

North Universalist Chapel Society  
Board of Trustees  
20 May 2014

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

1. Opening Words/Check In      15 minutes
2. Daniel's Time – “Expanding the Conversation”      30 minutes
3. Sabbatical Survey Results      20 minutes
4. Board Work      30 minutes

Finalize? Covenant/Vision  
(please be sure to read & reflect on these, as offered by Denise)  
Priorities: Communicating with the Community, June 1st  
Committee Café, June 3<sup>rd</sup>

5. Committee Reports      10 minutes
6. Consent Agenda      5 minutes
7. Closing      5 minutes

## **April Board Meeting Minutes**

### **April 15, 2014**

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

**Absent:** Susan Inui.

MJ called the meeting to order by reading aloud the poem, "April Wind" by Kendra Ford. Board members checked in and welcomed Daniel back.

#### **Daniel's Time**

Daniel asked to forfeit his time to have the opportunity to listen to Board members share what came of the Board' retreat with Joy and Laurence. MJ gave a recap of the two parts of the Board's retreat. Anne Marinello talked about our opportunity to get to know each other in a deeper way. Hope described the discrepancy between being inspired in a Board retreat and the grind of doing committee work: the challenge seems to be to pull those two polar opposites closer together and share the inspiration with the committees. MJ pointed out that Daniel's sabbatical is an important time for the church community to learn to rely on each other, love each other.

Daniel mentioned his realization that the three month period of time seemed easier for the church community to deal with than the six month period of time seven years ago. Anne Macksoud pointed out all of the ways that members of the North Chapel stepped up to take on pieces of the work that needed to be done: the sense of lightness came from within the North Chapel community and the work of the church community members for and with each other.

Denise shared that our work as a Board started on a great footing with Joy and Laurie; the most important thing we can do is to continue to enjoy our work together as a Board in this same spirit. She also pointed out that this time is a time of great transition with Daniel coming back from being away (much like a time when the "veil is thin": a liminal time). She encouraged the Board not to let inertia take over but to think intentionally about how we want Daniel to make use of his many talents.

Elizabeth pointed out how we as Board members have been called to expand our role as leaders within our church, and we should be aware that the learning and work we do on building leadership capacity and joy with the committees and helping the church vision for itself might be transferable to the greater community.

Daniel asked that we change the model from the Board looking to Daniel for guidance on what should happen within the church to Daniel taking his instructions from the Board about what needs to be happening within the church. Anne Mack. said she liked neither model but would rather be co-creators with Daniel or at least explore co-creating.

#### **Creation of Board's Covenant**

The Board reviewed the beginning of our covenant which Joy summarized for us from our retreat:

- \*Tell the truth
- \*Joy in what you are doing
- \*Bring new life to the church
- \*Take care of yourself
- \*Maintain good will towards self and others

MJ shared notes from Susan Inui as to what she envisions being part of our covenant:

- \*Listen with open minds, hearts and patience
- \*Keep our work focused on our mission
- \*Support shared values and purpose
- \*Ask "powerful" questions
- \*Be OK with creative tension

Denise asked that we be sure to listen to each other (listen with the goal of understanding). She also pointed out the theme of "remember who we are": we are a small church. It is a small place. Perhaps there needs to be an element of not taking ourselves too seriously, and allowing a lightness in how we are with each other.

Anne Mari. brought up creating a safe space where we can have the courage to put out what we really think so we can maintain our vision and live with creative tension.

Ann W. said she thought we could be kinder than the presenter in the leadership workshop suggested.

Elizabeth brought up the need to take time to refresh the Board's work instead of staying fixated on a task: this is where the importance of the "vision keeper" comes in.

Denise said that she would take the minutes from tonight's meeting and bring together a draft of all of the Board's ideas to create a covenant for the Board.

### **Board Vision**

MJ asked Board members to share what they think we need to do in creating a Vision. Anne Mack. said that we do need a vision given the time in which we live. Whatever vision we create for our church community needs to take into account our environmental reality. Our vision should include whatever needs to be done to transform our community so that we are ready to face environmental change.

Deb Rice explained the vision is what we would see if/when the vision statement becomes true. The mission statement is what we need to do in order to get to the vision. Priorities we set fit into the mission.

Denise said that she mentioned having a vision at our retreat. But she sees the role of the Board is to make sure the church has a vision of where we want to be in the future as a church community. Anne Mari. agreed that it is our job to come up with a vision for the church which then we share with the church community. Anne Mack. pointed out that our church vision will flow out into the larger community.

The June 1st community potluck was discussed as a time to introduce Board members to the church community as well as celebrate Donna Atwood. Deb Rice asked if perhaps we could have our Board photos up in the Social Hall by then? The June 1st potluck may or may not be a time to share that vision with the church community. Further discussion is needed to create a vision for the church. Anne Mari. suggested we tackle the vision next month at our Board meeting.

