

North Universalist Chapel Society  
Board of Trustees  
17 June 2014

~ we are the trustees of the spirit of this church ~

1. Opening Words/Check In      15 minutes

2. Daniel's Time      30 minutes

3. Follow Through      30 minutes

Sabbatical Survey Results  
Committee Night

4. Board Work      30 minutes

Responses to:  
Resource Committee  
Building a Vision - Denise  
Social Justice

5. Committee Reports      10 minutes

6. Consent Agenda      5 minutes

7. Closing      5 minutes

**North Chapel Board of Trustees Meeting Minutes**  
**May 20, 2014**

**Present:** *Ann Wynia, Mary Jeanne Taylor, Deb Rice, Susan Inui, Anne Macksoud, Daniel Jantos, Denise Lyons, Anne Marinello, Hope Yeager.*

**Absent:** *Elizabeth Reaves.*

The meeting was called to order at 6:20 p.m. With "The Invisible Embrace: Beauty", by John O'Donaghue reading by Susan Inui. Those in attendance checked in.

*Daniel's Time*

Daniel invited the Board to review and discuss the summary of the Sabbatical time. Daniel asked whether or not there is something from the sabbatical time mentioned in the summary that you thought needs to be kept or continued. Secondly, he asked us to consider this question of authority raised by Laurence in his reflection. Where's the center of our organization and its sense of leadership? Hope brought up that she noticed the small number of people who responded to the survey. Anne Mack. said that those who didn't respond gave up their participation and their authority within our community on the issues related to the sabbatical.

Anne Mari. noticed that the summary noted the spiritual work as being important. The small groups who met around pastoral care and aging were valuable; she wonders how we could keep those groups going. MJ noted people's comments in the summary were fun to read. MJ also noticed especially the comment about all of us being responsible for pastoral care.

Susan spoke about the church community being experienced with storytelling; the sabbatical gave a special and successful chance for the participants in the service to tell their stories. Storytelling can be part of the planning of a service along with the music and readings. Also, it seems that well written questions given to the congregation for small breakout groups at the end of a service worked well. Deb agreed with Susan's point about having a chance to speak in small groups together around a question.

Denise said that the one thing that stands out to her was people's comments about wanting and enjoying getting to connect authentically with others. That chance to connect would be good to keep in different forms sprinkled in the services and other events planned. Denise also noted that MJ's comment about sharing the pastoral care speaks to the sharing of authority among everyone in our community so that the church community is not so Daniel-centric.

Susan commented that our challenge now is not to fall back into old habits. Anne Mack and Anne Mari. both commented on enjoying how things were before the sabbatical as well, so we don't need to completely dismiss the past.

Susan: how do we enable ourselves to be fully who we are and who we want to be?  
Anne Mari noted that Richard has offered to continue the groups on aging and that is one way that we could continue some of the connecting. She also raised the question about how to share the work of pastoral care?

Daniel spoke about how people in the service during the sabbatical wrote about wanting to connect with one another and have a chance to do things together as a community. What does it mean to be ordained to do this work (e.g., pastoral care)? We can gather as a community to empower/ordain one another to do the work needed on behalf of the church community. Can the congregation do something for the Board to recognize that we ask the Board to work for the community? We want to be in a place where we structure how we ask people to do the work and support them in doing the work. Being intentional about the asking, ordaining, the giving of authority, supporting those doing the work is important. Structure needs to be put in place to be intentional about the sharing of authority.

Daniel spoke about our mission as something like being an organization that pushes good stuff out into the community. We need to articulate our purpose so that we can ask committees to align to that purpose. We need that structure and intention so that good ideas don't get bogged down. Deb wondered how all of these ideas related to "ordaining" and "sharing authority" would present to members of our church who haven't been in touch with us lately.

The board discussed the proposal of the garden and the process that the garden planners went through as an example of how ideas are processed at the moment.

Denise spoke about needing to develop a different relationship with the church community where we ask the congregation to recognize that the Board is working on behalf of the community and only with the support of the community.

Ann Wynia spoke about wishing that she could be trained in how to do pastoral care so that we feel more practiced when a crisis or situation arises.

Susan asked if we could use the June 1st potluck and the June 3 committee night to bless the Board and the members of committees in doing the work that needs to be done

on behalf of the community.

Denise asked if we as a board think this fits with where we want to go in the future (i.e. our vision for the North Chapel). The sharing of that vision can help those with concerns around new ideas get beyond some of those concerns for the sake of the larger vision communicated by the Board.

MJ mentioned the vision statement that Denise shared from the Growth Committee. (Also related to this work, the Resource committee has asked that the Board come up with a mission for the pledge drive.)

