

**UUFCC Board Meeting Wednesday, September 28, 2022, at 7:00 p.m.
In person (room 6) and on Zoom**

APPROVED October 26, 2022

Respectfully submitted by Elaine Lau

Members present: Suzanne Weinstein (president), Rev. Tracy Sprowls (ex-officio), Elaine Lau (secretary), Gretchen Kuldau (president-elect), Martha Butler (treasurer), Jeffrey Catchmark, Jennifer Glick, Cheryl Bohn

Members absent: None

Action Items

- The Building and Grounds Committee will have the attic checked for leakage by a building inspector who will also provide an assessment on the state of the roof. The roof can be repaired now by Veronesi. The Building and Grounds Committee will start to investigate warranties provided, company references, safety practices (OSHA compliant), and roofing company insurance.
- A Fellowship Relations Committee will be formed composed of the President, the Minister, DLRE, and two others. The Fellowship Relations Committee will also serve as a Safe Congregations Team.
- Gretchen Kuldau and Jennifer Glick will continue to search for another member to serve on the Board of Trustees Nominating Committee

Motions passed

The Board voted to:

- Approve Authorized Signers for the UUFCC bank accounts.
- Approve Milena Danneker as the representative for Community Life on the Program Council
- Extend the meeting time by 15 minutes

Meeting called to order: Suzanne **7:22 p.m.**

Chalice Lighting: Elaine Lau

Reading of board covenant: All

Changes to the agenda: Annual meeting date is June 4, 2023, Board of Trustees

Nominating Committee Update

Minutes approved: August 24, 2022

Reports received

Interim Minister, President, Treasurer and Finance & Stewardship Committee, Building & Grounds Committee, DLRE, Program Council (verbal report from Gretchen)

Votes

- The Board voted to approve Authorized Signers for the UUFCC bank accounts. Approved unanimously
- The Board voted to approve Milena Danneker as the representative for Community Life on the Program Council. Approved unanimously

Strategic Priorities

The Board discussed the Ministerial Search Committee during an executive session.

Strengthening Community Priority- It was determined that Covenant and Right Relations were related to the Destructive Behavior Policy.

The Board discussed Recruitment – The Outreach Team is being formed and will work on publicity. Membership will need to be involved in attracting new members, more families, and friends. Ashley has done outreach and publicity by conducting the Our Whole Lives program and working with Social Justice.

Dismantling Racism- The service next Sunday will be about this priority. The Board has offered to pay the fee for anyone attending the UUA Jubilee 3 training. The Racial Justice Committee will be holding listening circles.

Policies

Destructive Behavior Policy – Rev. Tracy explained that right relations and covenant are associated with Destructive Behavior Policy. The covenant we have is not a covenant of right relations. A covenant of right relations names what is harm (destructive) and states how things are resolved. The Destructive Behavior Policy is not a Safe Congregations Policy. Safe Congregations Policies are about preventing destructive behavior. Ways to de-escalate are needed. UUA recommends being as inclusive and respectful as possible. Alternatives to calling the police are situational and may involve a social worker or mental health response team. Suzanne explained that we need a Right Relations team before we can approve the Destructive Behavior Policy. Jeffrey Catchmark proposed that the Right Relations Committee and the Safety Response Team could become one team and be called the Fellowship Relations Committee. It would be composed of the President, Minister, DLRE, and two others.

Fundraising Policy – A vote is needed at the next meeting to change the old, existing policy to the new one.

Fiduciary

Resolutions to Approve Authorized Signers for UUFCC bank accounts

Gretchen Kuldau moved that the Board of UUFCC resolves that the signatories on the Citizens Bank accounts shall be Martha Butler, Helen Dempsey, Gretchen Kuldau, James Stitzer, and Suzanne Weinstein. Frans Padt shall be removed from the list of approved signatories; and the SuperUser status shall be retained by Martha Butler. And that

The Board of UUFCC resolves that the signatories on the Reliance Bank accounts shall be Martha Butler, Gretchen Kuldau, and Suzanne Weinstein; and that Frans Padt shall be removed from the list of approved signatories. Jennifer Glick seconded. Approved unanimously.

Martha reported that most of the members have left the Finance committee. An Assistant Treasurer is needed to work on the pledge campaign. Business and finance sense, and communication are needed skills for this position.

