

NORTH UNIVERSALIST CHAPEL SOCIETY

2013 ANNUAL REPORT

**Annual Meeting
January 26, 2014**



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Affiliated with the Unitarian Universalist Association

North Chapel Annual Report from your Board of Trustees for 2013

Dear Ones,

If you are reading this letter, or attending the Annual Meeting this 26th of January, 2014, then you are undoubtedly someone who understands, appreciates, and longs for the gifts that are ours as North Chapel members and friends; and just what are the benefits of being part of this most special place? The answer lies in the question, doesn't it? Being part. Belonging. Being accepted as we are. >From this, comes friendships, traveling our individual spiritual paths in community, opportunities to practice social justice put into action, a support system, and the ability to share the stories that are our lives. In 2014, wouldn't it be lovely if everyone who walked through the front doors of our beloved chapel felt what each of us feels and became connected to the life of this Church? Would you be willing to help make this happen?

Throughout the past year, your Board embraced the goal of becoming a strong board, understanding and connecting to the people of the North Chapel, and doing this by working more closely with committees and task forces to be certain we know where we want to go and to empower these working groups in a cooperative model. This continues to be a work in progress, though we are happy with the work that has begun:

- Liaisons and liaison roles have been restructured.
- The Board Co-chair visited as many of the committees/task forces as possible.
- Each Committee/Task Force was invited to attend a Board meeting during the year (which will continue to be our practice.)
- We held a Pan Committee/Task Force Meeting to message the Board hopes for committee/task force work, and asked for feedback from the leaders who attended.
- A statement on Defining Committee Work has been drafted, and hopes for this ongoing plan include:
 - Mentoring leaders guidelines
 - Coffee Hour Committee Fair
 - A plan for inter-committee communication with increasing use of the website for posting reports, minutes, and other important information
 - Guidelines for when to ask for Board approval, the process for requesting project funding, and how new initiatives are to be proposed
 - Newer committees/task forces, Social Justice, Communications, Personnel and the Finance and Funds Committees have done strong work to support the North Chapel as they have taken on their respective duties and join the existing committees doing amazing work for all of us

As ever, we all know that committees filled with dedicated members are the backbone of this Church. Thank you for all you do, all year long, to help this to be a vibrant, loving, and welcoming community. We do not get there without one another and our donations of time, talents, and funds.

The present Board is small, though we have enjoyed growing stronger in understanding our role and in our conversations this past year. Chris Bartlett graciously came and worked with us during the year, to help us understand our strengths and where we can improve.

He will continue to act as an advisor to the Board, which gifts everyone in this community. The Nominating Committee brings to you a wonderful slate of candidates to join us in the important work of being the trustees of the spirit of the North Chapel. It is beautiful, important, and never-ending work - not just for the Board, but for all who love this special place.

As this New Year dawns, we wish our Daniel a time of peace, reflection, and growth as his Sabbatical time begins, and may his time away help this Church understand our strengths as a community, as a family. Thank you for being part of that family, for all that your presence here endows us with - we are blessed because of you.

May 2014 be bright with joy, love, and peace for you and yours, and may the North Chapel continue to be a reflection of the love and goodness in all of our hearts.

With Love,
Mary Jeanne Taylor
Co-Chair, Board of Trustees

(Approved at Special Meeting of the Membership on 30 June 2013)

North Universalist Chapel Society, Woodstock, Vermont Minutes of Annual Meeting, January 27, 2013

The 2013 Annual Meeting began at 12:00 p.m. in the North Chapel social hall following a pot luck lunch. About 45 members and friends of the congregation were in attendance.

WELCOME: Mary Jeanne Taylor, President of the Board of Trustees, welcomed everyone and read her letter of love and caring for the North Chapel community which was published in the Annual Report.

Hope Yeager presented two cards of gratitude to be signed by the attendees, one for sextons Radek and Agata Marzec and the other for Children's Chapel leader Jane Moss.

Mary Jeanne Taylor read the names of the fifteen new members who joined the North Chapel in 2012, to applause from the attendees. Daniel Jantos invited any who were looking to become better known to introduce themselves, and three attendees introduced themselves.

ELECTION OF MODERATOR: Representing the Nominating Committee, Don Ransom MOVED to elect Kevin Geiger as Moderator for the year 2013. Seconded by Anne Dean. Election of Kevin Geiger as Moderator passed unanimously.

ELECTION OF CLERK: Representing the Nominating Committee, Don Ransom MOVED to elect Donna Van Fleet as Clerk for the year 2013. Seconded by Carol Egbert. Moderator Kevin Geiger called for any other nominations from the floor. There were none. Election of Donna Van Fleet as Clerk passed unanimously.

ELECTION OF TREASURER: Representing the Nominating Committee, Don Ransom MOVED to elect Ann Wynia as Treasurer for 2013. Seconded by Trish Compton. Moderator Kevin Geiger called for any other nominations from the floor. There were none. Election of Ann Wynia as Treasurer passed unanimously. Susan Jantos brought to the attendees' attention that Ann has been serving as Treasurer for 23 years, to applause from the attendees.

ACCEPTANCE OF ANNUAL REPORT: Peggy Kannenstine MOVED to accept the Annual Report. Seconded by Ralph Lancaster. Kevin Geiger invited any questions about the Annual Report, and there were none. Acceptance of the Annual Report passed unanimously.

