



KEEP
Moving Forward

UUCV Annual Report
2023 - 2024

June 9, 2024

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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

The 23/24 year for UUCV has presented some unique challenges. Our minister resigned in August. This required the board to act quickly to assure the continuation of services and other UUCV activities. Fortunately, a member of the congregation ordained in another Christian church was able to step in and provide much needed assistance. Rev Chris Kapp became the Ministerial Consultant for UUCV. The board developed a Letter of Agreement with Rev Chris which outlined her role in supporting UUCV until a new minister is found. Rev Chris has worked tirelessly to support our lay led community.

The board met in a retreat at Greenridge Village to determine our goals for the year in the absence of a minister. Those goals follow:

- Select a settled minister in 18-30 months
- Determine the ministry requirements and meet those requirements during the period without a minister
- Revise the budget in the absence of a minister
- Clarify relationship with Rev Chris Kapp
- Establish a fund raising committee by Sep 30, 2023
- Review UUCV policies and make changes as necessary
- Increase membership by 5% by June 30, 2024
- Increase committee membership by Jan 2024

UUCV now has a search committee. We have conducted cottage meetings and a service which focused on the future needs and wants of the community as well as the type of minister desired. We also addressed the search process with the community. The search team is in the process of developing their plan. This needs to start with a meeting to develop the search process and the release of a sound job description to be posted by the UUA. Additionally, the board president has contacted the UUA board president about how they conducted a successful search for a minister. The consensus from the cottage meetings and the church service is that UUCV needs to search for a contract minister that can become our settled minister.

Rev Kapp and RE Director Lynn Sodora developed a worship plan for the year. This included time for Rev Kapp, Lynn, lay led and Guest Ministers to lead services throughout the year. Training for the lay led ministers and worship associates was provided by Rev Chris as part of their LOA duties.

The RE program under the leadership of Lynn Sodora has grown significantly. It now stands as one of the biggest RE programs in the area. Lynn has worked tirelessly to ensure we have a sound UU based RE program.

The budget was revised to account for the loss of a minister and the hire of the ministerial consultant. The unspent minister pay and benefits accounts were placed in a separate savings account. A monthly \$300 sum was placed in a separate account as a fund to offset future unplanned for Building and Ground costs. A new budget proposal was developed by the Finance committee for the 24/25 church year. The board will review the proposal and present their recommendation to the congregation at the annual meeting on June 9th.

The Fund raising committee was established and has conducted several fund raising activities. These include a fall yard sales, SoUUpper Bowl, fund raising dinner with mini auction, Strawberry booth, and a spring yard sale. This is not the complete list of fund raising activities. New ideas for raising funds from outside the UUCV community have been imagined. To make some of these ideas become a reality, the idea originators need to begin to form teams of volunteers.

The board has reviewed a number of UUCV policies and will provide the recommended changes to the congregation at the annual meeting.

UUCV has experienced membership losses and gains. We lost five members due to their deaths. We lost four members due to resignations. We gained nineteen new members for a net gain of ten. With a membership of one hundred and forty five members. Some of the resignation losses were due to moves from the area. Many of the new members brought children into our growing RE program.

UUCV hired a new music director, Carole Knisely. Carole has some great ideas for enriching UUCV's musical worship. The music committee developed the music director job description, advertised for candidates, developed the LOA which was adjusted and approved by the board. The music committee, under the capable leadership of Cheryl Parsons, spent many hours of work and deserves a great deal of thanks from the community for the time spent on planning and acting to ensure the UUCV music program grows. This is a big step towards the success of UUCV as a whole.

Submitted by Jim Burton

Minister/Worship Associates

To my fellow UUCV members,

As we close the chapter on another church year, my heart overflows with gratitude for each and every person in this congregation. This year presented a unique challenge – navigating a church year without a settled minister. Yet our incredible congregation has risen to the occasion with remarkable strength, talent, and unwavering commitment.

A Year of Lay-Led Leadership

This year marked a significant milestone – becoming a lay-led church. Being lay-led isn't easy, and yet, UUCV has done it - a testament to our collective power as a congregation. Not only did we do it, but we've continued to grow, adding new members and their children to our community.

We witnessed over 2 dozen members step forward as Worship Associates and service leaders. Individuals who never envisioned themselves preaching have delivered powerful sermons, discovering their unique voices and speaking their beliefs with confidence. Helping individuals embrace preaching has been a profoundly moving experience. Seeing folks from every generation blossom into confident and passionate leaders has been a true testament to the strength of our community.

Celebrating our Journey - Worship Highlights

Our worship theme this year explored the petals of the proposed Article Two revisions to the UUA bylaws. To that end, I'd like to offer some highlights from our Worship Year.

- September kicked off our year of preaching lessons. Julie Ham and Cheryl Parsons were the first to deliver sermons after meeting with me, speaking eloquently about the Jewish High Holy Days Intersection with Unitarian Universalism, and the concept of Having and Being Role Models.
- We inaugurated a heartwarming Blessing of the Animals service in October, and welcomed new preacher Primajoy Ramalingam as she gave a poignant sermon on the uniqueness of all bodies for Intersex Awareness Day. The month culminated on Halloween with a powerful exploration of authenticity through Ben's fiercely vulnerable "mask" reflection, which urged us to show our true selves to one another.
- November brought a vibrant multicultural celebration, incorporating the Mozambique Bursary Project service and luncheon with the Hindu Diwali festival. We also welcomed guest minister Rev. Dr. Richard Speck into our pulpit, and new preacher Michael Fratantuono spoke soulfully about Robert Frost's Poem, The Mending Wall.
- December held both joy and sorrow. We sat in awe of the wonder of the cosmos with new preacher John Flood, reveled in the festive lights of Hanukkah and Christmas, and welcomed the winter solstice. However, it was also a time of grief as we mourned the loss of three cherished members within two weeks.
- January ushered in our traditional fire communion service and a visit from our esteemed friend from the Baltimore congregation, Derail Holcomb. We also celebrated the delightful return of Poetry Sunday, spearheaded by new preacher Michelle Burton, after a long hiatus.
- February truly showcased the strength of our Worship Associates program. When I was suddenly hospitalized with a pulmonary embolism, the WA team and board sprang into action without a moment's hesitation. New preacher Brent Dickerson, Ginny Ivanoff, Wendy, and Jim collaborated, formulated a plan, and delivered a Sunday service so well-executed, you'd never guess it was prepared last-minute. Witnessing their dedication from my hospital bed filled me with immense pride. The grace, humor, and commitment of the entire WA team continued to shine throughout my absence. We also welcomed Guest Speaker Steve Buckingham into the pulpit.

- March saw the debuts of two more new preachers, Melissa Mattson and Jim Burton. Melissa explored activism as a spiritual practice, while Jim kicked off the budget drive with a sermon on the power of giving and receiving acts of love. We also celebrated the spring equinox (Ostara), Holi, and Easter.
- As of April, we've welcomed new preacher Lisa Citarella into the pulpit for a service on Trauma and Resiliency and the First Principle, as seen through the eyes of a therapist. The board led a town hall style service to discuss the ongoing search for a new minister, and during that discussion, the topic of worship styles came up. The conversation highlighted a spectrum of desires, ranging from traditional services to more innovative formats. We acknowledge the need for variety and are committed to incorporating diverse experiences into our worship program moving forward. This reflects our belief that everyone deserves a spiritual home where they can connect with their faith in a way that nourishes their soul.
- Starting in May, service blurbs will be expanded to include more detail about the worship services, allowing folks to have more insight into style and format. We'll see the return of Camp UUCV this summer, and will also be expanding our horizons with three brunch services. We will also hold our first annual Sunday in the Park With UUCV in August. .