Daniel wrapped up the discussion about the North Chapel vision with the following observations: Anne Macksoud had mentioned including "whatever needs to be done" which Daniel equated with a sense of readiness. Readiness relates to wellness and (ties back to our

conversations regarding being “well with my soul”). A vision of wellness could include laughter, contentment, practice, action, humility, faith, and a skill set.

Elizabeth left the meeting at 7:15 p.m.

### **Board Work: Setting Priorities**

MJ brought up the priorities that came up at our retreat:

- \*Structure and operations management
- \*Defining Daniel and board roles
- \*Communicating with the church community: working on the Board and community relationship

Denise asked what is the role of a board member on a committee? How does the Board get its own work done? Do we wind up doing committee work? Anne Mari. said we are more the liaisons to committees than members of the committees. MJ reported how we redefined the liaison role when we had fewer Board members: you are a liaison and go to at least one committee meeting per year. The liaison's job is to be the conduit between the committee and the Board to communicate between the two, reporting to the committees news and needs from the Board and vice versa. Deb, Anne Mari., and Hope reported ways in which the role and work of the liaison changes depending on the committee and one's role within that committee.

Ann W. mentioned her wish to spread joy out to the committees and those volunteering their time. Anne Mack. pointed out how the happiness of the committees is Board work because it has to deal with the wellness of the soul. Daniel asked is it possible for all committees to meet on the same night while others are asked to come in and make dinner for the committees? The Board enthusiastically agreed with Daniel's idea. MJ suggested that the first time we have a Committee Night the Board members could be the ones who make the dinner for the committee members. Denise asked how many committees would have to change their meeting time? Deb said that Resource would have to change, for instance.

Daniel suggested that the messaging about Committee Night to the committee members be intentional: the Board is working on church structure and operations, as well as issues of morale among the committees, and so the Board developed the idea of Committee Night as a way of dealing with these many needs including building community and having fun. MJ will craft a statement from the Board to bring to the committee meeting in May. We set a Committee Night first date as the first Tuesday in June (June 3).

MJ updates: employment committee met tonight, will be putting out an ad, and hope to be doing interviews for Donna's replacement in early May.

CTWK - there has not been an official visit from the fire marshal to their space. We want to reiterate our deep concern for the safety of the kids, and while we support their right to autonomy in searching for their own solutions, their safety is too important not to add adult expertise and, if necessary, financial support, to the final plan details. Daniel made the suggestion that we build a small deck over the back porch with a door leading into the CTWK space and a stairwell leading down from the deck to the backyard.

Daniel left the meeting at 8:15 p.m.

Committee reports: we continue to ask them to write at the top of the minutes any concerns or

questions they have for the Board.

To Resource committee: the Board will not be coming to the Resource retreat. Whether or not the pledge drive becomes personal depends on what the methods of “getting personal” are.

The board unanimously voted to elect Peggy Kannenstine to the Finance Committee.

Consent agenda was approved unanimously.

MJ asked that the job of writing the Board statement in the Quest be rotated among the whole Board. Hope asked to be excused from this. MJ will write the May Quest message, Anne Mack. And Deb Rice will take on the June Quest message as a team, Anne Mari. will write the Quest message for July.

The meeting was adjourned at 8:33 p.m.

Respectfully submitted,  
Hope Yeager

## **Covenant Among Trustees of the North Chapel, 2014**

In our role as trustees, we agree to:

- Tell the truth
- Listen with open minds, hearts and patience
- Stay focused on our vision and mission
- Do the work that is ours to do, knowing that we can't please everyone
- Commit to continuous learning and self-assessment
- Ask "powerful" 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

## **North Chapel Board of Trustees Vision Statement**

Guided by the 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.

