

Together



we are strong

UUCV ANNUAL REPORT

2021 – 2022

June 19, 2022

Table of Contents

Mission and Vision	1
Covenant	2
Report from the President and Board of Trustees	3

Staff Reports

Report from the Minister	6
Report from the Director of Music	10
Report from the Director of Lifespan Faith Development	12
Adult and Intergenerational Lifespan Education	14
Report from the Church Administrator	15

Financial Reports

Treasurer	16
Annual Budget Drive (ABD)	18

Reports of Committees of the Board

Building and Grounds Committee	19
Capital Campaign	20
Caring and Compassion Committee	21
Endowment Committee	22
Finance Committee	23
Hospitality	24
Membership Committee	25
Personnel Committee	26
Safe Congregation Response Team	27
Small Group Ministry	28
Social Justice Committee	29
Worship Committee	33
Report of the Nominating Committee	34
Lay Leadership and Staff Roster	35
Minutes of the May 6, 2018 Congregational Meeting	37
Proposed Budget 2022 – 2023	38

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

Another exceedingly unusual year – but maybe unusual years are the future and will soon begin to feel usual? This one's been tough for the Board of Trustees but we've weathered it well – together and with the support of an exceedingly wonderful congregation!

Our Interim Minister started at UUCV on August 1st and first met with the BOT on August 11th . At that meeting we:

~ accepted resignations from Amy Farrell and Heather Fox Woodward and welcomed Rebecca Fratantuono and Ian Harris to the board

~ decided that we would not accept earmarked donations but would reserve the right of the board to determine how donations are used.

~created a RE Search Committee to seek a new DLFD (Director of Lifetime Faith Development)

~ created a Music Director Search Committee

~ updated our Covid safety protocols

~ approved asking members to donate funds to the Capital Campaign to complete the planned projects for which we did not have enough money (“Let’s Finish It Right”)

During the fall we had many difficult discussions regarding our covid safety protocols and when we should reopen the church for in-person services. We also:

~ modified the Audio Visual Tech job description to match the additional tasks that would need to be covered when we moved to hybrid services

~ approved changing the credit card limit to \$3,000 per person and \$15,000 total

~ approved conducting a survey of the congregation to determine vaccination status in advance of reopening for in-person worship services

~ held a Board Retreat, facilitated by Kathy Ellis

~ planned for and held a dual platform service (outside on the front lawn and on-line via zoom)

~ accepted Ian Harris' resignation from the board

~ resumed in-person worship on November 21st while also continuing zoom services

December and January were the lull before the storm! We:

~ discussed how we would ease our current covid protocols as the virus became less of a threat

~ agreed to support providing opportunities to study the proposed 8th Principle and set a date for a congregational vote on adopting that principle (September 18th)

~ asked Jim Burton to investigate air filtration devices and approved the purchase of a CO2 detector to monitor air quality

~ welcomed Dan Cozort to the board

~ approved hiring Riley Johnson to serve as part-time Interim Religious Education Director as we had been unable at that point to find a full-time DLFD

~ went back to virtual only services for three weeks due to a spike in covid numbers

~ approved the hiring of Devon Kehler to be our Music Director

Then in February we:

- ~ authorized repairs to the main drain sewer line which had become clogged due to a plastic cap stuck in the line
- ~ met with Rev Craig to ask for clarification on some of his professional expense fund reimbursement requests
- ~ learned that Craig had treated our Former DLFD in a very disrespectful/abusive manner and that a SCRT complaint had been filed about this treatment
- ~ welcomed Devon and learned (from another SCRT complaint) that their first staff meeting had been marred by Craig's abusive behavior toward Riley
- ~ consulted with our CER representative about how to deal with Craig's unprofessional/abusive behavior
- ~ suspended Craig for one month and canceled his UUCV credit card
- ~ met with the staff members who had been mistreated to hear their stories
- ~ talked with others who had worked with Craig and determined that he was likely to continue to treat our staff in an abusive manner and generally had created a toxic environment
- ~ obtained legal counsel to help us seek a negotiated termination of Craig's contract – Joe Mellilo, Esq., an attorney in Harrisburg who is also a member of UCH (Unitarian Church of Harrisburg), advised and guided us through this process (Joe did this Pro bono!)
- ~ took part in the worship service on February 27th when the congregation was told about the situation with Craig

Seems as if March came in like a lion – but it wasn't the weather! We:

- ~ froze the search for a permanent RE director and paused the process of looking for a settled minister until resolution of Craig's contract was achieved
- ~ made mask wearing optional in the social hall during coffee hour
- ~ began serving as supervisor to the staff in lieu of a regular minister (takes a little time, but such a great bunch of people to work with!)
- ~ participated in numerous conversations about how to terminate Craig's contract
- ~ authorized Attorney Melillo to communicate our offer to Craig for that termination
- ~ arranged for and facilitated the return of our keys and Craig's retrieval of his belongings

After heaving a collective sigh of relief - in April and May we:

- ~ looked carefully at our bank accounts to find a way to compensate the three members who were planning and conducting our worship services (so grateful for Kathy, Dot and Chris!!!)
- ~ formed a search committee and compiled our Congregational Record for submission to the UUA Transitions Office for publication on their ministerial job search page
- ~ heard from Sana Saeed (our consultant at UUA-CER) that Meg Mathieson had reached out to her about being interested in contract/interim ministry with UUCV – Sana suggested to Meg that she contact us – Meg did – we met with her, checked references, and agreed upon a contract!
- ~ hired Rev. Meg, who will begin serving UUCV on August 1st
- ~ recognized that we have champagne taste and a beer budget so discussed at length how to do as much as possible with the monies we have and brainstormed ways to raise more
- ~ formed a Tech Committee to ascertain our tech needs and provide support
- ~ approved increasing Devon's hours for the next church year

~ reinitiated the RE director search and will interview an excellent candidate soon

It was a difficult year in many ways but we're a stronger board now that we've been through it all together. We blazed new trails and the house didn't fall 'cause the bones are good!

Gail Black, Board President

Minister's Reports

I feel like an imposter sitting down to write this report. Yes, I am one of the three folks filling in for UUCV right now, serving as the Worship and Church Programming person, but I'm not THE minister. We are still looking for that person. I'm already thinking about that person every day, and working hard to help make sure that UUCV is a smooth landing pad for them when they arrive. What does that look like?

-establishing and nurturing a diverse group of Worship Associates who will assist the new minister by enhancing worship on Sunday mornings. Believe it or not, but the minister doesn't plan Sunday services in a vacuum, and a well-designed, nurtured, trained worship associate team can not only play a part in supporting the minister in their work, but can also help guide the congregation through periods without a minister, as we have seen through this past season in the church's life.

-getting our children and teens into the pulpit. Why is this important? A few reasons -- first, it gives the congregation new perspectives to consider and puts a whole new generation of UU voices into the pulpit. Second, UUCV is at an important juncture in the life of our church. We are just over a quarter century old - a fully formed "adult" congregation, if you will. This puts us at an important crossroads in our congregational journey. We have a large group of young teens in our midst. How we relate to them and how we empower them in the next few years will determine whether UUCV remains a congregation where the vast majority of our folks find their way to our doors, or if we can begin to build a generational legacy of Unitarian Universalism. The experience our teens have NOW at UUCV will impact their decisions about where and if they will remain UUs as they move through their adult lives.

-Integrating RE with the worship themes that are happening upstairs. As one of our kids said a few weeks ago in RE class downstairs, we have to "stop sugar coating stuff and have a REAL conversation with us about what's going on." Our kids are vital members of this community, and by integrating the RE lessons with what the adults are discussing upstairs, we not only work to educate our kids and instill UU values, but also spark family conversation outside of church, along with intergenerational conversation in the social hall and beyond.

- Keeping up with life cycle ceremonies such as child dedications, weddings, memorial services, farewells, and more. The pandemic created quite a challenge in that so many of these events were put off due to safety around gatherings. As a result, now, as we are able to gather together relatively safely once again, there is a backlog of memorial services, graveside internments, and frankly, people's grieving spirits, that need to be tended to. I have been humbled and honored to be able to help folks mark the passage of time and the chapters of their lives in this way, serving as a known, trusted person, and saving the incoming minister from a deluge of services and ceremonies for a congregation they are just getting to know.

-Keeping connected with other UU congregations. UUCV isn't an island unto itself. There are several other lovely UU congregations in the area, including the congregation that our beloved Cindy Terlazzo serves in Gettysburg. We are working together to craft an area-wide "UU Revival" [also known as a giant get together in a very large park!] for this August. It will be important for us to have relationships with our fellow UUs so that we can help introduce our new minister to people they can connect with in the area when they arrive.