Discussions

Transparency project – tabled

Building and Grounds – Andy Lau from the Building and Grounds Committee reported on the present state of the roof. The roof on the older part of the building is original and at the end of its life, there are shingles missing, and it is unknown if the roof is leaking. Reviews for Sunny View Roofing were not positive. Peachey's roofing is the next cost-effective estimate. The Building and Grounds Committee will have the attic checked for leakage by a building inspector who will also provide an assessment on the state of the roof. The roof can be repaired now by Veronesi and so defer the major project. The Building and Grounds Committee will start to investigate warranties provided, company references, safety practices (OSHA compliant), and roofing company insurance.

Tracy explained that there were issues with the Building Committee. They need to be an official committee with a charter and a chair. Contact the BuildingIssues@uufcc.com email for any needs to be conveyed to the committee.

Board of Trustees Nominating Committee – Gretchen Kuldau reported that Paula Marden, Joy Drohan, and Graham Corby have agreed to serve. One more person will be sought.

Program Council Report – Gretchen Kuldau reported that the Program Council is working on UUFCC Calendar management.

Martha Butler moved that Milena Danneker be the representative for Community Life on the Program Council..

Cheryl Bohn seconded. Approved unanimously.

Board Calendar

Chairs for the Pledge Campaign – Frans Padt was suggested.

Check out 9:25 p.m.

NEXT MEETING (October 26):

- Chalice lighter: Rev.Tracy

Adjournment/Chalice Extinguishment 9:22

UPCOMING DATES:

Mid-year meeting: November 6, 2022

Annual meeting: June 4, 2023

Attachments

- Interim Minister's Report
- President's Report
- Building and Grounds Committee Report
- Financial Report
- DLRE Report

Interim Minister's Report to the UUFCC Board of Trustees

Rev. Dr. Tracy Sprowls

September 28, 2021

Congregational Life

- Reconnecting after being away this summer
- Working with program committees and staff to plan the year
- Discerning what transition tasks still to do
- I am concerned about the numbers attending and trying to help people think differently about moving forward in a post-covid, non-engaged with the “church” world.
- While last year I focused on connecting with the congregation, this year my focus is to prepare us for a new minister

Pastoral Care

- I continue to work with the Caring Committee concerning pastoral issues
- We have two memorial services coming up: Margaret Benson on Oct 15 and Barbara Thwaites on Nov 5.

Sunday Services

- The worship committee desperately needs more members.
- We are planning about a month or two in advance for those Sundays where I am not in the pulpit.
- We have several themes per month including an exploration of the words that make up the 8th principle.

Administration and Personnel

- In October, Bhakti Chan will have been here for one year. I think given her work load we might consider making her full time. I will talk with HR about this.
- Staff meetings continue on Tuesdays and we are planning a staff retreat
- I meet with Ashley and Bhakti separately each week as well.
- Jamie Stitzer continues to volunteer each week and is a huge help. We need another volunteer or two for some special tasks for the office and for RE.
- HR plans to meet soon. I want to return HR duties to the committee and out of Joe's hands.

Professional/Personal

- I had a fantastic two weeks in Paris and now I am obsessed with all things francais.
- The care of my parents is an ongoing issue. I appreciate your care and support as my family navigates this journey.
- My husband and I sold our home and moved over the summer. We are in Summit, NJ now, closer to family, and our commutes are cut by an hour. This is great news for us!
- I appreciate the use of the home of Starla and Rolf Dietrich while I am in State College and they are in New Orleans. I do miss having my dogs with me though!
- I did a grief support training workshop this summer. I am participating in the Beloved Conversations Virtual program and also a course called Hungry Ghosts. I will do the End of Life Doula training later this year. I was supposed to do it this summer but had to postpone. I participated in a Worship Workshop.
- I am giving a lecture on compassion and activism for a class at Penn tomorrow. I was one of the responders for the UUTRM for the Harrisburg congregation. I will be co-leading a Ren Mod on Curriculum development in the spring.
- Each month, I meet with a spiritual director, my NJ ministerial colleagues (I am co-convenor this year), and I meet with the Liturgy and Latte group. I cannot meet with the interfaith clergy group in State College because they meet the same day I meet with the Nj ministers. And I would usually join with the LREDA group but they meet when the Finance Committee meets.

My self-care includes walking, yoga, meditation, knitting, writing, talking with friends and family.