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

|                             | FEB       | MAR      | APR       | YTD       | 2014<br>Budget |
|-----------------------------|-----------|----------|-----------|-----------|----------------|
| <b>RECEIPTS</b>             |           |          |           |           |                |
| 1 Loose                     | 681.00    | 1,139.10 | 978.00    | 4,041.10  | 16000          |
| 2 Pledges                   | 10,210.00 | 6,661.85 | 7,636.00  | 50,861.35 | 145000         |
| 3 Gifts/Donations           | 0.00      | 300.00   | 182.00    | 2,022.00  | 4000           |
| 4 Rentals                   | 150.00    | 775.00   | 280.00    | 1,485.00  | 13000          |
| 5 Nursery School            | 625.00    | 0.00     | 1,250.00  | 2,500.00  | 6750           |
| 6 Fund Raising              | 440.00    | 1,053.50 | 340.00    | 1,833.50  | 16000          |
| 7 Reserve Fund              | 0.00      | 0.00     | 8,000.00  | 8,000.00  | 9000           |
| 8 Balance forward           | 0.00      | 0.00     | 0.00      | 1,361.13  | 1350           |
| 9 <b>TOTAL RECEIPTS</b>     | 12,106.00 | 9,929.45 | 18,666.00 | 72,104.08 | 211100         |
| <b>EXPENSES</b>             |           |          |           |           |                |
| 10 Electric                 | 485.46    | 436.77   | 485.44    | 1,932.35  | 5400           |
| 11 Fuel/Furnace             | 1,122.78  | 2,553.85 | 862.84    | 7,375.72  | 9500           |
| 12 Grounds                  | 440.00    | 1,714.00 | 709.00    | 3,805.00  | 5000           |
| 13 Insurance                | 1,088.00  | 0.00     | 0.00      | 2,176.00  | 4340           |
| 14 Janitorial               | 342.43    | 129.41   | 113.50    | 836.81    | 3000           |
| 15 Maintenance              | 1,477.60  | 70.00    | 72.50     | 1,694.10  | 5000           |
| 16 Water/Sewer              | 541.31    | 0.00     | 0.00      | 541.31    | 850            |
| 17 <b>TOTAL CHURCH</b>      | 5,497.58  | 4,904.03 | 2,243.28  | 18,361.29 | 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     | 1,151.75  | 1,364.25 | 1,423.75  | 5,440.00  | 16184          |
| 24 Office Supplies          | 112.43    | 54.19    | 84.70     | 304.95    | 1000           |
| 25 Postage/Printing         | 51.32     | -7.55    | 3.92      | 47.69     | 200            |
| 26 Telephone                | 88.67     | 88.04    | 87.61     | 356.10    | 1200           |
| 27 Website Host/Upkeep      | 215.76    | 0.00     | 168.00    | 383.76    | 600            |
| 28 Copier Lease             | 454.64    | 213.19   | 216.20    | 1,097.22  | 3500           |
| 29 UUA Fair Share           | 675.00    | 675.00   | 675.00    | 2,700.00  | 8375           |
| 30 NNED Dues                | 1,006.00  | 1,000.00 | 500.00    | 2,506.00  | 3006           |
| 31 Miscellaneous(Vanco)     | 38.67     | -0.58    | 31.07     | 101.94    | 360            |
| 32 <b>TOTAL ADMINISTRAT</b> | 3,794.24  | 3,386.54 | 3,190.25  | 12,937.66 | 34425          |
| 33 FICA                     | 715.12    | 729.81   | 731.89    | 2,917.01  | 8584           |
| 34 Medical Ins.             | 1,235.22  | 1,235.22 | 1,235.22  | 4,940.88  | 15000          |
| 35 Pension                  | 912.00    | 912.00   | 912.00    | 3,648.00  | 10950          |
| 36 Auto Expenses            | 165.00    | 165.00   | 165.00    | 660.00    | 2000           |
| 37 Professional Exp & Dev   | 0.00      | 0.00     | 0.00      | 0.00      | 5475           |
| 38 Workers' Comp            | 466.00    | 0.00     | 0.00      | 941.00    | 1888           |
| 39 <b>TOTAL BENEFITS</b>    | 3,493.34  | 3,042.03 | 3,044.11  | 13,106.89 | 43897          |
| 40 Salary                   | 3,916.00  | 3,916.00 | 3,916.00  | 15,664.00 | 47000          |
| 41 Housing Allowance        | 2,600.00  | 2,600.00 | 2,600.00  | 10,400.00 | 31200          |
| 42 <b>TOTAL MINISTER</b>    | 6,516.00  | 6,516.00 | 6,516.00  | 26,064.00 | 78200          |



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

|                             | FEB              | MARCH            | APR              | YTD              | Budget         |
|-----------------------------|------------------|------------------|------------------|------------------|----------------|
| 43 Sabbatical Savings Accoi | 0.00             | 637.50           | 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>0.00</b>      | <b>637.50</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         | 5,448.00         | 16340          |
| 49 Special Services         | 100.00           | 0.00             | 0.00             | 200.00           | 800            |
| 50 Supplies                 | 0.00             | 0.00             | 0.00             | 0.00             | 500            |
| <b>51 TOTAL MUSIC</b>       | <b>1,462.00</b>  | <b>1,362.00</b>  | <b>1,362.00</b>  | <b>5,648.00</b>  | <b>17640</b>   |
| <b>52 Coffee</b>            | <b>95.00</b>     | <b>0.00</b>      | <b>47.50</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    | 0.00             | 15.00            | 0.00             | 15.00            | 500            |
| 55 Outreach                 | 0.00             | 0.00             | 56.00            | 56.00            | 150            |
| 56 Quest                    | 461.00           | 227.91           | 136.00           | 1160.91          | 2300           |
| <b>57 TOTAL MEMBERSHIP</b>  | <b>461.00</b>    | <b>242.91</b>    | <b>192.00</b>    | <b>1,231.91</b>  | <b>2950</b>    |
| 58 Staff                    | 500.00           | 600.00           | 550.00           | 2,000.00         | 4900           |
| 59 Supplies                 | 0.00             | 0.00             | 0.00             | 0.00             | 500            |
| 60 Child Care               | 96.00            | 160.00           | 128.00           | 544.00           | 1670           |
| 63 Recognition              | 0.00             | 0.00             | 0.00             | 0.00             | 200            |
| <b>65 TOTAL R.E.</b>        | <b>596.00</b>    | <b>760.00</b>    | <b>678.00</b>    | <b>2,544.00</b>  | <b>7270</b>    |
| <b>66 TOTAL EXPENSES</b>    | <b>21,915.16</b> | <b>20,851.01</b> | <b>17,273.14</b> | <b>80,673.75</b> | <b>222,797</b> |