So, friends, all that to say -- UUCV is not just treading water. We are actively moving forward and, despite everything, we aren't just crawling forward, we are walking with our collective heads held high. Our congregation has weathered this past year with grace, humor, flexibility, patience, fortitude, tenacity of spirit and so much more. And all of those things, my friends, are VERY good prayers.

Chris Kapp

Three of us have been sharing typical pastoral duties during this interim time until a new minister arrives in August, 2022. (Kathy Ellis, Chris Kapp and Dot Everhart). All of us have seminary training and ordination in a variety of faith traditions. We are grateful for this opportunity to serve our beloved community in this unique time of transition. We are humbled by the trust you have in us and the respect you have for the pastoral skills and life experiences we each bring to these tasks at this time.

Our first task was to complete a worship/preaching calendar into September with each of us preaching and leading worship about every third Sunday. We've also included spaces for our very able Worship Associates to lead worship, as well.

I (Dot Everhart) have also been asked to provide pastoral care to members and friends in our beloved community who are in need of such care because of illness, surgeries, family crises, etc. Usually these needs are identified by folks speaking up and requesting assistance for themselves through Pam Martin, in the office. At other times, family members and friends suggest the need for pastoral care on behalf of others. In either case, I reach out by way of a phone call, an email or a text. Sometimes, those in need have lots of support from family and friends and express gratitude for the contact, but indicate that they don't have any unmet pastoral needs. At other times, the contact from UUCV fills a need that has not been met in any other way. Sometimes the pastoral contact identifies other needs for transportation, meals, errands, companionship, etc. Whatever the need, we try to fill it or to find those who can.

Pastoral care sometimes includes prayer, sharing inspirational stories, listening, asking good questions, or suggesting referrals to other helpers. Often, when asked, "What do you need?" or "How can UUCV help?" the person in need will tell us just what they need. At other times, they might not have specific needs, but they feel supported and grateful just knowing that our beloved community cares about each one of us and stands ready to provide support.

Asking for help is hard for many of us. Having someone offer help can make it easier for us to accept it. If you find yourself in need, please do ask. Please allow us to support you in any way you need us to be with you in challenging times. We are a very rich community, indeed. We will do our best to use our resources to meet your needs for pastoral care— but we need to know you have a need before we can fill it!

Dot Everhart

In February, Gail Black, UUCV's president consulted with me. I learned of problems with the Interim minister and I learned that he had told people not to contact me. I supported and encouraged Gail and the board. I returned to UUCV in February after he was suspended, and I was surprised by how many people told me that they had missed me. So I agreed to serve the congregation with Chris Kapp and Dot Everhart as a ministry team until a new minister arrived. And she is coming! Rev Meg Mathieson has contracted with UUCV for a one year ministry with the option to extend.

As my part of the team, I have attended board meetings and staff meetings when my health allowed. I have consulted with Gail, Diane Dusman and Cindy Good. With them and Rebecca Fratantuono, I served on the search committee. I have been impressed with the board's leadership, their decisiveness, and their support of each other. They are deeply committed to UUCV and its people.

Your staff is skilled and dedicated if also stressed by this year and its challenges. They are caring people invested in this congregation. Please let them know that you appreciate them.

Chris, Dot and I were responsible for 21 worship services from February until the end of July. We decided to make the Seven UU Principles the main theme for our worship service.

The first service that I led after the interim was gone was on March 6th. That Sunday, we reflect on our hard times and together created UUCV Lamentation #1:

Great Mystery, Spirit of Life, Spirit of Love, Spirit of Community,
We have been separated from one another.
Disease and death run among us.
Our hearts are broken
 and we are tired,
 we are angry,
 we are in despair.

Why? Why?
How long? How long must it be this way?

Wake up! Wake up!
Come and listen to us!

Our planet is broken and suffering.
Our world is dying and turning in on itself.
This world feels troubled and afraid.

Our nation is divided and full of distrust.
We are discouraged and worried.
Our community struggles.
We are in desperate need of hope and change yet are full of fear.

Our people are hungry, sad and lost.
We are lost and confused.
The people are sick and tired of being sick and tired.

Our teachers have been censored and silenced.
 still they struggle and work hard.

Our leaders have been led astray.
They are clueless, cowardly and corrupt.
Confusion and frustration blind them
 to the people's need.

Our police are attacked on all sides.

Our poor are forgotten and invisible.
They are cold, hungry and dying.
Misunderstood and desperate, they are

ignored by the rich.

Our wealthy are out of touch and
going to outer space.
Insulated, cruel and greedy,
they do not help the people.

Our children are anxious.
Overwhelmed and confused,
they wonder why their grown-ups cry so much.
Our elders are isolated and vulnerable.
Worried, discouraged and fearful,
they are dying alone.

My body aches.
I am tense and stressed.
Though they threaten me, my body is not an apology.
My loving heart is bruised and afraid.
My body and my heart hurt.
My soul shrinks.
I feel small and weary and yet
I reach out. I stretch to search.

We cry out.
HEAR our pray! Listen to us! Help us!
Give us healing, peace and hope.
We call out for hope and reconciliation.
May we find true communication and unity.
May we be calm and understanding.
Give us patience, serenity,
and wisdom.

May we come through to the other side together
with integrity and love.
Bring us together in hope and joy.
May we bring love and hope and joy
to a hurting, healing world.

Listen to us! So that we may live,
knowing that we need each other,
need each other more than we even know.
Listen to us! So that we may live fully as loving, justice seeking people.
So that we may bring healing and transformation.

Lamenting helped us to move on to rejoicing. Dot has integrated Wheel of the Year celebrations into our worship calendar. ser The three of us together facilitated Easter worship. "The Women of Easter." On June 5th, we will celebrate our "Wild and Precious Lives," a service that is an annual tradition in many congregations.

As the church year ends, we look forward to a bright new church year with new ministry.

Kathy Ellis

Music Director

Overview

UUCV's Music Program experienced dramatic shifts in both staffing and material conditions during the past year. I'll begin with the shifts in staffing. Rev. David Glasgow resigned from UUCV towards the end of the 2020-2021 fiscal year, after a long tenure at UUCV. Following Rev. Glasgow's departure, Joseph Osborne (a talented congregant at UUCV) served the Music Program as an Interim Director until I assumed the Music Directorship position on February 1, 2022. Having three different principal musicians in about a 12-month time span would be impactful for any congregation, but is especially impactful within UUCV's larger context surrounding staffing turnover. It is, in part, because of Rev. Glasgow's and Joseph's exceedingly generous spirits, institutional knowledge, and care that I navigated these early months at UUCV as well as I have.

Now, to the changes in the material conditions the Music Program has experienced. The most significant adjustment has been a reduction in the Music Director's hours. Previously, the position was funded at 20-hours per week. Currently, the position is budgeted at 15-hours per week. In the 3 months I have been directing UUCV's Music Program, I have not once experienced a 15-hour work week. The reason is simple: it is not possible to meet the responsibilities of this position, as detailed in the current job description, in a 15-hour work week. The hope, prayer, and proposed 2022-2023 budget returns the Music Director's budgeted time to 20-hours per week to adequately address the needs of the Music Program.

A few more adjustments to the material conditions of the Music Program are worth noting. A Mac laptop was purchased for the Music Program about a month after my arrival, when I learned UUCV had been relying on Joseph's personal equipment to meet congregational needs. A speaker was also purchased for similar reasons in that Joseph was supplying sound equipment for worship services. The Board's approval of these equipment purchases greatly improves the Music Program's ability to meet the congregation's blended format worship needs while also ensuring a long-lasting, music-friendly, portable computing device is available for programmatic needs.

Finally, towards the end of the 2020-2021 fiscal year UUCV hired Jonathan Boldosser as an A/V technician to manage online worship operations as well as the technological needs connected to supporting blended-format services. While the compensation for the A/V position is currently living in the Music Program's budget, I do not believe this is an appropriate long-term home for this expense. The A/V technician position it is not specifically or exclusively concerned with music-making but rather blended format worship service facilitation.

That said, the A/V technician position is critical to the ongoing success of offering blended-format services and I am glad to be collaborating with Jonathan.

Group Music-Making

The Music Program remains committed to extending the ministry aspect of music-making beyond the Music Director's role as principal musician. As I understand it, Joseph lead a very small group of singers in regular hymn sings during his time as Interim Director. Joseph grew UUCV's in-house library of recorded music by recording the hymn sings and using those recordings to lead congregational singing during the period UUCV's worship services were exclusively online during the past year.

At the point I assumed the Music Directorship in February 2022, the UUCV Singers were renamed UUCV Community Voices.

