

**North Universalist Chapel Society
Board of Trustees
19 November 2013**

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

1. Opening Words/Check In 15 minutes
2. Committee Visit: Nominating 30 minutes
3. Daniel's Time 15 minutes
4. Continuing/New Business 20 minutes

Board Mini-Retreat

5. Committee Reports 20 minutes

**B & G:
CTWK and Hand in Hand
Other Discussion, as needed**

6. Consent Agenda 5 minutes

7. Closing Words

North Chapel Board of Trustees
October 15, 2013
Meeting Minutes

Present: Mary Jeanne Taylor, Lynn Peterson, Ann Wynia, Daniel Jantos, Hope Yeager, Anne Marinello, Deb Rice.

Committee Visit

Rick Fiske and Neil Stannard came to visit as representatives of the Resource Committee. MJ reviewed why we have committees visit and welcomed Rick and Neil to our meeting. Rick shared that the current focus is on the Pledge Drive dinner. After it's over, he said that they will have to review whether or not to continue with the pledge drive dinner model. Last year's dinner and auction raised about \$6,000. Would the pledge drive be as successful without a dinner? This year's dinner has fewer attendees than last year.

Lynn reported that he spoke to a new member who assumed that she shouldn't go to the dinner because she can't afford to make a pledge. Lynn suggested that the focus of the dinner should change to an annual church dinner. Rick said that he had similar conversations with two people who were not going to come because they didn't want to have to share what their pledge is. When he told them that that is not the focus, then they decided to come.

MJ asked if it is earlier this year. Lynn went over the history of the dinner as being in November, and before that September. Lynn listed other pledge drive stimulants coming up such as RE kids presenting why they like coming to North Chapel; Diane is writing a song that she will sing with Don Ransom during a service.

Rick explained that they are planning a retreat to come up with new ideas of seeking and finding funds. Lynn presented their idea of looking into creating a reserve fund. Tom Roberts from the Vermont Community Foundation will be working with the committee to do the work around having a reserve fund (which would generate income vs. an endowment which does not generate income).

Lynn reported that Finance Committee is recommending that \$15,000 into the budget just for maintenance. He said that the check from the Vermont Council for the Arts has come in. We are eligible to apply again for 2015. He thinks that there is a need for a renovation of the barn for storage and maybe be converted into a type of River Room.

MJ noted that there seems to be a trend away from fundraising activities. Maybe we need to ask people to pledge more in recognition of the fact that we are doing less in terms of fundraising activities. Rick pointed out that some churches go to members of the church to ask for specific amounts for various needs within the church. Hope said that she has thought of different needs within the RE that she would be willing to pay for as an extra donation to meet those needs. Rick said that it is just a matter of making that kind of targeted giving more fun.

MJ asked if the committee has any needs. Lynn said that the committee needs new members and wondered if the Board has any suggestions. MJ wondered if we should have a Committee Fair to advertise the committee work available during a coffee hour. Rick asked the Board to consider

charging the Resource committee with raising a very specific amount of money that is needed over the next three years. Rick acknowledged that the Finance Committee needs to give their input but the amount of money needed is an executive level decision that the Board should put forward to the Resource Committee.

Lynn outlined three specific goals this year: increasing the admin. position wages, paying the full fair share of dues to the UUA, and then maintenance needs (redoing floors, for example) rising to \$15,000.

Rick suggested that we invite members some evening (or coffee hour) to get a walk through the new church website. Neil said he could walk people through the new online process of how to make a pledge or listen to Daniel's reflection.

The committee left at 6:59 p.m.

Daniel's Time

Daniel said he wants to be sure to send Jack and Polly a thank you for all of their hard work for the Western Wind weekend. Daniel reported that Donna Atwood is really happy with the transition to the e-news and the use of Constant Contact. Daniel worried about the Communications Committee might be overlooked in all of the weekly work that will be done by them. We just need to be sure to acknowledge the work that they are doing.

Daniel reported that there was good conversation at the Social Justice meeting last night and the relationship to youth organizations in the area. There were questions about who are we as a community? Do most of our members come from Windsor County? They are working towards creating a map of relationships to organizations within and without Windsor County. As a committee they have frustration that they don't have more members. The request for help needs to be more targeted for specific events and projects because the broad announcement isn't working to bring people in. Perhaps we need to have a more sophisticated way of bringing in volunteers for work groups instead asking for a commitment of a joining a committee.