Spiritual Growth Initiatives: Creating Safe Spaces

Trauma in the Pews, our new support group, has provided a safe haven for those deconstructing their religious past.

Everyone Has a Voice: Get Involved!

Everyone in this congregation has a voice. If you would like to become a worship associate, or if you have an idea or topic you'd like to see us do a service on, let's have a conversation.

This congregation is truly a house built on love, open discussion, and deep connections. You are a remarkable group, and I have no doubt that the next year will be filled with more adventures and new friendships.

Respectfully Submitted,
 Rev. Chris Kapp
 Ministerial Consultant, UUCV

Music Director

Members: Cheryl Parsons (Chair), Rick Heckman, Melissa Mattson, and Joseph Osborne
With Carole Knisely

Mission: To support and advance music for worship

Our primary objective this year was to acquire a qualified Music Director. To that end, the committee undertook the following:

- Generated a job description with reference to the AUUMM handbook and past job descriptions at UUCV, as well as an interview with David Glasgow and reviewing suggestions from Devon Kehler
- Coordinated with the office administrator to advertise, as well as reaching out to our individual networks
- Explored three possible options, ultimately deciding to interview Carole Knisely
- Finding Carole's qualifications and familiarity with our congregation to meet our needs, we negotiated mutually acceptable adaptations to the job description, designed a contract, and received board approval to hire Carole in late November, to begin on April 1
- Facilitated some on-boarding along with Pam in February and connected Carole with Rev. Chris for worship planning purposes
- Arranged along with help from our office administrator for Carole's membership in the Association for Unitarian Universalist Music Ministries as a job benefit
- Recommended that the Music Budget pay for Carole's virtual participation in the AUUMM conference to be held in late July /early August, since Carole's church music background is mainly in the Lutheran liturgical tradition
- Organized and advertised a Getting to Know You Gathering on Many 5th to introduce Carole to members and friends who enjoy singing or playing an instrument for purposes of future hymn leading, instrumental soloing or accompanying, participation in small ensembles, and/or several future short term choir opportunities
- Carole developed a survey for the May 5th gathering to determine voice parts, instruments played, best times for rehearsals, favorite music styles, and possible need for child care

Other tasks overseen by the Music Committee included:

- Keeping the grand piano humidity controller filled with water every few weeks
- Overseeing piano tuning for the three church pianos (sanctuary, stage, dining room)
- Renewing the two copyright licenses with Christian Copyright Solutions
- Quarterly required reporting for said licenses
- Working with the Treasurer and the office administrator to submit documentation/request for the annual disbursement from the Laws Endowment Fund
- Funding a donation to Max Mitchell's new non-profit organization and a gift as a thank you for Max's year of providing wonderful varied service music
- Recognizing Max's contributions in a special commemoration at the March 24th service

Joseph Osborne donated a high end keyboard for use in the sanctuary and the Committee voted to order a stand with wheels that would also accommodate the church amplifier. Rick Heckman kindly assembled it, and it has already been used in several services.

Submitted by Cheryl Parsons

Director of Lifespan Faith Development

In January 2023, I was hired as UUCV's full-time Director of Lifespan Faith Development. I am proud to lead a vibrant RE program facilitated by a talented and dedicated group of RE Volunteers, and to serve such a wonderful group of families. UUCV's children and youth are bright, loving, creative and kind. I am committed to providing a safe place for them to learn and grow together.

Accomplishments Over The Past Year:

Worship: Presented a "Time for All Ages" for most worship services. Planned, prepared and led 8 All-Ages services so far this year.. Will prepare and present an all-ages RE Sunday service on May 19th and a Flower Communion service on June 2nd.

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 and OWL supplies; prepared proposed budget for next year; researched new curricula options. Attended weekly Staff meetings and regular RE Committee and other Committee meetings as needed. Held a well-attended RE Teacher Training in September.

Religious Education Programming for Children/Youth: We had 52 children and youth registered for RE programs during 2023-24. We offered 4 levels of RE education, plus Nursery Room care and OWL (Grades 4-6). As DLFD, I created Lesson Plans and prepared supplies for all levels of our RE classes. Planned and led 2 RE Holiday parties, an Easter Egg Hunt, and several RE all-ages activities for special months, including Black History month and Women's History Month. Planned and led Youth group meetings and facilitated a Youth overnight. Planned, promoted and co-led Our Whole Lives (OWL) for 15 students in Grades 4-6. Planned or facilitated several RE fundraisers including the UUCV Tie-Dye T-shirts, ornaments and note cards. Facilitated several social action projects led by the RE children including assembling Blessing Bags for people experiencing homelessness.

UUCV Family Events: Planned and hosted an Easter Egg Hunt. Scheduled and attended 6 UUCV Family Game Nights. Scheduled and attended UUCV Family Happy Hour in April.

Communications: Created a new RE Weekly Update email sent to RE families. Provided RE updates for our weekly UUCV "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: Served as Chair of the Safe Congregation Team. Facilitated regular SCRT meetings. Addressed various safety concerns as needed according to UUCV policies and procedures.

Planned and facilitated a Fire Drill practice in April.

Congregational Events: Attended UUCV fundraising luncheons, participated in the Strawberry booth and UUCV work days.

Professional Development: Completed Our Whole Lives (OWL), Grades K-1/ 4-6 Training.

Regular attendance at JP LREDA cluster and chapter meetings throughout the year.

Attended "Tending Covenant: Right Relations Team Training" and "Digital Security for Congregations." Currently attending an online "Beloved Conversations" course.

Community Engagement: Helped "table" at several LGBTQ+ Pride events offering information about UUCV's programs.

Further Goals For 2024-2025:

- Identify more opportunities to increase our visibility within the local community
- Facilitate offering OWL classes in 2024-2025 (age level to be determined)
- Plan and lead a Coming of Age program for our Youth Group including a Pilgrimage Trip
- Participate in increased outreach to local community particularly LGBTQ+ groups
- Work closely with the RE Committee on offering more opportunities for community building between UUCV families as well as multigenerational connections.

The children and youth of UUCV and their families are the future. It is our responsibility to ensure that UUCV is a safe place for them to freely grow, learn, explore and express themselves. They require the support of a loving, accepting, and nurturing spiritual home now more than ever. The volunteers who serve in our RE classes and other programs are providing a most valuable ministry for this community. Without their commitment, running this program would be impossible. Please join us in this very important and joyful ministry.

