



Annual Report 2022



WELCOME TO OUR NEW EXECUTIVE DIRECTOR

2022 was a year of major transitions for Murray Grove. Following the December 2021 resignation of Diem Jones, who had served as Executive Director for 2 years, the board hired Barbara Heisler as Interim Executive Director for 6 months, January - June 2022. Barbara came to us as an Experienced Interim Executive Leader, after working many years in the nonprofit field. She was able to clarify and update policies and procedures for the organization, facilitate staff function, simplify systems in use and facilitate this time of change.



Barbara Heisler

INSIDE THIS ISSUE

PG. 1

Executive Director Update

PG. 2

Program Updates

PG. 3

President's Message

PG. 4

Staff and Board Transitions

PG. 5

Legacy of Love

Archives Project

PG. 6

Gratitude

PG. 7

Financial Stewardship



Crystal Cassella

In January the board instituted a search for the next executive director. The board selected Crystal Cassella as Murray Grove's Acting Executive Director for 6 months, June through December. Crystal is a dedicated Mother, Family-Member, and Friend with a broad and varied set of experience. She's a supporter of the Therapeutic Wellness Community – Advocate for Changing the Stigma. She is a Certified Peer Recovery Specialist (CPRS), Mental Health First Aider (MHFA), and an Advocate for Mental Health Awareness: Celebrating Life and Healing using Creative Arts & Music Movement. She is a community advocate assisting individuals through Recovery & Wellness programs to access a path towards a healthy, self-empowered life.

"Murray Grove is a hidden gem in Lacey Township; our new programs will introduce this historic and restful site to our neighbors in new ways, while continuing to serve the larger Unitarian Universalist community," Cassella said. "The legacy of kindness and love from this site will continue, and its impact spreading radical hospitality will grow stronger. I am excited to work with this board and staff in this new position."

Her professional background includes years of experience as a project coordinator, convention coordinator, customer service representative, shipping clerk, quality assurance clerk, operation/production manager, purchasing agent, inventory manager, estate manager and finally 9 months as Relationship Manager & Development Coordinator for Murray Grove in 2021.

Crystal's necessary corporate qualifications for the position with her love of Murray Grove, and a long history with the site, and a career shift into nonprofit management led to the Board voting in December 2022 to hire Crystal as the Executive Director of Murray Grove.

Events & Programs in 2022



SOME OLD FAITHFULS AND SOME NEW FACES

Coming of Age Retreat was held online in March. The Murray Grove Coming of Age Enrichment Program is designed to enhance and deepen the experiences of participants in Unitarian Universalist Coming of Age classes.

Camping in the Grove, in its 11th year, held 2 Full Week Sessions from August 7th-August 13th and August 14th-August 20th. Our intrepid team, led by Camp Director Dana Moore and Camp Program Director Max Solomon-Frye, kept a dozen campers in our youth camp busy and safe for a fun week of discovery and joy.

2022 Camping in the Grove Evaluations

“Camp is a fun place with an amazing community where you can be yourself.”

“It is the embodiment of inclusivity, everyone is super kind and I am DEFINITELY coming back!”

Homecoming 2022 was an outgrowth of last year’s event with a focus on practical actions for people from all walks of life, from churches, corporations, area social justice organizations and adult and youth of all ages.

Women’s Retreat 2022 brought many new faces, ideas and experiences for a weekend of nurturing and renewal at the end of October 2022.

President's Message



A MESSAGE FROM THE PRESIDENT OF THE BOARD

Dear friends,

Greetings from Murray Grove. It is my pleasure to share encouraging news and accomplishments of 2022 from our Board of Trustees. The Pandemic brought losses we've had to endure, and societal experiences have made us reassess many of our norms while introducing new ways to conduct business.

After reorganizing in 2021, the Board decided to shift for 6 months to an Interim Executive Director, **Barbara Heisler**, who assisted us:

1. Living into the New Mission and Vision Statements created in 2021:

Murray Grove Vision Statement: "Building a future of justice and kindness for all."

Murray Grove Mission Statement: "Murray Grove is a retreat center inspired by the concept of radical hospitality. It serves people of diverse backgrounds both in person and on-line providing opportunities for rest, renewal, inspiration and growth. Murray Grove supports people to create a world of greater kindness and justice."

2. Updating many policies and procedures for the organization, facilitating staff function, simplifying systems in use and easing the staff through this time of change.
3. Bringing about enhanced approaches for our finances to ensure accountability and sustainability.
4. Helping the Board to set goals and how to move those goals into a formidable action-oriented position.
5. Preparing the Association for its next chapter of Executive Director.

As we entered into 2022 with a renewed focus, there were continuing challenges to decipher. With determination to help us overcome and to remedy like situations, we onboarded 2 new Board Members, **Keith Timko and Joseph Yelder**. Their knowledge and experience are helping us to steward Murray Grove.

We had an educational Homecoming to end 2022, Building for a Sustainable Future. Presenters represented Red Bank NAACP, Monmouth University, UU Faith Action, the Bayard Rustin Center for Social Justice and FAIR a high school youth organization working to end racism in school systems. The theme was "success in social justice work" representing John Murray's message to bring Justice to all our communities.