North Universalist Chapel Society

April 2014 Financial Report

Ann Wynia, Treasurer

FEB MARCH APRIL

**PEOPLES' UNITED ACCT # 640322721**

|  |           |           |           |
|--|-----------|-----------|-----------|
| 67 Beginning balance                             | 10,768.19 | 959.03    | -9,962.53 |
| 68 Receipts                                      | 12,106.00 | 9,929.45  | 18,666.00 |
| 69 Expenses                                      | 21,915.16 | 20,851.01 | 17,273.14 |
| 70 <b>Ending balance for</b><br>operating budget | 959.03    | -9,962.53 | -8,569.67 |

**RESTRICTED FUNDS**

|                              |         |         |         |
|------------------------------|---------|---------|---------|
| 71 Withholdings              | 224.00  | 0.00    | 121.00  |
| 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 Sabatical Savings         | 6620.48 | 2430.83 | -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 |

**TOTAL CHECKING ACCOUNT** 20,595.27 5,260.06 3,773.92

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

Wells Fargo Acc't #3605-39446 Balance 4/30/14 - \$ 184708.41

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

**EXPLANATIONS**

- (3) Donations over cost of flowersl
- (4) Doolittle-130, 4/8 Rousmaniere-150
- (6) 4/7 concert -465 less piano tuning =340
- (12)Plow-200, Walks-509
- (15) VT Life Safety extinguisher check
- (27) Constant Contact hosting for 1 year
- (75) Deficit will be covered by budgeted amount from 2014 operating budget

Ann L. Wynia, Treasurer

## North Chapel Worship committee meeting May 6, 2014

The meeting began at 5.30

Attending: Anne M., Jenny G., Hugh B., Brenda J., Jessica S., Hope Y., Daniel J.

Anne read poem by Wendell Berry

We welcomed Brenda back. It is nice to have her back with us.

### Sabbatical services:

Q: How was it for you personally? And in general?

-The community pulled together very well overall. -Some speakers were better than others.

Hearing from people who were part of the community was most rewarding.

-Services were good. One thing that stood out: Bob Williamson was an excellent worship leader, his tone lifted everyone. Could we please ask him again?

-Jessica's reflection was excellent.

-The weaving in of new people and the variety of people was excellent. It was a strength. All the organization that went into it before hand paid off.

-Louis Armstrong service was great. So many good things came together and added up to an overall good thing.

-Charles' passing catapulted Joy and Laurie into the core of the community without the chance to ramp up to a readiness for their involvement. It was good that someone was here to do some of the pastoral role – it was a presence keeping track of pastoral questions.

-dynamic services seem to be most in keeping with who we are...e.g. valentines day services.

-the ageing workshops were popular and maybe we should consider keeping that topic active. Workshops in general might be considered.

May 25: Mindy Weschler

**Anne will find a service coordinator.** Anne Marinello was proposed. Her service coordinating was very much appreciated the last time she did that.

June 1: New members

June 8: Step-up

Celebrate grown-up children too and child in us all.

Put more candles on the altar so all the children can light a candle.

What to give the children? *The Buddha at Bedtime*

Children's story?

Maybe we could all share childhood stories of summer as a way of wishing the children a wonderful summer.

Mad lib—Diane might do this again?

June 15: Father's Day

Hugh has a letter one of his children wrote to him that he would like to share.

June 22: Daniel will be away

Hope and Anne will work on this: Solstice, sun, earth, 7 principles

June 29:

July 6:

July 13: not being good enough, strategies to feel the fear and do it anyway, pushing through it

July 20:

July 27: Dr. Marcelo Gleiser

Others who might speak this summer:

Len Cadwallader about his trip to Cuba—in August?

The meeting adjourned at 7.15

Thank you Anne M. for stepping into to chair the committee during Brenda's absence.

## **Minutes – Social Justice Action Committee Meeting**

April 21, 2014, North Chapel Library

In attendance: Anne Marinello, Jackie Fischer, Akankha Perkins, Peter Rousmaniere, and Richard Schramm

The minutes of the March meeting were approved.