I would like to thank the members of the RE Committee for their help and guidance this past year: Mrs. Candice Holsinger, Amy-jo Humpton, Laura Soper, Melissa Mattson (Board Liaison), Gail Black, Ryanne Mack, Primajoy Ramalingam and Julie Cullings. Enormous thanks go to the RE Volunteers who offer their love and care every week to the children and youth of this community: Ryanne Mack, Julie Cullings, Melissa Mattson, Laura Soper, Primajoy Ramalingam, Rebecca Fratantuono, Susan Green, Susan Rimby, Kim Stone, Emily Cappucci, Staci Kendall, Ben Ramirez, John Simcoe, Gail Black, Char Klein, Dirk Wiley, Mrs. Candice Holsinger, Steve Holsinger, Brent Dickerson, Dianne Dusman and Rev. Chris Kapp. I look forward to continued service as your Director.

Faithfully submitted,
Lynn Sodora, DLFD

Adult RE Discussion Group

One of many opportunities that UUCV offers for growth and development both personally and spiritually is the Adult Religious Education (“RE”) Discussion Group. The group typically meets for about an hour two Sundays per month during the Spring and Fall. Rooted in Unitarian Universalism’s six sources and guided by the principle of a free and responsible search for truth and meaning, the group is open to exploring a wide range of topics from life’s big questions to the smaller ones too. The discussion group gives participants a setting where they can live-out UUCV’s motto of “Seeking Truth Together”. This is a participant-led group in which we draw upon and learn from the knowledge, beliefs, wisdom, insights, practices, and lived-experiences of one another. We seek to learn not as some arcane academic exercise, but in an effort to better understand our world and ourselves so as to live life more deeply, more fully, and more justly.

This past year, discussion topics have included:

- *What does God/god look like in your life?*
- *Race-The Power of an Illusion*
- *UUA Article II Revisions*
- *Spirituality Revisited*
- *Amendments to the US Constitution*
- *Sufism-Belief & Practices*
- *The Hidden History of the Oligarchy*
- *What does prayer/meditation/reflection look like in your life?*
- *Democracy and Its Discontents*
- *The Israeli-Palestinian Conflict*
- *Sufi Meditation-Gratitude*
- *US History-Heather Cox Richardson*
- *Understanding People Better*
- *Humanism*

The Adult RE Discussion Group’s Spring series of classes runs February through May. The Fall series of classes runs September through December. During those time periods, classes are held on Sundays, twice per month, from 9 AM to 10 AM in the boardroom. Participants can join in-person or via Zoom. Prior to the start of Spring and Fall classes, we hold a planning meeting in which we select the upcoming topics for discussion and decide upon the exact meeting dates. The dates of our meetings along with the topics of discussion are then published in the weekly order of service and in the monthly newsletters.

The group is open to everyone. To participate, no official registration or sign-up is required. One can show up for as many or as few classes as they would like. Over the course of the past year, we averaged 8-10 people per class.

Although the Adult RE group is a participant-led group, anyone can participate in the group without ever having to lead a class. One can always feel free to simply just attend and listen and speak up as much or as little as they feel comfortable.

Submitted by Keith Bittinger

Church Administrator

This was another year of transitions for staff. Our Music Director, Devon Kehler, resigned in April of 2023 and Rev. Meg Mathieson resigned in August of 2023. Our Director of Lifespan Faith Development, Lynn Sodora, and our AV Tech, Jonathan Boldosser still remain with UUCV.

We were very fortunate to find a long-term music substitute in Max Mitchell and plan to have him return as a music sub when needed. He provided beautiful music for UUCV and became a friend to many.

We have hired a new Music Director, Carole Knisely, who began with us on April 1, 2024.

Our Board of Trustees has acted as supervisors for the staff until we determine how and when we will hire a minister. Rev. Chris Kapp is acting as a contract minister for Sunday services and for pastoral care.

The Board was also helpful in forming a Hospitality committee which is still a work in progress. We also were able to have Gail Black and Char Klein step up as Pastoral Care Co-Chairs. Rebecca Fratantuono has taken a leadership role in organizing our Fundraising Committee (Carole DeWall/Cindy Good are co-chairs) and the Hospitality Committee (Rebecca Fratantuono/Emily Cappucci as co-chairs)

Our relationship with CPARC special needs adults doing volunteer work at the church continues to be successful. Every Friday, a CPARC supervisor and 3 adults come into the office 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, empty trash, 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 again this year. 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 held our first ever Spaghetti Dinner with Rebecca Fratantuono leading the project which was very successful. We also converted our SoUUpper Bowl Sale to a SoUUpper Bowl Soup and Sign-Ups event under the direction of Lynn Michels which was also very successful. We held two more yard sales with Cindy Good and myself as coordinators which brings in several thousand dollars and many outsiders to our building. Foundry Day will be held this June and we will be there in full force with our Strawberry Booth.

This year, I programmed 39 automatic bank transfers for annual pledges (up 6 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, 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 state 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 four bank accounts, currently held at F&M Trust:

- General Checking Account from which all bills are paid for the day-to-day operation of the church,
- Reserve Savings Account to hold designated funds (i.e., funds designated for a specific purpose) and undesignated funds not needed for day to day operations.
- Mozambique Bursary Project Savings Account
- Savings Account for the Capital Campaign. This account has a zero balance and, after approval by the BOT, was closed following the final payment for the painting of the steeple. Funds remaining in the account at the time of closure were transferred to the Savings Account and marked as Outdoor Play Area Funds and Final Capital Campaign Expense Funds.

All accounts are monitored regularly via online banking.

Additionally the Treasurer

- Monitors the mortgage account and reports monthly on its status to the BOT. The current mortgage arrangement with F&M Trust has a locked in interest rate that will expire on 10/15/25. Our rate and arrangements with F&M will need to be renegotiated in advance of that date.
- Monitors the Judy Welles Endowment Fund held for UUCV by the UU Common Endowment Fund.
- Meets weekly and as needed with our church Administrator to review deposits and expenditures.

In the absence of a minister, the Treasurer, along with the BOT President, has oversight control of the Minister's Discretionary Fund. Upon the hiring of a minister, this account will be overseen by the minister and BOT President who provide status updates to the Treasurer per policy.

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

- Pledges
- Grocery Card sales
- Yard Sales and online Facebook Marketplace sales
- Sunday morning offering
- SoUUpper Bowl and MiniAuction Event
- Laws Music Endowment Fund
- Various others - Raise Right, iGive, coffee and snack donations

Pledges represent the largest percentage of income which goes to the day-to-day operation of the church.

A brief summary of actions taken this fiscal year:

- Sent out reminders of pledge commitment and amount of pledge submitted as of date of mailing at various times throughout the fiscal year.
- Submitted information required to request distribution from the Laws Music Endowment Fund.
- Created a detailing of funds available in the Reserved Savings Account and for what they have been earmarked. This is reported monthly on the Treasurer Report to the BOT.
- Participated in monthly Finance Committee meetings providing updates to the committee and participating in decision making process regarding UUCV finances.
- Created Price Tags and a Display in the Social hall to provide information for the congregation on the income and expenses for Fiscal Year 2023/24.
- With Dianne Dusman, investigated options for new building, business, liability, and workers compensation insurance coverage. Negotiated with two companies offering bids and finalized an agreement with ERIE Insurance.
- Participated in the development of the Annual Budget Drive brochure.
- Gave presentations at several Town Hall meetings about the status of the budget, the process of creating the budget, and the importance of the pledges to the financial stability of UUCV.
- Created a Focus on Finances Column in the monthly newsletter to provide information about UUCV finances to the congregation.
- Attends monthly and as needed Executive Committee and BOT meetings.