UUCV Community Voices meets for in-person rehearsals on Thursday nights from 7:00-8:30(ish). The following congregants have participated in UUCV Community Voices: Jim Burton, Dan Cozort, Cathy DeWalt, Cris Frick, Wendy Gebb, Cindy Good, Rick Heckman, Chris Kapp, Becky Ward, Joseph Osborne, Mike Posey, Ben Ramirez, and Susan Vernon. Many of these singers have been with UUCV's singing group for years and remain very loyal. On the other side of the coin, some of the aforementioned singers dropped in for a week or two to see how/if committing to a weekly practice worked for them. Attendance continues to fluctuate from week to week for a wide variety of reasons ranging from Covid-19 reservations/concerns to unexpected care responsibilities and attendant time conflicts among participants.

UUCV Community Voices remains a non-audition group focused on learning music for sharing in UUCV's worship services. It is important to me that this musical space be as accessible as possible, which is why I've taught some music by ear as I recognize the expectation of music literacy can be a barrier for people who have not been trained to read music.

Additionally, I implemented a new offering called "Duets with Devon" in effort to create space for congregants to work 1:1 with me on preparing a duet to share in a worship service. The following people participated in the "Duets with Devon": Jim Burton, Dan Cozort, Cathy DeWalt, Becky MacDicken, and Joseph Osborne. Unfortunately, "Duets with Devon" is in the process of being phased out because the additional programming time routinely contributes to my weekly overages (in terms of hours).

Finally, I experimented with forming a vocal quartet for the 2022 Easter service. The quartet included me and UUCV's current ministerial team—Kathy Ellis, Dot Everhart, and Chris Kapp. The "singing minsters" were well-received during this important service in the liturgical year.

Guest Musicians

The Music Director receives one Sunday off per month. Joseph Osborne is the only musician that has provided music during my off Sundays. I understand there was previously a more robust roster of musicians who could substitute. Unfortunately, it seems the substitute list has diminished and needs rebuilding.

I am working on growing my personal network of musicians and have joined AUUMM in efforts to become better networked. I moved to the area just a few weeks before assuming the Music Directorship at UUCV, which means it will take me some time to get connected with musicians local to this area.

Take altogether, I am honored to be stewarding the Music Program through a time of significant change at UUCV. In the 3 months I've been with the congregation, I have enjoyed getting to know congregants, have acclimated to the rhythm of worship services, and have grown my commitment to supporting UUCV's care-filled and transformational mission.

Devon R. Kehler, PhD

Lifespan Faith Development

In January 2022 I was hired as the Interim Director of Lifespan Faith Development to bridge the gap after Emily Crutcher's departure. I have worked closely with volunteers and the RE Committee to provide RE for UUCV's youngest congregants. Since I was not in this role until recently, I will speak more to the current state of RE than what has occurred in 2021.

One challenge this year has been transitioning to in-person RE after two years of COVID-19; while there has been a great deal of excitement around welcoming our children back to UUCV for worship, this process has been tricky and volunteers have expressed reluctance around serving in this capacity again.

Nursery

Our prior Nursery staff were unable to return after the pandemic, and efforts to find new staff have been fruitless. We have had only one congregant in this age group return, largely because they are not yet able to be vaccinated.

Elementary Classroom

The classroom for ages 5-9 has been supported by numerous volunteers, though not enough to support the 15 congregants in this age group. In Spirit Play, we have been using discussion, hands-on activities, and community-building exercises to facilitate the children's consideration of our service themes. The children were also in the Dining Room for the first few months of the year, which helped them transition back to UUCV while the RE spaces were being renovated and redesigned.

YUUTH Group

Our UUCV Youth Group for ages 10-16 is facilitated by a few volunteers. The group has faced some challenges due to a lack of volunteers - the older teens haven't been back as frequently, as there is a significant maturity gap between them and the youngest members. While there are currently only 5 Middle-aged congregants, there are 6 Spirit Play congregants who will be aging up in the next year. The primary focus for this age group has been community building, providing them with a safe, supportive space for them to re-engage with their peers and process the unique experiences they're facing.

ACCOMPLISHMENTS:

- Rebuilt the RE Committee - We have 8 members (including myself) supporting this program.
- Welcomed an average of 17 young congregants back for in-person service each week.
- The YUUTH Room has undergone a significant renovation, thanks to the extraordinary efforts of Courtney and Dirk Wiley.
- Hosted family events like the annual Egg Hunt and Children's Auction, with plans for further fellowship and community engagement through summer.
- Reconfigured the Spirit Play room to accommodate different age groups without relying on volunteer participation.

GOALS:

- Recruit and train more volunteers.
- Offer opportunities for potential volunteers to learn more about contributing to the program.
- Hire a new, full-time DFLD as quickly as possible.

I am the 9th person to hold this role since 2013, and the lack of continuity has been detrimental to the program's stability. As a result, some of our volunteers have said the pandemic was a "break from being burnt out with RE". Others stopped coming altogether because they felt guilty attending service for their own spiritual needs while the program was in such dire need of help. While some volunteers appreciated the structure provided by the Spirit Play curriculum, others felt the requirements were too restrictive. It is clear that the program is in need of some direction and revitalization, which is a factor to consider when hiring the new DFLD.

Riley Johnson, Interim DFLD

Adult RE Discussion Group

Prior to the onset of the Covid pandemic, the Adult RE Discussion Group would hold a Spring series of classes each year which ran from February through May and then a Fall series of classes which ran September through December. Classes were held typically on the 2nd and 4th Sunday of each month at 9:00 AM in the Boardroom. Our meeting days along with the topics of discussion were published in the weekly order of service and in the monthly newsletter.

Following a nearly year and a half hiatus from March of 2020 to August of 2021 in which no Adult RE discussion classes took place, a planning meeting was held in August 2021 in an attempt to generate a class schedule for the Fall of 2021. Only two people, however, attended that meeting and then, due to another Covid surge, plans of allowing in-person gatherings at the church in the Fall of 2021 were postponed. As a result of all of this, a Fall series of classes for 2021 never materialized.

In early 2022, with Covid restrictions abating, and with in-person gatherings resuming at the church, and with engagement from our Interim Director of Lifespan Faith Development, Riley Johnson, a plan was developed to seek to reboot and rebuild the Adult RE Discussion group. The first step in this effort included holding several weekend on-line and in-person discussions of the proposed 8th principle led by Wendy Gebb in April and May. Next steps include setting up at least one discussion class during the months of June, July, and August in the hopes of further rekindling interest and building momentum. Additionally, a planning meeting will be scheduled to take place in June to see if we can come up with a series of 4 to 8 classes for the Fall.

Keith Bittinger

Church Administrator

I was totally back in the church this year working 26.5 hours.

Activities have picked up since we are now back in the building holding events, worship, social hour, etc. while still practicing COVID safety measures. It's nice to be able to see so many faces and have actual conversations with people.

We had an unfortunate situation with the Transitional Minister that was hired. Thankfully our amazing Board of Trustees acted quickly on the complaints and concerns coming to them through multiple sources. He was removed from the toxic atmosphere he created and UUCV stepped up as they always do. Chris Kapp, Dot Everhart and Kathy Ellis graciously stepped up to provide meaningful worship services, provide pastoral care and offer support to the staff. We will have a new minister starting with UUCV in August and I look forward to a more positive experience.

Many changes in the staff have occurred this year. A new Music Director, Devon Kehler was hired and an interim DLFD, Riley Johnson, was also brought into the staff pool until a permanent DLFD can be hired.

Margie Akin is my office assistant. She stuffs, folds, makes name badges and anything else I need help with. She also has been mailing out the grocery cards which is a huge time saver.

We were able to start up our fundraising events again this year. We had another successful SoUUpper Bowl Soup sale and we had a yard sale in the spring and another in the fall. We are planning one this May as well. Foundry Day will also be held this June and we will be there in full force with our Strawberry Booth. We were able to hold our Auction with both live and on-line events. We also will participate in the Armani Festival and Pride Fest this summer.

This year, I programmed 27 automatic bank transfers for annual pledges (down 3 from last year). This is the most cost effective and reliable way for UUCV to receive pledges.

I continue looking for ways to support staff, committee chairs and members, the board and the congregation.

I look forward to moving in a positive direction this coming year.

Pamela L Martin

Treasurer

The UUCV Bylaws states that the Treasurer be a member of the Board of Trustees (BOT) 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 to receive money from the Non-Profit Security Grant.

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

In addition to the duties listed above, the Treasurer receives updates on the status of the Minister’s Discretionary Fund from the minister or the President of the BOT.

Major sources of revenues for our Church Community this fiscal year:

- Pledges
- Sunday Offering
- Gifts
- Online Auctions (winter and spring)
- Soup Sale
- Yard Sales (summer and spring)
- In Person Auction

Pledges are 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 a decrease in revenue due to Covid-19. The pandemic resulted in:

- Reduction in some pledge commitments due to loss of income.
- Decrease in Sunday offering totals due to building closure for five months of the fiscal year.
- Loss of fundraising opportunities.

