



**UUCV ANNUAL REPORT**  
**2022 – 2023**

**June 11, 2023**



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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

Prequel to this year's report:

In June of 2022 the board heard a presentation from Joseph Osborne, former acting music director and long-standing member, about his concerns with our budget for the coming fiscal year and his suggestion for an advertising and marketing budget line to be added to help us expand our membership in hopes of generating more revenues. This led to a robust discussion regarding a range of budget issues – and set the tone for much discussion of money/budgetary issues throughout the year.

All the 2021-2022 board members agreed to remain on the board in order to provide the continuity we felt would be important as we moved into another year with a new minister. Jim Burton, Dan Cozort, Rebecca Fratantuono, Denny Stone, and Dirk Wiley stayed on as members-at-large and BOT officers Gail Black, President; Kristen Wycha, Vice President; Dianne Dusman, Secretary; and Cindy Good, Treasurer were re-elected unanimously.

Then, in July, we welcomed our new contract minister, Reverend Meg Mathiesen, and got to work on this year's tasks. We

- ~ held a board retreat at the Ironmaster's Mansion in Pine grove – focused largely on having the minister and board members become acquainted
- ~ held a Healing Retreat for the members of our congregation harmed by our previous minister
- ~ approved adding UUCV to the list of partners for the PA Coalition for Trans Youth..
- ~ agreed to host several Red Cross Blood drives organized by a Boiling Springs high school student...with assistance from the Red Cross (and Pam)
- ~ approved a proposal from Jason Stamm to upgrade our digital infrastructure, and formed a Tech Committee to address our IT needs
- ~ approved purchase of a license for music not covered by the “religious services exemption”, purchased another music license in order to be able to include music when broadcasting Sunday services, and agreed to include these items in next year's budget
- ~ accepted the resignation of our DLFD, acknowledged much gratitude to Courtney Wiley and Candice Holsinger for keeping things going and developing a great RE program until we.....
- ~ hired Lynn Sodora as our full time DLFD!
- ~ discussed fundraising efforts again and again
- ~ revised or created several other policies – to wit; created a policy that limits the number and duration of announcements during Sunday service, approved a security policy that updated our emergency evacuation plan, abolished our no-nut policy, approved revision of SCRT, Building Use, Gift, and Building Use policies

- ~ appointed Primajoy Ramalingen and Dianne Dusman to the personnel committee and tasked them with revising the Personnel Policy Manual
- ~ again discussed ways to raise more money
- ~ approved using “Raise Right” to raise more money.
- ~ held a Congregational Meeting at which we voted to add the 8th Principle to our original seven UU Principles
- ~ held a committee fair in an effort to recruit more volunteers – they are needed badly!
- ~ held a party/potluck with event/food sign ups in place of a full up auction event (you know, to raise more money!)
- ~ appointed Deb Genet as chair of the Budget Drive with the assistance of Bev Motich and Rebecca Fratantuono – Thank you so much DG, BM, and RF!
- ~ celebrated our 25<sup>th</sup> birthday with an “Honor the Past” event to kick off the budget drive on the 25th anniversary of our Charter Sunday
- ~ celebrated the end of the budget drive with a Birthday Bash at which time we “Looked to the Future”
- ~ proposed some revisions to our bylaws – including an amendment to include our Youth as members (per their request)
- ~ received the form we will use to evaluate Rev Meg for fellowship renewal – (We are working on that evaluation now.)
- ~ began to look into the process of searching for a settled minister
- ~ accepted the resignation of Gail Black from the board (sigh – doctor’s orders)
- ~welcomed Jim Burton as Acting President for the duration of Gail’s term – Thank you, Jim!

Submitted by Gail Black (who promised Pam to keep this to two pages, but would thank many more of our wonderful members and staff if space allowed)

## Minister's Report

I was hired in July 2022 on a 1-year contract to be the almost-full-time minister of UUCV. In early 2023, I agreed to sign a 1-year extension to the contract, which will keep me in the position of part-time minister at UUCV through the end of June 2024. In the almost 10 months I have been here as the minister, we have had some wonderful times and we have had some tough times:

- We said goodbye to 2 staff members:
  - In September we said goodbye to DLFD Jyoti Kiskis.
  - In April we said goodbye to Music Director Devon Kehler.
- We greeted Lynn Sodora as our new DLFD in January.
- In April, Gail Black stepped down as Board President, and Jim Burton stepped in as temporary Board President.
- We celebrated UUCV's 25-year anniversary with a wonderful party and a video message from previous minister Rev. Duane Fickeisen.
- Our Sunday-morning services have been as highly-attended as they were in June 2021 (when Rev. Aija was last here.)
- Our budget drive came in about \$20K below what we had hoped for.

The bad news is that UUCV is not receiving the level of financial support that it once enjoyed. Our budget has been a struggle to plan, and I commend the Finance Committee for its many weeks of work. These folks have done the highly emotional and difficult work of trying to figure out how to make UUCV a financially viable organization. This work will continue to be ongoing and will require the attention, input, and patience of all of us.

Additionally, volunteerism is low. There are a handful of fantastic folks who dedicate an inordinate amount of their time and energy to running UUCV's Committees, functions, and events. But there simply aren't enough volunteers, and the volunteers that we have are understandably getting burnt out. I encourage you to consider whether you have the time to give to support UUCV at this time.

Low volunteerism and low pledges are a symptom of this "post-COVID" time. Every church that I know of is suffering from these two issues. We are all exhausted, overworked, and feeling the very real effects of economic inflation. Young parents do not have the extra time or funds that they once did. This is another reason to remember how much we all need each other.

The good news is that attendance is up and the RE program is going strong. With a handful of successful OWL graduations under our belt, there is no doubt that UUCV is doing its part towards our mission of "transforming lives and caring for the world," especially in regards to our youth.



On Sunday mornings, UUCV is vibrant and welcoming. We see new visitors walking through our doors almost every Sunday, and those visitors keep coming back. There is much to love about this dynamic congregation!

