NORTH UNIVERSALIST CHAPEL SOCIETY

2018 ANNUAL REPORT

Annual Meeting

January 27, 2019

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Affiliated with the Unitarian Universalist Association
# North Universalist Chapel Society
## 2018 Annual Report

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</tbody>
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2018 was a very busy year for the board and for the North Chapel. We are constantly reminded of how blessed the North Chapel is to have so many talented, caring, and energized people in our congregation, who devote untold hours to making this a very special place—our spiritual home. We begin this report by saying a heartfelt THANK YOU to everyone for all you have done and will continue to do in the coming year.

This summary provides a review of some of the major activities that have taken our attention throughout the year.

- **Leon’s Installation.** Sunday, May 6th was a significant day when Leon was officially welcomed and installed as the minister of North Chapel. The service included beautiful music; a procession of ministers from the Upper Valley, Vermont and other states; comments that brought laughter and tears; and the “laying on of hands” that involved everyone who attended.

- **Work on the Building and Grounds.** Under the leadership of Michael Stoner, Gina Auriema, Anne Dean and many others, we were able to address the problem of water drainage that was creating significant issues for our historic building; this included the redesign and construction of the walkway and entrance to the rear of the church. Of more significance, was the completion of the Chapel—a beautiful place for contemplation, reflection and meditation. We also thank Don Ransom for repainting the stairs to the balcony space and enhancing the lighting of that area, as well as his work on the church windows. Enhancements to the exterior of the parsonage were also completed and, as a result of an official inspection by Criterium Lalancette Engineers, we anticipate additional maintenance work will be planned in the future. And the sanctuary pews were moved while the floors were refinished—services were held at Shir Shalom while this work was done.

- **Board/Minister Retreat.** In May, the Board held a six-hour “visioning” retreat hosted by Chris Bartlett. Topics included “radical introductions” (each member was asked to pick one of multiple getting-to-know-each-other questions and share with the group); analysis and review of our short-term and long-term financial situation; Leon’s immediate and long-term priorities; a visioning exercise about North Chapel in 2028, using the Visual Explorer technique and focusing on implications for Board priorities; discussion of the Social Justice Initiative and upcoming matters.

- **Strengthening Families, Building Community Initiative (SF/BC).** Under Geraldine’s leadership, this program was designated as our primary Social Justice activity to replace the successful 10-year commitment to the Cambodian-based Life and Hope Association. SF/BC is a multi-faceted program that allows us to grow and broaden our work to better support people in the greater Woodstock area. Key activities under the SF/BC umbrella include, among others: (1) an afterschool program for children held at the Norman Williams Library with activities and health snacks provided; (2) “Summer in Your Backyard” to support and encourage intergenerational work with families at Safford Commons (this is co-supported by Artstree and NC partners include the MB National Park, Twin Pines Housing and the NW Library); (3) a Co-ed Divorce Support Group that meets twice monthly and is attended by people as far away as Orford and Canaan, NH; (4) a Wellness Collaborative to identify and meet the needs of community adolescents; and (5) liaison with the Ottauquechee Health Foundation to develop a Mindful Parenting program.

- **New Ministerial Programs.** Leon developed two major ministerial programs that were offered during the year—The Justice Seminars and The Healing Circles. Both were well attended and he has plans to enhance and modify them for 2019 and beyond.

- **Significant Fundraising Successes.** 2018 was a banner year for fundraising and the work of the Resource Development Committee was a key factor. The Party for a Purpose kicked off this effort in June, raising roughly $35,000. In August, The Byrne Foundation notified us that they are providing a one-year challenge grant of $50,000 to support the SF/BC program. We are happy to report that, with tremendous support from other individuals and foundations, especially Peter and Jennifer Brock, we
have now met this challenge, giving us $100,000 to expand and grow this important Social Justice program. We express deep gratitude for all the generous volunteers and donors who have contributed to these successful efforts.

North Chapel Board: Chris Bartlett, Anne Dean, Susan Inui, Denise Lyons, Anne Macksoud, Marcia Peterson, Richard Waddell, and Judy Williamson. Ann Wynia, Treasurer
1. **Moderator, Kevin Geiger**, opened the meeting at 12:00 p.m. 73 members were in attendance.