With the approval of the BOT, Cindy Good volunteered to apply for a Non Profit Security Grant from the Pennsylvania Commission Crime and Delinquency (PCCD). The proposal has been accepted and UUCV is awaiting final authorization of the funds for three projects - Installation of security locks on all classroom doors, installation of a camera security system, and ALICE e-learning security training. Thank you, Cindy!

As this is being written, the Annual Budget Drive for Fiscal Year 2024-2025 is underway. At the conclusion of the Annual Budget Drive and, based largely on the pledges received, the Finance Committee will develop budget options to submit to the BOT. The BOT will then makes final decisions about the budget for Fiscal Year 2024/25. The Treasurer will then present this 2024/25 Budget to the congregation for approval at the Annual Congregational Meeting,

As this year's Annual Budget Drive emphasized, Your Acts of Love to UUCV in the form of financial and volunteer commitment are what makes possible all that UUCV offers. As Treasurer of the BOT I extend a heartfelt thank you to all members and attendees for your faithful financial commitment throughout the year. Having a steady reliable flow of income makes managing UUCV's finances much easier, and is greatly appreciated.

Respectfully submitted,
Wendy Gebb, UUCV Treasurer

2024 – 2025 Annual Budget Drive

Giving and Receiving: Acts of Love

Committee Members: Jim Burton, Carole DeWall, Tom DeWall, Deb Genet Melissa Mattson, Tara Sollman, Laura Soper,

The 2024 Annual Budget drive kicked off on March 10th with a sermon focused on Giving and Receiving: Acts of Love, and a table of treats after the service. At UUCV, pledging financial support and volunteering are pivotal Acts of Love. Our aim this year was to raise \$250,000 to sustain our ministry, religious education, administration, facilities, music, and fellowship programs. We distributed letters, brochures and letters to members and attendees, shared motivational videos on Sunday mornings, held an informational meeting after a service, and engaged in personal outreach in order to help reach our goal.

Despite our concerted efforts, we fell short of our target, garnering \$210,105 through 78 pledges. However, it is never too late to submit or augment your pledge. The pledge period spans from 7/1/24 to 6/30/25.

We extend heartfelt gratitude to all who pledged and volunteer, playing vital roles in nurturing UUCV's vibrant community. Your Acts of Love are deeply valued!

The Annual Budget Drive Committee

Building and Grounds Report

The Building and Grounds Committee is responsible for routine maintenance, facility improvement projects, professional services (inspections, repairs and snow removal), and seasonal yard care. Committee work, this year, has been completed during workday sessions and by members working independently.

During 2023-24 fiscal year B&G has had no “fully functioning” committee. The current Co-chairs recognize new committee members are needed to keep-up with ongoing tasks.

This year some facility maintenance has been handled by:

1. Three workdays with an open invitation for all congregants to help.
2. Lawn mowing volunteers, coordinated by Cindy Good.
3. Landscape/flower beds “adopted” by volunteers, coordinated by Paula Terry.
4. Random individuals agreeing to tackle a specific project.

B&G would like to acknowledge and thank:

1. Pam Martin, Church Administrator, for alerting us about building problems, ordering custodial supplies, programming heat, and scheduling repair services.
2. Jim McLaren, custodian, for cleaning our huge space, trash duties, monitoring housekeeping supplies, and providing special care following large events.

2023-24 major B&G projects (completed by members) included:

1. Complete painting of the dining room, its closets, and the back hallway.
2. Restoration of the walk-in closet’s ceiling and stone foundation wall.
 3. Replacement of ceiling lights in the nursery.
4. Restoration and painting of the nursery bathroom ceiling and walls.
 5. Painting exterior black handrails.

Future B&G challenges/goals for next year:

1. Recruitment of committee members and project volunteers.
2. Sufficient budget funding for necessary delayed and annual maintenance needs.
 3. Tackle overdue painting projects in several rooms.
4. Reestablish, much delayed, annual professional floor waxing and carpet cleaning.
 5. Continue replacement of outdated, nonfunctioning ceiling lights.
 6. Reestablish lighting for the large church sign in the yard.

Submitted by: Denny Stone and Paula Terry (B&G Committee Co-chairs)

Capital Campaign (2017-2024) - Final Annual Report

Wrap-up Phase Steering Committee members include:

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

As the Capital Campaign approaches the finish line, there are major reasons to celebrate.

1. This initiative is the largest endeavor of this congregation. It is the longest lasting in terms of visioning, planning, fund raising, and implementation of projects, as well as the greatest financial commitment, significantly exceeding the purchase of the building.
2. It is a celebration of our commitment to sustaining the voice of liberal religion in the Cumberland Valley. As expressed repeatedly from the beginning, it is about “Creating Our Future Together”.
3. This project reflects the diverse talents of many people pulling together through hundreds of hours of work over several years. Each phase of the Capital Campaign held challenges we could not have anticipated. To everyone who at any phase served on the Capital Campaign steering committee – THANK YOU for your gifts of time and talent!

Starting in December 2018, thanks to the generosity of UUCV’s members and friends, \$587,284 funded the following projects:

- Expanded the DLFD 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.
- Redesigned main drive-up entrance for accessibility.
- Parking lot excavated and paved.
- Steeple repaired and painted.
- Exterior arches over sanctuary windows and doors painted.

The project to develop an outdoor activity area is now a Board project. A committee working on this task, in consultation with Building & Grounds, reports to the Board for all needed approvals.

Submitted by: Deb Stille & Paula Terry

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 Judy Welles Endowment Fund is to ensure UUCV's long-term survival and to enhance various aspects of UUCV's programs. The fund currently holds \$122,853 as of March 31, 2024, which is an increase of \$15,453 since March 31, 2023, thanks to memorial gifts from UUCV members plus interest income and growth in the market value of the fund. These funds are held in our name by the UUA in Boston. In addition, we have about \$375 held locally. (Note that current policy is that memorial donations or gifts given to honor someone automatically go to the Endowment Fund unless otherwise specified.)

In January 2024 the committee created a brochure describing the Endowment Fund, called "Will You Help Secure UUCV for the Next Generation?" It was handed out at a town hall meeting that same month, along with a presentation about the fund. It included a form for members to use to declare their intention to include UUCV in their estate plans. A few members then filled it out and submitted it. We will be calling on more members to do the same.

The committee intends to form 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.

This fund was established with an amendment to the bylaws in 2017. Most of the money in the fund initially came from a generous donation of \$100,000 from John Clymer, the brother of the late Judy Welles, our co-minister for our first 14 years. The provisions of the bylaws will allow us to disburse a portion of the interest for special projects within a few years.

Submitted by Tom DeWall

Finance Committee

Responsibilities and Activities

The UUCV Finance Committee assists the UUCV Board in managing and monitoring the congregation's financial resources. We do so in two ways.