Sabbatical: the committee on Ministry has taken on creating a group to take care of the sabbatical planning. Neil Marinello is heading up this group. Brenda Johnson is representing the Worship committee in that group. The group asked what questions might we ask and what could we do during the sabbatical time other than just plug people into empty Sundays. A number of people will be joining that planning group who will then take those ideas and questions to the larger group.

Final thoughts: could we in two to five years think of ourselves as an all-through-the-week church? Right now we are a Sunday morning church with some other things going on. Could we intentionally set the all week church as a goal?

MJ commented that the sabbatical planning process seems to be going much easier this time around. What about pastoral care type issues? Where will Donna Atwood be referring those types of calls? Is the sabbatical planning group taking on those questions?

Daniel mentioned a few people who may work out as a Sunday morning service minister plus differing amounts of time for pastoral care needs. Probably within the next month the planning group will know who will be serving as minister during that time. MJ asked what else is needed for the sabbatical planning.

Daniel said that we have never set aside the time necessary to set some long term goals. For example, we seem to have a shortage of language when difficult issues come up. Consequently, a difference of opinion or a strong opinion can bowl us over. Is there a way to have a dialogue about difficult issues all the way through? There could be some goal setting and agreements that we put in place before we have dialogue so that issues are less divisive, although they may be controversial.

Anne commented that Lawrence and Joy sounded like two people who could come during the sabbatical and meet a lot of our needs. Daniel said that even if they can't come, we could still set that goal and seek someone to help us meet that goal.

Anne reported that there has been interest expressed for workshops on aging, for example. Daniel said that some possibilities include someone who would focus on the spiritual life of this community. That may prove to be a very rich experience for the North Chapel community.

MJ wondered more about the day to day operation of the church and the committee work and that Donna Atwood feels supported in her work. Daniel clarified that he will be on sabbatical from the middle of January to the middle of April.

Deb remarked that there are delicate issues that come up related to day to day operation such as about the rental of the church building for events. MJ asked Daniel to ask Donna Atwood about the last time he was on sabbatical and whether there were issues that came up that we could plan for this time.

Various members asked about memorial services. Daniel said that there are people with whom we could have that understanding during his sabbatical that they would perform memorial services. The sabbatical planning group is working on these issues.

Old Business

MJ handed out Chris Bartlett's advice to the Board from the time he came and observed our Board meeting. MJ asked what do we want to do with all of his suggestions? Deb pointed out the "policies and procedures" section – she said she sees this as an area that needs some work. MJ said that we need to start thinking about Annual Meeting and how to report to the membership the actions we have taken to build a greater relationship with committees with a month to month chart of which committees have come to meet with the Board.

Lynn commented that he found helpful the visioning piece of our retreat work from last March. He sees that it is helpful to help committees get connected with other committees. He finds it helpful to get a big picture of where the church is headed, for instance, financially. Deb said that she finds a vision statement is helpful to clarify how to do the work that needs to be done. Anne said that she also uses visioning and vision statements to help her get clarity around issues that come up. She wonders if we can spell out our vision. How could we implement such a vision within each committee? Hope wondered about the board's relationship to committee: what is an executive level decision? Committees have ideas about what executive level work and the board does not. Are we rising to expectations of the Board and yet not reacting to strong opinions on particular issues? We need to acknowledge the tension, of expectations and this board's style. Some committees are functioning with negative attitudes. Others are overworked. Still others are operating very well with highly

satisfied members. Communication between committees is a challenge...specifically committee to committee communications.

Mary Jeanne will draft the beginning of a letter on the board's style of working. It will reflect the fact that the board hears concerns, is addressing the concerns that are being expressed and putting in place approaches that will facilitate smooth committee work, communication and satisfaction on the part of the members.

The meeting on Nov. 3 after church will be limited to the topic of membership in UUA. It will be one hour and Lynn will prepare and facilitate the meeting. Nominating committee will be invited to November board meeting and Worship committee will be invited to come in January.

Consent agenda passed unanimously.
Meeting ended 8:45 p.m.