A brief summary of actions taken this fiscal year:

- Applied for and received Non-Profit Security Grant from the Pennsylvania Commission on Crime and Delinquency (PCCD). The reimbursable \$23,295 grant covered the cost of the replacement of 4 of UUCV's exterior doors.
- Completed and submitted all required documents associated with the Non-Profit Security Grant, which included the Quarterly Interim Fiscal Reports and the Final Fiscal Report. Received approval of all documents and the release of the \$23,295 from PCCD.
- Closed the Savings account for the Non-Profit Security Grant.
- Applied for and received approval for the F&M Business Cash Back credit card after canceling the CHASE credit card.
- Submitted information required to request annual distribution from the Laws Music Endowment Fund.
- Sent out reminder of pledge commitment and amount of pledge submitted as of date of mailing at various time throughout the fiscal year.

As of this writing, the Annual Budget Drive for FY 2022-2023 is underway. The proposed budget for fiscal year 2022-2023 will be developed after all pledge commitments are received.

The Treasurer and the Board extend their sincere thank you to all attendees and members for their faithful financial commitment in supporting UUCV. Without your generous financial support, UUCV would not exist.

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

Cindy Good, Treasurer

2021 Annual Budget Drive

Annual Budget Drive Committee Members: Max Donnelly, Rebecca Fratantuono, Deb Genet, Candice Holsinger, Wendy Jo Humphry, Bev Motich, (Pam Martin, unofficial but crucial member)

Background: This year our goal was based on number of pledge units rather than a monetary goal. We set our sights on 100 pledge units, based on 89 collected in 2021. Last year we Navigated Uncharted Waters, and this year it seemed fitting to Blaze New Trails.

Strategies: A mailing was sent to all members including a letter from the committee and a pamphlet with information regarding pledging, a Fair Share chart, and a chart showing UUCV income and expenses.

A Leadership event was held prior to kick-off so we could launch the drive with some pledges already received. The event included major supporters including committee chairs and board members.

Three options for submitted pledges were available: a link to a Google form was shared weekly during the service and stewards were able to share the link as well, an online form was posted on the UUCV website, and a paper copy of the pledge form was also available. In addition to donating money, an option was given to pledge an in-kind gift of service. This allowed for people who could not give a monetary pledge, to still participate and be counted.

Each week during the campaign a raffle basket was offered to a person who had made a pledge in the previous week. 4 baskets were awarded.

Each week during the campaign a skit was shown to encourage people to pledge and a testimonial was shared. An announcement was also included in each week's Previews, and in the monthly newsletter.

Eight stewards reached out to congregants via email, text, or phone call to follow up with people who had not yet pledged. The stewards were matched with people to call. These calls were meant to reflect on why people care about UUCV, and the need to support it.

Results: Total pledges: \$224,644 Total pledge units: 89

Deb Genet and Candice Holsinger, ABD Co-Chairs

Buildings and Grounds

1. Workdays in the fall and in the Spring was were not well attended. However, quite a bit was achieved to include:
 - a. The new windows were cleaned in the fall.
 - b. Replaced all the batteries in the fire detectors.
 - c. Garden beds were weeded.
 - d. Lights were replaced.
2. Outside of the workdays much was accomplished by individuals. Dirk and Courtney Wiley refinished the youth room. This included removing existing paint from the walls, priming and repainting. Additionally, they replaced the baseboards in the room.
3. Cindy Good and Paula Terry redid the basement janitor closet which included stripping the sink, painting the sink, painting the walls of the closet and mounting a new bracket. Additionally, they worked on the pantry in the kitchen and the wall behind the new refrigerator.
4. The flower beds and lawn work continue. Again, individuals have accomplished much. Cindy Good has the lawn mowing team working on schedule. The gardening team needs to be reestablished with a new leader. Paula Terry continues to work on gardening as time allows but, she has stepped aside as the leader.
5. The boiler room has a stone wall across from the hot water heater which is leaking during heavy rains. This will require exposing the outside of that wall and placing some kind of barrier at a minimum. I will contact a contractor to establish exactly what needs to be done and the cost.
6. The floors are a continuing concern.- This is especially true of the stairwell area by the back doors across from the propane tanks.
7. Walls need painting in the dining hall. This is necessary to maintain the integrity of the plaster on those walls.

Jim Burton, Chair

Capital Campaign

Our three-year Capital Campaign officially ended in December 2021*. We say that with an asterisk because the COVID-19 pandemic meant so *very* many delays. We're still waiting for completion of the final projects.

That said, we accomplished SO MANY AMAZING THINGS in the 2021-22 fiscal year! Among them:

- A remodeled main entrance lobby with new ceiling, new flooring, and LED lighting
- A wider hallway from the main lobby to the social hall
- New outside doors
- Two new accessible bathrooms on the main floor
- A new main floor "Hospitality Hub" for coffee making and snack prep
- A custodial room on the main floor with shelving and a floor-level mop sink
- A small second water heater on the main floor
- A new ceiling and LED lighting in the lower-level hallway
- Remodeled lower-level bathrooms with new fixtures, enhanced ventilation, and LED lighting
- Major upgrades to all building electrical panels, bringing them up to code
- Enhanced entrance security utilizing a keyless access system
- An automated lobby entrance door
- Maintenance-free soffits and rain gutters
- Kitchen improvements including electrical upgrades, a commercial three-compartment sink, new LED ceiling lights, and an upgraded exhaust fan
- A new, larger refrigerator, two new stoves, commercial shelving for storage, and a stainless-steel food prep table

In September of 2021, we asked for additional donations to "Finish This Right" and complete our three remaining large projects – painting and repairing the steeple, creating a fully-accessible lobby entrance, and repaving the parking lot. As of our November newsletter, the donations received were \$56,794. We are so grateful to those who could provide this financial help.

We anticipated completion of all three projects by the end of 2021. Supply chain issues and weather kept that from happening. Your Steering Committee kept working throughout the winter, completing a punch list of small repairs.

And yes, money has been put aside to build an activity area in the side yard. As soon as the steeple repairs have been completed, work can begin on that area. We also still hope to install a commercial dishwasher in the kitchen.

We of the Capital Campaign Steering Committee (Sharon Moye, chair, Jim Burton, Cindy Good, Deb Stille, Denny Stone, Paula Terry, Tim Tilton, and Rita van Alkemade) appreciate all of you more than we can say. Your generosity, patience, and good humor have gotten this enormous undertaking *almost* to the finish line. With any luck, the remaining work will be completed this summer.

Deb Stille and Paula Terry, Committee Members

Caring and Compassion

CCC Members: CCC Friends:

(these folks are willing to help the CCC with specific tasks as needed)

Chris Bilger	Dale Bicksler	Michelle Burton	Gail Black
Dot Everhart	Jim Burton	Nikki Fry	Char Klein
Deb Genet	Ian Harris	Sharon O'Brien	Katherine McFarland
Candice Holsinger	Ben Ramirez	Gisela Roethke	Primajoy Ramalingam
Kim Stone	Molly Wilkerson	Susan Vernon	Rebecca Fratantuono

CCC Meetings:

The CCC has not met in person since before the Covid pandemic began. Communication with members and friends has occurred via e-mail, text and phone calls.

CCC Projects:

The work of the CCC has consisted of the following over the past year:

- Grocery shopping and delivery
- Meals after hospitalization/ during illness using the
- Website Meal Train
- Prescription pick-up (for one UU only)
- Rides to medical appointments (for one UU only)
- Pet care and housecleaning during hospitalization (for one UU only)
- Cards of support and care after a death, during illness or hard times
- Calls to check on members from time to time

The State of the Committee:

The CCC has continued to provide assistance to UUCV members and friends as needs have been identified.

During Zoom worship on Sundays more people identify the reasons why they're asking for stones during sharing time. This increased transparency has allowed the CCC to better respond to those who have specifically identified an illness, death or difficult situation during sharing time.

Michele M Burton, Chair

Endowment Committee

The Endowment Fund Committee members are Tom DeWall (chair), John Bloom, Carole DeWall, Max Lara, Susan Rimby, and Courtney Wiley. The Board liaison is Dianne Dusman. We extend our thanks to Kit Franklin and Amy Farrell, who have dropped off the committee after three years of service.