Community/Social Justice

I am supporting the work of the congregation.

In addition, I am supporting Ashley's work to connect to the greater State College community through RE/Social Justice via OWL, Campus Ministry, Global Connections, and middle school programming.

I attended the Welcome Week event at the High School. This was a program focused on being open and welcoming to immigrants and refugees in our community, especially those who do not speak English.

President's Report Suzanne Weinstein 9/24/2022

I had three major tasks to accomplish in the last week of August and first week of September. I managed the process for calling nominees for the Ministerial Search Committee and made many calls to potential nominees myself. I also facilitated a congregational meeting to vote for the Ministerial Search Committee. Rev. Tracy, Gretchen and I finalized the plans for the board retreat and prepared for it, and I facilitated it.

UUFCC Building Committee Report

September 20, 2022
Submitted by Troy Frank

Projects

Disability Access Door Opener(s)

Quotes for this are complete, except for Veronessi to create ceiling space for the actuator, and Miller Electric for the actuator power. Bhakti was hoping these would be completed before she left for vacation, but as of now she hasn't heard from them. Phil and Andy are going to get vendor info for this from Bhakti, and probably re-take the shepherding of this project.

Ticketing System

Troy set up a test account with Freshdesk. Phil asked if there's a phone app to access this, for creating tickets. Troy found that there are Android and iOS phone apps available...

<https://freshdesk.com/mobile>

Troy also sent Bhakti a request for a new gmail address of BuildingIssues@uufcc.com. Troy would configure the ticketing system so that emails to that address would get turned into tickets automatically.

Un-gendering bathrooms

Everyone thinks the downstairs bathrooms will be easy to convert, due to them being single-stall, and they have locks on the doors. Phil has some reservations about the upstairs bathrooms, as there are urinals and multiple stalls, and no locks. Phil also noted that building renters will need to be using the upstairs bathrooms.

Inspections

Internal Building Inspection items

Joe found the Church Mutual policy in the upper file drawer near his desk. Hartford steam boiler has to come out to inspect the boilers on a schedule, but nothing else is required by Church Mutual.

Phil recommends having a meeting to come up with our own best practices, for what we want our internal inspections to be. Part of that would be coming up with a schedule for replacing the ~70 batteries we have in devices around the building.

AV relocation / Fire exit door in Sanctuary

Phil showed the plans for the AV box, and talked about planning to move all the cabling. The T-coil driver for the hearing assistance system will likely stay where it is near the current AV cabinet.

We'll need several people on extension ladders, probably over several days. Phil also suggested wheeled scaffolding. The smallest scissor-lift available probably won't fit in through the doors, but Phil is going to check.

General Maintenance Tasks

Heating loop Pump for new wing

Andy talked to PBCI Allen, and their preferred plan would be to get us another new pump just like the one we just bought, so they could be tied together for automatic switchovers. The new pump we have can't be tied into the old one. In the meantime, we need a switch or button, to turn on the new pump if it becomes necessary. Andy is going to discuss that with PCBI Allen.

Shed

The mower shed still needs to be reroofed, and we're not sure if anyone volunteered to help Toby with it. Troy sent an email to Toby about this tonight, and will help with the roofing once Toby sets a date/time.

Phil and others are starting to talk about needing another outdoor shed behind the kitchen, for holding tables, and other yard sale "stuff".

Roof Replacement

Kish Valley Roofing estimates came in, and are on the higher side of all the other bids. Building committee recommends going with Sunnyview's quote for 30yr architectural shingles. We are requesting the Board expedite a decision on this project, as there is a bare spot on the old roof that we would like to get covered before winter.

There's no guarantee the roofer will be able to hit our preferred date targets, but the sooner we give them the green light, the better chance we have of completion before winter.

Wet cabinet under kitchen sink nearest the door into social room

Troy looked at this, and there were no obvious leaks in the drain or feed lines. Phil's wondering if maybe the tempering valve is leaking. Only the two hand-washing sinks have tempering valves.