- In each month of a fiscal year (July 1 to June 30), we review up-to-date financial data—for the previous month, and for the cumulative onset-of-fiscal-year to current-month totals—about income flows and expenditures, and about assets and liabilities, for each established category and associated line-item in the budget. Next, we compare the actual totals to the amounts that have been approved by the Congregation. If concerns or recommendations arise, they are forwarded to the Board for their consideration.
- In the spring, we begin the planning process for the forthcoming fiscal year. In conjunction with the Board, we solicit budget requests from the professional UUCV staff and the chairs of each UUCV committee. We then combine those with estimates of revenue—including pledges made by congregation members. Following a precedent initiated in 2023, we then create three proposed budgets, rather than one, for the consideration of the Board: Moving from most austere to least, we respectively label them the “Low-End”, “Mid-Tier”, and “High-End”. The Board then mixes and matches from the three proposed budgets as they shape a final budget that they share with the Congregation for their vote of approval.

Observations

Three factors have made the planning process for the upcoming fiscal-year 2024-2025 more challenging.

- The Board is quite aware of the ongoing impact of inflation on the cost-of living confronting those on the UUCV payroll and seeks to respond in a fair-minded way. Furthermore, fees for health insurance and related benefits have been elevated by providers. Such considerations put upward pressure on personnel costs, which comprise the largest share of the UUCV budget.
- The congregation is undergoing a demographic transformation, with a new generation of young individuals and families gradually replacing more senior members. Given life stages, the new generation may not be financially as well-situated as the more senior generation they are beginning to replace, which may have implications for revenues. Furthermore, as of this writing, pledges for fiscal year 2024-2025, the major source of revenue for the congregation, are still coming in.
- Over the past two months, the Board has engaged in a series of Cottage Meetings to better understand the priorities of Congregation members. The Board will soon be sharing their key findings. Insights will have implications for the structure of the budget.

Respectfully submitted by Michael Fratantuono, Chair, on behalf of members Tom Dewall, Cindy Good, and Matt Soper; and ex officio (non-voting) members Jim Burton (UUCV President), and Wendy Gebb (UUCV Treasurer).

Fundraising Committee

The fundraising committee is dedicated to raising money for the UUCV general fund, and, on occasion, specifically raising funds for the purchase of a dishwasher for the UUCV kitchen.

In 2023-24, the committee raised money through various fundraisers including the following activities:

- Yard sales, held once in the spring and once in the fall
- Grocery card sales which earn UUCV 10% when cards are purchased for Giant and 5% when purchase for Karns or Weis
- Strawberry booth at Foundry Day in June
- SOUUPER Bowl, as celebrated as a luncheon this year
- Dedicated brunches/luncheons for the dishwasher fund held in June and December, with the goal to continue on a quarterly basis
- Poinsettia sales during the winter holidays
- Raise Right online shopping gift cards, sold online year-round and raise various amounts of money depending on the vendor
- IGive rebates from online sales for the benefit of UUCV
- Mini auction in February, designed as a preview for a larger fall auction next fiscal year

This committee does not have regularly scheduled meetings but meets as needed to plan and ensure that fundraising activities are successful.

Carole DeWall and Cindy Good are the co-chairs of the committee. Many congregants participate in the various fundraisers.

Hospitality Committee

The Hospitality Committee was reformed in April. The committee will coordinate the tasks, food, beverages and supplies for dedicated events such as

- Social hour Christmas Eve service,
- Memorial services for members of the congregation,
- Oversight of the kitchen tools and facilities
- Consulting on kitchen usage and rules for outside parties
- Guidance for committees that plan events that include the use of the kitchen
- “Pop up” events such as summer picnics or pot

PLEASE NOTE: The Hospitality Committee is not responsible for events held on UUCV property that individual members of the congregation propose, promote and organize. If requested, the Hospitality Committee may provide assistance or guidance for this type of event.

Tasks for events include the following:

- Planning food and beverages
- Arranging for purchase or donation of food
- Set up and clean up
- Serving during the event
- Taking a turn when the facility is rented out to open and lock up the building empty trash and be available during the event
- Ensure that ingredients cards that list common allergens are available for use when congregants bring food to church

Since being formed, the committee has started planning for the end of the Capital Campaign celebration, reorganized and cleaned the UUCV kitchen, checked use by dates of spices, and helped set up and clean up after the blood drive in May.

Co-chairs of the committee are Emily Capucci and Rebecca Fratantuono

The following are members of the committee: Katie Clark, Susan Lara, Cindy Good, Deb Genet, Michael Weidner, Dee Lauderbaugh, Wendy Gebb, Lara Soper, Caroe DeWall, Jill Hoffman, Kim Stone, Margie Akin, Ravyn Barth, Susan Vernon, Mary Reichart, Dianne Dusman

Submitted by Rebecca Fratantuono

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 1st 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 144 members.

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

This year we participated in five Pride Festivals. At these events, we handed out literature about our congregation and collected contact information from attendees. We are aware of a few church visitors we had from this outreach.

We procured a new pop-up tent to replace the broken tent. We purchased a UUCV banner to use with the pop-up tent. We also purchased a Collaborative Pride Flag banner that the congregants will color. Both banners can be used for events or in the social hall.

At this time, the Outreach Team is being reformatted.

Submitted by Amy-jo Humpton and Ash Hersh

Pastoral Care Committee

The Pastoral Care Committee assists congregants with meeting needs other than those related to their faith or personal issues that need to remain confidential – Rev Chris has taken care of those. We have not held committee meetings this year but done all of our work via email, phone and text messages.

The committee sends cards to folks who are injured or ill and arranges for meals to be delivered to members who need them after a hospitalization or during an illness- if wanted.

Most of the cards are created by Char – and her original art is so delightful that it’s almost worth breaking an arm in order to receive a Char-card in the mail. (Gail is writing this report – her little sister, Char, would never toot her own horn so blatantly!)

Gail sets up Meal Trains via the website and delivers teddy bears to injured or hospitalized children or kids undergoing surgery. We have accumulated a stash of bears that we hope to never need!

We have also taken members grocery shopping when they couldn’t drive, picked up medical prescriptions, taken folks to medical appointments, located clothing for someone in need and rounded up some furniture for a congregant.

Many members of the congregation have helped with the above – so many that I’m not going to attempt to list them all since I’m afraid I’d inadvertently omit someone. But if you are part of that group you know who you are – Thank You! -and please know that your help has been greatly appreciated!

Gail Black and Char Klein, Co-Chairs

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 2023-2024 were: Primajoy Evans Ramalingam as chairperson and Dianne Dusman as Board Liaison.

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

In 2023-2024 upon recommendation of the committee, the Board approved a revised list of Committee Responsibilities to be the following which the committee has been working to perform:

- Assist UUCV personnel in interpreting employee handbook policies.
- Provide the Office Administrator and applicable Committee Chairpersons with assistance in development of Job Descriptions
- Provide the Office Administrator with assistance regarding any employment agreements or amendments.
- Assist the board in preparation of Compensation Increase Letters
- Assist the Financial Committee as an advisor when interpreting employee benefit insurance policies and assisting in doing market research to assist in evaluating insurance cost.
- Annually evaluate the employee handbook and propose any changes to the board and monitor UUA policy changes related to insurance plans, retirement, and benefits, to remain current on UUA fair compensation guidelines.
- Serve as the role of HR to UUCV employees.
- Meet with all new employees along with their supervisor and explain that the Personnel Committee is there as their advocate to clarify existing policy, provide support, and assist in resolving conflicts (after they first attempt to resolve with the person directly and then their supervisor).
- Monthly check in with all employees to build a rapport with all employees and see how the committee can support them.
- Attends board meetings when necessary to present any requests from the employees, present needs for policy clarification, or gain insight on board recommendations on handling conflicts.