The board named **Crystal Casella** as the Acting Executive Director for 6 months, June through December, and in December hired her as our permanent Executive Director.

The continued Vision and Mission are the singular threads of life-changing support to those who come to Murray Grove to find respite and joy. While there is much to be thankful for in the past years of work, we want to strategically shape our future outputs and be unmatched in our educational programs for our communities.

In the middle of this New Year, as we look back visualizing the successes and forward to the challenges, we resolve to create a financially sustainable system for Murray Grove.

Your continued contributions to Murray Grove would be an asset in this area.
We are thankful and excited for the work ahead of us.

Serving together,
Samuel Prince

President, Murray Grove Association



STAFF AND BOARD TRANSITIONS

Every person that serves Murray Grove, whether as a staff member or a board member leaves their mark, and for that we are grateful. This year we thanked the following individuals as they departed from MGA:

- Pat Radtke, Board Member
- Lynda Smith, Work Exchange
- Kathie Nevins, Work Exchange

As we move forward, we are excited for the energy and passion new members of our team bring. In 2022, we welcomed:

- Keith Timko, Board Member
- Joseph Yelder, Board Member



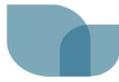
A FAREWELL TO PAT RADTKE

Pat served on the Murray Grove Board for 6 years (2 consecutive terms) with 4 years as Treasurer. Her second term was during the COVID-19 Pandemic which meant a challenging financial time for many non-profits, including Murray Grove.

"I enjoyed being on the Murray Grove Board and enjoyed interacting with the staff and other Board members"



Pat Radtke



WELCOME TO OUR NEW BOARD MEMBERS

KEITH TIMKO, EXECUTIVE DIRECTOR, SUPPORT CENTER FOR NONPROFIT MANAGEMENT

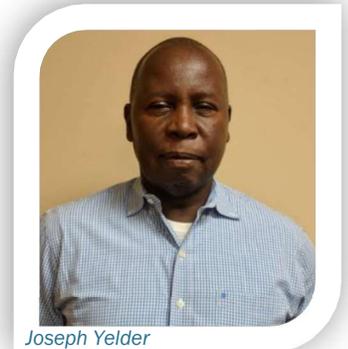
"I've been interested in retreat centers for the past few years as places for gathering, reflection, and community building. I'm also committed to combatting racism and advancing justice personally and professionally. Murray Grove offers a space and place for learning, reflecting, and being in community with others to discuss oppression and resistance. The physical space at Murray Grove and the organization and community reflect these passions of mine. And as a board member with familiarity with finance, social entrepreneurship, and the design and delivery of nonprofit retreats, I've been excited to bring these skills and interests to the working of the board."



Keith Timko

JOSEPH YELDER, CASE MANAGER FOR THE MENTAL HEALTH ASSOCIATION OF MONMOUTH COUNTY

"Following an in-depth review of Murray Grove's Mission, Vision, and Purpose, I immediately became very interested in joining this organization, and expressed my interest. Murray Grove and I have the same value and interest in inspiring people and organizations with diverse backgrounds."



Joseph Yelder



LEAVE A LEGACY OF LOVE

Generations before us established Murray Grove, others sponsored rebuilding the Weakley and Friedrich guest houses after the hotel burned down. Still others saved Murray Grove by arranging the preservation of land as part of the Edwin B. Forsyth National Wildlife Refuge.

YOU can leave a Legacy of Love too!

- Ensure further generations will come to know a thriving Murray Grove.
- Inspire your family, friends and fellow Unitarian Universalists as you set an example of generous support.
- Join the John Murray Legacy Society and be recognized for your commitment to the future of Murray Grove.

GIVING IS EASY!

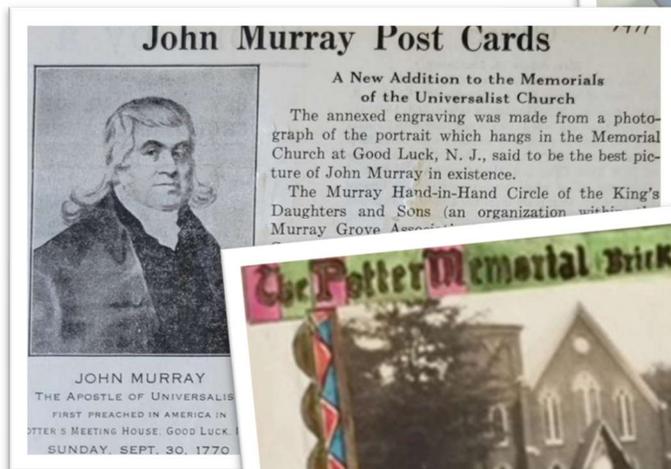
- Designation as part of your estate planning.
- Bequest – gift through your will.
- Contingent beneficiary of a retirement account.
- Charitable gift annuity – receive quarterly payments for life.
- Umbrella gift through the UUA umbrella giving program.