Unitarian Universalist Fellowship of Centre County		
Statement of Financial Position		
as of August 31, 2022		
	Total	
ASSETS		
TD Ameritrade (broker acct)	\$ 250	
Citizen's Money Market Account	\$ 34,563	
Reliance-Reserve Fund 6506	\$ 115,010	
Citizen's Checking	\$ 112,086	cash in the bank
Total Current Assets	\$ 261,908	\$ 261,908
Total Fixed Assets	\$ 1,589,839	
Total Other Assets - Food Cards in MDF	\$ 340	
Total Other Assets - Food Cards	\$ 12,335	
TOTAL ASSETS	\$ 1,864,422	
LIABILITIES AND EQUITY		
LIABILITIES		

Building Use Deposits	\$ 1,930	
Total Payroll Liabilities	\$ 2,278	
Total Current Liabilities	\$ 4,208	
Total Long Term Liability - Reliance mortgage	\$ 232,705	
TOTAL LIABILITIES	\$ 236,913	
EQUITY - NET ASSETS		
Unrestricted Reserves		
Annual Surpluses net of Deficits - 1998-2011	\$ 8,618	
Retained Earnings	\$ 161,281	
Capital Improvement Reserve	\$ 56,127	
Memorials	\$ -	
General Reserves	\$ 1,416	
UUA Legacy Challenge	\$ 8,300	
Berry Non-designated Gifts	\$ 5,123	
Reserve for R M Sabbatical	\$ 3,000	
Ministers Discretionary Fund	\$ 4,608	
Reserve for DLRE Sabbatical	\$ 1,500	
Youth Group Fund	\$ 3,788	
Butterfly Garden	\$ 755	
Racial Justice Task Force	\$ 488	
OWL Training Reserve	\$ 1,250	
Total - Unrestricted Reserves	\$ 256,255	84,939
Restricted Reserves		
Total Building Addition	\$ 1,267,804	
Memorial Garden	\$ 7,359	
Memorial Garden Entry Subsidy	\$ 5,000	
First Sunday contributions	\$ 319	
Library	\$ 331	
Aesthetics fund	\$ 953	
Seder Donations	\$ 1,745	
Sound System	\$ -	
Music Targeted Gifts	\$ 1,525	
Guest at Your Table	\$ -	
Refugee Resettlement Fund	\$ -	
Holiday Bonus - Congregant Contributions	\$ 68	
Temporary Holding for UU The Vote PA	\$ -	

Total Restricted Reserves	\$ 1,285,104	17,300
TOTAL NET ASSETS - RESERVES & EQUITY	\$ 1,541,359	
Net Revenue	\$ 86,150	
TOTAL LIABILITIES AND EQUITY	\$ 1,864,422	
	cash minus designated uses	\$ 159,669
	includes cash reserves	available cash

UUFCC Revenue & Expense Report August 2022								
	Actual 2021-2022	Budget 2022-2023	Forecast 2022-2023	This Month	17% YTD	% of Budget	% of Forecast	
REVENUE								
Fair Trade Coffee	455	1,500	1,500	171	171	11%	11%	
Brickwedde Fund	1,175	1,000	1,000	0	0	0%	0%	
Halleck Fund		3,900	3,900	3,426	3,426	88%	88%	
Building Use	10,515	12,000	12,000	321	1,291	11%	11%	
Soulful Sundown	0	0	0	0	0			
Regular Sunday Service Plate	1,918	8,000	8,000	446	919	11%	11%	
Pledge Receipts (in-hand)	300,742	346,588	362,565	12,221	129,234	37%	36%	
Pledge Challenge Revenue	13,418	0	0					
Non-Pledge Receipts	20,025	10,000	10,000	57	207	2%	2%	
Non-Recurring Gifts	73	0	0	770	770			
Last Year's Pledge	12,980	4,000	4,000	411	513	13%	13%	
Food Coupon Sales	3,305	4,500	4,500	670	670	15%	15%	
Interest	465	50	50	0	0	0%	0%	
Amazon Smiles	190	100	100	0	0	0%	0%	
	365,261	391,638	407,615	18,494	137,202	35%	34%	
Special Projects								
Service Auction	4,296	12,000	12,000	330	455	4%	4%	
Yard Sale	470	7,000	7,000	7,411	7,411	106%	106%	
Youth Group Fundraiser	40	0	0	0	0			
Concert Series	0	1,000	1,000	0	0			
Chili Cookoff	0	400	400	0	0			
	4,805	20,400	20,400	7,741	7,866	39%	39%	
Pandemic Contingency Fund (carryover)	103,911	50,000	64,561	0	64,561	129%	100%	w/o carryover
Total REVENUE	473,977	462,038	492,576	26,234	209,628	45%	43%	145,067