The call of UU ministry is a call to assisting the congregation in a time of growth. During my next year with UUCV, I plan to assist us in moving forward in several ways:

- I have joined the Executive Board of UU Justice PA, and will be supporting and strengthening our Social Justice outreach.
- With the help of the Music Committee, I will hire a new Music Director.
- I will continue Outreach work to get our name into the community and to grow our membership.
- I will continue to coordinate with staff and the Worship Associates to bring you inspiring, challenging, and fun Sunday services. And what is the highest priority goal of UUCV at this time: I will assist the congregation in going through the work of preparing for and executing a call. Hopefully this time next year, I will be writing an Annual Report that celebrates the news of a new called minister to UUCV. Until then, I remain your dedicated and loving minister, Rev. Meg

Submitted by Rev. Meg Mathieson

## **Music Director**

### **Overview**

UUCV's Music Program experienced another round of shifting during the 2022-2023. The year began with some significant shifts in material conditions. To start on a happy note, the Music Directorship was raised to 20 hours per week (up from 15 hours per week the previous fiscal year). The salary for the Music Directorship was also brought into closer alignment with justice-based labor practices and living wage recommendations. On a challenging note, the Music Program's budget experienced reductions in key areas, such as the hiring of guest musicians to provide live music when the Music Director is off. On a new note, the Music Program received approval to activate the CCS Performance and WorshipCast licenses. This helps to bring UUCV into right relationship when using contemporary music, especially in the context of dual-platform worship. The budget submitted for the upcoming 2023-2024 church/fiscal year advocates for restoration of those line items (like guest musicians) that decreased the Music Program's operability and protection of those line items that keep UUCV tracking toward just labor practices in relationship to the musical arts.

By the time this report is published, the Music Program will also be experiencing a shift in leadership in response to my resignation (effective early April 2023). Worship services will be in good hands during the search for a new Music Director. A number of musicians have offered to provide coverage for worship services over the summer. The congregation can look forward to hearing piano players from within the congregation as well as musicians from the local area offering live music as this church/fiscal year ends and the next year begins.

### **Group Music-Making**

The Music Program remained committed to extending the ministry aspect of music-making beyond the Music Director's role as principal musician.

UUCV choral group, currently known as Community Voices, met for in-person rehearsals on Thursday nights from 7:00-8:30 from September through April. The following congregants regularly participated in UUCV Community Voices this season: Jim Burton, Dan Cozort, Rick Heckman, and Ben Ramirez. Cathy DeWalt and Susan Vernon sang with the group for the first half of the season, while Michael Fratantuono joined the group for the last two months. Kristin Schad also dropped in for a session.

UUCV Community Voices continues to be a non-audition group focused on learning music for sharing in UUCV's worship services. It's been important to me that this musical space be as accessible as possible, which is why I taught music largely by ear from the Heart Songs & Circle Songs Collection for the first half of the season. For the second half of the season, the repertoire shifted to a blend of folk songs, UU choral responses, anthems, and even original work by the congregation's very own Ben Ramirez. The choral group demonstrated flexibility and openness to an array of musical genres. While the group may not have grown in terms of participants, they grew in musical cohesiveness and emotional reach.

The Christmas Eve service saw the return of the Family Choir. Kristen Markley, Kami Markley, Melissa Mattson, and Anna Zischkau (my wife) joined me in learning/singing a new a cappella song. While these singers made a lovely contribution to the Christmas Eve service, it's unclear if there's enough youth interest to continue offering Family Choir in the future.

The Music Program also provided opportunities for instrumentalists to share their talents in worship services. Melissa Mattson played flute several times. Jennifer Hricak played the tongue drum on several occasions. Joseph Osborne joined me on guitar and vocals during fall service, while Brian McPherson collaborated on a piano/guitar/vocal arrangement of Blue Boat Home during a summer service. Anna Zischkau played piano and saxophone duets with me during the Christmas Eve service and also joined me on an a cappella vocal duet in mid-winter. It's my hope that the Music Program continues to be welcoming and supportive of singers and instrumentalists alike.

Lastly, and towards the end of my tenure, youth joined me in ringing the bells that signal the official start of worship services. Hopefully the youth can continue to be involved in the opening moment of the service. Doing so sends a strong demonstration that the Music Program has multi-generational reach.

## **Music Committee**

Towards the end of last fiscal year, I asked those who had served on the 2021 Music Director search committee to consider forming a Music Committee in efforts to provide support to the Music Program beyond what the parameters of the Music Directorship allowed. Cris Frick, Rick Heckman, Deb Stille, Cheryl Parsons, Joseph Osborne, and Melissa Mattson were all involved in the work of the Music Committee in some way throughout the past fiscal year. From organizing the music library to completing a multi-year review of the music used in worship services, the members of the Music Committee have played an important role in sustaining the ministry of the Music Program.

It has been an honor to steward the Music Program through a period of flux at UUCV. I trust the congregation will be guided by love as the next phase of the Music Program's becoming unfolds.

Submitted by: Devon R. Kehler, PhD

## Director Of Lifespan Faith Development

Greetings to my new UUCV family! I was hired as your new full-time DLFD in January 2023, a mere four months ago. However, within this short time I have learned so much about UUCV, its warm and welcoming congregants and dedicated volunteers. I have most enjoyed spending the past few months getting to know the families, children and youth of UUCV. This congregation is blessed with some of the brightest young people!

### Accomplishments (since January 2023):

**Worship:** Presented “Moments for All Ages” for most worship services, and collaborated with Rev. Meg on elements of several Multigen Services (including serving as the WA). Will prepare and present an RE Sunday service on May 21st.

**Administration:** Maintained attendance records for RE, maintained registration forms for RE and OWL sessions, worked on increasing the number of volunteers with PA clearances, purchased necessary RE supplies; prepared proposed budget for next year; researched new curricula options. Attended weekly Staff meetings, monthly RE Committee meetings and regular SCRT meetings.

**Communications:** Provided RE updates for our weekly “pre-views”; wrote RE columns for our monthly newsletter including calendar updates and upcoming events; posted weekly RE info to our Facebook pages. Coordinated RE volunteers to ensure weekly RE and Nursery coverage.

**SCRT:** Assumed the role of Chair of the Safe Congregation Team. Familiarized myself with the current UUCV Safe Congregation Policy. Attended regular SCRT meetings. Responded to safety concerns and complaint(s) filed with the SCRT according to UUCV policies and procedures.

**Professional Development:** Completed Spirit Play training and PA Mandatory Reporter training. Attended Security workshops.