Daniel spoke about our vision statement: It should have a spiritual component- which equates to the promotion of wellness. It would be something like infusing our larger community, our neighborhood, with wellness, well being, goodness, intentionality. The larger community is going to need to be a resilient community given the demands and challenges of the future; and we can help with that resiliency by supporting the community wellness.

### ***Board Covenant***

The Board discussed and approved the Board covenant as stated below:

Speak **our** truth

Listen with open minds and hearts and patience

Stay focused on our vision and mission

Do the work that is ours to do

Commit to continuous learning and self-assessment

Ask challenging questions

Encourage creative tension, among ourselves and in our community

Take care of ourselves and each other

Maintain good will and give the benefit of the doubt

Bring joy and kindness to what we do

### ***Vision Statement***

The board reviewed and discussed the Vision statement written by the Growth Committee.

Deb Rice gave the group a way of distinguishing the vision from the mission:

Vision= what we see when things are the way we want them to be; picture of a preferred reality (the dream).

Mission= what we need to do to get the vision to be a reality; foundation of a strategic plan providing direction and guidance.

The board agreed to continue to work on the vision statement (currently stated below): "Guided by the UU principles, the Woodstock North Chapel is a congregation that nurtures the growth and supports the needs of its members, sustains a strong spiritual life within a loving church community, and has a positive impact on the world around us."

### *June 1 potluck event*

MJ discussed the event as most importantly a chance to say thank you to Donna Atwood. Anne Mari. suggested that the choir perhaps could lead everyone in singing a tribute to Donna. MJ brought up that we have also billed the event as a chance to meet the new Board. MJ suggested putting up a poster board or easel inviting questions for the Board from the community.

Daniel suggested that we do a community blessing of the board during the church service on June 1. That Sunday is also the new member Sunday. Daniel suggested that we could invite Richard Schramm to be a part of the service to speak about the sharing of authority, the role of leadership and serving the community.

Daniel said that he will speak briefly during the potluck reception about thanking Donna. He asked that each Board member be prepared to speak about Donna and things for which we are thankful from her during the potluck.

Mary Jeanne said she would write up a blurb for the June Quest and for the e-news about who has been hired to replace Donna. The Personnel Committee will continue to serve as support for the new office administrator for the next six months.

### *June 3 Committee Night*

The Board will be preparing and serving dinner to the committees. Denise mentioned that she won't be able to be there on June 3 but hopes that the committee members learn the background of why the Board proposed the committee night. MJ suggested that perhaps she (MJ) and Daniel make some soup and ask the rest of the Board to bring salads, bread, and desserts.

Denise asked that we put on our next agenda to address the needs and requests of the Resource committee related to the mission statement. MJ suggested that we wait until the fall to invite representatives of committees to attend a Board meeting so that we have the summer to settle in to working together as a new Board. Anne Mari. suggested that committees be asked about how their work could support the mission.

The Board voted to accept the consent agenda.

Daniel spoke about the UU GA which will be in Providence, RI, June 25-29. If a group wants to go, then we could think about renting a house together for those days and traveling down and back together. Susan spoke about how inspiring the GA was for her. She suggested that we share the idea with others during coffee hour, etc. She also thought that we could mention it at the June 3 committee night.

The meeting adjourned at 8:35 p.m.

Respectfully Submitted,  
Hope Yeager  
Secretary to the Board

North Universalist Chapel Society  
 May 2014 Financial Report  
 Ann Wynia, Treasurer