AMENDMENTS TO BY-LAWS:

Amendment to Provide Flexibility to the Size of the Board of Trustees

Kevin Geiger described the proposed Amendment to the By-laws Article VII. Administration, which had been sent to the membership earlier in the month. Susan Inui MOVED to accept the Amendment to the By-laws. Seconded by Peggy Kannenstine. After the following discussion, the Amendment passed by a majority in favor with one opposing vote.

Discussion:

Trish Compton asked how, with a smaller number of Trustees, will the Board be represented on committees. Trish added that her question was for clarification and not an objection. Carol Egbert responded that the smaller Board will be in a period of review to determine what is the optimum size

(Approved at Special Meeting of the Membership on 30 June 2013)

for the Board. Anne Marinello observed that the proposed Amendment does not limit the Board to only five members.

Richard Schramm asked why the Board does not wait until their reassessment of size is completed before asking for a By-law change. Carol Egbert responded that the Amendment is required to allow the Board to operate with fewer Trustees during a period of assessment thereby removing the current By-laws requirement to immediately fill a larger number of vacant Trustee positions.

Trish Compton pointed out that the Growth Committee had studied governance structure and was shown ways that a smaller Board could operate more efficiently. Richard Schramm observed that a smaller Board seemed to be a tradeoff between efficiency and having broader ideas represented on the Board, and he felt that there was insufficient information to make an informed vote. Susan Inui clarified that the Amendment is designed to give flexibility and does not set the size at five members. Susan went on to describe that it is common for groups to come down to a small number in order to do some reassessing, and she expressed her comfort with the idea and support for it.

Peggy Kannenstine stated that she thought that there was a sentence in the proposed Amendment that seemed unnecessary. Kevin Geiger clarified that the proposed new sentence removed the current By-law requirement to elect three new Trustees annually.

Ralph Lancaster questioned whether the current wording intended to take the Nominating Committee out of the process. Don Ransom clarified that the Board determines the required number of new Trustees, and the Nominating Committee identifies and proposes candidates to fill the new Trustees positions.

Amendment to amass skills for financial matters by consolidating the Trustees of Funds and the Finance Committee into a Single Committee

Kevin Geiger described the proposed Amendment to By-laws Article X. Trustees of Funds, which had been sent to the membership earlier in the month. Susan Inui MOVED to accept the Amendment to the By-laws. Seconded by Peggy Kannenstine. After the following discussion, the Amendment passed by a majority in favor with one abstention.

Discussion:

Trish Compton explained that the increase from three Trustees of Funds to five Finance and Trustees of Funds Committee members results from combining two groups, the Trustees of Funds and the Finance Committee.

Susan Inui asked who decides the membership of the combined Finance and Trustees of Funds Committee. Trish Compton responded that, in the interest of establishing a checks and balances system, the Nominating Committee would make nominations rather than have Committee members appointed by the Board.

Susan Inui asked what is the tenure of members of the combined Committee. Trish explained that the term was thought to be three years. Susan Inui noted that Nominating Committee members serve one term of four years, which presents another option. Trish noted that the three Trustees of Funds are elected by the membership, and there would be a need to watch for the possibility of a situation where some roll off. Ralph Lancaster asked whether the vote could be tabled to sort out the question about terms.

(Approved at Special Meeting of the Membership on 30 June 2013)

Peggy Kannenstine and Susan Inui suggested voting on only the combining of the Trustees of Funds and Finance Committee into a single Finance and Trustees of Funds Committee. It was agreed to vote on only that part of the proposed Amendment and further agreed that the Board, in collaboration with the Nominating Committee, would come back with the wording about Nominations and Terms.

Mary Jeanne Taylor noted that there was an immediate need to elect a third Trustee of Funds to replace an outgoing member. Trish Compton suggested that a current member of the combined group, Chris Lloyd, who had previously been a Trustee of Funds, could fill a dual role.

After the vote was taken, Lynn Peterson clarified the history leading up to the recommendation of combining the two committees.

NOMINATING COMMITTEE: Mary Jeanne Taylor reported that the Board was not prepared to offer a slate of candidates for the Nominating Committee, instead preferring to hold off until the aforementioned Board reassessment was completed. Mary Jeanne committed that the Board will bring forward to the membership for vote two candidates for the Nominating Committee.

Moderator Kevin Geiger read the By-laws which give authority to the Board to fill vacant positions on the Nominating Committee, and he asked for a sense of the Members about whether they would want a Special Meeting of the Membership to vote on the Nominating Committee or not. Hope Yeager proposed that there be a Special Meeting of the Membership. Carol Egbert agreed that it is important for the Membership have a say about the Nominating Committee, and raised the question about whether there should be more candidates than there are openings and use a democratic vote to elect the Nominating Committee. Peggy Kannenstine observed that the Nominating Committee is the most important North Chapel committee, and she added that she was encouraged that the Board and Membership are taking the time to talk about what is needed going forward.

Moderator Kevin Geiger suggested that Members who have thoughts about this topic submit them to the Board.

BUDGET: Treasurer Ann Wynia reported on the proposed Budget for 2013, noting that when the effort to formulate a proposed Budget started, it was unbalanced by \$52,000. Trish Compton MOVED to accept the proposed Budget for 2013. Peggy Kannenstine seconded. After the following discussion, the Budget was adopted unanimously.