The Committee also provided the Board with a revised Employee Handbook. The updates are being reviewed by the Board and will be finalized after their comment period to propose edits is completed.

Submitted by Primajoy Ramalingam

Safe Congregation Response Team (SCRT)

SCRT Members:

Lynn Sodora, Director of Lifespan Faith Development
Brent Dickerson, Board Member
Gail Black
Laura Soper
Matt Soper
John Flood

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 2023-24:

- Updated the building evacuation plans
- Created and posted new Fire Exit signs
- Responded to several concerns submitted by congregants
- Completed a congregation-wide Fire Drill practice on April 21, 2024

Goals For 2024-25:

- Receive Active Shooter training and develop a plan for our congregation. (Grant)
- Improve security by replacing the locks on our RE classroom doors. (Grant)
- Periodic review and clarification of our Safe Congregation Policies
- Hold two more Fire Drill, one in the Fall and another in the Spring of 2025
- Prepare a proposal for the creation of a Right Relations Team
- Host a CPR/AED class for congregants and/or other safety workshops

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. Thank you to my fellow committee members for giving their time, energy and expertise towards this important work.

Submitted by Lynn Sodora, DLFD

Small Group Ministry

For many years Small Group Ministry (SGM) has been an important part of the programming offered at UUCV. Those who participate and the life of the congregation are enriched by the opportunity SGM provides for spiritual and personal growth, as well as the chance to deepen relationships with other members in the group. The program has struggled over the past several years with COVID restrictions, change of leadership, and then loss of leadership during 2022/23. This year attempts have been made to revitalize the program and we have achieved some success.

Meetings were held inviting anyone interested in being in a small group. Those who attended received information about the structure and function of small groups along with the need for facilitators to take on leadership roles for the groups. We were able to successfully form several new groups thanks to those who stepped up to be facilitators.

We know that many are still interested in being in a small group, and the new groups that were formed were not a good fit for everyone interested. It has been challenging to find facilitators willing to lead a new group, and then find a week of the month, day of the week, and time of day that works for all who are interested.

This has resulted in the Small Group Ministry program being in a lull period where we aren't being able to form new groups to accommodate the people interested in participating in a group. We are seeking volunteers to be part of a coordinating team for the program. This would involve recruiting more facilitators, forming new groups, providing oversight of membership in the groups, and arranging for periodic meetings of the facilitators. Without new energy it will be difficult to sustain the SGM program at UUCV.

So, this is a call for volunteers. I believe in the personal and community value of the Small Group Ministry program and hope there is a path to keeping it vital. Would you be willing to volunteer to keep it going strong? If so, please be in touch with Pam at office@uucv.net. Thank you for considering serving the UUCV community in this way.

Wendy Gebb

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, Deb Genet (Mozambique), Dee Lauderbaugh (CFTW and CARC representative), Carol and Mike Riesmeyer (CARES meals), Wendy Gebb, Cheryl Parsons (UUJusticePA liaison and chair), Ashley Hersch, Jill Hoffman, and Melissa Mattson.

Committee meetings: The SJC normally meets the third Wednesday of every month from 6:30—7:30 pm via Zoom.

Key Projects / Activities:

—**Monthly CARES dinners** continued the third Sunday of each month through December 2023 with many members of UUCV contributing. Items are collected at the church parking lot and taken to the CARES Resource Center. Each month has a different menu. Church members also may leave items in the church refrigerator to be heated up at CARES. During 2024 the number of meals UUCV delivered to Community CARES Carlisle changed from monthly dinners to quarterly dinners. UUCV members were donating more grocery cards & checks than actual donated food. This seemed to indicate that we needed to make a change and lessen our requests for food donations. So, for 2024 we are donating one dinner every three months. In March, the first meal provided to CARES this year, the response of food donations from UUCV members was markedly increased. The meals need to feed approximately 45 persons at this time, and we delivered plenty of food for that number. The next meal will be delivered in June. There are still some cash donations to use if we come up short on food donations. These meals always include a protein main dish, side starch & vegetable items, fresh fruit, a dessert, and beverages which always include milk. Menus are varied, but the amount of food comes out to be about the same.

—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 can no longer sell, often because it's about to expire. We get fruit, 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** activities have slowed, and the individuals who formerly met separately from the Social Justice Committee meetings have discontinued meetings. The former 8th Notes offered during Sunday services continue to be given, now titled **Justice Moments** to tie in more accurately with our principles and the proposed Article ii revisions. Justice Moments are now falling under the oversight of the Worship Associates for better coordination with the theme of the day. Past Justice Moments have included Coretta Scott King, Paula Cole Jones, a brief history of Carlisle's Black Church congregations, trans woman Frances Thompson, Joanna Macy environmentalist, Black composer Terrence Blanchard, gay conductor Yannick Nezet-Seguin, Albert Murray, Mavis Staples, and many others.

UUCV has supported other community organizations that are working for racial justice by publicizing their events and participating in some of their activities, including the Carlisle Bridge Builders’ toiletries drives and Moving Circles Friendship Dinners. UUCV also supported two book events: the kick-off promotion for *American Roulette*, a co-authored novel about gun violence/mass shooting with several area authors in attendance; and *Cousins*, a Moving Circles-sponsored reconciliation event with the authors present, one the descendant of former slaves and the other, the descendant of the family that enslaved her cousin’s ancestors.

Cheryl Parsons has been participating in the monthly Zoom meetings with Paula Cole Jones and Bruce Pollack Johnson of the **Eighth Principle Learning Community** and trying to bring important take-aways to the congregation as a Worship Associate, small group meetings, or through Adult RE discussions.

Several new resources have been added to the Antiracism tab on the church website. Members and friends are encouraged to explore these adults and childrens’ books, articles, and videos to do the individual work of understanding White privilege, systemic racism, micro-aggressions, gas-lighting, and sub-conscious bias in order to more fully live into our 8th Principle.

—Change For the World April 2023 – March 2024

We give a gift to recipients quarterly from checks and change dropped into the offering baskets on Sundays or sent to the church by mail. Organizations must be non-profit with a 501(c)(3) tax status. Anyone may suggest a future recipient using the forms available on the Social Justice table located next to the name tag carousel in the Social Hall.

Quarter	Recipient	Amount
April—June 2023	Carlisle Area Meals on Wheels	\$ 719.11
July—September 2023	Period Project	\$523.02
October—December 2023	Good Karma Repair Garage	\$744.20
January—March 2024	Bethel AME Congregation	\$807.98

—Central Pennsylvania Pride Festivals

On July 29, 2023, UUCV participated in the annual PRIDE FEST in Harrisburg, as we do every year, with an information booth. Members of UUCV also volunteered to be Silent Witnesses for festival participants. In addition, we participated in York Pride 2023 on June 17, 2023 and in the Chambersburg Festival on October 8th.