### Goals For 2023-2024:

- Work with the RE Committee in planning more multigen fun events for the congregation
- Identify more opportunities to increase our visibility within the local community
- Send at least 3 volunteers for OWL training Grade Levels K-1 / 4-6
- Facilitate offering OWL classes for Grades 4-6 in the Spring of 2024
- Plan and lead a Coming of Age program for our Youth Group
- Participate in increased outreach to local community particularly LGBTQ+ groups
- Oversee the revival of UUCV’s summertime Peace Camp
- Work closely with the RE Committee on resuming UUCV’s Parent Small Groups, monthly Family Happy Hour and other opportunities for community building between UUCV families

It is my firm belief that the children and youth of UUCV are the heart of a congregation. They are our future and need the support of a loving, accepting, and nurturing community now more than ever - a safe home away from home. We must do everything we can to continue to provide our young people with this safe space to learn, grow and connect with one another and the community.

I would like to thank the members of the RE Committee for their help and guidance, particularly during my onboarding process; the RE volunteers for their commitment; and the parents and guardians of our children and youth for their continued dedication to the Religious Education program. I look forward to continued service as your Director.

Faithfully submitted, Lynn Sodora, DLFD

## **RE Committee**

The RE Committee met once a month to organize and promote the RE Program and family fellowship events. The RE Committee consists of Co-Chairs Mrs. Candice Holsinger and Mrs. Courtney Wiley, as well as Rev Chris Kapp, Amy-jo Humpton, Gail Black, Jen Hricik, and our board liaison Kristen Wycha.

The 2022-23 RE Church Year brought unique challenges to the RE Committee. We entered the church year in a state of transition. We welcomed and said goodbye to a part time temporary DFLD Jyoti during the summer, and we are very thankful that she cleaned and organized the RE office while she was here! We welcomed our current DFLD Lynn Sodora on January 1. She has been a joy to work with and we love that she prefers to be in the classroom with the kids.

During Sunday services that were not multigenerational, the UUCV RE Committee hosted the RE Program in conjunction with a DFLD when we had one in employment. We hosted 6 children in Nursery, 25 children in the grades K-3 Spirit Play classroom, 16 children grades 4-8 Middles classroom, and 11 children grades 8-12 in the Youth room.

Rev. Chris Kapp and Gail Black worked with the Youth, Primajoy Evans Ramalingam worked with the Middles, and the following volunteers helped in the Nursery, Spirit Play, and All Ages Activities: Courtney Wiley, Amy-jo Humpton, Lynn Michels, Steve Holsinger, Rebecca Fratuotitano, Dirk Wiley, Kristen Wycha, Ryanne Mack, Kim Stone, Samantha Letts, Susan Green, Jen Hricik, and Kristen Markley. Lynn Sodora and Jyoti Kiskis engaged the children in the classrooms as well. All volunteers pass a series of background checks before entering the children's spaces.

The RE Committee organized and supported three sessions of 7-9 OWL. Two new facilitators, Rev Chris Kapp and Max Donnelly, were sent to OWL training. Melissa Mattson participated as a seasoned facilitator. Lynn Sodora performed crucial duties in support and organization. We had 11 total student participants.

Lisa Balog is currently hosting a DND style game play two Sundays a month for the Middles.

The RE Committee hosted family fellowship events including a tie-dye fundraiser, Youth sleepover, park play dates, clothing and book swap, and game night potluck. Our end of the year RE Sunday Service is scheduled May 21.

The RE Committee arranged volunteer cleaning of the RE Spaces as well as replacement of broken furniture and a broken toilet. The items were donated or subsidized primarily by Dirk and Courtney Wiley. The Middles classroom resources were donated or subsidized primarily by Prima Joy.

The RE Committee stocked the RE fridge in the Dining hall to combat child hunger and food insecurities. It is imperative that kids' basic needs are met before they are expected to regulate themselves in a group education environment. The children share the fridge with the staff and have shelves labeled for their use.

The curriculum used included Spirit Play, Tapestries of Faith, the 12 Aspirations created by the Youth, and custom curriculum organized by the facilitators for specific themes.

The Middles participated in community outreach through their blanket project and the collection of goods for donation.

DFLD Lynn Sodora led the children in a poster project that became the RE program greeting card fundraiser.

Looking ahead- the RE Committee will continue to host the Sunday Service RE Program with DFLD Lynn Sodora engaging directly with the children in the classrooms and Sunday Service. We expect to host another OWL class as well as begin the Coming of Age program for the Youth, and plan family fellowship opportunities.

Submitted by Candice Holsinger

## **Adult RE Discussion Group**

This group has a Spring and a Fall series of classes each year. The Spring semester runs February through May, and the Fall semester runs September through December. During a given semester, classes are held on Sundays at 9:00 AM in the Boardroom twice per month usually on alternating Sundays. Our meeting days along with the topic of discussion are published in the weekly order of service and in the monthly newsletter.

This year, topics have included: Consciousness, Anti-Racism – Environmental Justice, Mormonism, What Does Spirituality Look Like in Your Life, Sounds and Emotions, Voting in PA, Pennsylvania Dutch Powwow Medicine & Folk Magic, Mozambique – “Our Gorongosa”, Yoga Sutras, Buddhism – A Brief Introduction, Sufi Farm of Peace, Growing Up UU, Yoga Nidra, and The Culture and Religion of Appalachia.

The Adult RE Discussion Group gives participants the opportunity to practice UUCV’s motto of “Seeking Truth Together”. The group is open to anyone with an interest in discussing the topic of the day. Attendance often varies according to what the topic is. This past year, attendance has been down a bit. We have averaged around 6 people per class compared to an average of 8 the year before.

Prior to the start of a semester, we have a planning meeting in which we select the upcoming topics for discussion and decide upon the exact meeting dates for the semester. The group is participant lead, so we rely on fellow congregants and friends of UUCV to volunteer to lead discussions.

Submitted by: Keith Bittinger

## **Church Administrator**

This was a year of many changes in the church staff and leadership. I am hired to work 26.5 hours per week but have found myself working at least a 30 hour week due to some of the changes that have occurred this year...see additional responsibilities section. I have reached out to Rev. Meg as well as the board to help in alleviating these extra unpaid hours.

After a long process of removing our interim minister, we were able to hire Rev. Meg Mathieson as our contracted minister until we are able to do a proper search for a settled minister.

In addition to a new minister, we hired a new Director of Lifespan Faith Development, Lynn Sodora and our music director, Devon Kehler, resigned in April of 2023. We will begin a search for a new music director to hopefully be able to start in September.