	MAR	APR	MAY	YTD	2014 Budget
<b>RECEIPTS</b>					
1 Loose	1,139.10	978.00	990.00	5,031.10	16000
2 Pledges	6,661.85	7,636.00	8,071.00	58,932.35	145000
3 Gifts/Donations	300.00	182.00	500.00	2,522.00	4000
4 Rentals	775.00	280.00	775.00	2,260.00	13000
5 Nursery School	0.00	1,250.00	625.00	3,125.00	6750
6 Fund Raising	1,053.50	340.00	398.00	2,231.50	16000
7 Reserve Fund	0.00	8,000.00	0.00	8,000.00	9000
8 Balance forward	0.00	0.00	0.00	1,361.13	1350
9 <b>TOTAL RECEIPTS</b>	9,929.45	18,666.00	11,359.00	83,463.08	211100
<b>EXPENSES</b>					
10 Electric	436.77	485.44	315.56	2,247.91	5400
11 Fuel/Furnace	2,553.85	862.84	0.00	7,375.72	9500
12 Grounds	1,714.00	709.00	100.00	3,905.00	5000
13 Insurance	0.00	0.00	1,563.00	3,739.00	4340
14 Janitorial	129.41	113.50	3.96	840.77	3000
15 Maintenance	70.00	72.50	669.87	2,363.97	5000
16 Water/Sewer	0.00	0.00	79.98	621.29	850
17 <b>TOTAL CHURCH</b>	4,904.03	2,243.28	2,732.37	21,093.66	33090
18 Electric	0.00	0.00	0.00	0.00	0
19 Furnace	0.00	0.00	0.00	0.00	225
20 Maintenance	0.00	0.00	0.00	0.00	1000
21 Water/Sewer	0.00	0.00	0.00	0.00	0
22 <b>TOTAL PARSONAGE</b>	0.00	0.00	0.00	0.00	1225
23 Administrative Ass't	1,364.25	1,423.75	1,606.50	7,046.50	16184
24 Office Supplies	54.19	84.70	425.98	730.93	1000
25 Postage/Printing	-7.55	3.92	5.99	53.68	200
26 Telephone	88.04	87.61	94.51	450.61	1200
27 Website Host/Upkeep	0.00	168.00	0.00	383.76	600
28 Copier Lease	213.19	216.20	459.54	1,556.76	3500
29 UUA Fair Share	675.00	675.00	675.00	3,375.00	8375
30 NNED Dues	1,000.00	500.00	500.00	3,006.00	3006
31 Miscellaneous(Vanco)	-0.58	31.07	30.08	132.02	360
32 <b>TOTAL ADMINISTRAT</b>	3,386.54	3,190.25	3,797.60	16,735.26	34425
33 FICA	729.81	731.89	745.88	3,662.89	8584
34 Medical Ins.	1,235.22	1,235.22	1,235.22	6,176.10	15000
35 Pension	912.00	912.00	912.00	4,560.00	10950
36 Auto Expenses	165.00	165.00	165.00	825.00	2000
37 Professional Exp & Dev	0.00	0.00	0.00	0.00	5475
38 Workers' Comp	0.00	0.00	0.00	941.00	1888
39 <b>TOTAL BENEFITS</b>	3,042.03	3,044.11	3,058.10	16,164.99	43897
40 Salary	3,916.00	3,916.00	3,916.00	19,580.00	47000
41 Housing Allowance	2,600.00	2,600.00	2,600.00	13,000.00	31200
42 <b>TOTAL MINISTER</b>	6,516.00	6,516.00	6,516.00	32,580.00	78200

North Universalist Chapel Society  
 May 2014 Financial Report  
 Ann Wynia, Treasurer

	MARCH	APR	MAY	YTD	Budget
43 Sabbatical Savings Accoi	637.50	0.00	0.00	637.50	2550
44 Substitutes	0.00	0.00	0.00	0.00	500
45 Supplies	0.00	0.00	0.00	0.00	300
46 Advertising	0.00	0.00	0.00	0.00	100
<b>47 TOTAL WORSHIP</b>	<b>637.50</b>	<b>0.00</b>	<b>0.00</b>	<b>637.50</b>	<b>3450</b>
48 Organist/Choir Direct.	1,362.00	1,362.00	1,362.00	6,810.00	16340
49 Special Services	0.00	0.00	0.00	200.00	800
50 Supplies	0.00	0.00	0.00	0.00	500
<b>51 TOTAL MUSIC</b>	<b>1,362.00</b>	<b>1,362.00</b>	<b>1,362.00</b>	<b>7,010.00</b>	<b>17640</b>
<b>52 Coffee</b>	<b>0.00</b>	<b>47.50</b>	<b>0.00</b>	<b>142.50</b>	<b>350</b>
<b>53 Resource Comm</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>300</b>
Margaret Lampe Kannenstine					
54 Leadership Developmer	15.00	0.00	0.00	15.00	500
55 Outreach	0.00	56.00	63.00	119.00	150
56 Quest	227.91	136.00	136.00	1296.91	2300
<b>57 TOTAL MEMBERSHIP</b>	<b>242.91</b>	<b>192.00</b>	<b>199.00</b>	<b>1,430.91</b>	<b>2950</b>
58 Staff	600.00	550.00	450.00	2,450.00	4900
59 Supplies	0.00	0.00	0.00	0.00	500
60 Child Care	160.00	128.00	128.00	672.00	1670
63 Recognition	0.00	0.00	200.00	200.00	200
<b>65 TOTAL R.E.</b>	<b>760.00</b>	<b>678.00</b>	<b>778.00</b>	<b>3,322.00</b>	<b>7270</b>
<b>66 TOTAL EXPENSES</b>	<b>20,851.01</b>	<b>17,273.14</b>	<b>18,443.07</b>	<b>99,116.82</b>	<b>222,797</b>