Discussion:

There were four questions from Members about specific budget line items, and Ann Wynia provided answers.

TRUSTEES OF FUNDS REPORT: Trish Compton referred to the Trustees of Funds Report published in the Annual Report, noting that there was an 11.9% return on investments.

SPIRITUAL PRACTICES REPORT: Anne Marinello reported on the history of the topic, which grew out of a finding from the Growth Committee Survey to add more diverse spiritual practices at the North Chapel. Anne reported that the idea, which was presented at prior Annual Meetings, of building a new space for contemplative practices did not happen, but added that some new practices have come forward, for example, the Friday Evensong service. Donna Van Fleet reported that a new Spiritual

(Approved at Special Meeting of the Membership on 30 June 2013)

Practices Committee had been commissioned by the Board to focus on extending the spiritual practices offered at the North Chapel, and she invited the Membership to come forward with ideas.

RESOURCE COMMITTEE REPORT: Lynn Peterson reported that 92% of the pledge target had been met, and he invited more pledges in order to meet the pledge income that is in the 2013 Budget.

HISTORIC PRESERVATION/RENOVATION REPORT: Lynn Peterson reported on the renovations that will roll out over 2013, 2014 and 2015, amounting to \$84,500 in expenditures. Lynn explained that the Resource Committee is working closely with the Buildings and Grounds Committee to ensure that the expenses will be covered. Lynn pointed out that the church facility is a community-wide asset and that the Resource Committee will be seeking grants that apply to such a facility. Lynn raised awareness that there may be need for a Capital Campaign or a loan.

Donna Van Fleet recognized the Buildings and Grounds Committee and the Resource Committee for their work in putting in place a plan.

Richard Schramm asked whether there will be opportunity for people to bring forth ideas about what to do with the buildings and grounds, and Lynn Peterson welcomed ideas about priorities.

VOLUNTEERISM REPORT: Carol Egbert recognized the work done by volunteers and asked people to consider making a formal pledge of time and talent, which are as important as financial resources, and she presented a form that people can use to make their pledges.

SOCIAL ACTION COMMITTEE REPORT: Deb Hawthorn read her report, which was included in the Annual Report, describing the evolution that has culminated in a Social Action Committee charter for the North Chapel's engagement in social action endeavors.

FAREWELL TO FRIENDS: Mary Jeanne Taylor recognized with personalized observations three members of the Board who have completed their Trustee service: Deb Hawthorn, Norwood Long and Donna Van Fleet.

UNSUNG HERO: Lynn Peterson recognized Rick Fiske for his contributions to the Resource Committee, especially for his "let's do it" and "stick to it" attitude that gets the job done, citing his work on the Book Fair and qualifying prisoners to paint the parsonage.

CLOSING WORDS: Daniel Jantos, minister, announced the April 7th special visit by Terry Tempest Williams and Mary Evelyn Tucker, and he invited the congregation to suggest what questions they would like to have them address. Daniel also stated that he looks to reestablishing some fun fundraisers that foster community spirit.

Daniel offered a time of silence for gratitude and hopefulness for the coming year.

ADJOURNMENT: Carol Egbert MOVED to adjourn the meeting. The meeting adjourned at 1:47 p.m.

Respectfully submitted,
Donna Schultz Van Fleet
Clerk, North Universalist Chapel Society

North Universalist Chapel Society, Woodstock, Vermont Minutes of Special Meeting of the Membership, June 30, 2013

The Special Meeting of the Membership began at 12:00 p.m. in the North Chapel social hall following a pot luck lunch. Approximately 35 members and friends of the congregation were in attendance.

WELCOME: Mary Jeanne Taylor, President of the Board of Trustees, welcomed everyone and read a poem about the qualities of a home from *To Bless the Space Between Us* by John O'Donohue.

ACCEPTANCE OF MINUTES OF JANUARY ANNUAL MEETING: Kevin Geiger, moderator, introduced himself and Donna Van Fleet, clerk, and called for a vote to accept the Minutes of the January Annual Meeting. Neil Marinello MOVED to accept the Annual Meeting Minutes. Seconded by Trish Compton. Acceptance of the Annual Meeting Minutes passed unanimously.

BOARD OF TRUSTEES REPORT: Mary Jeanne Taylor reported on the efforts that the Board of Trustees has undertaken to strengthen and enrich the workings of the church in collaboration with the committees.

ELECTION OF TRUSTEE: Don Ransom from the Nominating Committee described the qualities and qualifications that are looked for in trustees and MOVED to elect Deb Rice for election to the Board of Trustees. Seconded by Carol Egbert. The election of Deb Rice for Trusteeship passed unanimously.

APPROVAL OF AMENDMENTS TO BY-LAWS FOR THE COMBINED FINANCE/TRUSTEES OF FUNDS COMMITTEE (FTOFC): Lynn Peterson explained the background and history leading to the consolidation of the Trustee of Funds with the Finance Committee, which was approved by the Membership in the Annual Meeting. Neil Marinello MOVED to approve the By-laws changes associated with the combined Finance/Trustees of Funds Committee (see attachment). Seconded by Vassie Sinopoulos. After the following discussion, the By-laws amendments passed unanimously.

Discussion -- Peter Rousmaniere stated his thoughts about the need for more interaction between the FTOFC and the Resource Committee to focus on matching requirements for funds and sources of funds. Upon a question from Trish Compton, Peter clarified that he was not suggesting that the Resource Committee and FTOFC be combined.