I've taken on additional responsibilities this year until we are able to fill these necessary positions:

Hospitality Committee – does not currently have a chair or official members. I recruit people as necessary for events like our Birthday Bash, Strawberry Booth, Sit n Stay Pot Lucks, and coordinated with the Red Cross for UUCV to host 4 blood drives this past year. We need to form an official committee and find someone willing to chair this committee. I am working closely with Rebecca Fratantuono on the Strawberry Booth for Foundry Day.

Caring and Compassion Committee - does not currently have a chair or official members. I am currently reaching out to folks when we need meals, sending cards, and have created a worksheet for Rev. Meg to know when someone in the congregation is in need of pastoral care. We need to form an official committee and find someone willing to chair this committee.

Music accompanists on Sundays – with the resignation of the music director, I have found and scheduled music for Sundays April through August. It is our hope to have a music director hired by September.

I was contacted by CPARC to see if we would be willing to work with special needs adults doing volunteer work at the church. The Board approved this and a leader and 3 adults come in to the office every Friday from 9:30 – 11:30. They stuff the OOS and announcements, fill toilet paper and paper towel dispensers, label pamphlets, fill soap dispensers, water flowers, etc. This has been a great opportunity for these adults and they enjoy talking with our members/attendees when there is traffic in the building.

Margie Akin is my office assistant. She makes name badges, mails out newsletters to those without computers, stuffs and mails any correspondence we are sending out and anything else I need help with. She also has continued mailing out the grocery cards which is a huge time saver.

We held several fundraising events this year. We had another successful SoUUPER Bowl Soup sale under the direction of Lynn Michels and held two more yard sales. We also sold UUCV Mugs and held a successful Birthday Bash in place of an auction this year. Foundry Day will be held this June and we will be there in full force with our Strawberry Booth.

This year, I programmed 31 automatic bank transfers for annual pledges (up 4 from last year). This is the most cost effective and reliable way for UUCV to receive pledges. We also added grocery cards to be paid for through the automatic bank transfers. We currently have 6 transactions set up for grocery cards.

I continue looking for ways to support staff, committee chairs and members, the board and the congregation and I look forward to moving in a positive direction this coming year.

Submitted by 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 for the Non-Profit Security Grant. This account has a zero balance and has been closed.

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 and gifts
- Various sales such as: Soup Sale, Holiday Cookie Sale, Poinsettia Sale
- Strawberry Festival
- 25<sup>th</sup> Birthday Bash Signups
- Yard Sales (spring and fall) and online Facebook Marketplace sales
- RaiseRight
- Grocery card sales

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

A brief summary of actions taken this fiscal year:

- Applied for the Non-Profit Security Grant from the Pennsylvania Commission on Crime and Delinquency (PCCD). Unfortunately, UUCV was not selected as a recipient this year.
- Submitted information required to request annual distribution from the Laws Music Endowment Fund.
- Sent out reminders of pledge commitment and amount of pledge submitted as of date of mailing at various times throughout the fiscal year.

As of this writing, the Annual Budget Drive for FY 2023-2024 is underway. The proposed budget for FY 2023-2024 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!

Submitted by: Cindy Good, UUCV, Treasurer

## **2023 Annual Budget Drive**

Committee Members: Deb Genet, Bev Motich, Gail Black, Laura Soper, Rebecca Fratantuono, Max Donnelly, Candice Holsinger, Amy-Jo Humpton

### Honor the Past, Look to the Future

For the 25<sup>th</sup> anniversary of UUCV's Charter Sunday, we launched our annual campaign on 16, 2023 with a lofty goal of \$250,000 and a champagne anniversary celebration to help us Honor Our Past. A letter, pledge form and a brochure giving an overview of the budget was mailed to congregants. The dining hall was decorated in silver holographs, a timeline of UUCV's history adorned the walls, there was a variety of artifacts on display, historical context was shared from 2 founding members, a presentation of over 900 photos played in the background, and there was cake and champagne! Over the course of the six-week drive testimonials were shared, videos encouraging people to pledge were shown at the beginning of services, and follow-up calls were made. As of 4/27/23, the total raised was \$206,490 from 75 pledges to help us Look to the Future. Thank you to all who pledged!

Submitted by Deb Genet

# Building and Grounds Report

1. Formed a new committee for B&G consisting of the following personnel: Denny Stone, Rick Heckman, Matt Soper, Mark Green, and Paula Terry. The committee conducted a walk around the outside and inside of the building noting numerous issues. Most of the issues can be resolved through volunteer workdays and individuals simply working on those areas as time allows. Some of the issues may require outside contractor support. Additional issues include the following:
  - Clean and repaint railing by the steeple (Denny)
  - Sand, stain and apply polyurethane to doors to social hall (Rick)
  - Change out ceiling tiles in the auction room
  - Paint classroom, nursery, nursery bathroom, steeple tower vestry, dining room and office (special workday(s))
  - Fix damaged paint on wall in social hall and near upstairs bathroom (Denny)
  - Declutter nursery and area near auction room (Jim spoke to Lynn)
  - Investigate cause of stained ceiling tiles in hallway behind sanctuary
  - Investigate how to repair Double doors in sanctuary
  - Sanctuary ceiling paint peeling near steeple vestry.
  - Chimney stub needs repainting and has loose shingles around it.
  - Determine how to fix lights to sign and replace timer.
  - Investigate cause of stains on ceiling tile outside of basement bathrooms.
  - Determine origin of loose shingle near clear double doors by propane tanks.
  - Determine options to taped cords running throughout the sanctuary
  - Boiler room stone wall leaks during heavy rain. Need to have contractor provide quote to fix.
  
2. Outside of the workdays will be scheduled for May 27<sup>th</sup>. A workday was conducted in the fall with limited but effective participation.
3. The flower beds and lawn work continue. Again, individuals have accomplished much. Cindy has the lawn mowing team working on schedule. The gardening team requires additional participation but, Paula has agreed to take up the chair position again.
4. The floors are a continuing concern. This is especially true of the stairwell area by the back doors across from the propane tanks.

Submitted by: Jim Burton

## **Capital Campaign – Building Our Future Together**

Capital Campaign Wrap-up Phase Steering Committee members include:

Jim Burton, Paula Terry, Denny Stone, Cindy Good, Deb Stille

As we anticipate the final wrap-up phase of UUCV's long journey with our Capital Campaign, let's look back at all our accomplishments. The campaign has progressed through:

- Visioning and planning in 2017.
- A pledge drive in 2018.
- Over four years of completing the identified projects (repeatedly delayed by COVID-19 and supply chain issues).