### ***Report from the Board*** – Anne Marinello

At its latest meetings the Board discussed how to make our work at the North Chapel more joyful, how to focus more on building and enjoying our community and less on “collapsing back,” and how to reduce any “drudgery” felt in committee work. Anne shared that the board has proposed that all the committees that are able meet monthly on the same evening for an hour - and the board will fix dinner! The suggested start date was Tuesday June 3rd. Peter added that there be a unifying theme that all the committees discuss at the same time - and then share their thoughts - perhaps four times per year.

Anne also reported that she had raised with the Board our proposal for more web presence of North Chapel alliances and partnerships. The idea was received favorably and a more detailed proposal requested.

Action Item: Anne and Richard to meet in next two weeks to fashion a more detailed proposal to bring back to the SJA Committee and then submit to the Board.

### ***Reports/Updates***

The 3/15 three-hour workshop on Class and Privilege, facilitated by Rita Hardiman, attracted 15-20 people for a thoughtful and engaging conversation. The 4/17 showing of “Inequality for All” film featuring Robert Reich, arranged by Jackie, Richard and Ron Miller, brought out 30 people for an informative evening. Both events were sponsored by the SJA Committee.

In reviewing these and other activities, Jackie spoke to the importance of *intersectionality*, the interconnectedness of the topics of many social justice concerns (forms of oppression) and of the actions taken to address these concerns. While some of these overlaps have come up in discussions at these events, we agreed to be more intentional and explicit in bringing up these connections. We also agreed to reach out to other social justice groups to broaden the discussion of these concerns and strengthen our response through collaboration.

### ***Youth Summit***

Jackie Fischer reported on the 3/22 Youth Summit at Farm and Wilderness. Twenty-two students (including 6 eighth graders along with high schoolers) and twenty adults attended, with numerous intergenerational conversations taking place as the group discussed the results of the “Asset Survey” completed earlier. Groups formed around jobs/internships, the Arts, and school “advisories,” with all producing action plans to guide

future activities. The intent now is to hold a Youth Summit every year with the support of the Ottauquechee Community Partnership.

### ***New Business***

Peter shared with the Committee his efforts to stop the annual Easter-time lighting of a Christian Cross on top of Mount Tom and asked for the Committee's support. The Committee agreed to support his actions to promote and protect religious freedom but also felt that the Christmas-time star lighting should not be displayed as well.

### ***May Meeting***

Since Richard is stepping down in June, Peter generously offered to take over as Committee Chair. While all present seemed supportive, even delighted, we should probably discuss this further at the May meeting in case others might want to serve as co-chairs.

At the May meeting, we will also review a proposal to the Board about a greater web presence for alliances and partnerships (see above) and the discuss our accomplishments since January 2013 and plans for next Fall. Richard proposed that we not meet during the summer but this wasn't discussed fully.

RAS 4/22/14

## Resource Committee Meeting May 6, 2014

Present: Rick Fiske, Jack Nelson, Neil Stannard, Lynn Peterson from the Committee  
Susan Inui, Denise Lyons from the Board.  
Warren Clarke from the UUA via Skype

For the Board

- Help lead the community in a process to write a vision and mission statement and ultimately, to develop a strategic plan. We need this direction for our 2015 pledge drive and other fund raising.
- Ensure a documented and approved plan for borrowing from our reserve fund and a plan for repayment.

We reviewed briefly our current needs and questions we would like to address with Wayne. The major issue was whether he thought we should invest in a major fund raising program in the next year or so which would involve having a trained fund-raiser spend a significant amount of time with us. This would cost approximately \$6,000.

We began by sharing with him our work over the last 3 years. This included our Giving pyramid, the size of our congregation, our annual budget, our fund-raising efforts in the past few years, our fiscal needs, the results of our pledge drives, etc.

He thought:

- We did not have a large enough capital need to justify a full-fledged campaign.
- Successful fund-raising at this time rests on having an appealing, genuine social focus/action. Donors are not likely to give to maintenance or ordinary costs.
- We needed to spend time developing a Vision and Mission and Strategic Plan that states who we are, what we are about and what we aim to accomplish. Fund raising then flows from that effort. This is best done with an experienced leader.
- For our capital needs (driveway, insulation, barn restoration, etc.) we should consider borrowing from our reserve fund. We should have a written statement explaining why this is done and how and over what period of time it will be paid back.
- He would be glad to meet with us again via Skype.
- Our median and average pledge amount are precisely those of the national average for a church like ours
- Grants are difficult to get especially for churches. But they can provide a way to attract other donors since receiving a grant gives a good impression to others as they think about their own philanthropy.

We agreed that developing a new vision/mission statement would be helpful. We will ask the Board to join us in this effort. Susan and Denise were both members of the Growth Committee and seemed willing to help in capturing the ideas captured in that effort. Deb Hawthorne had written a draft of a mission statement 2 or 3 years ago for the Board. There was also a mission statement in the Growth Committee report. It would be helpful to get a copy of that work.