ELECTION OF MEMBERS OF FINANCE/TRUSTEES OF FUNDS COMMITTEE (FTOFC) AND TERMS: Don Ransom from the Nominating Committee MOVED to elect the following FTOFC members for the following respective terms:

Patricia (Trish) Compton, 1 year

Pieter Bohlen, 1 year

Jack Nelson, 2 years

Laird Bradley, 2 years

Christopher Lloyd, 3 years

Vincent Gallucio, 3 years

Seconded by Neil Marinello. The election of FTOFC members passed unanimously.

BUDGET UPDATE: Ann Wynia, Treasurer, reported that the church was operating at a deficit of \$13,021 due to unexpected expenses for buildings and grounds. Ann reminded everyone of the need to tighten spending going forward.

REQUEST FOR APPROVAL OF SPENDING OUTSIDE BUDGET: Lynn Peterson presented the need authorize up to \$15,000 for nonbudgeted painting and sewer work and explained that the source of the additional funding is yet to be determined. Neil Marinello MOVED to authorize \$15,000 in additional spending. Seconded by Anne Dean. The authorization for \$15,000 passed unanimously.

SOCIAL JUSTICE COMMITTEE REPORT: Rhoda Moore reported on the work of the Social Justice Committee, including encouraging people to participate in the following Sunday's service about social justice activities at the North Chapel.

SPIRITUAL PRACTICES COMMITTEE REPORT: Anne Dean reported on the work of the Spiritual Practices Committee, which has selected storytelling as a means to enrich the relational health of the community.

BUILDINGS AND GROUNDS COMMITTEE REPORT: Hope Yeager thanked the Buildings and Grounds Committee for their many efforts and introduced Jack Nelson, who described the fence being built by the neighbors. Mary Jeanne Taylor thanked the members of the committee for conducting the interactions with neighbors.

VOLUNTEERISM REPORT: Carol Egbert reported on the success of the Rhubarb Rumble and asked for volunteers for two upcoming post-church coffee hours.

FUTURE MEMBERSHIP MEETINGS: Anne Marinello reported that the Board is looking to hold more regular Membership Meetings. The next meeting is targeted for October with the topic of the North Chapel's relationship with the Unitarian Universalist Association (UUA). Lynn Peterson described the history of the relationship, wherein the North Chapel has not been able to pay full dues, and the Board wants to have a conversation with the Membership to learn how members feel about the UUA.

MINISTER'S REPORT: Daniel Jantos observed that it is a good time to feel restored confidence and to have more conversations about how the North Chapel will go forward. Daniel reflected on factors that might have caused people to be more cautious and reserved in recent years and expressed his vision for more people to step up to lead forward, including partnerships with other community resources.

CLOSING: Daniel Jantos thanked attendees for staying and offered a blessing for departure. Neil Marinello MOVED to adjourn the meeting. Seconded by Norwood Long. The meeting adjourned at 12:47 p.m.

Respectfully submitted,
Donna Schultz Van Fleet
Clerk, North Universalist Chapel Society

ATTACHMENT

BY-LAWS AMENDMENTS FOR VOTE AT SPECIAL MEETING, JUNE 30, 2013

Current ARTICLE X. Finance and Trustees of Funds.

There shall be five members of the Finance and Trustees of Funds Committee who shall be elected at the Annual Meeting and shall be charged with advice about the operating budget and management of the funds of this Society which are not otherwise taken care of by the terms of trust or other conveyance, for the benefit of the Society. The term of the Trustees of Funds shall be three years. No Trustee shall serve more than two consecutive terms. Any Trustee who has served two consecutive terms shall again be eligible to serve as Trustee after an interim of one year.

To be amended to say:

ARTICLE X. Finance and Trustees of Funds.

The Finance/Trustee of Funds Committee (FTOFC) assists the Board of Trustees and other committees to forecast, plan and execute the fiduciary operations of the North Chapel. This includes investing assets and disbursing resources.

Basic Responsibilities

- *Regularly review the organization's revenue and expenditures, balance sheet and other matters related to its financial condition.*
- *Develop the annual budget with the Treasurer and submit it to the Board for approval.*
- *Advise the Board on financial issues, including insurance, budget adjustments and investment of assets.*
- *Assist the Treasurer in managing cash flow.*
- *Advise committees on financial issues within the committees' responsibilities.*

Guidelines

- *The FTOFC has the authority to make interim year budget adjustments including additions and transfers for under \$500 without prior Board approval.*
- *Review all financial requests to the Board.*

Membership

Six members shall be elected by the Membership for terms of three years: two members to be elected every year to serve terms of three years each. The chair of the committee shall be chosen by the members of the committee and shall serve for one year. S/he can be reelected by the committee for an additional term of one year. Members of the Committee may be elected for a second three year term but then must be off the committee for at least one year before being reelected.