Participating in the John Murray Legacy Society ensures the continuation of your values in the world. You can help guarantee that the great Universalist tradition of LOVE will live on.



MURRAY GROVE ARCHIVES PROJECT

With the generous support of the **New York State Universalist Convention**, Murray Grove welcomed Hannah Lee to be our Archivist Intern in the summer. Hannah, a first-year graduate student in the public history program at Rutgers Camden who plans to pursue a career in archives or historic preservation, worked under the guidance of our board member and archivist **Parker Hubbard Cohen** on indexing and digitizing our archives so that we may open them to historians, religious scholars, and our community!



With Our Thanks to Our Donors

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Financial Stewardship

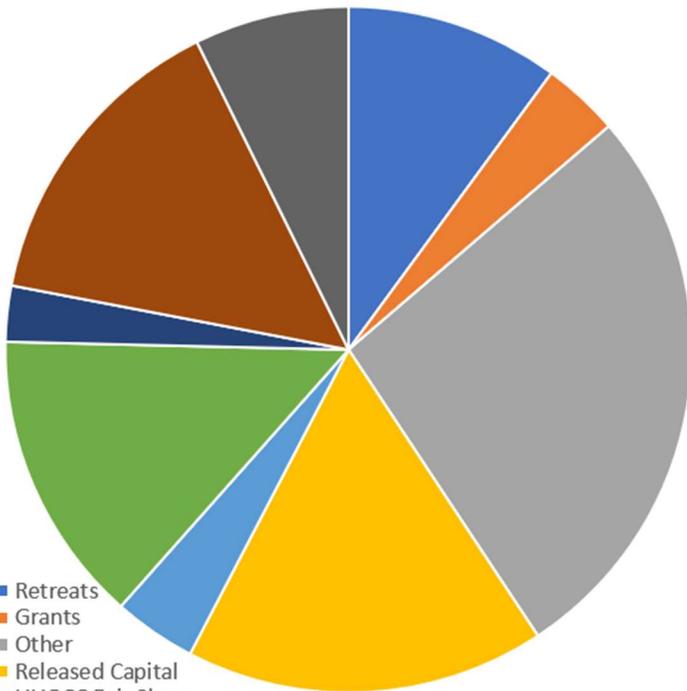
Murray Grove Board and Staff take the stewardship of the generous gifts given by individuals, congregations, foundations and other organizations seriously. We are a 501 (c)(3) nonprofit registered with the Office of the Attorney General as a charitable organization in the State of New Jersey. Gifts are accepted by check, credit card, via online donations, and in the form of stocks and securities. If you would like to make a legacy gift to Murray Grove, please contact Crystal@MurrayGrove.org.



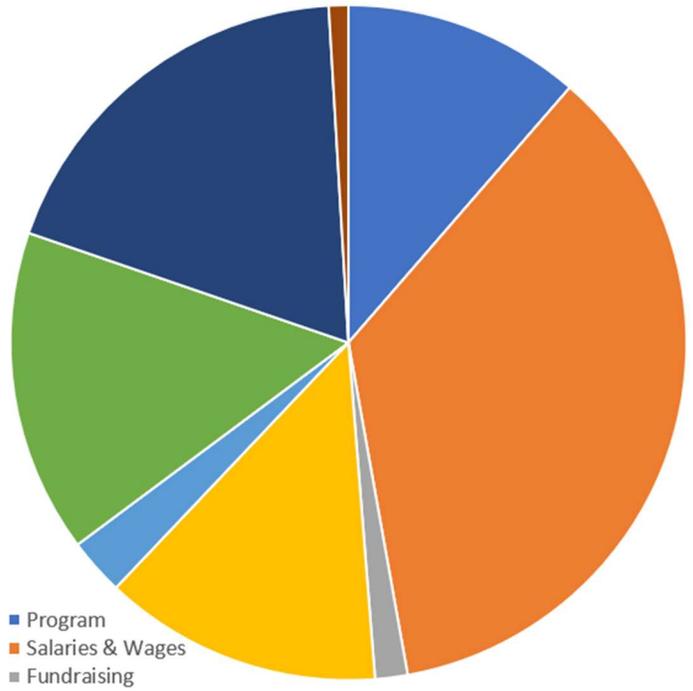
2022 INCOME: \$491,501



2022 EXPENSE: \$352,831



- Retreats
- Grants
- Other
- Released Capital
- UUOCC Fair Share
- Endowment
- Day Rentals
- Sustainability Campaign
- Programs



- Program
- Salaries & Wages
- Fundraising
- General & Administrative
- Debt Repayment
- Buildings & Maintenance
- Consultants
- Other

ABOUT US

Murray Grove is a Universalist gathering place inspired by the concept of radical hospitality. We provide the time and space for rest, renewal, inspiration and growth through in-person and online programming. We are housed on 20 acres nestled in the NJ Pine Barrens, and are available year-round for overnight accommodations for up to 40 people in our guest houses and 35 more in our campground seasonally. Visit our website "All Events" page to learn how we support people to create a world of greater kindness and justice.