Respectfully submitted,
Hope Yeager with ending minutes by Daniel

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

| | AUG | SEPT | OCT | YTD | 2013 Budget |
|-----------------------------|-----------|-----------|-----------|------------|----------------|
| RECEIPTS | | | | | |
| 1 Loose | 1,011.00 | 1,754.00 | 1,337.00 | 14,977.63 | 15000 |
| 2 Pledges | 12,975.00 | 21,840.00 | 10,678.33 | 131,070.33 | 140000 |
| 3 Gifts/Donations | 0.00 | 3,200.00 | 0.00 | 3,640.00 | 3000 |
| 4 Rentals | 950.00 | 525.00 | 2,225.00 | 10,780.00 | 12000 |
| 5 Nursery School | 0.00 | 1,250.00 | 625.00 | 5,000.00 | 6750 |
| 6 Fund Raising | 3,465.50 | 538.00 | 638.00 | 7,206.50 | 14000 |
| 7 Reserve Fund | 0.00 | 0.00 | 0.00 | 8,000.00 | 8000 |
| 8 Balance forward | 0.00 | 0.00 | 0.00 | 3,012.99 | 3000 |
| 9 TOTAL RECEIPTS | 18,401.50 | 29,107.00 | 15,503.33 | 183,687.45 | 201750 |
| EXPENSES | | | | | |
| 10 Electric | 307.08 | 326.61 | 355.65 | 3,985.94 | 5400 |
| 11 Fuel/Furnace | 0.00 | 1,049.85 | 559.85 | 8,541.71 | 8500 |
| 12 Grounds | 20.00 | 0.00 | 0.00 | 4,220.51 | 5000 |
| 13 Insurance | 0.00 | 0.00 | 0.00 | 4,339.00 | 4335 |
| 14 Janitorial | 337.19 | 113.50 | 329.45 | 3,735.52 | 3000 |
| 15 Maintenance | 139.00 | 655.92 | 800.00 | 12,464.08 | 5000 |
| 16 Water/Sewer | 74.60 | 0.00 | 0.00 | 763.05 | 850 |
| 17 TOTAL CHURCH | 877.87 | 2,145.88 | 2,044.95 | 38,049.81 | 32085 |
| 18 Electric | 0.00 | 0.00 | 0.00 | 0.00 | 0 |
| 19 Furnace | 0.00 | 0.00 | 0.00 | 0.00 | 150 |
| 20 Maintenance | 0.00 | 731.35 | 0.00 | 731.35 | 1000 |
| 21 Water/Sewer | 0.00 | 0.00 | 0.00 | 0.00 | 0 |
| 22 TOTAL PARSONAGE | 0.00 | 731.35 | 0.00 | 731.35 | 1150 |
| 23 Administrative Ass't | 1,447.90 | 1,255.80 | 1,287.82 | 11,384.02 | 13068 |
| 24 Office Supplies | 26.90 | 61.12 | 74.03 | 1,071.96 | 1000 |
| 25 Postage/Printing | 9.37 | 4.08 | 2.76 | 413.17 | 200 |
| 26 Telephone | 117.85 | 115.14 | 115.48 | 1,169.42 | 1600 |
| 27 Website Host/Upkeep | 0.00 | 0.00 | 0.00 | 0.00 | 300 |
| 28 Copier Lease | -22.58 | 459.54 | 212.19 | 2,733.52 | 3500 |
| 29 UUA Fair Share | 0.00 | 0.00 | 0.00 | 3,375.00 | 6750 |
| 30 NNED Dues | 0.00 | 0.00 | 0.00 | 2,000.00 | 2000 |
| 31 Miscellaneous | 0.50 | 0.00 | 25.00 | 26.50 | 100 |
| 32 TOTAL ADMINISTRAT | 1,579.94 | 1,895.68 | 1,717.28 | 22,173.59 | 28518 |
| 33 FICA | 720.46 | 708.22 | 708.21 | 6,998.42 | 8320 |
| 34 Medical Ins. | 1,098.34 | 1,098.34 | 1,098.34 | 10,983.40 | 13200 |
| 35 Pension | 1,800.00 | 900.00 | 900.00 | 9,000.00 | 10780 |
| 36 Auto Expenses | 165.00 | 165.00 | 165.00 | 1,650.00 | 2000 |
| 37 Professional Exp & Dev | 0.00 | 0.00 | 0.00 | 5,935.00 | 5390 |
| 38 Workers' Comp | 0.00 | 0.00 | 0.00 | 1,702.00 | 1770 |
| 39 TOTAL BENEFITS | 3,783.80 | 2,871.56 | 2,871.55 | 36,268.82 | 41460 |
| 40 Salary | 3,916.00 | 3,916.00 | 3,916.00 | 39,160.00 | 47000 |
| 41 Housing Allowance | 2,500.00 | 2,500.00 | 2,500.00 | 25,000.00 | 30000 |
| 42 TOTAL MINISTER | 6,416.00 | 6,416.00 | 6,416.00 | 64,160.00 | 77000 |