The mission of the fund is to ensure UUCV's long-term survival and to enhance various aspects of UUCV's programs. The Endowment Fund was formed with a bylaws amendment in 2017, and the committee was formed in 2019, initially overseeing a very small amount of funds. In 2020 we received \$100,000 from John Clymer, the brother of the late Judy Welles, our co-minister for our first 14 years. This generous donation formed the Judy Welles Endowment Fund. The fund has grown to \$116,591 as of March 31, 2022, almost all of it held in an account administered by the Unitarian Universalist Association in Boston.

The committee has discussed formation of a Legacy Society, whose purpose is to recognize members who have put UUCV in their wills or other estate plans. Members who have done so are requested to notify any member of the committee, as well as Pam Martin in the church office, where a complete record will be kept. Dollar amounts will not be disclosed or even collected. The committee plans to create a brochure that explains the Endowment Fund and the Legacy Society.

In addition to the long-term investments, one of the goals is to make distributions of a portion of the interest from the fund annually to enhance our programs. The bylaws require the committee to solicit suggestions from the congregation and recommend those distributions to the Board based on the average of the previous five years of interest. Since the fund started accruing interest only at the end of 2020, those distributions can start only in 2026.

In the meantime, there is still a need to grow the fund with additional contributions from members. If you are in a position to contribute in any amount to the long-term financial health of UUCV (in addition to your annual pledge to the general fund), please make checks out to UUCV and note the Endowment Fund on the memo line. Or contact Tom DeWall about other ways to contribute. Note that current policy is that memorial donations or gifts given to honor someone automatically go to the Endowment Fund unless otherwise specified.

Tom DeWall, Chair

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

Pete Schlenker (Chair), Tony Matyas, Bev Ayers-Nachamkin (Board Liaison), Michael Fratantuono, Cindy Good (Treasurer), Gail Black.

The finance committee evaluates monthly financial reports, monitors use of church funds, and prepares an annual draft budget recommendation.

COVID-19 continued to impact the work of the finance committee in many significant ways last year. The addition of a virtual worship service to supplement the in-person service, along with personnel changes, have made the work of the committee vital towards the continued sustainability of UUCV.

Pete Schlenker, Chair

Hospitality Committee

In February of 2020 we formed a Hospitality Committee whose main mission is to facilitate and host Coffee Hour each Sunday. We also planned to organize “Big Deal Coffee Hours” (AKA “Potlucks”) after Town Hall Meetings, the Annual Meeting and on some other Special Occasions.

We celebrated a child dedication that month and held our first Big Deal Coffee Hour on March 8th - a big deal because we were saying goodbye to our intern minister, Cindy Terlazzo.

Then covid arrived and we couldn't even attend church in person – let alone socialize with coffee and food after service. As of this writing (May 15th) the Hospitality Team has begun to reorganize with Nikki Fry and Sara Johnson as co-chairs. Individuals and Small Groups have been providing food for coffee hour now that we can take off our masks in the social hall. We're not yet sure what things will look like going forward but anything is possible as we rebuild after two years of covid disruption!

Gail Black, Board President

Membership Committee

The Membership Committee's mission is to welcome visitors and returning visitors, help individuals along the path to membership and monitor satisfaction of all members, especially those whose attendance declines.

This committee is now reorganizing and rebuilding. When we switched to having services virtually in 2020 committee members continued to serve as ushers and kept a record of who attended on Sundays. They have kept doing those tasks and are also serving again as in-person ushers for Sunday services at the church.

Even though the committee did not meet during the interim minister's tenure with us we have been able to keep up (Thank you, Pam!) with completing the Certification of Membership. This is an annual process, required by the UUA, whereby member congregations report a current certified membership number, and statistical and financial information from their previous fiscal year.

Nikki Fry, Ian Harris, Max Donnelly, and Rebecca Fratantuono have helped with on-line ushering and Cathy Dewalt, Char Klein, Kim Stone, Margie Akin, and Chris Frick have been serving as in-person ushers on Sundays since we've reopened. The committee will also welcome Bev Motich and Mike Fratantuono (and we have room for a few more!) when we resume regular meetings on June 3rd. At those meetings we will look at our "job description" in the UUCV Policies and Procedures Manual and determine what to keep, what to change, and what to tweak. <https://uucv.org/wp-content/uploads/2019/12/UUCV-Memb-CommProcedures-for-manual.pdf>

Gail Black, Board President

Personnel Committee

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.

Members of the Personnel Committee during Fiscal Year 2021-22 were: Bev Motich, Chair, who functioned as an ad-hoc advisor whenever personnel issues were encountered.

There were no meetings held in person during this fiscal year. All communication was conducted via email or Zoom.

During Fiscal Year 2021-22, the Personnel Committee monitored UUA policy changes related to insurance plans, retirement, and benefits, to remain current on UUA fair compensation guidelines. Due to the many staff changes at UUCV and issues involved, the Personnel Committee had no direct activities but was consulted on many related matters.

Bev Motich, Chair

Safe Congregation Response Team (SCRT)

SCRT Members:

RJ Lesch - Chair

Melissa Mattson

Gail Black, Board Liaison

The SCRT has assisted the Board with recommendations for reopening the church safely, as we pass from the second to the third year of the COVID pandemic.

SCRT has also facilitated resolutions to several complaints submitted by members.

Our next order of business will be to fill two vacancies on the SCRT with Primajoy Ramalingam and Sara Johnson.

Following this, the SCRT will revisit its current safety and evacuation plans to bring them in line with renovations to the building.

RJ Lesch, Chair

Small Group Ministry

Small Group Ministry has been part of UUCV since 2006. There are several desired outcomes for Small Group Ministry at UUCV:

- Enhanced relationships between group members
- Development and refinement of deep listening skills
- Spiritual growth through exploration and learning

We currently have eighty people participating in ten groups, with some folks joining more than one group. SGM Groups typically meet once a month. We recently had two groups disband due to Zoom fatigue and sensing that their group had “run its course” and “came to the end of its tenure.” Both of them might continue to meet socially for lunch or dinner, but have opted not to meet using session plans.

UUCV offers a variety of types of groups: a men’s group, several women’s groups, a mixed group, two Wheel of the Year groups, a(n) inactive parents’ group, a Dungeons and Dragons group, a Day-time group, and a group that meets at Green Ridge Village. Some meet at night, some meet during the day. Some meet in member’s homes, some meet via Zoom, some meet in the meeting house. Some of the groups routinely develop their own session plans, while others rely on the library of session plans archived at the Small Group Network or those at the UUA website. Most of the groups rotate leadership of sessions, with members sharing that role.

Session plans typically present a topic of interest to the group, including several pertinent quotes, a reading of the group’s covenant, a paragraph or two about the topic, and several questions to be answered while other group members listen to the speaking member without interrupting, judging, or asking questions. Additionally, a chalice is lit at the start of the session and extinguished at the end.

Over the next several months each group will be invited to consider the proposed 8th Principle through using one or more several session plans designed to increase knowledge about the proposed principle as well as to explore whether we want to add it to the current seven principles or not. A congregational vote is scheduled for September 18th.

SGM groups are encouraged to complete two service projects each year. One project is designed to fill an unmet need at UUCV, such as volunteering to usher as a group, to provide coffee service and refreshments for social time after worship, to offer a Spirit Play session for children, etc. the second project is expected to serve a need beyond UUCV. Some groups have volunteered at Project Share, some have provided a bursary in the Mozambique Project, others have staffed a table at the Harrisburg Pride Fest.

When members and friends decide they want to join an SGM group, they indicate that on the new form we’re using to help folks to identify how they want to participate in activities at UUCV. When they indicate interest in SGM, Pam Martin notifies Dot Everhart about this and Dot helps them to join a group. So, if you are not currently involved in SGM and would like to become a group member, please contact Pam in the office or Dot Everhart, the Coordinator. We encourage participation in SGM for all of our members and friends.

Dot Everhart, Chair

Social Justice Committee

The Social Justice Committee (SJC) strives to live 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 from Apr. to Oct., 2021), Kim Stone (Chair from Dec. to Mar., 2022), Deb Genet (Mozambique), Dee Lauderbaugh (CFTW), Carol Riesmeyer, Mike Riesmeyer, Wendy Gebb (Antiracism Initiative), Cheryl Parsons (Antiracism Initiative, UUJustice liaison), Martha Bersten (Antiracism Initiative), and Cris Frick.

Committee meetings: The SJC normally meets the third Wednesday of every month at 6:30—8 pm in the UUCV Board room. Due to COVID-19, we pivoted to meeting on Zoom. Most of the time we still do.

Key Projects / Activities: In 2021, because of the pandemic, we curtailed our in-person activities. However as more of us became fully vaccinated and numbers of infections went down, more of us felt comfortable getting back to normal.

—Monthly CARES dinners continue the third Sunday of each month with many members of UUCV contributing. Items are collected at the church parking lot and taken to the CARES Resource Center. Each month there has a different menu. (Thanks to Carol and Mike Riesmeyer for coordinating.)