North Universalist Chapel Society

May 2014 Financial Report

Ann Wynia, Treasurer

	MARCH	APRIL	MAY
<b>PEOPLES' UNITED ACCT # 640322721</b>			
67 Beginning balance	959.03	-9,962.53	-8,569.67
68 Receipts	9,929.45	18,666.00	11,359.00
69 Expenses	20,851.01	17,273.14	18,443.07
70 <b>Ending balance for</b> operating budget	-9,962.53	-8,569.67	-15,653.74
<b>RESTRICTED FUNDS</b>			
71 Withholdings	0.00	121.00	242.00
72 Minister's Fund	1233.01	1233.01	1233.01
Cold Relief	812.50	812.50	812.50
73 Organ Preservation	596.93	596.93	596.93
74 NYE/Cranna	3200.09	3200.09	3200.09
75 Sabbatical Savings	2430.83	-569.17	-569.17
76 Memorial Gardens	1223.05	1223.05	1223.05
77 Legal Funds LP	1769.30	1769.30	1769.30
77b VT/Quebec grant	1016.37	1016.37	1016.37
79 Spiritual Practice Explor	2940.51	2940.51	2940.51
<b>TOTAL CHECKING ACCOUNT</b>	5,260.06	3,773.92	-3,189.15

**INVESTMENT - Vermont Community Loan Fund - \$3760.25 at 2.5% Matures September 2016**

Wells Fargo Acc't #3605-39446 Balance 5/31/14 - \$ 187125.41

The only restricted funds now are \$1000 for Memorial Gardens

**EXPLANATIONS**

- (3) Cleveland Memorial
- (4) Doolittle-150, Kings Daughter-50, Village Harmony225, Hyannis-200, Pentangle-150
- (6) 5/11 concert -523 less piano tuning =340
- (12) Window box hangers
- (15) Remove outlet strip in kitchen and replace with coffee pot outlets
- (24) Includes 377 for office manager advertising
- (55) UU Pocket Guides for new members

Ann L. Wynia, Treasurer

## Resource Committee Meeting , June 6<sup>th</sup>, 2014

**Present:** Rick Fiske, Jack Nelson, Lynn Peterson, Karen Wolk

**For the Board:** 1. Please join us on July 8<sup>th</sup> at 6pm in the Social Hall to write a mission statement including goals and actions to help launch an effective fund raising program for the church. Because the Resource Committee wishes to construct this year's Pledge Drive around the ideas of Wayne Clarke that stress how the mission, vision and activities of our church are important in our lives, we require an approved and updated statement. A draft statement and ideas are attached. Please note, these and other suggestions are part of the work of the Growth Committee a few years ago.

2. Please be sure we have an approved and documented plan for borrowing from the reserve fund and a plan for repayment

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1. We reviewed the May 6<sup>th</sup> meeting with Wayne Clarke as well as his book Beyond Fundraising. He strongly suggested that our fund raising needs to be based on a clear and compelling mission statement. We were disappointed that we had not heard anything substantial from the Board re: developing a vision/mission statement and goals. We reviewed 3 different existing mission statements: 1. From our weekly church bulletin, 2. From the Growth Committee around 2010 and 3. The mission statement in our Bylaws. We decided that the most contemporary and most connected to the current situation was the one from the Growth Committee. Therefore we decided to use that statement as a DRAFT, pick a date shortly after General Assembly and ask the Board to join us to refine that mission statement.

In addition we need clearly defined goals that will help convey who we are and what we want to become.

2. We were disappointed that there apparently had been no development of a documented and approved plan for borrowing from the reserve fund along with a plan to repayment. Perhaps this can be satisfied by reviewing the discussion at the January annual meeting when this was presented to the congregation.
3. We decided to start the pledge drive in November again this year. The September start did not produce any better results and it did prolong the pledge drive which ends with the Annual Meeting. We will also have a potluck dinner as the kick off for the pledge drive and ask the Board to join us. We thought another Silent Auction would not be a good idea again this year.
4. Bookstock 2014 is underway. We need help in many ways starting with sorting beginning on July 14 and ending with selling the weekend of July 25 - 27.
5. Plans for Western Wind on October 10 - 13<sup>th</sup> are underway.
6. Lynn was asked to develop a time line for various sources of income over that past 5 years - eg Western Wind, Bookstock, Classical music, etc. We will use this to evaluate the overall fund raising activities of our congregation and the role of the Resource Committee in these efforts.

## Mission Statement from Growth Committee ~2010

Guided by UU principles and purposes, the Woodstock North Chapel aspires to be a congregation that nurtures the growth and supports the needs of its members, sustains a strong spiritual life within a caring church community, and has a positive impact on the world around us by living our principles and offering support where we can.