2. **Welcome from Board of Trustees from Denise Lyons and Susan Inui.** Susan commented that Annual Meetings at the North Chapel have been going on for 180 years. Denise read words by Wendell Berry.

3. **Election of the 2018 Moderator.** Neil Marinello for the Nominating Committee nominated Kevin Geiger as Moderator. The membership voted unanimously in favor.


5. **Election of the 2018 Treasurer.** Neil Marinello for the Nominating Committee nominated Ann Wynaia to be North Chapel Treasurer for 2018. The membership voted unanimously in favor.

6. **Presentation of Annual Report.** Peggy Kannenstine made a motion to accept the Annual Report. Peg Brightman seconded the motion. The membership voted unanimously in favor to accept the Annual Report.

7. **Finance and Funds Committee Nominee.** Neil Marinello for Nominating Committee nominated Peggy Kannenstine for a second three year term. The membership voted unanimously in favor.

8. **Board of Trustees Nominees.** Neil Marinello for Nominating Committee nominated Marcia Peterson and Richard Waddell for their first three year term, ending in 2021. The membership voted unanimously in favor.

9. **Nominating Committee Nominee.** The Board represented by Marcia Peterson nominated Deb Rice. The membership voted unanimously in favor.

10. **Proposed By Law Change to Article VII Section 10:** "The Board of Trustees shall meet once every month and at any other times at the call of the Chairperson or at the request of any of three Trustees. The Board of Trustees shall designate a portion of the November and June meetings for Executive Session to discuss staff matters and other items as allowed by Vermont law. The BOT may meet in Executive Session at other times during the year at the request of the Chairperson or of any three Trustees. No motions can be made and voted upon during Executive Session." (By Law change is added in bold here.) Peggy Kannenstine made a motion to accept the By Law change. Katrin Helgason seconded the motion. Denise explained that the reasoning behind the By Law change is to have the Board follow best practices. Lynn Peterson asked why is this coming up now? Denise explained that this has never been written down and the feeling is it would be best practice to formalize this process. Carol Egbert noted that the remaining Board meetings are open. Peggy Kannenstine noted that in the past the Board has gone into Executive Session to discuss staff but this makes it official. Richard Schramm commented that he has a hard time with the By Law change as it is currently proposed. He finds it too vague because Executive Session is a
time to discuss staff, real estate transactions, and other delicate matters, and the NOOrth Chapel has always strived for transparency. Martha Leonard asked isn’t Executive Session covered under Roberts Rules of Order. Kevin said that it is covered under Vermont Law. Richard suggested that we add language into the By Law Change: “as allowed by Vermont Law.” Norwood Long noted that he wrote a descriptive guide about committees at North Chapel. He offered to give out copies of his guide if this would be useful to further an understanding of the governance structure of the church. The membership voted unanimously in favor of the By Law change.