North Universalist Chapel Society
Annual 2013 Financial Report
Ann Wynia, Treasurer

	12/31/2013	2013 Budget
RECEIPTS		
1 Loose	17,165.63	15000
2 Pledges	148,333.33	140000
3 Gifts/Donations	4,490.00	3000
4 Rentals	13,145.00	12000
5 Nursery School	6,250.00	6750
6 Fund Raising	15,907.42	14000
7 Reserve Fund	8,000.00	8000
8 Balance forward	3,012.99	3000
9 TOTAL RECEIPTS	216,304.37	201750
 EXPENSES		
10 Electric	4,847.60	5400
11 Fuel/Furnace	10,846.37	8500
12 Grounds	4,495.57	5000
13 Insurance	4,188.00	4335
14 Janitorial	4,312.84	3000
15 Maintenance	12,649.83	5000
16 Water/Sewer	843.03	850
17 TOTAL CHURCH	42,183.24	32085
18 Electric	0.00	0
19 Furnace	225.00	150
20 Maintenance	1,410.35	1000
21 Water/Sewer	0.00	0
22 TOTAL PARSONAGE	1,635.35	1150
23 Administrative Ass't	13,828.03	13068
24 Office Supplies	1,125.59	1000
25 Postage/Printing	453.31	200
26 Telephone	1,352.90	1600
27 Website Host/Upkeep	278.40	300
28 Copier Lease	3,080.50	3500
29 UUA Fair Share	3,375.00	6750
30 NNED Dues	2,000.00	2000
31 Miscellaneous(Vanco)	80.04	100
32 TOTAL ADMINISTRATION	25,573.77	28518
33 FICA	8,398.82	8320
34 Medical Ins.	13,180.08	13200
35 Pension	10,780.00	10780
36 Auto Expenses	1,980.00	2000
37 Professional Exp & Devel	5,935.00	5390
38 Workers' Comp	1,702.00	1770
39 TOTAL BENEFITS	41,975.90	41460
40 Salary	47,000.00	47000
41 Housing Allowance	30,000.00	30000
42 TOTAL MINISTER	77,000.00	77000

North Universalist Chapel Society
Annual 2013 Financial Report
Ann Wynia, Treasurer

	YTD	Budget
43 Sabbatical Savings Account	1275.00	1275
44 Substitutes	442.00	500
45 Supplies	128.29	300
46 Advertising	128.75	100
47 TOTAL WORSHIP	1,974.04	2175
48 Organist/Choir Direct.	15,740.00	15740
49 Special Services	850.00	800
50 Supplies	303.73	500
51 TOTAL MUSIC	16,893.73	17040
52 Coffee	364.00	350
53 Resource Comm	296.02	200
Margaret Lampe Kannenstine		
54 Leadership Development Fund	0.00	500
55 Outreach	100.92	150
56 Quest	1826.33	2300
57 TOTAL MEMBERSHIP	1,927.25	2950
58 Staff	4,000.00	4400
59 Supplies	223.17	500
60 Child Care	1,694.00	1670
63 Recognition	100.00	200
65 TOTAL R.E.	6,017.17	6770
66 TOTAL EXPENSES	215,840.47	209,698
Balance 12/31/2013	464.00	

In addition to the on going support of an operating budget, members and friends of the North Chapel gave

\$1080 to Community Food Shelf in November to help with Thanksgiving dinners

\$11014 to Life and Hope Association to support the orphanage in Cambodia

1/2 of Christmas Eve collection (\$1064.50) to Community Food Shelf

1/2 of Christmas Eve collection (\$1064.50) to Cover Home Repair

Ministers Report for 2013

Writing a report from one year of life at the North Chapel is always a process of acknowledging abundant blessings. This place represents an open-hearted invitation to respect and honor each individual, give voice to shared stories and experiences and nurture personal and collective aspirations. It attracts many who are searching for authentic community. As a result - this abundance.

Our task is holding the space open for that and creating the structures that not only makes that possible but furthers and facilitates that kind of one-by-one community formation and fulfillment. The principles offer an understanding of shared valued that invites all of us to share in that task and keeps our eyes focused on that prize.

The year began with an awareness of what we could be in support of those amongst us who were suffering loss and grief. Services of memorial and celebration that happen at the North Chapel are an important part of the process of accepting and coping with such inevitable experience. The end of the previous year had brought a particularly concentrated need for these services and the new year began with that in mind. This year brought the sadness of loosing January Kelley and Reggie Fitz. Members of the larger community asked us to be of support in the passing of Betty Shurtleff, Marjorie Vail and Peggy Eaton.

This was a year of celebrating many weddings. Between the church space and other locations, I participated in the commitment ceremonies of 15 couples.

The year also began with some of us travelling on two occasions to Staten Island to work on helping people there rebuild from hurricane Sandy. Locally, with the support of one of the covenant groups we built a pizza oven that will undoubtedly bring lots of enjoyment and sociability in the lovely river-bank back yard that we have. We offer religious orientation to our local Boy Scouts club and I serve on the board of the Red Cross Faulkner Fund and as an advisor to the Community Food Shelf. On two occasions our church was represented in interfaith dialogues: at the Norman Williams library, at the installation of Rabbi Ilene Haigh and in the Easter services at St. James. We were well represented in supporting Gun Sense Vermont in a vigil honoring the one year anniversary of the senseless shooting that left so many victims in Newtown CT. and called for responsible action to circumvent it happening again.

Programmatically, at the church, we started the year with a study of the Tibetan Book of Living and Dying. The Spring brought us a wonderful celebration of renewed dialogue around climate change with the visit of Terry Tempest Williams and Mary Evelyn Tucker. Peggy Brightman has introduced dance to our worship services on two occasions, and a theme of story-telling brought about two workshops, and a deeper realization of something so central to our orientation to truth and witness: letting individuals themselves tell the truth of their own experience and its meaning. In that spirit the planning that has been associated with the sabbatical period in 2014, and especially the presence of Lawrence Stibbards and Joy Davey brings a richness to that motif that allows us to go to ever deeper levels of engagement and connection.