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

| | AUG | SEPT | OCT | YTD | Budget |
|-----------------------------|------------------|------------------|------------------|-------------------|----------------|
| 43 Sabbatical Savings Accoi | 0.00 | 318.75 | 0.00 | 956.25 | 1275 |
| 44 Substitutes | 0.00 | 0.00 | 0.00 | 442.00 | 500 |
| 45 Supplies | 0.00 | 0.00 | 0.00 | 21.99 | 300 |
| 46 Advertising | 0.00 | 0.00 | 0.00 | 20.00 | 100 |
| 47 TOTAL WORSHIP | 0.00 | 318.75 | 0.00 | 1,440.24 | 2175 |
| 48 Organist/Choir Direct. | 1,312.00 | 1,312.00 | 1,312.00 | 13,120.00 | 15740 |
| 49 Special Services | 200.00 | 100.00 | 100.00 | 750.00 | 800 |
| 50 Supplies | 0.00 | 0.00 | 21.00 | 167.99 | 500 |
| 51 TOTAL MUSIC | 1,512.00 | 1,412.00 | 1,433.00 | 14,037.99 | 17040 |
| 52 Coffee | 0.00 | 0.00 | 73.50 | 288.50 | 350 |
| 53 Resource Comm | 0.00 | 0.00 | 296.02 | 296.02 | 200 |
| Margaret Lampe Kannenstine | | | | | |
| 54 Leadership Developmer | 0.00 | 0.00 | 0.00 | 0.00 | 500 |
| 55 Outreach | 0.00 | 0.00 | 0.00 | 100.92 | 150 |
| 56 Quest | 113.84 | 113.84 | 113.84 | 1712.49 | 2300 |
| 57 TOTAL MEMBERSHIP | 113.84 | 113.84 | 113.84 | 1,813.41 | 2950 |
| 58 Staff | 0.00 | 600.00 | 400.00 | 3,300.00 | 4400 |
| 59 Supplies | 0.00 | 0.00 | 0.00 | 223.17 | 500 |
| 60 Child Care | 128.00 | 160.00 | 128.00 | 1,406.00 | 1670 |
| 63 Recognition | 0.00 | 0.00 | 0.00 | 0.00 | 200 |
| 65 TOTAL R.E. | 128.00 | 760.00 | 528.00 | 4,929.17 | 6770 |
| 66 TOTAL EXPENSES | 14,411.45 | 16,665.06 | 15,494.14 | 184,188.90 | 209,698 |

North Universalist Chapel Society

October 2013 Financial Report

Ann Wynia, Treasurer

AUG SEPT OCT

PEOPLES' UNITED ACCT # 640322721

| | | | |
|--|------------|------------|-----------|
| 67 Beginning balance | -16,922.63 | -12,932.58 | -490.64 |
| 68 Receipts | 18,401.50 | 29,107.00 | 15,503.33 |
| 69 Expenses | 14,411.45 | 16,665.06 | 15,494.14 |
| 70 Ending balance for operating budget | -12,932.58 | -490.64 | -481.45 |