Starting in December 2018, the Capital Campaign has funded the following projects:

- Expanded the DLFDD position to full-time.
- New roof installed over the social hall and porches.
- New replacement windows installed throughout most of the church.
- Masonry work: repointed brick, rebuilt exterior wall & stairs.
- Replaced exterior doors and upgraded entrance security.
- New and remodeled accessible bathrooms on both levels.
- New hospitality and custodial rooms and an expanded main lobby.
- New enhanced lighting in the lower-level hall and main lobby.
- Exterior painting and replacement soffits and gutters.
- Upgraded kitchen electrical systems and new appliances.

During 2022, the following extensive exterior projects were completed:

- Redesigned the main drive-up entrance for accessibility.
- Excavated and paved a new parking lot.

These three final goals remain to be completed in 2023:

- Repair and paint the steeple.
- Paint the exterior arches over sanctuary windows and doors.
- Create an activity/play area on the side yard.

Thanks to the generosity of UUCV's members and friends, we were able to raise \$621,000 to complete this truly impressive list of projects. Your Capital Campaign Steering Committees appreciate your dedication to our church more than we can say.

Submitted by: Deb Stille & Paula Terry

## **Caring and Compassion Committee**

The UUCV Caring and Compassion Committee fizzled out shortly after I arrived as minister in July, and has never existed as a formal committee while I've been here.

At this time, the CCC consists of a google spreadsheet that Pam and I keep up to date on how folks in the congregation are doing, and this is far from ideal.

My hope is to get this committee going over the summer so that we have a strong CCC in the fall that meets once per month.

If you are interested in joining UUCV's Caring and Compassion Committee, please let me know!

Submitted by: Rev. Meg Mathieson

## **Endowment Fund 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.

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 cominister for our first 14 years. This generous donation formed the Judy Welles Endowment Fund. The fund is at \$107,400 as of March 31, 2023, 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 has drafted the text for a brochure that explains the Endowment Fund and the Legacy Society. Kim Stone is currently designing the brochure, which will be distributed to our church community in the coming months. 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.

Submitted by Tom DeWall

## **Finance Committee**

This committee, under the leadership of the Chair, has the overall responsibility for the financial management of UUCV to ensure that the Congregation's income and expenditures support the mission of the Congregation. The committee reports its findings and recommendations to the Board of Trustees.

In a nutshell, the job of the Finance Committee is to review financial data on a monthly basis to determine whether income and expenses comport with the approved budget and to suggest remedies when they do not. In the spring of the year, we solicit budget requests from staff and committee chairs and engage in the work of preparing a budget proposal for the Board.

### **Finance Committee Members**

Bev Ayers-Nachamkin, Chair; Michael Fratantuono, Tony Matyas, and Matt Soper. *Ex officio* (non-voting) members include Rev. Meg, Gail Black/Jim Burton (UUCV President), and Cindy Good (UUCV Treasurer).

### **Current Activities**

In addition to monthly oversight of budget income and expenditures, we brought the budget form itself up to date in the interests of making the budget more accurate and transparent, e.g., creating lines for the A/V technician and equipment.

### **23-24 Proposed Budget**

The first thing to know about UUCV's budget is that the vast majority of the budget (96-98%) is consumed by costs attributed to staff salaries, benefits, & programming in addition to the relatively fixed costs attributable to the building mortgage and utilities. The remaining 2-4% is all there is to allot to deferred maintenance, committee work, daily business, and/or social justice projects.

In January, 2023, the UUA substantially increased the costs of all their services (26% in one case). Treasurer, Cindy Good, alerted us to the fact that the increases in insurance rates meant UUCV would no longer be able to offer staff members the generous benefit packages we had in the past. With the able assistance of Primajoy Ramaling (Personnel Committee), we researched the possibility of obtaining less expensive insurance, but we were unsuccessful.

We presented the Board of Trustees with 3 budget scenarios based on the Pledge goal of \$250,000: High-End, Moderate, and Austere. Since our Annual Budget Drive was able to raise only ~\$212,000.00 in pledges this year, (\$38,000.00 less than the goal of \$250,000.00 and not even rising to last year's level of \$224,822.00), even the Austere version became a deficit budget. Moving forward it is clear we need to increase our income. Initiatives such as encouraging congregants to purchase Grocery cards have been very helpful to this year's bottom line, and we hope the coming year will see more innovative fundraising efforts and a higher pledge total.

Submitted by Bev Ayers-Nachamkin, Chair



## **Hospitality Committee**

When I arrived at UUCV in July 2023, there was no active Hospitality Committee. The Hospitality duties have been covered by a small handful of volunteers who do not want to be responsible for the Hospitality Committee in the long run.

For a few months during this past winter, I assigned Sunday morning Hospitality duties to various Small Groups, but this was met with a lot of resistance, and eventually fizzled out in March.

Currently, there is no Hospitality Committee. We need volunteers for this committee to help with these duties:

- Organize volunteers for Sunday Morning snacks
- Organize volunteers for Sunday morning coffee
- Organize volunteers for set-up and clean-up for special events when non-UUCV folks have rented or are using our building

Currently these duties are either not happening or are organized by Pam.

If you are interested in joining UUCV's Caring and Compassion Committee, please let me know!

Submitted by Rev. Meg Mathieson

## **Membership Committee**

The ministry of the Membership Committee is to welcome visitors and returning visitors, help individuals along the path to membership, monitor the satisfaction of all members, and sustain and grow the membership.

We accomplish this ministry by:

Greeting people as they arrive, handing out the Order of Service, passing the collection baskets and giving envelopes containing small gifts and essential information about UUCV to visitors.

We collect visitor information to share with our Church Administrator, engage in follow-up communication with 1<sup>st</sup> time visitors and talk with and introduce first-time and returning visitors to others. The CA makes name tags for new folks, and we assist with maintenance of the name tags for visitors and attendees.

We help to coordinate and participate in new member classes with the Church Administrator and minister and organize celebrations for membership events and ceremonies.

We review and update the church directory quarterly and check with absent members to keep track of our congregation and assist with tracking membership status for annual reporting to the UUA.

We record and maintain committee meeting minutes electronically.

Our congregation has lost a few members and gained a few members this year and we are currently at about 140 members.

Our committee members this year are Margie Akin, Gail Black, Max Donnelly, Michael Fratantuono, Ash Hersh, Amy-jo Humpton, Char Klein, Kim Stone, and Mike Weidner.

