, Aija Simpson, Molly Wilkinson

During the period of June 2019 to May 2020 Rev. Aija Simpson, Cindy Terlazzo and the Worship Associates:

- Encouraged people to nominate the hymns that were most meaningful to them. These hymns then formed our worship topics for the year.
- Themes were: Now Let Us Sing, Blue Boat Home, We Laugh, We Cry, Amazing Grace, Come, Come, Whoever You Are, Morning Has Broken, For the Beauty of the Earth, Just as Long as I Have Breath & We Would Be One.
- Recordings of past services can be found here: <https://soundcloud.com/uucv>

Presented a three month summer series of services based on words of worship that can be polarizing.

The worship committee helped move us to virtual worship starting March 15th. Worship committee members offered worship from their own homes. While this added extra stress, the members rose to the challenge beautifully. Members now join in an extra mid-week worship run through in addition to their Sunday morning tasks.

The Worship Committee always is interested in adding new minds and voices. Anyone interested in inquiring about being a Worship Associate is welcome to speak with Rev. Aija.

Submitted by Rev. Aija Simpson

Nominating Committee Report

The Nominating Committee exists to locate screen and propose UUCV members to serve a three-year term on the UUCV Board. It reports to the congregation.

Current Members: Gail Black, Drew Lynch, and Jon Tarrant (chair)

Proposed Slate: Gail Black, Drew Lynch, Amy-Jo Humpton, Bev Motich, and Jon Tarrant (chair)

The committee meets as needed, typically in the first few months of the year until a slate of nominees is assembled. Prospective candidates are announced from the pulpit

The nominating committee has been successful since the beginning of UUCV in finding capable members willing to serve a term on the board. It is most successful when members are willing to propose names of prospective members including themselves.

This board has nine members serving three-year terms. Each year the terms of three members expire and those members either retire or run for another three-year term, if eligible. They can be elected for no more than two consecutive full terms. The current makeup of the board with their terms is:

Terms expire 6/30/22 Michelle Burton, Dirk Wiley, and Kristen Wycha (appointed by board to replace Craig Reisner)

Terms expires 6/30/21 Gail Black, Gisela Roethke, and Heather Woodward

Terms expire 6/30/20 Bev Ayers-Nachamkin, Tony Matyas, and Bev Motich

Members serving their first three-year term are eligible to stand election for another term.

This year the nominating committee presents a slate of three candidates for the term expiring on 6/30/23: Dianne Dusman, Amy Farrell, and Cindy Good

In addition, nominations from the congregation can be accepted by petition.

Submitted by Jon Tarrant

LAY LEADERSHIP AND STAFF ROSTER

BOARD OF TRUSTEES

Bev Ayers-Nachamkin, Pres	Term expires 6/20	Michele Burton	Term expires 6/22
Gail Black, VP	Term expires 6/21	Gisela Roethke	Term expires 6/21
Bev Motich, Clerk	Term expires 6/20	Heather Woodward	Term expires 6/21
Tony Matyas, Treasurer	Term expires 6/20	Dirk Wiley	Term expires 6/22
		Kristen Wycha	Term expires 6/22

UUCV COMMITTEES

Building and Grounds: Jim Burton (Chair)

Finance: Tony Matyas (Treasurer), Bev Ayers-Nachamkin (Board Liaison), Sharon Moye, Michael Frattantuono, Pete Schlenker, Rev. Aija Simpson

Personnel: Bev Motich (Chair), Kit Franklin, Don Klinedinst, Char Klein

Annual Budget Drive (ABD): Chris Kapp, Bev Motich, Rev. Aija Simpson

Compassion and Caring Circle: Lynn Michels (Chair), Candice Holsinger, Riley Johnson, Nikki Fry, Ian Harris, Deb Genet, Char Klein, Bev Motich and Dot Everhart.

Committee on Ministry: Deb Stille (Chair) Rick Heckman, Amy-Jo Humpton, Wendy Gebb

RE committee: Courtney Wiley (Chair), Bev Motich, Gail Black, Kristen Wycha, Melissa Mattson and Amy Humpton

Spirit Play Teachers: Mike Wycha, Jen Henry, Laura Powers, Courtney Wiley, Lis Snyder, Candice Holsinger, and Riley Johnson

Doorkeeper Volunteers: Kristen Wycha, Laura Powers, and new this year Ben Ramirez, Ryanne Mack, and Dirk Wiley.

Nursery Staff: Ann Midgely, Kiesha Mellott

Nursery Assistants: Courtney Wiley, Kristen Markley, Dianne Dusman

Middles: Heather Woodward, Primajoy Ramalingam, Brian Wilson, Chair Courtney Wiley

OWL: Emily Crutcher and Molly Wilkinson

Adult Discussion Group: Keith Bittinger (Chair)

Membership: Amy-Jo Humpton (Chair) Bev Ayers-Nachamkin (Scribe), Gail Black, Cathy Dewalt, Char Klein, Kass Matyas, Mike Weidner

Safe Congregation Response Team (SCRT): Emily Crutcher, (Chair) Chris Kapp, RJ Lesch, Melissa Mattson, Heather Woodward

UUCV COMMITTEES (cont.)