RESTRICTED FUNDS

| | | | |
|------------------------------|---------|---------|----------|
| 71 Withholdings | 120.00 | 0.00 | 60.00 |
| 72 Minister's Fund | 1601.43 | 1601.43 | 1501.43 |
| Cold Relief | 812.50 | 812.50 | 812.50 |
| Minister's Discretion | | 1200.00 | 1200.00 |
| 73 Organ Preservation | 596.93 | 596.93 | 596.93 |
| 74 NYE/Cranna | 3200.09 | 3200.09 | 3200.09 |
| 75 Sabatical Savings | 7437.50 | 7756.25 | 7556.25 |
| 76 Memorial Gardens | 1223.05 | 1223.05 | 1223.05 |
| 77 Legal Funds LP | 1769.30 | 1769.30 | 1769.30 |
| 77a Pizza Oven | 214.79 | 127.80 | 98.64 |
| 77b VT/Quebec grant | 1016.37 | 1016.37 | 1016.37 |
| 77c 2014 Pledges | | 3170.00 | 6378.00 |
| 77d VT Arts Council | | | 17936.00 |
| 78 LHA | 50.00 | 50.00 | 50.00 |
| 79 Spiritual Practice Explor | 4500.00 | 4500.00 | 3035.00 |

TOTAL CHECKING ACCOUNT 9,609.38 26,533.08 45,952.11

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

Wells Fargo Acc't #3605-39446 Balance 10/31/13 - \$165584.45

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

EXPLANATIONS

- (4) 10/4wed-550, Western Wind-1400, Yoga-275
- (6) Oct. Classical Music-308, Silent Auction-330 (lots more to come)
- (11) Boiler service contract
- (14) Includes 50 pd to Agata for cleaning after Western Wind
- (15) Pest Control-74,, Elevator inspect-150, Upper Valley Comm for Fire alarm-161
VT Fire Safety for alarm system -415
- (28) Lease of 213.19 less \$1 reim
- (49) P.Fournier
- (53) Stamps-92, Envelopes-50, Wine-154.02
- (75) Brad Johnson-200
- (77a) Total collected \$1500 less expenses

Ann L. Wynia, Treasurer

Buildings & Grounds Committee Minutes 11/5/13

Present: Jack, Vassie, Radek, Katrin, Donna, Gina, Ann and Cheryl

Sexton

Radek will take the heater that Donna, so kindly donated, to the Parsonage in case we should need it for the Nursery School. Dimmick cleaned out the sewer lines – Jack told us they were now fine – Jack will be calling Dimmick for an update to make sure. Stripping and waxing in the Social Hall and kitchen will be done from November 7th through the 13th of November. Radek painted the bathrooms in the Social Hall.

Christmas Decorations

Gina and Vassie are the “go to” folks this year!

CTWKs

Jack met with Eric Tobiason – he can’t do the work – but looked at the stairway issue in the Parsonage. Eric felt Michael Brands would nix it. Eric felt it would be better to enclose, insulate and heat the porch but Phyllis nixed that. Jay Barrett will be meeting with Jack re: code issues and Jack will discuss this with Jay as well. Lynn may have some 50% money to bring to the table.

No insurance yet for the CWTK’s. Lynn is hoping to do the same contract as he is doing with Lauren. Please see below.

Hand in Hand

Lauren has started serving dinners again. Still no insurance. She is complaining that food is being taken. Gina suggested that we put a lock on the door into the storage room. Jack will do it. There will be 3 keys – one for Lauren, one in a drawer in the kitchen and one to Agata and Radek. Lynn says there is a contract ready to be signed by Lauren so that she can be under NUCS’ insurance.

Pizza Oven

It is complete!!! Congratulations to all! The roof over the pizza oven will be completed in the spring since it will be about \$1000.

Exterior Paint

Cheryl has spoken with Matt Seiple. If it is November 1 or after that the paint chipping is discovered then you have until May 31 of the following year to get it done. He thought if we could prove that we had hired someone to do it and they couldn’t get to it due to weather, then we would probably be all right.

Freezer

It’s gone! Thank you Gina and Donna for moving it to the dumpster. Lauren took it away. Cheryl will call Wincycle and the Hartford Landfill to see if we can get rid of a microwave for free that was left here. Due to these issues Gina will be asking Donna A to put in the Quest every month the following:

“In the future, Buildings and Grounds is requesting that all donations must be approved by the Buildings and Grounds committee before they can be left at the Social Hall.”

Kitchen

Gina will put up two homosote (sp?) tiles around the phone which Cheryl will donate.

Snow Plow

Cheryl will bring 6 stakes with reflectors for the driveway. Katrin will bring some real stakes for along the dumpster and the corner.

Next meeting will be December 3rd in the Social Hall at 6:30 – although I thought this was a decorating day!

Submitted by Cheryl Brush

MINUTES FOR MEMBERSHIP MEETING OCTOBER 28, 2013

No need for board action.