The mission statement will be helpful as we create the plans for this year's pledge drive so we should get busy immediately.

Lynn pointed out that we had a 15% increase in pledge amount between 2010 and 2011 but have remained flat since then. 33% of our income comes from non-pledged sources – donations, silent auction, Western Wind, book sale, etc. – so maybe we should keep that in mind as we try to find ways to meet our needs.

We also discussed grants. The largest grant source for a UU church is the Veatch Program at Shelter Rock. Their grants focus on social programs which can be international; the Life and Hope program would fit this category but we would have to make changes to make this happen. We are eligible to apply for a Vermont Arts Council Grant for 2015.

We need to review the discussion of borrowing from the reserve fund at our January's Annual meeting to see exactly what was presented to the Congregation and whether there was a vote for approval. Depending on what that shows, we should prepare a written statement about the sum to be borrowed, the plan to pay it back and ask for the congregation to approve.

Respectfully,  
Lynn Peterson



## **Buildings & Grounds Committee Meeting 5/6/14**

**Present:** Cheryl, Agata, Radec, Jack and Ann,

**Sexton:** Natalia worked out very well while Agata and Radec were on vacation. Gina took care of the recycling so no issues seemed to arise.

The table in the library is missing its leaf – please keep an eye out for it.

Radec will take care of a light out in the Sanctuary. There are bolts in the risers on the front steps that are bleeding through the paint. Radec will also deal with this issue.

**Sewer Work:** Green Mountain Plumbing will do the inside work and Guernsey Brothers will do the outside work. Arnie will try to reroute the Church and the Parsonage so that the rather large U of sewer lines is straightened out. We are hoping to have it completed in May.

**Electrician:** There are two new outlets in the kitchen just for coffee pots. There is presently a paper sign.

### **Front Garden:**

Anne Macksoud joined us for part of the meeting to discuss the gardens to the left of the walk to the Parlors. Agata and Radec were delighted that they would be trying a permaculture garden. Anne Dean will be introducing the concept to the congregation on May 18 and a design of the garden.

Permaculture means permanent agriculture – so we are looking at fruit trees, hardy kiwi's, nuts and berries as well as a regular northern garden. The point is that the plants that are planted side by side take away the need for pesticides and chemicals. This will be a learning garden for the whole of Woodstock not just our church. Anne M. will follow up Friday with the design and a discussion of how it will be cared for and overseen by our community. A few concerns that B&G had are the following;

- a sign needs to be displayed for a contact person
- acknowledge that people will walk by and take fruit etc.
- that it not be messy

Since there were only 3 of us at the meeting, we felt that it would give us a sense of community and a new adventure. Since there is no cost to NUCS it seems like a win win for everyone.

### **Ongoing issues:**

A door into the hallway in the Social Hall needs to cut off at the bottom so it doesn't scrape.

The Parsonage bathroom floor is very punky and needs to be partially replaced.

A gutter over the ADA ramp is needed before winter. Daniel visited our committee and he and Ann are going to line up some folks that could possibly help with these 3 issues. Daniel also offered to rototill and seed around the pizza oven since it is looking a bit lumpy.

**Don't forget Clean Up day on May 17th – 10 to 2 – please bring tools that might be needed!**

**Next meeting will be on June 3 in the Social Hall.** A change will be happening from here on with our monthly meetings. All meetings will start together for dinner at 6 pm in the Social Hall. This one is sponsored by the Board of Trustees. We will all eat together. At 7 pm, we will all go to our respective meetings. B&G will stay in the Social Hall. We have ONE hour to complete our meetings. At 8 pm we will come back together to discuss what we have accomplished or ask questions of other committees and have dessert together. This means that we have to be very organized for our meeting to accomplish it all in an hour. Please come prepared!

Sincerely,  
Cheryl Brush

## **Children's RE: Winter-Spring Summary**

### **The schedule for the rest of year is as follows:**

January 19<sup>th</sup> - Little Acts of Creation with Chris & ArtisTree - Chris sick - Geraldine to cover  
January 26<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
February 2<sup>nd</sup> - The Natural World with Anthea  
February 9<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
February 16<sup>th</sup> - Little Acts of Creation with Chris & ArtisTree  
February 23<sup>rd</sup> - Lessons in Yoga and Art with Geraldine  
March 2<sup>nd</sup> - The Natural World with Anthea (RE Coffee Hour)  
March 9<sup>th</sup> - Lessons in Yoga and Art with Geraldine (RE Coffee Hour)  
March 16<sup>th</sup> - Lessons in Yoga and Art with Geraldine (RE Coffee Hour)  
March 23<sup>rd</sup> - Lessons in Yoga and Art with Geraldine (RE Coffee Hour)  
March 30<sup>th</sup> - Little Acts of Creation with Chris & ArtisTree (RE Coffee Hour)  
April 6<sup>th</sup> - The Natural World with Anthea  
April 13<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
April 20<sup>th</sup> - Easter! Egg hunt with Chris, Geraldine & Anthea  
April 27<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
May 4<sup>th</sup> - The Natural World with Anthea  
May 11<sup>th</sup> - Lessons in Yoga and Art with Geraldine - Mother's Day performance!  
May 18<sup>th</sup> - Little Acts of Creation with Chris & ArtisTree  
May 25<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
June 1<sup>st</sup> - The Natural World with Anthea  
June 8<sup>th</sup> - Lessons in Yoga and Art with Geraldine  
June 15<sup>th</sup> - Little Acts of Creation with Chris & ArtisTree - Last class for the year!