There have been some very generous and beautiful offerings that the North Chapel has benefited from in this past year. Charity Gray, Veronica De Lay, and Anne Dean continue to facilitate Meditation practice, Evensong and Oneness blessing every Wednesday, Friday and Tuesday. We continue to make a space available for the Miracles study group, Alcoholics Anonymous. We have a close and cooperative relationship with the vital functions that Hand in Hand and The Change the World Kids provide.

Mary Jeanne Taylor has guided the board into a more trusting relationship of shared leadership that has prepared the board to accept a new slate of members. They will soon begin to initiate a significant process of examining the structuring and the capacity and priorities of the North Chapel in this next year. Hope Yeager has led a taskforce that has looked at our staffing needs going forward. This gives me the opportunity to acknowledge with gratitude and appreciation Donna Atwood's steady presence over the last 12 years in the church office. Donna will be leaving us at the end of May. We thank her for her careful and thorough work, innovations in producing the Quest and organization in regards to schedules and rentals.

I would end this report by thanking all those in the North Chapel who have contributed this year. There are so many who give in all the ways that giving makes us stronger and makes the building of community possible. Thank you to Diane, Donna and our sextons Agata and Radek, with whom working as a staff together has been a joy and privilege. Thank you to all the committee chairs who raise and manage funds, plan worship, care for the building and grounds, manage our membership processes, envision our social justice tasks and nominate, and attend to the ministry and pastoral care of this church. Thank you to each person who chooses to become a part of the shared ownership and propriety of this sweet, small organization that we love and that brings us together. Blessings on each one in the New Year and thank you.

Daniel

North Chapel Nominating Committee Annual Report 2013

In 2013, the Nominating Committee (NC) met infrequently on an as needed basis. The responsibilities of the NC include making nominations for the Board of Trustees; to the Society for Moderator, Treasurer and Clerk for the Annual Meeting; recruiting participants for General Assembly and for district workshops; and for additional membership for the North Chapel's standing committees when requested.

For the 2014 Annual Meeting, the NC proposes Kevin Geiger as Moderator, Joan Haley as Clerk and Ann Wynia as Treasurer.

For new Board members the NC presents the following candidates:

1. Anne Marinello to begin serving her second term
2. Anne Macksoud to begin her first term
3. Denise Lyons to begin her first term
4. Susan Inui to begin her first term
5. Elizabeth Reaves to begin her first term

For new members to the Finance Committee the NC presents the following candidates:

1. Pieter Bohlen to begin his second term
2. Trish Compton to begin her second term

On the NC, Don Ransom (2016), David Doolittle (2017) and Fran Lancaster (2017) will continue to serve out their terms. Joan Haley is leaving the committee, effective at the close of this Annual Meeting.

Throughout 2014 the NC will continue to work toward increasing our participation in GA and district workshops and to offer support to committees and task forces to develop leadership education and transition plans as requested.

Respectfully submitted,

Don Ransom, Chair

January 11, 2014

Resource Committee Annual Report for 2013

Members: John Dulmage, Rick Fiske, Jack Nelson, Lynn Peterson, Deb Rice, Neil Stannard and Karen Wolk.

This has been a very successful year for the Resource Committee. In the Pledge Drive we raised \$148,000, \$3,000 above our anticipated amount. Beside the Pledge Drive, we raised more than \$15,000 - \$1,000 above our target. So our total effort in fund raising for 2013 was \$163,000!

Specifically the year involved:

1. Pledge Drive – The budgeted amount was \$140,000 but by December we had raised \$148,000.
2. Silent Auction \$4,364
3. Bookstock used book sale \$3,500
4. Western Wind \$4,000
5. Classical Music Series \$2,000
6. Hash supper \$1,800
7. Vermont-Quebec grant \$1,000

(We also received the \$17,900 grant from the Vermont Arts Council)

Some specific activities of the Resource Committee for this year:

2014 Pledge Drive. We started the pledge drive a month earlier and tried a more inspirational approach. However we did not succeed in getting pledges earlier so when it came time to create our 2014 budget we still did not have a solid number. It is also not clear whether this inspirational-value oriented approach is a good idea or not. In the past we have emphasized the very practical or infrastructure needs (fuel, electricity, copy machine, etc). This coming year we will probably go back to starting the pledge drive in November and emphasizing the practical items that keep our church running.

Western Wind. Continues to be one of our best sources for fund raising. Deb Rice was in charge of this effort again this year and did a great job in getting it started. However her mother became ill when the event occurred so she had to go to her mother's bedside in FL. Fortunately Polly Forcier and Jack Nelson stepped up and did a fantastic job in filling in for Deb. We are indebted to all 3.

Silent Auction and Pledge Drive Dinner. Rick Fiske (and Kathy) and Karen Wolk teamed up to organize this combined event. The Auction was once again very successful and the dinner was a wonderful and fun event.

Online Pledging. Neil Stannard led the way in creating an option for online pledging this year. This has been part of the expansion and improvement of our website. David Sullivan and Deb Rice as members of the Communication Committee have also contributed to making this feasible.