EXPENSE							
Committees							
Adult Education	169	1,000	1,000	0	0	0%	0%
Aesthetics	0	300	300	0	0		
Caring	1,070	1,200	1,200	207	207	17%	17%
Stewardship	990	1,700	1,700	0	0	0%	0%
Hospitality	0	100	100	0	0		
Leadership Development	577	1,000	1,000	0	0	0%	0%
Library	0	0	0	0	0		
Membership	294	500	500	0	0	0%	0%
Total Music	197	4,000	4,000	0	50	1%	1%
Publicity	475	2,300	2,300	0	0	0%	0%
Small Group Ministry	0	100	100	0	0		
Seder expenses	0	200	200	0	0		
Social Action	458	400	400	0	0	0%	0%
Green Sanctuary	35	600	600	0	0	0%	0%
Racial Justice	652	800	800	0	0	0%	0%
Soulful Sundown	0	0	0	0	0		
Fellowship Suppers/Celebrations	500	100	100	0	0	0%	0%
Worship Services	2,115	2,500	2,500	0	315	13%	13%
Service Auction	42	500	500	0	0	0%	0%
Yard Sale	0	480	480	118	118	25%	25%
Game Night	0	100	100	0	0		
Total Committees	7,573	17,880	17,880	325	690	4%	4%
Religious Education & Youth							
RE Program Expenses	1,436	3,000	3,000	41	41	1%	1%
Coming of Age (reserve)	2,540	1,500	1,500	0	0	0%	0%
Transfer from Seder Reserve	(1,000)						
UU UNO	0	1,500	1,500	0	0		
Reserve for OWL Training	500	1,000	1,000	0	0	0%	0%
OWL Facilitator Training				(1,693)	(1,693)		
Youth Group	164	500	500	0	0	0%	0%
New Programming - UNO, Parent's Night	985	0	0				
Total RE & Youth	4,625	7,500	7,500	(1,653)	(1,653)	-22%	-22%
Contributions							
UUA	13,077	17,654	17,654	1,471	2,942	17%	17%
Carbon Offsets	0	650	650	0	0		
Total Contributions	13,077	18,304	18,304	1,471	2,942	16%	16%

Facilities							
Capital Improvement Fund	15,000	0	0	0	0	0%	0%
Reserve Fund	0	0	0	0	0	0%	0%
Debt Service - Interest	11,966	24,000	24,000	984	1,939	8%	8%
(principal included in budgeted amt)							
Fair Trade Coffee	1,042	2,000	2,000	0	0	0%	0%
Grounds	2,301	3,000	3,000	40	40	1%	1%
Snow Removal	3,008	5,000	5,000	0	0	0%	0%
Emergency Eqp & Supplies	77	400	400	0	0	0%	0%
COVID related expenses	1,729	1,000	1,000	0	0	0%	0%
Security	762	1,200	1,200	111	222	18%	18%
Workers Compensation	1,053	1,200	1,200	0	1,034	86%	86%
Multi-peril insurance/Liability	4,387	4,600	4,600	350	350	8%	8%
Building Maintenance	4,784	5,000	5,000	18	380	8%	8%
Inspections, Licenses, Permits	1,326	2,000	2,000	0	0	0%	0%
Janitorial Supplies	73	500	500	0	28	6%	6%
Kitchen Supplies	1,361	1,700	1,700	0	0	0%	0%
Cleaning services	16,588	27,000	27,000	5,221	5,221	19%	19%
Total Facilities	65,458	78,600	78,600	6,724	9,214	12%	12%
Utilities							
Electric	2,221	4,400	4,400	240	444	10%	10%
Gas	4,727	5,000	5,000	35	146	3%	3%
Telephone	3,507	1,400	1,400	130	260	19%	19%
Internet Service & WIFI	2,553	3,000	3,000	200	400	13%	13%
Trash	534	1,020	1,020	82	164	16%	16%
Water & Sewer	1,930	1,900	1,900	240	376	20%	20%
Total Utilities	15,472	16,720	16,720	927	1,790	11%	11%
Total Facilities	80,930	95,320	95,320	7,651	11,004	12%	12%
Office							
Postage & Supplies							
Office Furniture	328	100	100	0	0	0%	0%
Copier	3,397	4,200	4,200	258	540	13%	13%
Postage	2,177	2,000	2,000	0	0	0%	0%
Printing	377	400	400	0	0	0%	0%
Office Supplies	1,780	2,200	2,200	147	281	13%	13%
Subtotal Postage & Supplies	8,059	8,900	8,900	405	821	9%	9%
QuickBooks fee	1,319	1,400	1,400	120	240	17%	17%
Website Costs	989	1,500	1,500	0	0	0%	0%
IT Hardware, Software, Services	2,031	2,500	2,500	20	39	2%	2%