Specific activities supported by the church:

1. A Minister who reaches deeply into the community enabling all age groups to be aware of the spiritual and sacred in everyday life and events.
2. Religious education for children that is practical, diverse and motivating.
3. A variety of ways to incorporate a spiritual dimension in daily life – Oneness blessing on Tuesday, Wednesday mornings meditation and evensong on Fridays
4. An organized program in social justice that currently focuses on the needs of youth.
5. Program to supporting an orphanage, Life and Hope Association, in Siam Riep in Cambodia.
6. Sponsoring a variety of musical events ranging from Jazz to Classical.
7. Reaches out to people with social and personal needs with discretion.
8. A regular meeting and organizational space for a high school service group, Change The World Kids, who provide many practical services to the community and a global environmental project in Costa Rica.

## **Membership Committee - 6/3/2014**

**Present:** Rose, Fran, Pru, Ann

**No Board action needed.** Thank you to the board for supper and a joyous gathering.

**July Greeters:** 7/6-Pru, 7/13-Fran, 7/20-Ann, 7/27-Sherry

**Recognition Recap:** Thank you to all who made Recognition Sunday a meaningful time.

**Bios:** Thank you to Linda Galvao for writing a bio of Joanna Garbisch. Bios are written for those who have chosen to become members.

A decision was made to produce a picture directory with Life Touch in the fall. Ann to contact Frank Richardson (603-491-4405) to set dates.

To use the bulk mailing rate of 19c we must send 200 Quests. To date we have 233 that are mailed. If we drop below 200 the cost will be 49c. which would double the monthly cost. It is suggested there not be a continuing effort at this time to reduce the mailed copies.

Respectfully Submitted,  
Ann Wynia

## **Worship Committee Meeting Minutes - June 3, 2014**

Attending: Hope Yeager, Ann Macksoud, Jenny Gelfan, Jess Horak, Hugh Belton, Brenda Johnson, Kathy Astemborski, Daniel Jantos

Brenda read beautiful opening words that she WILL SEND OUT TO ALL!

Main agenda item is planning for the summer. Daniel would like to plan to take 5 weeks away at the end of July into August. We did learn from Daniel's sabbatical time that the community would rather hear from people from within the community versus the "outside".

We brainstormed to come up with some topics we could focus on this summer/during Daniel's time away – as well as looking forward to topics for the fall. Possible themes for July:

Storytelling (this is the year of storytelling)

Authenticity

Permaculture and Sustainability

How to encourage the community to move towards action in a fun way. We need to make our actions/conversations purposeful.

Encourage people to take one step at a time towards action – those are people who are less afraid and engaged in community.

Heroin problem – addressing addiction

Gender – church communities tend to be made up of more women than men. How do we encourage more men to participate and engage. One topic could be to have men tell their stories – 4 men in 4 weeks...

Transparently going into a conversation about gender – how do we approach the idea of gender and spirituality?

Solstice and the Earth – the actual solstice already has a speaker – could that happen in August?

Prison topic

Corporations' w/Conscience in Mission (Chris Bartlett?) HUGH WILL CONNECT WITH CHRIS

Len Cadwallader – created Vital Communities / Cuba trip, reconnecting with Quaker communities in Cuba– DANIEL WILL REACH OUT TO LEN

Simon Dennis – involved in shifting the mind frame around sustainable living

Jessica will talk to Matt Stout about speaking about alternative energy

We discussed the possibility of having Simon Dennis and Matt Stout do the service/reflection together (the heritage of business and environment)

Daniel suggested framing invitations for people to share reflections by asking them to speak about their expertise/experience in a specific topic.

The two Sundays in July – 7/13 and 7/20 – a suggestion was made to do a more quiet, meditative service. Another idea is to ask the community to bring in a symbol

that they would speak to – helping people to share their story/something about themselves. We could set up the question – for example: what would you bring that represents what you feel about the North Chapel – about yourself, etc.

Nancy Fraiser – spoke at Dartmouth – front yard/back yard – what used to be front and center to us has been pushed to the back yard. Economics has coopted our social relationships. Economics has dismantled the relationships people have within their community. Her point is to push the economics back and let the social relationships come back to the front yard – that becomes our work to rebuild those relationships. Daniel suggested this theme might work in the fall as a series.

Daniel suggested our committee getting together outside the meeting time to spend a spiritual experience together. The tea house in South Woodstock would be a great place to meet and think and experience together.

Jenny shared closing words.