Present: Ann, Sherry, Rhoda, Pru, Fran.

Greeters Nov 3 Fran

10 Pru

17 Rhoda

24 Ann

Final communication regarding this Saturday's Red Flannel Hash dinner was made.

There will be no coffee hour on November 10th due to the floor being redone.

The welcome invitation to visitors has proved to be a success it's first two Sundays. Those who choose to identify themselves can thus be easily identified and welcomed.

Sherry suggested a going away luncheon for Ginny who moves to Wilder on November 14th. It will take place in the library on the 10th after church. Those attending will be our committee, Daniel, Joan Harvey and Sally Quinn Alloway. Ann will contact the latter three.

Ann – soup, cloth, bowls

Rose- sandwiches

Pru – salad + centerpiece

Sherry – something sweet

Rhoda – something crunchy and drinks

Fran – plates and napkins

Fran will take over the task from Ginny of writing notes to those who sign the guest book.

We now have just 2 hearing devices. Someone has graciously donated 4 more! We will keep them "hidden" and incorporate a sign-out to keep better track of them.

Valerie Parauka has expressed interest in becoming a member. Sherry will connect with her on that on Thursday.

We decided not to order more tracts since the ones remaining have not been used for some time. Ann will check the rest of our budget in the Quest.

Because of the holidays approaching, the knitting group will not gather until January.

Circle dinners will be discussed at our next (November 25th) meeting. We'll check Pentangle's schedule to avoid conflicts.

Worship and Music Committee Meeting

November 5, 2013

Present: Daniel, John, Hugh, Diane, Kathy, Brenda, Hope

Opening and moment of silence: John reading from Shunryu Suzuki.....you should not have your own idea when you listen to someone, to have nothing in your mind is naturalness, then you will understand what he says

Check-in

November/December services

- Kathy/Anne Follow-up

There will be work done on this project throughout November and especially on the 17th. It is a timely question. Anne and Kathy should not be discouraged if finding people is not easy.

- Opening words: Thank you Hope and Diane, next?

Opening words will be Hope -10th
John S. 17th
R.E. Kids 24th
Hugo Dec. 1
Kathy Dec. 8

- Introductions of visitors – “we love it” ... “charming” ...”surprise”

- Schedule, theme?

*Could we get Thai to come on Dec. 29?

*We would like to invite Dov for late January.

*A meditative service for the 29th. Maybe Charity G.?

*Memories of holidays as children during December. Toys.

*could we all join in the dancing on the 22nd? Songs that engage and allow people to participate.....paper and word – the neighbor reads your word or you leave your word at the front and someone else reads it. Bring your symbol of the sun, or light, for the 22nd.

How do we keep our light shining? – 3 words

- Who will do what?
- Pew arrangement – the pew arrangement was discussed. Details are important and the current pew arrangement goes with the architecture. A broader consideration would need to look at all details – placement of piano, arrangement of microphones etc., placement of speaker so it flows and is not haphazard. More consideration is needed. Theological considerations ought to be understood. Needs more discussion.
- Getting input from congregation
 - During the service: Diane might play a 3-minute interlude for folks to write as they wish in response to questions such as: What is working for you? Not working? Want more of? Suggestions?
 - “Known structure is helpful, comforting, seeing people you want to connect with”. “To be a retreat center in place of a community church would not be something that I want to be a part of.” We find ourselves in a place of needing to understand the difference between those who are here and love what happens and those who aren’t (and we want them and are willing to do what they need and want). Are retreat workshops and weeklong church and church on Sunday mornings mutually exclusive or can we do both?

The committee discussed

 - During coffee hour: "Chalkboard" idea

Sabbatical planning: What do you/we as a committee want to be responsible for during those months? Who might help? How? (didn’t get to this)

Story-telling: task-force for this?

U-Tube reflections

What is the nature of your role and involvement on this committee? What brings you satisfaction?

How do you want to be involved going forward?

Check-out: Final words?

Minutes – Social Justice Action Committee Meeting October 14, 2013, North Chapel Library

In attendance: Anne Marinello, Rhoda Moore, Jackie Fischer, Akankha Perkins, Richard Schramm, and visitors Mary McVey and Elizabeth Craib (Job Bank)
The minutes of the October 14th meeting were approved.