Small Group Ministry: Jim Burton (Chair)

Social Justice Committee: Travis Ferrell (Chair), Deb Genet (Mozambique), Cindy Good (CFTW), Dee Lauderbaugh, Sharon Moye, Carol Riesmeyer, Mike Riesmeyer, Kim Stone, Jen Teates, Rachel Teates, and Michael Weidner

Worship Committee: Michele Burton, Julie Hamm, Christin Kapp, Cheryl Parsons, Gisela Roethke, Aija Simpson, Molly Wilkinson

Nominating Committee: Jon Tarrant (Chair), Gail Black, Drew Lynch

Mozambique Bursary Initiative: : Martha Bergsten, Chris Bilger, Dianne Dusman, Deb Genet, Priscilla Laws, Brian McPherson, Susan Rimby

MUSIC

Choir members

Jim Burton, Dan Cozort, Carole DeWall, Tom DeWall, Cathy Dewalt, Kathy Ellis, Cindy Good, Julie Ham, Rick Heckman, Carmen Hershey, Bev Motich, Joe Osborne, Katie Philips, Carol Reismeyer, Mike Reismeyer, Laura Rumley, Kristin Schad, Deb Stille, and Rachel Teates.

STAFF

Minister – Rev. Aija Ruth Simpson

Affiliated Community Minister – Rev. Dr. Kathy Ellis

Director of Music – Rev. David M. Glasgow

Director of Lifespan Faith Development – Emily Crutcher

Church Administrator – Pam Martin

Nursery – Ann Midgley, Kiesha Mellott

Custodian – Jim McLaren

UUCV Annual Congregational Meeting

Sunday May 5, 2019

The meeting convened at 12:00 pm, with 68 members. A quorum was achieved.

Beverly Ayers-Nachamkin, Board of Trustees President, provided a welcome and introduced Tom DeWall as the Parliamentarian for the meeting.

Michele Burton and Craig Raisner performed the Chalice Lighting.

Gail Black, Vice President of the Board, presented the “2018 Unsung Hero Award” to Nancy Tarrant.

May 2018 Congregational Meeting Minutes – Mary Lynn Lynch, Board Clerk

Motion to approve the 2018 minutes made and seconded. **Minutes approved.**

Board of Trustee Nominations by the Nominating Committee – Jon Tarrant, committee chairperson

Jon presented interim appointees: Craig Raisner (term ending June 2019), Bev Motich (term ending June 2020) and Heather Woodward (term ending June 2021)

Jon also presented Michele Burton, Craig Raisner and Dirk Wiley to serve on the Board of Trustees for a 3 year term, ending June 2022.

Motion to approve the Board of Trustees nominations made and seconded. **Motion approved.**

Nomination Committee Appointments – Jon Tarrant

Jon presented himself, Gail Black, Drew Lynch and Dick Poland to serve a 1 year term ending June 2020.

Motion to approve the committee nominations made and seconded. **Motion approved.**

Treasurer’s Report – fiscal year 2018-2019 – Tony Matyas, Treasurer

There was not a consistent revenue flow due to pledges not being made on a timely basis and the loss of pledges from departed members. Members were asked to fulfill yearly and quarterly pledges at the beginning of the respective term. The lack of savings/cash on hand made it necessary to freeze discretionary spending and withhold the 4th quarter payment of UUA dues. A Vanguard brokerage account was opened to accept donations of securities to UUCV. Cash received during Sunday services is now being counted by 2 board members for added security.

A motion to approve the Treasurer’s Report, as written in the Annual Report, was made and seconded.

Discussion of Treasurer’s Report:

A member requested a report that showed actual expenses vs. amounts budgeted for the fiscal year.

Tony said he could provide report copies to anyone who would like one.

A vote was called on the motion to approve the Treasurer’s Report. **Motion approved.**

Presentation of Proposed Fiscal Year 2019-20 Budget – Beverly Ayers-Nachamkin

To attain a balanced budget, staff salaries were increased by 1% instead of the 2% recommended using the UUA fair compensation guidelines. The board also had to make the difficult decision to reduce the dues paid to the UUA. During the time of reduced payments, UUCV will be ineligible for Chalice Lighter Grants or discounts on UUA programs. Revenue needs to be increased through more pledge income or fundraising. Attendees were reminded to help with the upcoming yard sale and strawberry shortcake stand, to buy grocery cards, to use “Amazon Smile”, to attend a fundraising brainstorming meeting on June 9th and to think of other ways to get the community at large involved in UUCV fundraising events.

A motion to approve the budget was made and seconded.

Discussion of budget:

Bev confirmed that UUCV will not have to repay the UUA dues not being paid during this budget year. She also assured the congregation that UUCV will try to pay our “fair share dues” if/when revenues increase as the budget allows.

Tony noted the conservative budget presented will no longer include a beginning cash balance because we will not know the actual balance at the start of the fiscal year on July 1.

A member thought it would be helpful to receive a better explanation of the pledging guidelines provided to households during the annual budget drives.

Another member suggested members receive quarterly reports that show actual expenses vs. budgeted amounts to avoid financial surprises at the Annual Congregational Meeting.

A vote was called on the motion to approve the 2019-20 budget. **Motion approved.**

Amendment to Bylaws – Beverly Ayers-Nachamkin

The following is the text of a proposed amendment to Section IX, Paragraph A, of the UUV Bylaws. The proposed deleted language is in Parentheses; the proposed new language is underlined. Gail Black read the text aloud.

The Annual Meeting of the Congregation shall be held each year in (May) April, May or June on such date and at such time and place as shall be fixed by the Board.

A motion to approve the Bylaws amendment was made and seconded. **Motion approved.**

Capital Campaign Update - Sharon Moye, Chairperson of the Capital Campaign Steering Committee

Sharon said pledge monies are coming in nicely. The committee is still in the process of getting project quotes for the roof replacement and will present recommendations to the board for approval soon.

Open Comments from UUCV Congregation - No comments were offered.

Closing Words - Rev. Aija

Meeting adjourned at 1:08 pm