Breeze Church Management	651	800	800	67	134	17%	17%	
Processing fees through Breeze	827	1,500	1,500	219	255	17%	17%	
General Office & Admin Expense	1,641	0	0					
Advertising/Printing	0	50	50	0	0			
Total Technology	7,459	7,750	7,750	425	667	9%	9%	
Professional Services								
Advertising/Printing	578	0	0	0	0			
Payroll Services - US Acct	2,165	2,400	2,400	180	360	15%	15%	
Attorney fees	200	500	500			0%	0%	
Total Prof Services	2,943	2,900	2,900	180	360	12%	12%	
Personnel								
Total Minister	25,384	0	0					
Total Interim Minister	116,924	131,811	131,811	9,998	20,396	15%	15%	
Total DLRE	67,771	72,059	72,059	5,348	11,300	16%	16%	
Total Office Administrator	24,704	39,335	39,335	3,162	6,325	16%	16%	
Total Music Director	16,697	18,581	18,581	1,461	2,922	16%	16%	
Total Financial Secretary	7,532	7,959	7,959	659	1,318	17%	17%	
Total Choir Accompanist	4,815	5,106	5,106	421	843	17%	17%	
Total Band Leader	2,772	2,959	2,959	242	485	16%	16%	
Total Tech Assoc - Worship Services	1,688	0	0					
Total Youth Ministry Assistant	2,261	3,925	3,925	0	0		0%	
Total Childcare	1,483	6,549	6,549	163	499	8%	8%	
Minister Search		15,000	15,000					
Holiday Gifts for Non-Employees	200	200	200	0	0	0%	0%	
Total Personnel	272,231	303,484	303,484	21,455	44,086	15%	15%	
Total EXPENSE	396,898	462,038	462,038	30,259	58,918	13%	13%	
								w/o carryover
NET SURPLUS or (DEFICIT)	77,079	0	30,538	(4,025)	150,711			86,150
Principal Reduction Payments	12,518	(included above)		1,057	2,142			
								w/o carryover
NET including Principal Payments	64,561				148,569			84,008

To: UUFCC Board
From: Martha Butler, Treasurer
Subject: August Financial Report
Date: September 23, 2022

August Financial Reports:

In the ***Revenue and Expense Report:***

- No changes were made to forecasts relative to budget amounts; the forecasted end of year surplus is now \$30,000.
- The yard sale brought in more than the budgeted \$7000, at \$7400 with more trickling in with some independent on-line sales.
- The found cash from the 2019 yard sale was recorded as a non-recurring gift and not included in current yard sale totals.
- There is a new unbudgeted line item in RE expenses for the OWL Facilitator Training held here in early September. At the time the budget was prepared, only the annual contribution for future OWL facilitator training was budgeted. The end-of-August line item includes income from some registration fees. The September report will represent the balance of expenses offset by registration fees. Ashley anticipates that registrations from non-UUFCC participants will cover the class expenses. Final accounting for the class will be in the September report.
- Committee and regular RE expenses were again low as expected during the summer months.

In the **Financial Position Report:**

- Note the \$1250 in reserves for future OWL facilitator training. We will evaluate at the end of September whether we need to use some of this reserve or transfer any excess to the reserve based on financial results of the current facilitator training offering.

Other finance news:

YARD SALE RESULTS: The yard sale brought in \$7400, with possibly a bit more to come from some items posted by members online. We learned that the “pay what you think it is worth” strategy netted us about the same as the priced items. Consensus is that we should price fewer, and higher-ticket, items in the future. This also reduces labor. Early entry fees were disappointing (2% of total proceeds).