A Summary of Action Items:

Brenda will send out the poem she read

Hugh will contact Chris Bartlett regarding Corporations with Conscience in Mission

Jessica will discuss with Matt the possibility of sharing the reflection with Chris and bringing in his expertise on alternative energy

Jessica and Hugh will coordinate one or possibly two services around the ideas listed in the above two action steps

Daniel will reach out to Len Cadwallader (creator of Vital Communities/had a recent Cuba trip where he connected with Quaker communities)

Daniel will contact Elizabeth Reeves to be service coordinator for Marta Ceroni on July 22. If she cannot do that, Daniel will coordinate.

Anne or Hope will prepare Opening Words for the July 1<sup>st</sup> meeting

Kathy will prepare Closing Words for the July 1<sup>st</sup> meeting

The Calendar at this time is as follows:

June 8: Sustaining Earth and Community

June 15: Step-Up/Father's Day Daniel, with others, telling stories of childhood summer memories

June 22: Marta Ceroni

June 29: Daniel

July 6: Daniel

July 13: Daniel, Spiritual Practice

July 20: Daniel, Spiritual Practice

July 27: Dr. Marcelo Gleiser (Bookstock)

August 3:

August 10:

August 17: Anne Macksoud and Hope Yeager, The Earth

August 24: Kathy Astemborski, with Jenny Gelfan as Service Coordinator, Finding Freedom in Prison

August 31: Daniel

Respectfully Submitted,

Kathy Astemborski

## **Building & Grounds Committee Meeting - 6/3/2014**

**Present:** Jack, Donna, Gina, Ann, Katrin and Cheryl

**Sexton:** The big storm windows have been taken down in the Sanctuary and all of the thermostats turned off. Mowing has started and Radek will be hooking up the hose that was at the Parsonage to the Nursery School. Kuba is very excited about his strawberry plant in the new permaculture garden. B&G took a look at it before leaving and all felt it was coming along beautifully.

Jack picked up a can of ship paint to do the inside of the ramp and will ask Radek to do the painting. Gina will get strips for the front stairs of the Sanctuary and a can for the coffee grounds to be put in after church since we have a garden that can use them – or a compost pile.

**Pricing:** Jack decided to get several prices of issues that need to be dealt with over the next few years or sooner.

- Taking down the pine tree – Chippers – \$2100 – we asked him to get a couple of other quotes since that seemed high.
- Paving driveway and parking lot - 2” base and 1” pavement – extend it another 18” beyond sidewalk - Blacktop – \$30,000 +/- . This brought on much discussion about hard pak vs pavement. Gina will get 3 prices to grade and put a thin coat of hard pak over the whole driveway. We will try to have this done at least every other year so that it doesn’t get as bad as it is now.
- Fence around dumpster – 10’x8’ – cedar – Springfield Fence – \$2500-\$3000
- Insulation in the Sanctuary – Jack spoke with an expert and he said not to put insulation in the walls. We will be installing more in the ceiling of the Sanctuary.
- Rubbish – Cheryl suggested that Able is trying to make inroads on Casella so Gina will be checking for a rubbish quote.
- Green Mountain Plumbing with Ernie Brothers doing the excavating for the sewer line – no quote yet – we gave Jack permission to push on the quote and then ask them to do it at time and materials so that we should have a worst case figure.
- Furnace in Parsonage – Cheryl will call Don Lamoureux to set up a time with Agata to clean the furnace.
- Three issues – replace floor in bathroom of Parsonage, install gutter over ramp, cut down door in janitor’s room – Donna will call Seth and see if he can do it and then turn it over to Jack so that he can show Seth specifically what to do.
- Alice and Howard’s Memorial bench is falling apart. B&G would like to help to replace the bench. Jack will check into the cost of a commercial bench and Donna will talk with Nancy Bebo.

**Painters:** They are starting on the 5th of June – it will take about 3 weeks – they will first scrape the entire church, then prep the church and then paint. Prior to that they will limb branches off from the pine tree that needs to be taken down. Also there are 12 eyebolts in the columns on the front of the Sanctuary – the painters need to remove them and put some wood putty in the holes prior to painting. Please make sure that no one ever puts holes in the columns again. If you have



to hang a banner from the columns just do it by wrapping the string around the column rather than installing bolts that can let in water/ice and bugs.

As soon as the painting is complete, Donna will install the full flower boxes in front of the Sanctuary. Cheryl will call Matt Seiple to redo the lead maintenance forms for the Nursery School so that we will be all ready when the new year begins in September.

**Kitchen Outlets:** The electrician came and put in new outlets so there should be no more tripping of breakers with the coffee pots. However, there will be signs installed to tell anyone what to do specifically if a breaker should trip.

We had a lovely dinner provided by the Trustees and then came back together for dessert and to ask questions of other committees. It worked really well and we all had a great time. However, we will wait to hear what the next step will be. The next meeting will be at 6:30 on Tuesday, the 1st of July in the Social Hall.