### **Children's Chapel December 22, 2013**

Geraldine teaching

8 children participating

Today we had a mixed aged group. We did our joys and concerns and then by request "Bop 'til You Drop." We watched two videos on North Chapel House that the children really enjoyed. The children wondered if they could make their own video to send to the children in the North Chapel House? We finished with playing with "foam" and magnetic tiles.

### **Children's Chapel January 12, 2014**

Geraldine teaching

3 children participating

Today we spent some time catching up and talking about what's been going on over the break. We did a lot of dancing and yoga poses! The children were exhausted by the end!

### **Children's Chapel January 19, 2014**

Geraldine teaching

4 children participating

We had a wonderful day. Started with a new warm-up routine and followed with the following dances;

- Dance for the Sun
- Beanie Bag dance
- Bop 'til You Drop
- Going On a Bear Hunt

Finished with our closing words.

### **Children's Chapel January 26, 2014**

Geraldine teaching

6 children attending

Today the children had many stories to share. Once we were done talking we did some warm-up exercises and the children shared different yoga poses, such as bridge, headstands and such ...lots of fun and movement!

### **Children's Chapel February 2, 2014**

Anthea teaching

3 children participating

Today we revisited the concept of upcycling and created necklaces out of slices of cork, eye-screws, paint, pastels and beads. Each participant made 2 or more necklaces, and it was nice to see the oldest participant helping the younger two.

### **Children's Chapel February 9, 2014**

Geraldine teaching

1 child participating

Today it was just Nuala and I. We spent some time warming up and then doing dances by request. Once we tired ourselves out we read two stories: "Affirmation Weaver" and "Bubble Riding" by Lori Lite.

### **Children's Chapel February 16, 2014**

Chris teaching

2 children participating

We did the opening words, chalice lighting and joys and concerns. Today we made mini pop-up books, which were made without the use of glue and sewing and they have moving parts. The children wrote their own stories. We also read a pop-up book called "Yellow Square."

### **Children's Chapel February 23, 2014**

Geraldine teaching

No children attending.

### **Children's Chapel March 2, 2014**

Anthea teaching

6 children participating

Today we talked about the materials and techniques that birds use to build nests. We examined 5 different real nests on loan from VINS and noted the shapes and identified the components (i.e., moss, birch bark, dry grass, and lichen). The we used natural materials to create nest-like Easter baskets. Children used moss, coconut fiber, lichens and floral wire to design their nest baskets. We ended the class with several games of freeze-dance.

### **Children's Chapel March 9, 2014**

Geraldine teaching

3 children participating

Today we spent some time warming up and sharing our favorite yoga poses. We then did some dances, such as Fishy Dane, Beanie Bog Dance and Bop til You Drop. We finished with a visualization

relaxation. I told a story about a “light bulb brain” and the children were so relaxed they asked for another ‘Star Prelude.’ Very nice class today!

### **Children’s Chapel March 16, 2014**

Geraldine teaching

2 children participating

Great morning – we warmed up with poses, and did the Dance for the Sun movement, followed by Fishy Song, Beanie Bag Dance and Bop ‘til You Drop. We ran out of time having too much fun dancing :-)

### **Children’s Chapel March 23, 2014**

Geraldine teaching

7 children participating

Today we drew pictures for the children of the Life and Hope Association – North Chapel House!! A lively, fun bunch of children today.

### **Children’s Chapel March 30, 2014**

Chris teaching

2 children participating

We read “Sis’ Ole Goose,” and African and Aesop-style fable. We made cranes with messages of fables inside. The cranes were then put in a bouquet of flowers for each child. The cranes and the tulips mirror the message of the Roots and the Oak from the minister, but also fused the moral from the book.

### **Children’s Chapel April 6, 2014**

Anthea with Peggy Brightman and Hope Yeager teaching

3 children participating

Today Peggy Brightman began rehearsals for the upcoming rainforest-themed performance, scheduled for May 4. She led participants through a series of movements inspired by rainforest animals (e.g., jaguar, three frog, snake, bird). Participants very much enjoyed this activity! Anthea then presented a short craft: in anticipation of spring blooms we made giant, multi-colored tissue paper flowers.