ADDITIONAL RESOURCES FOR HYBRID SERVICES: There will be expenses for moving the AV controls to the back of the sanctuary. Also, it will likely be necessary (or at least advantageous) to have all our sanctuary AV on WiFi. The projector works this way now. This will undoubtedly require us to upgrade our WiFi infrastructure sooner rather than later.

STEWARDSHIP/FINANCIAL EDUCATION: Along with the Legacy sub-committee of the Endowment & Directed Gifts Committee and RE Adult Education, we are co-sponsoring an adult RE offering in the spring drawn from the UUA Wi\$dom Path curriculum. Ashley, Wayne, and I commissioned a group consisting of Betsy Brett, Mark Hayes, and Ann Snowman to structure the offering and a plan for delivery. With both Wayne and Ann on the Search Committee, it is necessary to reassign some roles in this project. Leslie Brown will take over Wayne’s role as sponsor. Martha met with the planning group on September 22 to gather their conclusions. The planning group’s task is now complete pending further questions from the sponsors.

POLICY RECOMMENDATIONS: Our committee is proposing a revision to the Official Fundraising Activities Policy. This is an attempt to clarify the circumstances in which this policy should be applied.

Our proposed revision should be reviewed by the Program Council as well as the Board. We have additional policies on our to-do list as well.

A new Purchasing Policy is also almost ready for Staff review. There are a few holes to be filled: 1) Who/what committee is the purchasing authority for building/operations purchases? 2) Addition of diversity and green/eco-friendly requirements.

FINANCE & STEWARDSHIP ROLES: Pam Short and Wayne Osgood have agreed to stay on the Finance & Stewardship Committee in advisory roles only during the Search. With Peter Kemper on leave from the committee, we will need another member if we wish to take on any projects (e.g., Capital Planning, developing Gift Card Policy and Procedures, participation in Confidentiality Policy revision).

Martha is also negotiating with Ann Snowman what parts of the Assistant Treasurer role she needs to drop during the Search. We will need someone else to build the pledge campaign database and support the Pledge Campaign with data support. Martha and Ann are revising the current post-service plate count and bank deposit worksheet creation. Recruiting additional support for this weekly activity will relieve Ann of this duty.

RE Report to the UUFCC Board

September 28, 2022

Since my last report to you, we have completed a summer of nature activities for RE kids, the youth group organized several recreational outings, and I organized several family events including a campout at Black Moshannon and the Rainbow Family picnics. At this time our families are still a bit in and out of attendance and so I have turned my attention to what is meeting the needs we have and seeking to build stronger connections with our larger State College and campus community.

The first is our OWL program. After creating and leading a Sunday service on Sexuality, I successfully organized and implemented a 7-9 & 10-12 OWL Facilitator Training which took place over Labor Day weekend. This involved recruiting and scheduling 2 professional OWL trainers to come and facilitate the training, including contracting with them, arranging lodging, organizing food for the whole training group, creating and administering registration, setting and implementing a budget, and preparing the space and materials. Our congregation showed tremendous support and offered very generous help to support this work. We had 16 people come for the training which is a large number of registrants for an OWL training. That in itself was a huge success for UUFCC.

Then, our congregation had 5 people step up to commit to the training and 4 are now facilitating the OWL classes. After advertising and working from last spring to build relationships with other State College congregations, we now have 38 youth in our OWL program including the children of the Chair of the State College Board of Education and the Assistant Vice Provost for Educational Equity at PSU. We had families register for OWL from across 4 local congregations and from the larger community.

I am currently organizing our Middle School program set to begin Oct. 9. I have 7 teachers set to help teach a world religions program out of Soul Matters called, *Crossing Paths*. We already have at least 1 person from the larger community who is registering their youth to participate and I hope we will be able to touch other families both in and beyond our congregation with this important program.

I am also in conversation with Global Connections and the Office of Student Engagement at PSU to collaborate on ways that we can reach out and support international PSU students. I am hoping that this will help us to begin a campus ministry and also help deepen our congregation in being a welcoming and inclusive community. However, the most important aspect is that we would be able to reach out with compassion and love to international students who need connection in our community.

Finally, I would like to let the board know that Rev. Tracy and I are working with the REC and CARE (Com. of Adult RE) to restructure the committees into a Lifespan RE Team that would help vision and implement the lifespan RE program. We are also creating a family outreach team who works to organize important fellowship community building events.