—Mozambique Bursary Project

Mozambique Bursary Project Steering Committee: Martha Bergsten, Dianne Dusman, Deb Genet, Candace Holsinger, Brian McPherson, Susan Rimby, and Laura Soper.

In September 2023, Dianne Dusman and Susan Rimby embarked on a ten-day monitoring trip to Mozambique alongside Titos Macie, our Project Consultant, and Sonia Assane Saule, our Director for the UUCV Mozambique Bursary Project. Throughout their journey, the warm-hearted people of Mozambique bestowed upon them gifts of hospitality, music, and even the occasional chicken! In return, in 2024, UUCV presented gifts of a different kind to the girls of Mozambique – the gift of education. Through the UUCV Mozambique Bursary Project, we extend opportunities to 110 girls who live too far from high schools to commute, granting them the chance to reside in a boarding compound while pursuing their secondary education. We also support 5 girls in their post-secondary education, and in the inaugural year of our pilot project in 2023, four girls completed short-term sewing courses and are now establishing themselves in business ventures. Even for those who do not pursue further education, the impact is profound, leading to improved quality of life.

November 12th was the kick-off service, complete with videos of the girls, followed by a luncheon featuring hearty stews, rice, fruits, bread, and ice cream. Dianne and Susan shared anecdotes from their trip, underscoring the significance of our assistance to the bursary project. A contribution of \$370 sustains one girl for a year, covering expenses such as room and board, school uniforms and supplies, hygiene products, as well as salaries for housemothers and security guards. Every donation, regardless of size, is deeply appreciated and significantly contributes to our cause. Initiated in 2005 by UUCV member Priscilla Laws, who passed away in 2023, the Bursary Project continues to impact lives. In tribute to Priscilla's legacy, several donations were made in her honor. Over the years, we have empowered hundreds of girls who have gone on to become educators, nurses, midwives, agronomists, and public administrators. Bursary recipients tend to marry later than their peers, have fewer children, and experience an improved quality of life, highlighting the enduring impact of our collective efforts. This year's Mozambique Bursary Project raised \$41,250 from 75 donations that will support 115 girls in a very poor area of in the world.

—UUJusticePA

Cheryl Parsons attends quarterly congregational liaison Zoom meetings with others across the state to receive updates on important issues from Rev. Joan Sabatino to be passed on to our congregation. She also attends most monthly meetings of the Economic Justice and Education Committee. She receives updates via email regarding important legislation and postcard initiatives to help us voice our concerns to our legislators about issues that reflect our UU values. Stamped and addressed postcards are available during social hours at least once a month along with information about impending legislation or bills that are stuck in committee that our legislators need urging to act upon. Updates are often provided in the OOS announcements and in the church newsletter. Rallies and advocacy days sponsored by UUJusticePA are also publicized. Cheryl often attends and invites others who may be interested to join her. UUJusticePA provides workshops and guidance for speaking with our legislators. Recent initiatives have included Gun Violence Prevention Bill support; advocating for participations in the Regional Greenhouse Gas Initiative; supporting new House rules that are less partisan; equitable funding for public education; and raising the minimum wage.

In the coming months there will be an emphasis on **UUtheVote** activities, with an emphasis on writing letters through **Vote Forward**, an initiative to contact infrequent voters that are likely to support our UU principles. In 2020 UUCV had 12 people that each wrote 20 letters. This effort has proven to be effective in past elections, especially in areas where just a few hundred or thousand votes determine the outcome. It is hoped that we can match and even exceed that amount of participation for the coming election.

—**Film Presentations and RE Discussions** – Members of the Social Justice Committee led several of the Adult RE class presentations & discussion this year:

9/24/2023 Race - The Power of an Illusion/The Racial Wealth Gap

11/05/2023 – Amend, The fight for America – Resistance following the aftermath of the
14th Amendment

12/03/2023 – The Hidden History of American Oligarchy: Reclaiming our Democracy
(video with Thom Hartmann originally shown for the 8th Principle Learning Community)

2/04/2024 Democracy and its Discontents Podcast

3/17/2024 Understanding People Better video

4/27/2024 Heather Cox Richardson and social/political history in the US

5/12/2024 The film AMEND from the US Constitution Video Series.

—Other area events

On October 13, 2023, 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.

Carlisle Area Religious Council – UUCV participated in the Community Thanksgiving Service held on the Sunday evening before Thanksgiving at the First United Church of Christ. Cheryl Parsons offered the prayer that followed the Offering. UUCV was invited to share our faith perspective at the July **Summer Faith Night** event in Biddle Mission Park. With help from about 10 church members who offered readings from *Singing the Living Tradition* and keyboard player Joseph Osborne, Cheryl Parsons spoke and introduced hymns that capsulized our free faith and its many sources. Many church members attended this and the other three Faith Night events.

Earth Day Hike – Kim Stone sponsored the 2nd annual 2-mile hike on the Appalachian Trail to commemorate Earth Day on Saturday, April 27th. Kim provided several inspirational readings to start and end the hike. We hope to engage more young people in future hikes to encourage our relationship with the earth and celebrate the interdependent web of all existence.

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.

Thanks to Office Administrator, Pam Martin who assisted the Committee in updating our information on the church website!

Submitted by Cheryl Parsons, Chair

Nominating Committee

The Nominating Committee exists to screen and propose UUCV members to serve on the UUCV Board. The Committee reports to the congregation.

Current Members: Gail Black, Amy-Jo Humpton, Bev Motich (chair), and Courtney Wiley.

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.

This board has nine members usually 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 6/30/26: Melissa Mattson, Rebecca Fratantuono

Terms expire 6/30/25: Dirk Wiley, Denny Stone

Terms expire 6/30/24: Dianne Dusman, Jim Burton, Dennis Schad, Brent Dickerson (1 yr.), Wendy Gebb (1 yr.)

Dianne Dusman is retiring from the Board this year.

Brent Dickerson has agreed to run for another term.

Wendy Gebb and Jim Burton have agreed to add one year to their terms so will be up for renewal in 2025.

In addition, resigning this year:

Denny Stone (1 year term left)

Dennis Schad (moved to NC)

The nominating committee presents a slate of three candidates for the terms expiring on 6/30/24: McKenzie Clark, Susan Green, and Primajoy Ramalingam.

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

Submitted by Bev Motich

LAY LEADERSHIP AND STAFF ROSTER

BOARD OF TRUSTEES

Jim Burton, President	Term expires 6/25	Brent Dickerson	Term expires 6/25
Dirk Wiley, VP	Term expires 6/25	Rebecca Fratantuono	Term expires 6/26
Melissa Mattson, Clerk	Term expires 6/26	Dianne Dusman	Term expires 6/24
Wendy Gebb Treasurer	Term expires 6/25	Denny Stone	Term expires 6/25

UUCV COMMITTEES

Building and Grounds: Denny Stone and Paula Terry (Co-Chairs)

Finance: Michael Fratantuono (Chair) Matt Soper, Cindy Good, Tom DeWall and *Ex officio* (non-voting) members include Jim Burton (UUCV President), and Wendy Gebb (UUCV Treasurer).