—Year-round volunteering at Project SHARE's Farm Stand occurs three out of four Thursdays a month, 9—11 am. Trucks pull up from Giant, Wegmans and the Commissary with food they no longer can sell, often because it's about to expire. We get fresh fruit, fresh vegetables, many types of breads and rolls, eggs, dessert products and other random products. Members of SJC and others sort and re-box similar things together, while throwing away anything rotten or inedible. Another team disperses the food to customers at Noon.

—Representatives participate in monthly UUCV Antiracism Initiative meetings. Wendy Gebb is putting together informational group studies and posters to introduce the Eighth Principle intending it be adopted by the UUCV congregation this fall. The UUA will be voting probably to adopt by 2024, but individual churches can opt in beforehand.

Wendy has also created a Small Group Ministry program to help everyone share thoughts and become informed.

Martha Bergsten is spearheading a Common Read regarding the Antiracism Initiative to garner conversation around the topic of racism and white privilege. The title

is *Justice on Earth: People of Faith Working at the Intersections of Race, Class, and the Environment*. The Introduction and first three chapters will be discussed in April.

After the vote is conducted for the Eighth Principle the SJC and Antiracism Initiative plan to decide if they will merge as one committee.

—Change For the World April 2021 – March 2022 It was proposed by Dee Lauderbaugh to extend each giving to recipients from monthly to quarterly, thereby allowing a larger sum to be collected. They must be non-profit with a 501(c)(3) tax status.

Quarter Recipient Amount

April—June 2021 Safe Harbour \$633.00

July—September 2021 Recycle Bicycle \$635.00

October—December 2021 UUJusticePA \$815.00

January—March 2022 African American Memorial Fund \$1,112.00

—Mozambique Bursary Project—submitted by Deb Genet

Members of the 2021-2022 Steering Committee: Martha Bergsten, Dianne Dusman, Deb Genet, Priscilla Laws, Brian McPherson, Susan Rimby

During October 27-28, 2021, Titos Macie, the Bursary Committee Project Consultant, and Sonia Assane Saule, the Program Director visited the Molumbo and Namarroi Boarding Centers. Titos and Sonia met with the maes (boarding housemothers), students, and parents in both locations. The Namarroi Center Director also attended the meeting at his school. Everyone thanked our Bursary donors for their contributions. Students and parents alike know their families cannot afford to send children to secondary school and understand that this education is life changing.

At Namarroi, Titos and Sonia recorded the chalice lighting and chalice extinguishing that we used for our November 7th “Circle of Giving Service.” And at Molumbo, students greeted Titos and Sonia with original welcoming songs and skits. Then, the Molumbo students read a thank-you letter expressing gratitude for the “school material, hygiene [supplies] food, and education” that our donations fund. The girls also thanked “donors who have assisted our sisters who have completed their studies and now are teachers, religious workers, nurses and public administrators.”

This year, \$38,680 was raised from 76 generous donations from UUCV members and friends. This allows us to support 100 girls in secondary and post-secondary programs, and to live our mission to Transform Lives and Care for the World.

—UUJusticePA —submitted by Cheryl Parsons

As liaison to our congregation, I attend monthly meetings and participate in the Economic and Justice Committee meetings when I can. I encouraged former UUJusticePA members to retain membership by donating at least \$1 and a suggested \$40 for the calendar year 2022. We have 10 members in our congregation. The UUJusticePA goal is to have 10% of each congregation be members. Members receive action alerts via email with links or suggested language to contact our state legislators on important bills coming up for a vote soon. I pass on information on important issues to the Social Justice Committee at our monthly meetings.

We joined in the UUJusticePA's post-carding efforts once we were able to have social time after church services. Members sent postcards with the UUJusticePA logo to legislators on 2 different topics: the first was opposing SB106.

VOTE NO ON SB106

This is an attempt to get 5 constitutional amendments passed with one vote. This bill has already passed the House and is awaiting consideration in the Senate.

The bill would:

Expand the General Assembly's power to reject executive orders & regulations; require government issued ID to vote; require the auditor general to audit elections; and change the way the lieutenant governor is selected.

The second post-carding event was about reproductive justice, opposing SB956. Since the official post-carding day was 3 weeks in advance of the suggested mail date for the postcards, Cris Frick and I circulated during coffee hour for three Sundays to pass out postcards and information sheets.

Some legislators are introducing amendments to the State Constitution with the goal of presenting them, often in confusing language, as referendums on the ballot. Voters are often unsure of the exact intent behind the referendum and tend to vote YES. One such amendment coming up is SB 956 "Constitutional amendment regarding elective abortions." The intent of this amendment is to prohibit all rights to abortion in the state of Pennsylvania. It has passed the Senate Health and Human Services Committee and is headed to the full Senate and then the full House. Gov. Wolf will have no veto power over this if it passes in the election.

The two post-carding events combined to send 60 postcards followed by an in-person lobby day on each issue. UU's from across the state come to the capitol to lobby with Rev. Joan Sabatino. I joined the lobbying effort on one Tuesday in February. There are normally two lobby days each month. The next issue is Gun related. Because we took three Sundays to postcard on Reproductive Justice, I determined to skip this one. With this new effort to our congregation, I felt it was important to avoid over-saturation on political issues after services.

—Afghan Assistance Team

In early February 2022, we created an Afghan Assistance Team to be part of a larger effort in the Carlisle area to assist Afghan families newly arrived at the MainStay Hotel and Suites. The team includes SJC members and others from the UUCV congregation: Cheryl Parsons, Dee Lauderbaugh, Courtney Duffin, Michele Burton, Jim Burton, Susan Green, Tom DeWall and Kim Stone.

We are currently sponsoring a family of two, Faisal and Wranga Ahmadzai, with a child Due in September. So far, they have been placed in an apartment, had medical screenings at Sadler Health Center, Carlisle, and medical visits at the Pennsylvania Psychological Association, Harrisburg.

Wranga also is driven to a family UPMC clinic once a month for her Obstetrics visit. Faisal currently has a job at Dickinson College in the Food Service and now has a bank checking account. We provided home furnishings and Cheryl Parsons is helping them to learn English. They speak Farsi and Pashto.

The Ahmadzai's are cash poor at present, so efforts are being made for rental assistance as well as making available free food from Project Share and the Farm Stand. We provide rides to the Halal markets in the local area for them to buy meat and bread with their EBT Food Stamp card.

We hope to be able to help these two young people navigate the very difficult task of learning to adapt to a new culture, while gently encouraging them to eventually make it on their own. There is a support network throughout the area consisting of other newly arrived Afghan families, some of them actual family members. Also, SCI, Service Corporation International, Harrisburg, created an Afghan Placement Assistance Project and is navigating legal and governmental hurdles on the families' behalf. They are made up of Afghan Americans who have lived and worked in the area for years, helping as interpreters and find housing and jobs

Kim Stone, Chair

Worship Associates

The worship associates committee has had quite a year. We faced some struggles with scheduling/theming in the first part of the church year, but they embodied the phrase "semper gumby" and kept our services going with grace and humor.

We've welcomed several new associates into the group this year, and said goodbye to several others, as folks re-engineer their lives because of the pandemic. We have a new crop of worship associates, and have started the Shared Pulpit curriculum as a training module. Shared Pulpit is designed as a small group style training that discusses the elements of worship, the why and how of worship, and also helps the Worship Associate discover their voice and claim their authority in the pulpit. Our group of WA's have a lot to say, and we are blessed to have such gifted folks.

Chris continues to offer preaching classes/lessons, and the WA's focused this past year on collaborative 'tandem' preaching, which was well received by the congregation. This past year also saw the introduction/inclusion of Wheel of the Year services to honor the growing Pagan population in our congregation. These services have been wonderful and we have actually gotten many, many new people in the pulpit because of them.

We also saw our first teen-led service, including a homily preached by Zach Woodward. Our goal is to integrate teens and children into the WA rotation, so that all ages are represented in the congregation. The children of UUCV will also be participating more in services, from the pulpit, going forward.

We continue to schedule service liturgists well in advance and explore the intricacies of each service element, so that we can better, more effectively celebrate worship.

Members include: Chris Kapp (chair), Heather Fox, Zach Woodward, Emily Balog, Melissa Mattson, Michele Burton, Dot Everhart, Nikki Fry, Julie Ham, Ian Harris, Riley Johnson, Bev Motich, Cheryl Parsons, Ben Ramirez, Molly Wilkinson, Kristen Markley

Our goals for the coming year are:

- Getting all WA's who have the desire to preach a sermon ready to preach
- integrating youth and children into worship rotations
- exploring creative service elements and new ways to worship
- recruiting more diverse voices for the committee
- finding ways to integrate the zoom sanctuary/congregation as active participants in worship

Please contact Chris Kapp if you are interested in becoming a worship committee.