Sincerely,

Cheryl Brush

## **Social Justice Action Committee Meeting Minutes - June 3, 2014 7:00 to 8:00 pm, Social Hall**

### ***Action Items:***

- 1) Is there an individual or organizational body (committee, etc.) responsible for overseeing the Pizza oven and its operation?
- 2) Is there an individual or organizational body (committee, etc.) responsible for planning, developing and overseeing spiritual activities like those conducted by Joy Davey and Lawrence Stibbards during Daniel's sabbatical?

***In Attendance:*** Akankha Perkins, Anne Marinello, Peter Rousmaniere, Jackie Fischer, Wendy Smith, Richard Schramm

We are delighted that Wendy Smith has joined the committee.

### ***Report from the Board***

Anne Marinello reported on the Board's May retreat deliberations. Of direct relevance to our committee was its receipt of our proposal for specific webspace to report on North Chapel collaborative activities and link to the organizations we are working with, and scheduling of consideration of the proposal for its July meeting (Mary Jeanne Taylor set this date in e-mail to Richard of May 26). Anne also spoke of positive feelings among the new enlarged board, faster moving along of its work, and a nurturing of new activities like "pastoral care" and "aging with vitality" study groups.

### ***Food Justice Activities***

We discussed the new permaculture garden and pizza oven, and noted existing efforts like food shelf collections, and grouped these activities under the category of "food justice." We used food justice as a focus for our work in the fall. (See below)

### ***Developing Guidelines for our Future Work***

We began our discussion of a plan for the coming year by looking at our successes over the past 15 months.

These successes included the provision of four update and action sessions on youth activities, environmental action and justice, local and global poverty and gun violence, and four social justice workshops on race, class and privilege, inequality and (later this week) immigration justice.

We also noted our success at concentration/immersion when we addressed a topic like race (February) and Class and Youth (March) in several different arenas (workshops, Sunday services, support of special gatherings like the Youth summit).

From this discussion we arrived at some guidelines for our forthcoming work.

First, we will strive to be flexible (nimble, agile) in responding to social justice concerns and projects going on around the North Chapel. (We saw the quick response by the North Chapel to the proposed construction of a permaculture garden as a model for us).

Second, we will strive to go beyond individual and separate education and/or marketing efforts to focus more on identifying and clarifying the relationships:

- among similar projects (e.g. linking those falling under the category “food justice”)
- across different projects (linking race, class, environment – the idea of intersectionality)
- across different approaches (linking workshops, Sunday services, fundraising activities, promotion) and between projects within and outside the North Chapel

We agreed to apply this last guideline in planning an integrative event around food Justice for the fall (see below)

Finally, we will strive to apply a “social justice lens” to projects outside of our committee’s domain. This means we will look more closely at the values that underlie our committee’s efforts (e.g. fairness and justice) and take steps to see that these values are honored in all of the work of the North Chapel whenever and wherever possible.

Jackie is following this guideline in agreeing to be our committee’s liaison to the pizza oven operations group.

### ***Separation of Church and State***

Peter reported on his efforts to remove the lit cross from the top of Mount Tom around Easter (and possibly change the lit star around Christmas).

### ***Next Steps***

Peter has agreed to chair the committee starting at our next meeting. He is open to sharing the chairmanship with others. Richard has agreed to continue taking notes and writing up minutes.

We agreed to organize a gathering in October around the theme of Food Justice and to begin our planning of this event over dinner at Peter’s house the evening of July 8<sup>th</sup>.

**Proposal to North Chapel Board for Collaboration Strategy**  
**Social Justice Action Committee**  
**May 15, 2014**

***Background***

On July 14, 2013 the Social Justice Action (SJA) Committee proposed a Statement on Active Collaboration (see below) that was subsequently approved by the board. This statement supported principles of collaboration, participation and transparency.

In the time since this Statement was approved, the SJA Committee has interacted with a variety of outside organizations (Woodstock Area Jobs Bank, Ottauquechee Community Partnership, GunSense Vermont, Sustainable Woodstock, Change the World Kids, WISE, Dismas House, The Haven) in a variety of ways (publicity for their activities and specific requests, organization and provision of a forum for discussion of their concerns, provision of space, receipt of requests for help). Other committees of the North Chapel have worked with other outside groups in various ways as well (e.g. Buildings and Grounds with Hand-In-Hand).

Based on this experience over the past year, we feel the North Chapel needs to have an organized and strategic approach to working with outside groups. We submit this proposal to help the board and North Chapel develop that approach.

***Proposal***

First, we ask that the board educate North Chapel committees about the value and principles of collaboration.