New Fund. We started conversations around long term support for the Church by increasing our endowment-reserve fund. To this end we had 2 meetings with Vermont Community Trust (VCT) along with members of the Finance Committee. We hope to start a Nonprofit Reserve Fund with some of our reserve funds and then try to add to this fund with other donations from interested individuals.

We are planning a retreat this Spring to consider our long range and short term goals. We greatly appreciate input from members and friends of the Congregation. And if anyone would like to join the Committee please let us know.

Respectfully submitted by Lynn Peterson

Music and Worship Committee Annual Report 2013

We all speak here.

As we consider how to meet the spiritual needs of the people who come to church on Sunday mornings, this idea of everyone needing to be seen and valued has become part of our unstated mission. Daniel has urged us to include our own voices and others, frequently noting the richness that results. We have many new people participating in readings, poetry, reflections, even dancing. The contributions by Peg Brightman have enriched our services in an inspiring way. The singing and instrumental music is another source of inspiration. Here again we hear many voices. Inspiration fills the body, mind and soul.

A spring focus on *The Tibetan Book of Living and Dying* was an important theme for understanding our spiritual needs. The Social Justice committee and Ginger Wallis have kept us grounded in reality to meet the needs of our ever-changing world and the variously aged populations in our congregation. One of the many highlights of the year was the service with Terry Tempest Williams and Mary Evelyn Tucker, a day-long event with Pentangle and Sustainable Woodstock. Other guest reflectors included Herb Ferris, Kirk Kardashian, Rabbi Dov Taylor, Jon Bouton, Rob Mermin, Brad Johnston, Nancy Kilgore, Susan Jantos and many more people within the congregation.

With Daniel's leadership, we are increasingly taking risks to open up our spiritual practice with storytelling, poetry, conversations across differences, expressions of gratitude, and much more. Even the physical environment contributes to the experience with the moveable front pews, allowing for a new, to us, kind of experience. It is with these endeavors to meet people's needs that we may be experiencing more participation and higher attendance, even when Daniel is away.

Music summary for 2013

The choir continues to be a vital part of our church. There have been more than 35 participants in choir this year. Their continued dedication to rehearsals and Sunday mornings is appreciated by all, and is a key piece of most of our services. Along with the choir, there have been many others who have offered their time and talent on Sunday mornings and Christmas Eve. They include: Sarah Lenfest, Eugene Friesen, Interplay Jazz musicians, Don Ransom, Jenny Barry, Geoff Dates, Sandi Anderson, Jack Snyder, Pierre Fournier, Lutie Saul, Michael Zsoldos, Sherry Belisle, Western Wind, the Traver family, the Haas/Brown family, Lurette Saul, and the children's choir.

There is always room in our choir loft for those who are interested in singing. The fellowship found in our group can be very supportive and gratifying.

-- Diane Mellinger

Committee membership

Mary Blanton left her role as chair in April and was replaced by Brenda Johnson. The committee as of December 2013 is: Daniel Jantos, Diane Mellinger, Brenda Johnson, board liaison Hope Yeager, Anne Macksoud, Hugh Belton, John Steinle, Kathy Astemborski and Jessica Stout. During Brenda's absence, Anne Macksoud will take over as chair with Hope cheerleading. Don Ransom and Jenny Gelfan will come on to help out during the sabbatical period. Peg Brightman will join us in the spring.

Respectfully submitted,
Brenda Johnson, Chair
January 8, 2014

Membership Committee Annual Report 2013

Members: Sherry Belisle, Ann Wynia, Pru Schuler, Fran Lancaster, Rose Mroszczyk and Rhoda Moore.

Seven people have joined our membership since a year ago: Rhoda Moore, Charlotte Rutz, Linda Galvao, Vince Galluccio, Jon Polski, Moira O'Conner and Peter Bohlen.

We have 216 members, 162 of which are active.

We appreciate all those who have contributed the flowers and artwork for our altar. Thanks to Don Ransom and Susan Inui for again organizing the Christmas Eve ushers. Board member Ginny Christy has moved to Wilder. We appreciate her long years of service.

Respectfully submitted,
Sherry Belisle, chair

Communications Committee Annual Report 2013

The Communications Committee was created last year with a two-fold purpose:

- 1) Develop a more robust web site to serve as a communications hub.
- 2) Maintain the web site by accepting, reviewing, and editing content provided by church members for posting on the web site.

The main responsibility was to ensure that the information posted on the web site is current, informative, and accurate.

We formed a committee of five. Once we began meeting regularly, our discussions included the possibility of updating the weekly newsletter into a Constant Contact email. We spent time last summer choosing a format and learning the basics of the Constant Contact tool. In the fall, we began sending it out weekly to the North Chapel community. We are receiving positive feedback and we hope to improve it going forward.

There has been great progress with our web site. We have begun to upload archived reflections and we have included links from the weekly newsletter to articles, photos, and videos on our web site. We hope to enlist the participation of the members to provide relevant content for our site, as well as for the newsletter, in order to fulfill our goal of making these dynamic communications tools.

The committee consists of five members: Deborah Rice, Marcia Peterson, David Sullivan, Peter Rousmaniere, and Neil Stannard.

Respectfully submitted,

Neil Stannard

Buildings and Grounds Annual Report 2013

It was another busy year for the Buildings and Grounds Committee. Your committee members have all worked diligently to bring about the following:

The Rental Task Force developed and instituted a new rental schedule for all the spaces the church rents out during the year.