Joseph Osborne met with the committee in June of 2022 to speak about the need to increase the vitality and long-term sustainability of UUCV. His efforts led to the formation of a sub-committee (or team – we aren't completely clear about the terminology yet) that is now addressing the need for Outreach and Marketing.

**The Purpose and Goal of the Outreach Marketing Team** (with many thanks to Candice Holsinger for putting our ideas and plans into the following description of what this team is about!)

The UUCV Congregation is dedicated to helping current members develop a stronger sense of self-identity and spiritual growth, and to creating social value for the broader external community. Thinking about the intermediate to long-term horizon, sustainability of the Congregation will depend on attracting a new generation of members.

How the team will work to achieve this goal:

Identify and develop **Engagement Channels** through which we can connect with current and potential members. \*

**Identify Opportunities** for UUCV Membership Promotion.

Make **Recommendations** to the UUCV worship team, the board, and other committees about opportunities for marketing.

Collaborate with the UUCV worship team, the board, and other committee chairs to **Create Content Assets** for the purpose of outreach and UUCV Membership Promotion.

**Assist** the UUCV worship team, the board, and other committees with the production and distribution of event marketing materials.

**Research** existing engagement strategies and engagement channels. Conduct retrospective analysis of events and campaigns.

The Outreach Team members are Gail Black, Dan Cozort, Max Donnelly, Michael Fratantuono, Deb Genet, and chair Joseph Osborne.

\* Collaborating with our Social Justice committee to participate in Pride Festival events is one way we are doing this

Submitted by Amy-jo Humpton and Gail Black

## 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 2022-2023 were: Bev Motich was Chair until stepping down at which time Primajoy Ramalingam became the 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 2022-2023 the Personnel Committee performed the following:

- monitored UUA policy changes related to insurance plans, retirement, and benefits, to remain current on UUA fair compensation guidelines.
- Worked with a Private insurance Broker to evaluate the UUA insurance pricing against the market and provided a report to the Finance Committee. As a result, it was determined that the UUA was indeed the most cost effective based on UUCV current Personnel.
- Provided the Office Administrator with assistance regarding any employment agreements or amendments.
- The Committee is in the process of finalizing updates to the Employee Handbook. Overall, the Policy is solid but with every policy it must be brought up to date from time to time so that it meets all required HR legal/policy standards. A few of the recommended changes are adding a social media Policy and adding wording for Disability Accommodation (required by ADA). The updates have been reviewed by the Board Representative and will be submitted to the Board for approval as soon as completed.

Submitted by Primajoy Ramalingam

## **Safe Congregation Response Team (SCRT)**

### **SCRT MEMBERS:**

Lynn Sodora, Director of Lifespan Faith Development  
Gail Black, Board Member  
Brent Dickerson  
Melissa Mattson  
Primajoy Ramalingam

### **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 DURING 2022-23:**

- Updated the building evacuation plans
- Updated the Safe Congregation Policy which was approved by the Board of Trustees
- Responded to several concerns submitted by congregants and staff
- Completed an analysis of our safe congregation policies against those of other congregations and made changes to our policy accordingly

### **GOALS FOR 2023-24:**

- Our primary goal for next year is to receive Active Shooter training and to develop a plan for our congregation.
- We also hope to improve security by replacing the locks on our RE classroom doors.
- Periodic review and clarification of our Safe Congregation Policies
- Resume regular fire and evacuation drills
- Continue to educate and remind the congregation about the SCRT's mission and the procedures of UUCV's Safe Congregation Policies.
- Host additional educational workshops to engage with the congregation about harassment, violence/abuse prevention, and covenantal behavior.

The Safe Congregation Response Team is a vital part of making UUCV a safe place for all to worship, learn and be together in community. Its responsibilities include everything from planning for emergencies, to violence and abuse prevention, to handling covenant care and repair between individuals. I'm truly grateful for the dedication of this team, their expertise, and the time and energy that they devote to this important work.

Submitted by Lynn Sodora, DLFD

## **Small Group**

In the past few months, there has been disruption in the leadership of the Small Group Ministries at UUCV. I have long maintained, as the minister, that Small Group Ministries should not be led by one person, but rather by a small Committee, ideally populated by some of the leaders of the small groups themselves.

At this time, there is no such Committee, so the organizing of the Small Groups has fallen into my lap for the time being.

Despite the recent changes, the Small Groups continue to thrive. SGM Leadership is excited to begin offering facilitator trainings this summer and to present a SGM Sunday in September.

If you are interested in being involved in UUCV's thriving SGM program, please let me know!

Rev. Meg Mathieson

## 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: Kim Stone (Chair from Dec. 2021— Jun. 2023), Deb Genet (Mozambique), Dee Lauderbaugh (CFTW), Carol and Mike Riesmeyer, (CARES meals), Wendy Gebb (Antiracism Initiative), Cheryl Parsons (Antiracism Initiative, UUJustice liason), Ashley Hersch, Jill Hoffman, Margie Akin, and Mellissa Mattson.

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. Our meetings are hybrid at present.

### Key Projects / Activities:

—**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. Church members also may leave items in the church refrigerator to be heated up at CARES.

—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. Then it is re-boxed for distribution.

— **Antiracism Initiative**—submitted by Wendy Gebb

In 2022-2023 the UUCV Antiracism Initiative focused on engaging the congregation in educational activities and discussion about the 8th Principle. We utilized newsletter articles, announcements, order of service inserts, Zoom discussions, and Rev Meg presented several sermons on the topic. A special Congregational Meeting was held on January 15, 2023 and the 8th Principle was adopted by UUCV. Since adopting the 8th Principle, we have initiated "8th Notes" in the Sunday service and the order of service (OOS) inserts to take positive action toward living into the call of the 8th Principle to dismantle racism and oppression where we find it in ourselves and our institutions. The Antiracism Initiative is currently in the process of considering other activities that will advance the 8th Principle in our congregation and community.

—**Change For the World April 2021 – March 2022**

We give a gift to recipients quarterly from checks and change dropped into the collection basket on Sunday or sent to the church by mail. They must be non-profit with a 501(c)(3) tax status.

| Quarter               | Recipient                      | Amount   |
|-----------------------|--------------------------------|----------|
| April—June 2022       | L.E.A.F.                       | \$421.00 |
| July—September 2022   | I.S.C. (Afghan Relief Program) | \$629.00 |
| October—December 2022 | Moving Circles                 | \$663.00 |
| January—March 2023    | Mt. Tabor Preservation Project | \$940.00 |

—**Central Pennsylvania Pride Festival**

On July 30, 2022 we participated in the annual PRIDE FEST in Harrisburg, as we do every year, with an information booth and members of UUCV also volunteered to be Silent Witnesses for festival participants.