Job Bank

Elizabeth Craib (director) and Mary McVey (Board member) provided an overview of the mission and activities of the Woodstock Area Job Bank and asked if they might partner with the North Chapel to help them get the word out to potential job seekers and job providers. We agreed to do this through the UU website (with a link to the Job Bank) and a visit by Elizabeth to meet with members of the North Chapel during coffee hour on December 1st.

Action: Elizabeth will send information for the website and Rhoda will see that it is posted. Rhoda or Richard will see that an announcement of Elizabeth's visit gets into the e-mail newsletter and order of service, and make arrangements for her December 1st visit.

Report from the Board

Anne Marinello reported that the Board found the SJA "Update and Action" sessions helpful in giving visibility to social justice matters and the work of the SJA committee. She and Rhoda then discussed some problems with the UU website regarding the posting of Board and Committee minutes and the current obstacle of password protection.

Action: Anne agreed to bring the website issues to the attention of the Board

Life and Hope

We discussed the upcoming update and action session (11/17), dedicated collection (11/24) and fund raiser (12/7). Anne mentioned that the children in R.E. were developing links with the children at Life and Hope. We discussed the need for a signup sheet for volunteers and cards to send to others when making a contribution to Life and Hope in their name.

Action: Richard agreed to follow up with Life and Hope around publicity and logistics for the November 17th session and to pass on the Committee's thoughts about volunteers and donation cards.

Youth Initiative

Jackie Fischer reported that the November 10th informational session after the church service was cancelled due to work in the social hall and a low response rate from youth-related organizations. She proposed that three youth-related organizations (CTWK, OCP and ??) be invited to share information about their programs after the church service on November 17th, ending by noon when the Life and Hope session begins. We all felt that this was a good idea.

Action: Jackie will send Rhoda or Richard information about the session for publicity in the e-mail newsletter and order of service. Anne and Neil Marinello will set up social hall for the 11/17 session. Richard will ask the service coordinator to highlight this announcement.

The committee then discussed various youth initiative strategies and decided that we need to operate at two levels. First, promote the idea of community connectedness within the North Chapel and second, develop a set of short-term options for North Chapel members and friends to help around the struggles of specific young people. We also discussed putting information about youth-related events, organizations and links on the UU website.

Action: Jackie will develop a plan to inform the congregation about the overall community connectedness strategy and distribute information about a variety of ways to work on this. Anne will lead a discussion at our January meeting about the needs of young people and available resources, and ways that the congregation can help with short-term needs like housing. Rhoda agreed to look into adding youth initiative information to the website.

Jackie reminded the committee of the mentoring service to be presented on January 26th.

Action: Richard will mention this to the sabbatical planning group working on services and other activities while Daniel is away (1/15-4/15).

Change the World Kids Meeting Space

Rhoda reported that Jack Nelson of the Buildings and Grounds committee felt that it would be very difficult to bring the meeting space up to code, providing an emergency exit, and that Daniel had agreed to look over the space to see if he had any ideas about a way to do this.

Equity Issues, Addressing Differences

We had a brief discussion about equity and fairness issues around race, class, gender and immigration and agreed that we would recommend that the sabbatical planning group consider having a series of gatherings (workshops), perhaps under the banner of acknowledging and addressing differences, during the period that Daniel was away.

Action: Richard to present these ideas to the Sabbatical Planning group. Jackie to send out information about the organization and program, Class Matters.

Policy on Responding to Requests for SJA Committee Support

Richard distributed a draft policy on how the SJA Committee might respond to requests for help (logistical, publicity, funds, etc.) – to be discussed at the December meeting.

Other Matters

- Rhoda reported that 12 out of 28 individuals had responded to our membership survey. She will present the results in more detail at the next meeting.
- We are responsible for coffee hour on five Sundays in December, a difficult challenge for a committee of around four or five people. So far we have December 1 (Richard and Peg), 8 (Anne and Jackie), 15 (Rhoda and Akankha) as the organizers for those Sundays. We will need others to help them out. The 22nd and 29th dates will be hard to fill.

Action: Richard agreed to send out a plea for help with coffee hour to the 28 folks who have had some connection to the SJA committee.