During the winter the church was invaded by rats. Before they were exterminated they ate the thermostat wires in the Nursery School and caused the pipes to freeze. They, also, ate the wires in the two stoves in the kitchen and a new stove had to be purchased.

With the help of a covenant group, Daniel and many others built a wood fired pizza oven in the back yard. An enclosure will be built this spring over the oven.

B&G negotiated with our neighbors, the Gillettes, on the placement of their privacy fence along the church's driveway.

Major repairs were done on the church's sewer pump system.

New operating guidelines and signage were developed for the kitchen and the kitchen was completely repainted.

We have new pew cushions and a new audio system, overseen by Norwood Long, in the sanctuary.

There is now a contract between the church and Hand in Hand so that Hand in Hand is now covered by the church's insurance.

The parsonage's sewer line was found to be worn out and will be replaced in 2014.

The church is scheduled to be painted in June 2014.

Submitted by Jack Nelson

Social Justice Action Committee Annual Report 2013

The Social Justice Action Committee's mission is to encourage, support and coordinate the social justice activities of the North Chapel in ways that align themselves with our community building and spiritual purpose and that use our resources efficiently and fairly. Social Justice Action includes economic, social and environmental development and justice activities.

Towards this end, during 2013 we surveyed members and friends of the North Chapel to determine social justice areas of most importance to them, where they felt they needed more education, where they were currently involved and new areas they would like to become involved in. From 72 responses we had the following results (priority areas are shaded):

Social Justice Concern	High Importance	Education Priority	Currently Involved	New Involvement
Hunger (e.g., Food Shelf)	81%	39%	23%	38%
Community Building	70%	20%	42%	46%
Environmental Justice	64%	48%	28%	51%
Local & Global Poverty	64%	42%	19%	36%
Gun Violence (e.g., legislation)	60%	42%	13%	21%
Youth Issues	59%	48%	14%	38%
Nonviolence and Peace	57%	52%	11%	NA
Affordable Housing	48%	20%	11%	27%
LGBT Equality	44%	20%	8%	19%
Reproductive Justice	34%	20%	8%	14%
Immigration Justice	24%	35%	4%	17%
Corporate Power	19%	30%	4%	19%

Based on these results, and following open discussion on where to focus our efforts, we conducted four post-service "update and action" sessions and other informational sessions on youth affairs (Change the World Kids, Ottauquechee Community Partnership), sustainability and environmental justice (Sustainable Woodstock), local and global poverty (Life and Hope) and reducing gun violence (GunSense Vermont); we created a Youth Initiative Task Force headed by Jackie Fischer and Anne Marinello; and we developed an alliance with the Woodstock Area Job Bank to create more jobs, especially for high school youth. A separate initiative by Diane Mellinger and the Worship Committee provided monthly contributions and Thanksgiving meals to the Woodstock Food Shelf.

We also worked to create a better presence of Social Justice Action activities and the projects we support by expanding our coverage on the North Chapel website, formulated a guide for internal and external collaboration approved by the Board, and began work on a policy statement to guide our committee's decisions on projects to support and requests for help to respond to.

Our immediate plans for 2014 include helping develop and implement three Sunday Services and two Saturday workshops during Daniel's sabbatical that would focus on Youth (February 2nd), Race (February 22-23) and Class and Privilege (March 15-16).

Rhoda Moore and Richard Schramm

Staffing Task Force 2013 Summary Report

In response to Donna Atwood's announcement that she would be leaving her job at the North Chapel in 2014, the Board formed a Staffing Task Force to assess the administrative needs of the church and to create a job description for the next North Chapel Office Manager.

Hope Yeager, a member of the North Chapel Board of Trustees, met with Daniel Jantos and Donna Atwood on April 23, 2013, to discuss the process of Donna recording her monthly tasks and responsibilities as well as orienting a new office manager to the North Chapel upon her departure.

The Staffing Task Force, comprised of Hope Yeager, Susan Boston, and Donna Van Fleet, met for the first time on June 18, 2013, and discussed the task force's timeline, the North Chapel Office Manager job description as provided by Donna Atwood, as well as possible adjustments to the job responsibilities.

On July 16, 2013, the Staffing Task Force met with Daniel Jantos. Daniel shared at this meeting research he had done on how other UU churches in Northern New England structure their paid staff, the staff's responsibilities, and the oversight of the paid staff. Possible adjustments to the North Chapel Office Manager position were discussed in light of Daniel's research.

On August 8, 2013, the Staffing Task Force met with Carol Egbert to discuss research she had done on how UU churches in Northern New England structure support given to the minister and the minister's work, both pastoral care and administrative tasks. Possible adjustments to the North Chapel Office Manager position were discussed in light of Carol's research.

On September 1, 2013, the Task Force met to finalize a recommendation to the North Chapel Board of Trustees detailing job responsibilities for the new North Chapel Office Manager position for the September Board meeting.

The Staffing Task Force met for a final meeting on October 30, 2013. Questions raised by Board members regarding the Task Force's recommendations were addressed at this meeting. The Task Force recommended that the Board create a Personnel Committee to (among other responsibilities) post the job opening, interview job applicants, and hire a new North Chapel Office Manager in time for Donna Atwood's May 31, 2014, departure.

Submitted by Hope Yeager