### **Children’s Chapel April 13, 2014**

One child participating

Geraldine teaching

Today Peggy and Hope joined us. We spoke about animals in the rainforest and acted them out: e.g., leopard, frog, praying mantis, and snake. Then we started backgrounds for showday! Afterwards we did the fishy dance.

### **Children’s Chapel April 20, 2014 - Easter**

Geraldine and Anthea teaching

11 children participating

Easter Egg Hunt!!! Thanks to all who donated eggs and candy. We had a fabulous time outside collecting an abundance of eggs.

### **Children’s Chapel April 27, 2014**

Geraldine teaching

10 children participating

Visiting dancers: Peggy, Suzi, Hope

Today we spent more time exploring the animals of the rainforest and preparing for our performance next week. We finished up with art work for the church decorations for next week.

### **Children's Chapel May 4, 2014**

Dance Performance!

9 children participating

Anthea teaching

This morning, children participated in a dance program organized and choreographed by Peggy Brightman. The kids had a ball and their performance was very well received!! Big thanks to Miss Peggy!

Back in the classroom, we had a very thoughtful discussion about the things that we throw away and creative solutions for keeping materials out of the landfill) e.g., re-using, re-purposing, re-cycling, up-cycling). We then continued our tradition of up-cycling by creating necklaces out of bottle caps. It was a very thoughtful group with great ideas and knowledge about our role as protectors of the environment.

### **Children's Chapel May 11, 2014**

Mother's Day Performance!

8 children participating

Geraldine teaching

This morning we started with an amazing Mother's Day performance from the children. Tess decided that she wanted to sing a quick song for her nanna "You are my sunshine" and then led the children into our "Dance for the Sun" routine. They were fabulous! Brenda then spoke to the children and congregation about her trip to India and shared photos. Brenda gifted the children with some Indian spices and fabric flowers made in India.

We first had some energy we needed to expend so we did some "freeze dancing" and then the "Fishy Song". We then spent the rest of our morning together learning about "Mindfulness" – I introduced the "chime" and what it means to "come home". We also practiced mindful breathing and meditation. We listened to a wonderful song titled "Follow your breath" and read the book "Peaceful Piggy's Meditation". The children then sat in meditation for a few minutes and told me how "peaceful" and "calm" they felt afterwards. One child who had been worrying about a test told me that she didn't feel so worried anymore ☺ Yeah!!

Mary Jeanne Taylor, Chair  
Board of Trustees

### **Report on Vermont-Quebec Convention meeting May 3, 2014**

This was the second annual convention meeting which I attended and the 4<sup>th</sup> or 5<sup>th</sup> for which the Resource Committee was responsible for submitting the grant request. Vassie Sinopoulos, Chris Lloyd, Polly Forcier, Laird Bradley and Donna Van Fleet are members (that I know of) who attended in the past. During Peggy Kannenstine last tenure as Chair of the Board the Resource Committee was asked to fill out the grant form and (I assumed) became responsible for making sure someone attended the meeting so that a grant could be received.

(The requirement to receive a grant is: 1. to fill out a very simple request and 2. the North Chapel needs to identify someone to be a delegate who must attend the meeting.)

The Convention group is interesting and unusual. 18 churches in Vermont and 1 in Quebec sent delegates and all received a grant. There is no competition: no church that applies and sends a delegate is turned down. The organization has capital from the sale of UU property that belonged to congregations which folded/dissolved; the income from that capital is what is distributed each year as grants.

There are officers and bylaws. As near as I can tell, there is a small number (like 6 to 8) "leaders" who have been involved for many years and turn up as attendees even though they are not delegates. They spend time outside the meeting making up the agenda, finding people to be elected to office, review the applications, etc. I gather that having a voice in the organization involves spending time outside the meeting on one of the committees, etc.

A group of small churches (Bennington, Stowe, and Strafford) received grants of ~\$1200; the rest (including us) will receive \$900 – similar to last year. Some of the churches that received larger grants are really struggling and clearly deserve the larger sum. (Churches are struggling to pay for a ¼ or 3/8 time minister; I felt very blessed that we are able to have a full time minister).

Question for the Board:

Should the Resource Committee remain the responsible unit to make out the grant and send a delegate? From the vantage of having a voice in the Convention, it is definitely better to have the same person attend regularly

Respectfully,  
Lynn Peterson

## UPDATES

### Office Manager Search

The personnel committee has, at this writing, interviewed 2 candidates, with 2 more to come on Sunday, May 18th. By the time of the Board Meeting, there may be a decision which can be announced.

### CTWK Space

MJ followed up with Phyllis, and she understands the concern and exploration of the Board, but is worried about the "can of worms" having the fire marshal visit may open. She was gracious and accepting and said that she would be certain to let the CTWK know that it all comes from a place of love and support.

As of this writing, Daniel's planned "assistant" in the figuring out of materials and labor to do the work, is under the weather, and Daniel has said he will handle both finding someone to fill Ken's very large shoes, and will also be responsible for informing B & G of the plans.