Second, we ask the board to direct the Communications Committee to create a special section of the website (tab) devoted to organizations we are actively collaborating with. This section would describe the nature of their work, a link to their websites, information on how we are working with them, and any current requests they have of our congregation (e.g. seeking job opportunities for Job Bank, help with warming shelter for homeless for Upper Valley Haven).

Third, we ask the board to support North Chapel Committees providing these organizations with opportunities to meet with our congregation directly to discuss their work, ask for help, etc., through information tables during coffee hour and/or of a special discussion forum at some other time of the week. In special circumstances we might ask someone from the organization to speak during the Sunday Service (e.g. as Ham Gillette did about his experience with COVER).

Fourth, we ask the board to stipulate that this publicity and other forms of access to the North Chapel congregation are principally for organizations with whom our committees have established clear working relationships.

Finally, we ask the board to develop specific criteria for determining which collaborations with outside organizations are appropriate and most important to pursue (highest priority). Towards this end we suggest that the priority given to a specific collaboration be based on the extent to which it:

*1. furthers the North Chapel mission to “honor and celebrate diverse paths to the divine and strive to be a loving, spiritual community through mindful action.”*

We interpret this to mean the collaboration would need to support one or more of the following:

- support individuals pursuing their “diverse paths to the divine,”
- create a loving, spiritual community within the North Chapel where we support one another in our lives and spiritual journeys, and
- encourage and support members and friends of the North Chapel in their efforts to take positive action in the world.

In the case of the SJA Committee we would place extra emphasis on helping the North Chapel in its “efforts to take positive action in the world.” Other Committees might weigh the different elements of the mission differently.

*2. furthers the specific goals of the North Chapel Committee(s) collaborating with the outside organization.*

Again in the case of the SJA Committee, this would mean asking how the collaboration contributes to economic, social and environmental development and justice. We would also ask to what extent the collaboration is aligned with the social justice priorities of the North Chapel congregation as determined by periodic surveying.

*3. generates positive impacts (1 and 2 above) that mostly benefit those living in Woodstock and the surrounding areas where members and friends of the North Chapel live.*

*4. provides the most benefits relative to the support we have to provide to the collaborative (time, resources).*

## **Statement on Active Collaboration from Social Justice Action Committee 7/14/13**

We appreciate the assistance from the Board shown at recent meetings. We are now in the process of creating a Youth initiative what will involve working closely with organizations outside the North Chapel. To work effectively with outside organizations we need your assurance and support for the principles of collaboration, participation and transparency.

By *collaborating* with organizations inside and outside the North Chapel, we aim to avoid duplicating efforts and, more importantly, to get fresh ideas, fund raising opportunities, and wisdom shown by all.

By inviting *participation* in decision-making by all individuals and organizations, we will enhance the spiritual nature of what we do.

By being *transparent* in our decision-making, we share our decision-making process in a way that is respectful to everyone and builds relationships that will enhance our current and future actions.

Adhering to these principles will enable us to better achieve the goals of collaboration, and to stretch our dollars and raise external funds especially from households, within and outside the church, who value the North Chapel’s partnership with others.

We request that the board accept these principles of active collaboration and that the board instill adherence to these principles by all North Chapel committees and task forces.

The Board agreed to these principles at its July 14, 2014 meeting.

## **Religious Exploration Weekly Teacher Reports:**

### **Children's Chapel May 18, 2014**

*Geraldine teaching*

*11 children participating*

Today we shared joys and concerns and then we went outside and sketched pictures of nature. A number of children enjoyed sketching the pizza oven, while others drew the landscape or river. A number of children noticed the fish on the top of the church for the first time. That was a fun discovery!

### **Children's Chapel May 25, 2014**

*Geraldine teaching*

*4 children participating*

Today we did our Joys & Concerns. We decided that we all felt "Happy" so we did an impromptu dance to the "Happy" song from Despicable Me 2.

Tess and her cousins then did another dance for us they had been practicing. We did a lesson on mindfulness, listening to the bell and read "Peaceful Piggy Meditation."

### **Children's Chapel June 1, 2014**

*Anthea teaching*

*5 children participating*

After the chalice lighting and sharing of joys and concerns, we went outside for a nature-based treasure hunt. Clues included leaf color patterns and shape; animal signs; the texture of tree bark and flower color. The kids worked together to interpret clues and find the treasure. It was a beautiful day to be out in the back yard!

### **Children's Chapel June 8, 2014**

*Chris teaching*

*7 children participating*

We read the book "Young Frank Architect". Then we made boats, cranes, balloons and swans out of origami. The children wrote a saying, dream or a hope inside of their piece.