Chris Kapp, Chair

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, Amy-Jo Humpton, Bev Motich, Courtney Wiley, 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 members are announced from the pulpit no later than three weeks before the congregational meeting, at which time the election of board members takes place.

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 agree to run for another three year term, if eligible. They can be elected for no more than two consecutive full terms. The current make up of the board with their terms is:

Terms expire 6/30/24: Gail Black, Dan Cozort, and Jim Burton.

Terms expire 6/30/23: Dianne Dusman, Rebecca Fratantuono, and Cindy Good.

Terms expire 6/30/22: Denny Stone, Dirk Wiley, and Kristen Wycha.

Members serving their first year term are eligible to stand election for another term and these three members have agreed to do so.

So this year's slate of officers is: Denny Stone, Dirk Wiley, and Kristen Wycha.

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

Jon Tarrant, Chair

LAY LEADERSHIP AND STAFF ROSTER

BOARD OF TRUSTEES

Gail Black, Pres	Term expires 6/24	Dan Cozort	Term expires 6/24
Kristen Wycha, VP	Term expires 6/22	Rebecca Fratantuono	Term expires 6/23
Dianne Dusman, Clerk	Term expires 6/23	Jim Burton	Term expires 6/24
Cindy Good, Treasurer	Term expires 6/23	Dirk Wiley	Term expires 6/22
		Denny Stone	Term expires 6/22

UUCV COMMITTEES

Building and Grounds: Jim Burton (Chair)

Finance: Pete Schlenker (Chair) Bev Ayers-Nachamkin, Michael Fratantuono, Tony Matyas, Cindy Good (Treasurer), Gail Black (Board Liaison),

Personnel: Bev Motich (Chair)

Annual Budget Drive (ABD): Deb Genet, Candice Holsinger, (Co-Chairs) Max Donnelly, Rebecca Fratantuono, Amy Jo Humpton, Bev Motich, (Gail Black and Pam Martin, unofficial but crucial members)

Compassion and Caring Circle: Michele Burton (Chair), Chris Bilger, Michelle Burton, Dot Everhart, Nikki Fry, Deb Genet, Ian Harris, Candice Holsinger, Susan Vernon, Ben Ramirez, Kim Stone, Dale Bicksler, Gail Black, Jim Burton, Char Klein, Katherine McFarland, Sharon O'Brien, Primajoy Ramalingam, Gisela Roethke, Molly Wilkinson, Rebecca Fratantuono

Endowment Committee: Tom DeWall (Chair) Carole DeWall, John Bloom, Max Lara, Susan Rimby, Courtney Wiley, Dianne Dusman (Board Liaison),

RE committee: Riley Johnson (Chair), Rebecca Fratantuono (Board Liaison) Candice Holsinger, Gail Black, Kristen Wycha, Chris Kapp, Lisa Citarella, and Amy Humpton

Spirit Play Volunteers: Mike Wycha, Jennifer Hricak, Susan Green, Courtney Wiley, Carrie Posey, Ben Ramirez, Candice Holsinger, Kristen Markley, and Riley Johnson

Nursery Assistants: Courtney Wiley, Lynn Michels, Char Klein, Gail Black, Dirk Wiley

Yuuth: Primajoy Ramalingam, Chris Kapp, Steve Holsinger, Kristen Wycha, Ben Ramirez, Heather Woodward

OWL: Molly Wilkinson, Melissa Mattson

Adult Discussion Group: Keith Bittinger (Chair)

UUCV COMMITTEES (cont.)

Membership/Hospitality: Undergoing revamp into two committees.

Safe Congregation Response Team (SCRT) RJ Lesch (Chair), Melissa Mattson, Gail Black

Small Group Ministry: Dot Everhart (Chair)

Social Justice Committee: Kim Stone (Chair), Deb Genet Carol Riesmeyer, Mike Riesmeyer, Dee Lauderbaugh, Cris Frick, Wendy Gebb, Cheryl Parsons, Martha Bergsten

Worship Associates: Chris Kapp (Chair), Michele Burton, Dot Everhart, Nikki Fry, Julie Ham, Ian Harris, Riley Johnson, Bev Motich, Cheryl Parsons, Ben Ramirez, Molly Wilkinson, Kristen Markley, Heather Fox, Zach Woodward, Emily Balog, Melissa Mattson

Nominating Committee: Jon Tarrant (Chair), Gail Black, Courtney Wiley, Amy-Jo Humpton, Bev Motich

Mozambique Bursary Initiative: : Deb Genet (Chair) Martha Bergsten, Dianne Dusman, Priscilla Laws, Brian McPherson, Susan Rimby

MUSIC

UUCV Community Voices

Dan Cozort, Rick Heckman, Chris Kapp, Joe Osborne, Mike Posey, Jim Burton, Cathy Dewalt, Wendy Gebb, Cindy Good, Becky Ward, Ben Ramirez, Susan Vernon

STAFF

Minister – To Be Filled August 2022

Affiliated Community Minister – Rev. Dr. Kathy Ellis

Director of Music – Devon Kehler

Interim Director of Lifespan Faith Development – Riley Johnson

Church Administrator – Pam Martin

Custodian – Jim McLaren

Annual Meeting, via Zoom, June 13, 2021.

Our Board President, Gail Black, called the meeting to order after our worship service. The Dirk and Courtney Wiley family performed the chalice lighting. Gail introduced Tom DeWall, our Parliamentarian. Emily Crutcher, our Director of Lifespan Faith Development, explained the methods of voting to the members in attendance.

Rick Heckman moved to approve the 2020 Annual Meeting minutes; Deb Stille seconded the motion and the unanimous vote in favor followed. At Dot's suggestion, rather than asking for aye votes, it was decided that Gail would call for only any "nay" votes, for ease of counting in the Zoom meeting scenario. Dot Everhart and Joe Osborne moved to approve the nominees for the Board, Jim Burton and Nominating Committee Courtney Wiley. The motion was seconded and the vote was called. Pam and Kristen reported that the vote passed.

Cindy reported that our church fiscal year ended on a positive note, and offered thanks to Drew Lynch and Pam Martin. 91.6% of the pledges had been received as of the date of the meeting. Cindy also reported that the balance in the Judy Welles Memorial Fund was \$121,072.02. Cindy also reported on the mortgage rate reduction last November and the PPP loan forgiveness. Also, we got a Rescue Plan (about \$25,000) grant from the PA Crime Commission for new more secure doors on the church building.

Thanks to Deb Genet and Joan Kraft's great job on the annual budget drive, the proposed budget was sent out a few weeks ago. Of note is a 1.3% salary increase for staff; an amount for a new part-time audio-visual tech position, and an increase to our share to the UUA.

Wendy Gebb moved to approve the proposed budget, Deb Stille seconded, and Gail called for any nay votes. There were none and the budget was approved.

Deb Stille reported on the capital campaign progress. The new roof and the new windows have been installed. All repairs have been done on the interior and exterior walls. Also, Capital Campaign funds have made it possible for us to employ a full-time rather than part-time Director of Lifespan Faith Development. Near future improvements will include additional improvements to maintain building integrity and improve accessibility, bigger restrooms, bigger hallways and repavement of the parking lot.

Reverend Aija thanked the interim search committee, then introduced our new transition minister, Reverend Craig, who took the opportunity to say a few words. Cheryl Parsons also thanked the search committee. Gail noted that the "Unsung Hero Award" will be addressed at a later time. Cindy expressed thanks to Gail for her work through the past year.

Reverend Aija made a few comments, complimenting the congregation on improvements in communication through the years, among other things. Following these comments, Gail adjourned the Annual Meeting.