Draft Policy for Responding to Requests for SJA Committee Support

The SJA Committee has received a variety of requests for support (publicity, logistical, financial). They have come from existing projects or proposed projects; from within the North Chapel and from organizations outside of the North Chapel; some have been for short term one-time support, others for continuing support over a longer time period; some have required minimal help, others much more. The SJA Committee felt that we need some broad guidelines for responding (policy) and, once these are in place, some user friendly forms for those requesting support to complete when making the request. These forms may vary with the nature and source of the request.

This is a first draft of a policy for responding to requests for SJA support.

The SJA Committee should respond favorably to a request the more that it:

1. falls within the domain of the SJA Committee and contributes to economic, social and environmental development and justice.

Note: We need to discuss more fully all of the dimensions of justice that we are outing under the “social justice” umbrella.

2. 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.”

Note: We interpret this to consist of three parts: Providing the space, setting, activities and resources to

- 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

From the SJA Committee perspective, we might judge requests in terms of how they affect these mission elements in reverse order. Most important if they support “efforts to take positive action in the world” and

3. is aligned with the social justice priorities of the North Chapel congregation as determined by periodic surveying

Note: This commits us to conduct such a survey every (say) two years or so.

4. is an activity within the North Chapel or, if outside, aligns itself with that activity

Note: This places a higher priority on “inside” versus “outside” projects except when the “outside” projects directly support North Chapel activities.

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

6. generates benefits that exceed the support requested (time, resources)

Notes on Developing a North Chapel Plan for Daniel's Sabbatical Leave 1/15/13 – 4/15/13

Based on discussion in 10/29/13 Sabbatical Planning meeting and follow-up conversations with Denise Lyons and Brenda Johnson

Goals:

- 1) Fill in those areas that Daniel usually covers (services, board and committee support, pastoral care, community outreach, other?)
- 2) Conduct experiments in becoming more of a weeklong, community-wide, spiritually relevant, and loving/trusting/heartfelt church in response to changes in the spiritual landscape, where:
 - Weeklong: create more opportunities for spiritual work outside of the Sunday service
 - Community-wide: reach out to all in the congregation, and open doors to the larger community
 - Spiritually relevant: discover and respond to the varied spiritual needs of members and friends
 - Loving/trusting church: work to improve communications, safety, and trust within the North Chapel
- 3) Bring in voices and energy of members we haven't heard from; work towards a greater sense of community where each person is seen and heard, a sense of "we all speak here"; people feel accepted and appreciated; move beyond North Chapel being seen solely as "Daniel's church"

North Chapel as an Umbrella for Spiritual Work

- 1) Provide wider range of activities on days other than Sunday that appeal to different audiences (week-long, and community-wide)
- 2) Reach out to and welcome those outside of the North Chapel who are pursuing other activities with spiritual content (offer them opportunities for preparing for and reflecting on those other spiritual activities, a place for meditation, space for groups like CTWK and others not necessarily interested in being part of a "church")

Overall Theme/Approach:

Use of *Story Telling* in various settings, with various audiences, at various times

- 1) Sunday services

Reflections from people with special stories (perhaps some with "big names" like Pete Seeger)

Stories from members, especially those we haven't heard from (like we have done in the past, e.g. about times of major transformation, getting older, loss); perhaps sitting in a semi-circle up front, with pews turned, piano out of the way

2) Other times during the week

Reach out to specific audiences for story telling/sharing sessions on themes like getting old/aging, death and dying, loss and grief, parenting, challenges for young people, mental and physical health challenges, LGBT struggles and story telling methods themselves.

3) Invite the larger community to service and rest of week story telling activities and take steps to bring them in

Issues to Address:

- Need to understand dramatic changes occurring in ways individuals and families pursue their “spiritual journeys” and impacts on religious institutions and programs (include speakers about this in services?)
- Tension between “service” and other North Chapel activities (e.g. not seen as a part of the church if you don't go to Sunday services)

Administrative Matters

- Should composition of sabbatical planning group be broadened? Other committees represented (e.g. spiritual practices?); Other groups (e.g. newer members, parents of young people?)
- Who (individual or group) will provide overall coordination of church activities during sabbatical period?
- Need for facilitators who are trained to guide story telling activities; goes beyond what covenant group and other facilitators may know
- Who handles budget allocation decisions; contractual matters?
- Outreach/marketing to engage members and folks from larger community in North Chapel activities