—**Mozambique Bursary Project**—submitted by Deb Genet

Mozambique Bursary Project Steering Committee: Martha Bergsten, Dianne Dusman, Deb Genet, Candace Holsinger, Brian McPherson, Susan Rimby and Priscilla Laws, member emerita

Mozambique Sunday was held on November 6, 2022, and included, via video, chalice lighting and extinguishing by girls from the Mozambique Bursary Project as well as reflections from Titos Macie, project overseer, and Sonia Saual, who runs the project day to day. After the service, there was a simple meal of stews, rice, salad, fruit, and ice-cream, and a presentation about the project.

The Mozambique Bursary Project raised \$41,250 from 75 donations that will support 110 girls in a very poor area of in the world. Very few teenage girls in Mozambique have the opportunity for secondary education. These funds will help us to supply bunks and bedding in secure dormitories, school uniforms and supplies, food, hygiene and personal protection supplies, and a stipend for house mothers, who mentor the students.

The Bursary girls, selected for their motivation to learn, will use their secondary educations to benefit themselves, their families and their communities. Many graduates have enrolled in post-secondary programs in teacher education, agriculture, public administration and health care. Such graduates are now providing badly needed services to Mozambique citizens. The Bursary girls are gaining the knowledge and confidence needed to succeed. Without question, this gift of education is transformative

—**UUJusticePA** —submitted by Cheryl Parsons

- March 2022 Postcarding to oppose SB956, A Constitutional Amendment regarding elective abortions
- April 2022 Postcarding to urge legislators to cosponsor HB1903 to prevent gun violence
- May 2022 Postcarding for Public Education and opposing Education Savings Accounts that channel money away from public schools and towards private schools
- August 2022 Postcarding to support a gift ban instead of the current practice of allowing legislators to receive unlimited gifts



- September 2022 Cheryl attended a rally and lobby day at the Capitol when UUJusticePA joined CADBI, the Coalition Against Death By Incarceration
- October 2022 Shared Election info regarding Mail In/Absentee Ballots, last day to register, and the need for poll watchers
- October 2022 Promoted the Vote Forward effort to write letters to intermittent voters urging them to go to the polls and vote. 11 UUCVers combined to write and mail 200 letters mostly to voters in PA, but some in Texas
- January and February 2023 Postcarding to urge legislators to vote NO on continuing with current House Rules and to vote instead to revise House Rules to encourage bipartisan interaction
- Cheryl attended most quarterly liaison Zoom sessions and many monthly Economic Justice Zoom sessions and submitted previews, newsletter, and OOS updates whenever pertinent.

### —Afghan Assistance Team

The Afghan Assistance Team disbanded the end of May 2022. Kim Stone stayed on to help Wranga Ahmadzai with her pregnancy—getting her to and from the doctors and specialists needed. Dee Lauderbaugh also helped with car rides to the Halal market and Project Share. They both took Wranga to English classes.

Wranga gave birth to a healthy baby boy, Shirnabi, September 4, 2022. Faisal has had no luck keeping a job and in February 2023, the family moved in with Faisal’s parents in Grantham, PA where they presently reside. Kim is still involved with getting Wranga to doctor’s appointments when she can. Birth control was a high priority.

We hope to stay in touch as friends and wish them well in their new country.

### —Film Presentation

Melissa Matson hosted a documentary from YouTube during the RE time before church on Sunday, Oct. 16, 2022. “Suppressed and Sabotaged: The Fight to Vote” focused on the 14 Amendment and the struggles many marginalized people have in getting their vote to count, citing the travesty in Georgia, 2016. We would like to continue the series.

### —National events

On September 24, 2022, some of us participated in the annual **National Public Lands Day**. We planted trees and plants, and eradicated weeds at Pine Grove Furnace State Park in the Michaux State Forest area.

On October 14, 2022, some of us participated in **United Way’s One Day on Caring**. Among other tasks, we were asked to read books to elementary school children. Over the years we have planted community gardens and cleaned up urban blight.

These events in which we participate are building relationships within our church and local community. Often others in the congregation join us and part of our mission is to engage and inform our congregation at large. We also welcome any input or suggestions from anyone else besides the committee.

Submitted by Kim Stone

## **Worship Associates**

The worship associates program has been going through some growing pains this year. We have still been working through the Shared Pulpit curriculum, focusing on what draw us in and connects the service elements. We have struggled with attendance at our monthly meetings once we went from zoom to in person, and so far, changing the date has not helped increase attendance. We are looking to return to zoom meetings in order to regain the strength in attendance that we previously enjoyed. This is due to a number of our members being disabled, not driving at night, and living too far from the church to justify the cost of driving up just for a meeting. We did welcome several new members this past year through our membership/committee fair coffee hour. It is our hope that we will continue to add to our WA team. This year, we will be focusing on/exploring worshipping with all our senses, and introducing new ways to have worship experiences.

Submitted by: Chris Kapp

## Nominating Committee Report

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

Current Members: Gail Black, Amy-Jo Humpton, Bev Motich, and Courtney Wiley. After many years of dedicated service, Jon Tarrant has resigned as chair.

The committee meets as needed, typically in the first few months of the calendar year until a slate of nominees is assembled. Prospective candidates are announced from the pulpit no later than three weeks before the congregational meeting in June, 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 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 6/30/25: Denny Stone, Dirk Wiley, Kristen Wycha

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

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

Dianne has agreed to continue for another year. Rebecca will run for another term.

In addition, resigning this year:

Gail Black and Dan Cozort (1 year term left)

The nominating committee presents a slate of three candidates for the term expiring on 6/30/24: Dianne Dusman, Rebecca Fratantuono, and Melissa Mattson and nominates Dennis Schad to fill the position being vacated by Kristen Wycha (who had agreed to add one year to her three year term)

To fill the two positions for trustees resigning early, the Board has appointed:

Wendy Gebb and Brent Dickerson.

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

Submitted by Bev Motich

## 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 6/25 | 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 6/25 |
|                       |                   | Denny Stone         | Term expires 6/25 |

### UUCV COMMITTEES

Building and Grounds: Jim Burton (Chair)

Finance: Bev Ayers-Nachamkin, Chair; Michael Fratantuono, Tony Matyas, and Matt Soper. *Ex officio* (non-voting) members include Rev. Meg, Gail Black/Jim Burton (UUCV President), and Cindy Good (UUCV Treasurer).