Personnel: Primajoy Ramalingam (Chair)

Annual Budget Drive (ABD): Deb Genet (Chair), Jim Burton, Carole DeWall, Tom DeWall, Melissa Mattson, Tara Sollman, Laura Soper

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, Amy-jo Humpton, Laura Soper, Melissa Mattson (Board Liaison), Gail Black, Ryanne Mack, Primajoy Ramalingam and Julie Cullings.

RE Volunteers: Ryanne Mack, Julie Cullings, Melissa Mattson, Laura Soper, Primajoy Ramalingam, Rebecca Fratantuono, Susan Green, Susan Rimby, Kim Stone, Emily Cappucci, Staci Kendall, Ben Ramirez, John Simcoe, Gail Black, Char Klein, Dirk Wiley, Mrs. Candice Holsinger, Steve Holsinger, Brent Dickerson, Dianne Dusman and Rev. Chris Kapp

Adult RE: Keith Bittinger (chair)

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

Pastoral Care: Gail Black and Char Klein (Co-Chairs)

UUCV COMMITTEES (cont.)

Safe Congregation Response Team (SCRT) Lynn Sodora, Director of Lifespan Faith Development, Brent Dickerson, Board Member, Gail Black, John Flood, Laura Soper, Matt Soper

Small Group Ministry: Wendy Gebb

Social Justice Committee: Cheryl Parsons (Chair), Kim Stone, Deb Genet (Mozambique), Dee Lauderbaugh (CFTW and CARC representative), Carol and Mike Riesmeyer, (CARES meals), Wendy Gebb, Cheryl Parsons (UUJustice PA liaison and chair), Ashley Hersch, Jill Hoffman, and Mellissa Mattson.

Worship Associates: Chris Kapp (Chair), Ash Hersh, Ben Ramirez, Chris Bilger, Lisa Balog, Bev Motich, Candice Holsinger, Cheryl Parsons, Cathy Dewalt, Matt Burr, Brent Dickerson, Dianne Dusman, John Flood, Michael Fratantuono, Melissa Mattson, Jill Hoffman, Julie Ham, Lisa Citarella, Mary Reichart, Max Donnelly, Ginny Ivanoff, Primajoy Ramalingam, Lynn Sodora, Riley Johnson, Susan Green, Molly Wilkinson, Susan Rimby, Susan Lara, Wendy Gebb, Zach Woodward,

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

Mozambique Bursary Initiative: Brian McPherson (Chair), Deb Genet, Martha Bergsten, Dianne Dusman, Susan Rimby, Laura Soper, Candace Holsinger

UUCV Community Voices

With the hiring of our new Music Director, we hope to rebuild our Choir in the coming year. We have been able to enjoy many performances by several of our past Choir Members throughout the year.

STAFF

Minister – Vacant

Ministerial Consultant – Rev. Chris Kapp

Director of Music – Carole Knisely

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 Congregational Meeting

June 11, 2023

Following our worship service and a brief break, Jim Burton, our Board of Trustees President, welcomed everyone, and called the meeting to order at about 11:45 am.

First, Jim expressed appreciation for the service of the departing trustees: Gail Black (former President, resigned for personal reasons in April), Dan Cozort (resigned in May due to relocation); Kristen Wycha, Vice President, and Cindy Good, Treasurer (both terms end June 30, 2023). Then, Bev Motich spoke on behalf of the Nominating Committee, first summarizing the role of the Committee in seeking, ordinarily, three new Board members at the end of each church year. At this time, because of the resignations, Bev noted that under the bylaws, the Board may designate replacements and did so, appointing Wendy Gebb and Brent Dickerson to replace those who resigned. She also reported that, while Dianne's term in the normal course would expire June 30, she had agreed to remain on the Board for another year (as a non-officer trustee) and that Rebecca had also agreed to stay on for another three-year term for the sake of continuity or leadership. Rebecca only agreed to another year. She told me that after the meeting.

All of that said, Bev called for nominations from the floor and there were none. As such, she requested that the congregation vote on the Committee's nominees: Dennis Schad, Melissa Mattson, Wendy Gebb and Brent Dickerson to fill the open positions. Tony Matyas moved, Chris Kapp seconded, and the members present voted unanimously in favor of the nominees.

(Bev advised the Clerk a bit later that both the in-person and on-line attendees numbered 56, which constituted a quorum under the bylaws.)

Dianne presented a brief summary of the salient proposed changes to the UUCV Bylaws that the Board had unanimously voted to present to the membership. First, pursuant to a request by the youth, the voting age was proposed to be lowered from eighteen to twelve for youth who choose to participate in the "Coming of Age" Program to begin next year or to attend a new member class, which generally happens at least once each year. In addition, also pursuant to the request by the youth, a representative chosen by the Youth will have the opportunity to participate in the Board meetings as a non-voting member (since participation as a voting member is not permitted under Pennsylvania law). The Youth had nominated Lily Holsinger to serve in the role of "Youth Advisor" to the Board.

After a vigorous discussion of the pros and cons of lowering the voting age and allowing Board participation (other than in Executive sessions, for example), a motion was made and seconded; a vote was taken, and 53 members voted in favor, while three were opposed. The proposed bylaws were therefore approved, as presented, subject to inclusion of a footnote clarifying that the UUA has not yet adopted the Eighth Principle, which is now included in Section II. of UUCV Bylaws, pursuant to the Congregation's vote in favor at a special meeting on January 15, 2023.

Next on the Agenda was the UUA proposal for a new Article 2, which had been described by Rev. Meg during a recent service and by Wendy Gebb, who has been participating in meetings on the topic. Essentially, the Board had recommended that this topic be placed on the agenda as an item for a tentative vote by show of hands, as to whether the proposal should continue to be studied through the coming year, with the goal that it be presented at the next General Assembly in 2024. By a show of hands, approximately two-thirds of those present expressed that they were in favor of the proposed new Article 2 going forward.

Next, Cindy Good addressed the proposed budget that had been approved by the Board for consideration by the membership. She noted that, to our credit, through improved fundraising efforts by many and increased Giant Card sales, the deficit in the 2022-2023 shrank substantially. She complimented the Finance Committee, Bev Ayers-Nachamkin, Chair, Michael Fratantuono, Tony Matyas and Matthew Soper for their efforts and study of our revenues and expenses, past and projected, which resulted in the Board having three different budget proposals to consider.

A robust discussion ensued, centering on salary levels, increases in the costs of benefits, inadequacy of the music budget, settled minister search expenses, among other important issues. This led to calls by several members for additional volunteerism in areas that would enable us to reduce expenses, additional outreach efforts to grow our membership and ideas for additional fundraising from outside of our membership, such as building rentals. A motion was made and seconded, no further discussion was called for; the vote was fifty-three in favor and three opposed. The 2023-2024 proposed budget was therefore approved.

Next, Jim Burton presented the Board's choices this year for the "Unsung Hero" Awards: Candice Holsinger, Courtney Wiley and Max Donnelly. Each has exhibited a high level of exemplary volunteerism at UUCV, and the Board could not choose one among them, so all three receive the award.

Lastly, Jim acknowledged Lily Holsinger as the first Youth Advisor to the Board of Trustees and she expressed appreciation for the opportunity to serve.

A motion was made and seconded to adjourn the meeting and the vote was unanimous to do so,

Respectfully Submitted,

Dianne Dusman
Clerk