Dianne Dusman
Clerk

		UUCV Budget 2022-2023	FY 2021-2022 Budget	Proposed FY 2022-2023 Budget
2	Revenue			
3	Bequests and Memorial Contributions			
4	Building Rental			
5	Contributions/Gifts	\$ 500.00	\$ 250.00	
6	Coffee Donations	\$ 800.00	\$ 800.00	
7	Endowments			
8	Laws Fund	\$ 15,500.00	\$ 17,000.00	
9	Other			
10	Program Contributions (OWL, Adult RE)	\$ 300.00	\$ 300.00	
11	Fundraising Income			
12	Auction Income - online and in person	\$ 15,000.00	\$ 10,000.00	
13	Other Fund Raising - Yard & Soup Sale, Strawberry Festival	\$ 5,000.00	\$ 6,500.00	
14	Grants			
15	JPD			
16	Other			
17	Miscellaneous Income			
18	Internet: I-Give/Amazon Smile	\$ 100.00	\$ 100.00	
19	Interest/Dividend	\$ 100.00	\$ 50.00	
20	Other	\$ 1,500.00	\$ 1,000.00	
21	Offering	\$ 14,000.00	\$ 7,500.00	
22	Pledges			
23	Pledges - (Current)	\$ 229,204.00	\$ 224,822.00	
24	Sales - Grocery Cards	\$ 5,000.00	\$ 20,000.00	
25	Capital Campaign Subsidy for RE Director	\$ 23,738.42	\$ 12,300.61	
26	Sabbatical Savings - Carryover	\$ 5,800.00		
27	Net Income	\$ 316,542.42	\$ 300,622.61	
28	Expenses			
29	Ministry			
30	Salary and Housing	\$ 68,000.00	\$ 60,000.00	
31	Health Insurance	\$ 6,700.00	\$ 6,700.00	
32	Dental Insurance	\$ 720.00	\$ 720.00	
33	Disability Insurance	\$ 806.04	\$ 806.04	
34	Life Insurance	\$ 520.80	\$ 520.80	
35	In Lieu of FICA	\$ 5,215.45	\$ 4,590.00	
36	Pension Benefits	\$ 6,800.00	\$ 6,000.00	
37	Professional Expenses	\$ 5,000.00	\$ 5,000.00	
38	<i>Total Compensation & Benefits</i>	<i>\$ 93,672.29</i>	<i>\$ 84,336.84</i>	

39		Relocation Expenses	\$ 5,000.00	\$ 7,000.00
40		Search Savings	\$ 2,000.00	
41		Total Ministry	\$ 100,672.29	\$ 91,336.84
42		Music Program		
43		Music Director		
44		Salary	\$ 18,650.00	\$ 22,880.00
45		Payroll Taxes	\$ 1,426.73	\$ 1,600.00
46		Health Insurance	\$ 3,500.00	\$ 3,500.00
47		Dental Insurance		
48		Disability Insurance		
49		Group Life Insurance		
50		Pension Benefits	\$ 1,865.00	\$ 2,288.00
51		Professional Expenses	\$ 1,398.75	\$ 250.00
52		<i>Total Compensation & Benefits</i>	<i>\$ 26,840.48</i>	<i>\$ 30,518.00</i>
53		A/V Tech - salary \$14,976, payroll taxes \$840	\$ 6,000.00	\$ 15,816.00
54		Total Music Director	\$ 32,840.48	\$ 46,334.00
55		Musicians/Accompanists	\$ 1,050.00	\$ 300.00
56		Guests Special Music	\$ 2,600.00	
57		Piano Tuning/Maintenance	\$ 200.00	\$ 200.00
58		Print Music	\$ 1,260.00	\$ 100.00
59		Consumable Supplies	\$ 500.00	\$ 100.00
		Streaming Music License (new 20-21)	\$ 120.00	\$ 120.00
60		Total Music Program	\$ 38,570.48	\$ 47,154.00
61		Religious Education		
62		RE Director		
63		Salary	\$ 41,249.36	\$ 41,249.36
64		Payroll Taxes	\$ 3,155.58	\$ 3,155.58
65		Health Insurance	\$ 6,225.15	\$ 6,225.15
66		Dental Insurance		
67		Disability Insurance		
68		Group Life Insurance		
69		Pension Benefits	\$ 4,124.94	\$ 4,124.94
70		Professional Expenses	\$ 3,093.70	\$ 500.00
71		Total RE Director	\$ 57,848.72	\$ 55,255.03
72		Curriculum		
73		Nursery Staff/Child Care	\$ 3,600.00	300.00
74		Payroll Taxes	\$ 275.40	10.00
75		Summer Camp		
76		Supplies & Misc.	\$ 1,200.00	100.00
77		Youth	\$ 100.00	100.00

78		Coming of Age/OWL	\$	500.00	500.00
79		Adult RE			
80		Background Checks for Teachers	\$	50.00	50.00
81		Classroom Improvements			
82		Total RE Program	\$	63,574.12	\$ 56,315.03
83		Office			
84		Office Administrator 2.0% Increase			
85		Salary	\$	25,908.47	\$ 26,426.64
86		Payroll Taxes	\$	1,982.00	\$ 2,021.64
87		Health Insurance	\$	5,347.32	\$ 5,803.37
88		Dental Insurance			
89		Disability Insurance			
90		Group Life Insurance			
91		Pension Benefits	\$	2,591.00	\$ 2,642.82
92		Professional Expenses	\$	175.00	\$ 175.00
93		Total Office Administrator	\$	36,003.78	\$ 37,069.47
94		Accounting	\$	4,000.00	\$ 4,000.00
95		Bank/Credit Card Charges	\$	1,800.00	\$ 1,500.00
96		Copying Printing--General	\$	2,000.00	\$ 2,000.00
97		Postage	\$	600.00	\$ 600.00
98		Supplies/Misc Office Expenses	\$	1,500.00	\$ 1,500.00
99		Office Equipment/Repair			
100		Telecommunications	\$	4,500.00	\$ 4,500.00
101		Fellowship One/Active Network	\$	450.00	\$ 450.00
102		Computer Services	\$	500.00	\$ 500.00
103		Coffee/Supplies	\$	500.00	\$ 500.00
104		Total Office Expenses	\$	51,853.78	\$ 52,619.47
105		Facilities			
106		Custodian 2.0% Increase			
107		Salary	\$	6,597.24	\$ 6,729.18
108		Payroll Taxes	\$	504.69	\$ 520.00
109		Total Custodian	\$	6,920.82	\$ 7,249.18
110		Mortgage Principal & Interest	\$	17,234.00	\$ 17,234.00
111		Insurance--Church & Umbrella Policy	\$	3,641.00	\$ 3,641.00
112		Insurance--Worker's Compensation	\$	800.00	\$ 800.00
113		Total Mortgage & Insurance	\$	21,488.00	\$ 21,675.00
114		Utilities			
115		Propane	\$	5,500.00	\$ 9,000.00
116		Electricity	\$	3,500.00	\$ 3,500.00
117		Trash Removal	\$	600.00	\$ 600.00

118			Water/Sewer	\$ 1,200.00	\$ 1,200.00
119			Total Utilities	\$ 10,800.00	\$ 14,300.00
120			Building & Grounds		
121			Major Maintenance/Equipment	\$ 4,000.00	\$ 4,000.00
122			Building Fund Account	\$ 1,500.00	
123			Annual Contracts/Inspections	\$ 2,200.00	\$ 2,200.00
124			B&G Supplies & Repairs	\$ 1,400.00	\$ 1,400.00
125			Furniture & Equipment	\$ 1,000.00	\$ 300.00
126			Janitorial Supplies	\$ 650.00	\$ 650.00
127			Snow Plowing	\$ 800.00	\$ 800.00
128			Total Buildings & Grounds	\$ 13,350.00	\$ 9,350.00
129			Total Facilities	\$ 52,558.82	\$ 52,574.18
130			Committees/Miscellaneous		
131			Worship		
132			Guest Minister/Speaker	\$ 600.00	\$ 600.00
133			Total Worship	\$ 600.00	\$ 600.00
134			Denomination and Community		
135			Community Dues	\$ 50.00	\$ 50.00
136			Fire and Rescue	\$ 150.00	\$ 150.00
137			UUA and CER Dues (combined)	\$ 5,000.00	\$ 500.00
138			Total Denomination and Community	\$ 5,200.00	\$ 700.00
139			Committees		
140			Board of Trustees	\$ 650.00	\$ 150.00
141			Caring Circle/Pastoral Association	\$ 150.00	\$ 150.00
142			Committee on Ministry		
143			Leadership Development Committee		
144			Membership	\$ 500.00	\$ 500.00
145			Personnel		
146			Social Justice	\$ 500.00	\$ 500.00
147			Small Group Ministry		
148			Hospitality	\$ 250.00	\$ 250.00
149			Total Board of Trustees & Committees	\$ 2,050.00	\$ 1,550.00
150			Communications		
			Website	\$ 500.00	\$ 500.00
151			Outreach	\$ 500.00	
152			Total Communications	\$ 1,000.00	\$ 500.00
153			Finance		
154			Annual Budget Drive	\$ 300.00	\$ 300.00
155			FundRaising		
156			Endowment		

157		Auction Expense	\$ 500.00	\$ 500.00
158		Other Expense		
159		Total Finance & Fundraising	\$ 800.00	\$ 800.00
160		Total Committies & Miscellaneous	\$ 9,650.00	\$ 4,150.00
161				
162		Total Expense	\$ 316,879.49	\$ 304,149.52
163		Total Revenue	\$ 316,542.00	\$ 300,622.61
				\$ (3,526.91)