Personnel: Primajoy Ramalingam (Chair)

Annual Budget Drive (ABD): Deb Genet, Bev Motich, Gail Black, Laura Soper, Rebecca Fratantuono, Max Donnelly, Candice Holsinger, Amy-Jo Humpton

Compassion and Caring Circle: Currently Vacant

Endowment Committee: Tom DeWall (chair), John Bloom, Carole DeWall, Max Lara, Susan Rimby, and Courtney Wiley. The Board liaison is Dianne Dusman

RE Committee Members: Mrs. Candice Holsinger (co-chair) and Courtney Wiley (co-chair), Gail Black, Amy-jo Humpton, Jen Hricak, Rev. Chris Kapp and Kristen Wycha

Spirit Play Volunteers: Mrs. Candice Holsinger, Jen Hricak, Melissa Mattson, Ryanne Mack, Kristen Markley, Kim Stone, Courtney Wiley and Dirk Wiley

Nursery Care: Rebecca Fratantuono, Susan Green, Steve Holsinger, Samantha Letts, Lynn Michels, Kim Stone, Courtney Wiley, Dirk Wiley, and Kristen Wycha

Middles Volunteers: Primajoy Ramalingam (lead teacher), Gail Black, Kristen Markley, Ryanne Mack, Lisa Balog

Yuuth Group Advisors: Rev. Chris Kapp, Gail Black

OWL: Facilitators: Rev. Chris Kapp, Melissa Mattson, Max Donnelly

Adult RE: Keith Bittinger (chair)

## **UUCV COMMITTEES (cont.)**

Membership/Hospitality: Amy-jo Humpton (Chair) Margie Akin, Gail Black, Max Donnelly, Michael Fratantuono, Ash Hersh, Char Klein, Kim Stone, and Mike Weidner

Safe Congregation Response Team (SCRT) Lynn Sodora, Director of Lifespan Faith Development, Gail Black, Board Member, Brent Dickerson, Melissa Mattson, Primajoy Ramalingam

Small Group Ministry: Rev. Meg Mathieson

Social Justice Committee: : Kim Stone (Chair from Dec. 2021— Jun. 2023), Deb Genet (Mozambique), Dee Lauderbaugh (CFTW), Carol and Mike Riesmeyer, (CARES meals), Wendy Gebb (Antiracism Initiative), Cheryl Parsons (Antiracism Initiative, UUJustice liason), Ashley Hersch, Jill Hoffman, Margie Akin, and Mellissa Mattson.

Worship Associates: Chris Kapp (Chair), Cheryl Parsons, Brent Dickerson, Dianne Dusman, Melissa Mattson, Ian Harris, Julie Ham, Max Donnelly, Primajoy Ramalingam, Riley Johnson, Ben Ramirez, Molly Wilkinson, Zach Woodward, Heather Woodward

Nominating Committee: Gail Black, Amy-Jo Humpton, Bev Motich, and Courtney Wiley. After many years of dedicated service, Jon Tarrant has resigned as chair.

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

## **UUCV Community Voices**

Jim Burton, Dan Cozort, Rick Heckman, and Ben Ramirez. Cathy DeWalt and Susan Vernon sang with the group for the first half of the season, while Michael Fratantuono joined the group for the last two months. Kristin Schad also dropped in for a session.

## **STAFF**

Minister – Rev. Meg Mathieson

Director of Music – Currently Vacant

Director of Lifespan Faith Development – Lynn Sodora

Church Administrator – Pam Martin

AV Technician – Jonathan Boldosser

Custodian – Jim McLaren

## UNITARIAN UNIVERSALISTS OF THE CUMBERLAND VALLEY

Annual Meeting, in person and via Zoom, June 19, 2022.

Our Board President, Gail Black, called the meeting to order after our worship service, welcomed everyone and lit the chalice. Gail then introduced Tom DeWall, our Parliamentarian. (A preliminary count confirmed that at least 60 persons were present so we confirmed we had a quorum present.)

Gail presented the “Unsung Hero” Award to Bev Motich.

Dianne announced the voting procedures; Bev Motich was assigned to counting the votes among those present in the sanctuary and Max Donnelly was responsible for counting the votes among Zoom attendees.

The 2021 Annual Meeting minutes had been included in the Annual Report. Paula Terry moved to approve the minutes, Kim Stone seconded and the vote to approve was unanimous.

Next up were the nominations to the Board of Trustees by Jon Tarrant who heads the Nominating Committee (including Gail, Amy-Jo Humpton, Bev Motich, Courtney Wiley). The Nominating Committee proposed that Dirk Wiley, Denny Stone and Krysten Wycha be renewed for another term. A Motion to approve the renewals was seconded and the vote of the congregation was unanimous to approve. The next vote was to approve the renewal of the Nominating Committee members and a motion followed by a second led to a unanimous approval.

Cindy Good, Treasurer, presented the Finance Report. Contributions declined during the period that our doors were closed due to the pandemic. Also, health insurance increased and the contract termination of the past Interim Minister also was an unexpected expense – but resulted in a positive change for UUCV unanimously supported by the Board of Trustees and members of the congregation. Cindy noted that we have 88 pledge units, that pledges received are on track and some reminders will be sent. Cindy also offered thanks to Drew Lynch and Pam Martin for their efforts and to those who fundraisers who worked on the SouperBowl Sale, the Auction and the Yard Sale.

After Cindy fielded several questions about the proposed budget, she also explained that the deficiency between the projected expenditures and the projected expenses could be met by increasing Giant Grocery Card sales. She explained the process of purchasing the grocery cards – we receive \$1000 in grocery cards for \$900.00, effectively a \$10.00 contribution for every \$100.00 purchased by our members.

Tony Matea moved to approve the proposed budget, the motion was seconded and all voted in favor of approval of the proposed budget.

Jim Burton offered a brief explanation of the status of the Capital Campaign. Kathy Ellis followed with an appeal to our members to engage in outreach to their friends and neighbors in hopes of increasing membership. Following these comments, the Board presented a gift to the President in gratitude for her steadfast leadership efforts in the past two very difficult years for UUCV.

Following these comments, Gail adjourned the Annual Meeting.

Respectfully submitted, Dianne Dusman, Clerk