11. Budget 2018
   a. 2018 Pledge Drive Report from Canvass Task Force. Rick Fiske reported for the Canvass Task Force that Finance Committee gave the CTF the figure of $160,000 for the 2018 North Chapel financial needs. As of today we have reached 95% of the needed funds: $153,875. Of the entire membership 45 members have not yet pledged. Rick urged any present who have not yet pledged to contact Ann Wynia.
   b. Finance and Trustee of Funds Committee Report from Moira Notargiacomo. Moira presented the 2018 Budget to those assembled.
   c. Discussion of 2018 budget and vote to approve the 2018 budget. Joby Thompson made a motion to accept the budget as written, and Lynn Peterson seconded the motion. Ann Wynia commented that the $13,000 surplus has already been written into the 2018 receipts. She also noted that the $18,000 surplus came in part from the wreath sale which in 2017 got a late start but still raised a good deal of money. Karen Wolk asked what the Byrne Foundation grant is for. Ann W. reported that the Board wrote a grant when they wanted to expand Geraldine’s role and hours. The church received a $15,000 grant from the Byrne Foundation, but that has not been written into the budget because the hope is that the remaining $24,710 will be raised through fundraising. Zoe Potter asked what does the $10,000 for Staff in the Budget pay for. Geraldine reported that the $10,000 pays the SE staff. Susan reported that when the church did not have a full time minister the Finance Committee advised the Board to set aside funds designated for minister salaries. In 2018 we will have a full time minister and Geraldine in an expanded role. The church is strong financially going into 2018, but 2019 will bring a crunch. The hope is that we raise needed money for 2018 so that 2019 is met in good financial shape. Richard Schramm asked if capital expenses are included in the 2018 budget. Denise and Susan said that the capital expenses are kept separate. Denise presented a pie chart showing that for the 2018 North Chapel Budget 61% of the church budget is raised through pledges and the canvass. Fundraising efforts throughout the year raise 20% of the budget. There is a 19% gap which could be filled largely through the Byrne Foundation grant and the 2016-2017 monies that could carry forward. Instead of using the grant money and the extra set aside from 2016-17, the wish is that we continue to aggressively fundraise. Danelle Sims asked whether or not the Bookstock event will continue in the future. Denise answered that Bookstock
is not in the budget. Anne Marinello mentioned that there is a time crunch for the rest of the Woodstock community who want to continue Bookstock and asked when will Resource Development Committee might make their decision about North Chapel involvement. Susan and Denise replied that the Board and the Nominating Committee will be working to fill the Resource Development Committee so that those decisions can be made in a timely manner. The membership voted unanimously in favor of the 2018 North Chapel budget.

12. Focus on Our Future Update: Celebrate, Broaden, Deepen, Commit, Organize.
   a. Key accomplishments - Susan and Denise reported the following recent North Chapel accomplishments:
      * Finished 10 year commitment to Life and Hope.
      * Finished the ministerial search and Leon is here among us (yay!).
      * Finished a Capital Campaign raised $275,000 to go toward physical plant. 50 people from within the North Chapel and 50 people from without NOth Chapel donated quite generously.
      * Diane Mellinger has been Music Director at North Chapel for 20 years.
      * “Peggy Kannenstine made a presentation of a gift to Diane for her years of beautiful, musical leadership. Diane said that she has worked in the past at the Quechee church, at the Christian Science church, at the East Barnard church, the Episcopal church, the Congregational church; being here at the North Chapel has been a joy and thank you.
      * Expanded Geraldine’s role.
      * Welcoming and Engagement Committee and Leon’s efforts to welcome new members.
      * Divorce Support Group organized by Geraldine.
      * Yoga and Story time for PreSchool at the Library.
      * Social Justice discussions. Leon went into the Middle School.
      * Other deepening connections with each other through a variety of activities such as 8-Fold Path, Adult SE classes to be proposed, Evensong, Amazing Grays, weekly meditation.
      * Commitment to Climate Justice.
      * Committee Cafe and promotion of Best Practices through the BOard and the committees.
      * Susan noted that Nominating Committee will be looking for people to engage and join the Resource Development Committee to organize the North Chapel community for fundraising and other steps to reach the church’s financial goals.

b. Facilities for the future - Michael Stoner reported that the church received a $19,000 grant from the state of Vermont to fix the roof. That work will happen in the spring. At the January Board meeting, the Board accepted a bid from Colby and Tobiason for work done on the downstairs chapel and SE rooms. That work will begin on February 12. There is not yet a completion date. Michael noted that this work brings up unanticipated expenses. There is a plan to make some changes in the offices and the parlors. This spring there will be final grading and landscaping and replacing of the walkway from the parking in the back. Sherry Belisle asked why we can’t expand our parking in the back since we have lost parking across the street. Michael explained that the town won’t permit it based on the size of our property. Vassie Sinopoulos asked if there are any
plans to fix the parsonage and the barn. The answer was that there are no plans for fixing those buildings at the moment.

13. Remembrances. Sherry got up and read out the names of the North Chapel members and friends who passed away since last year’s Annual Meeting: Monique Van de Ven, Beverly Moody, Jenepher Lingelbach, Marilyn Spaulding, Lina Tans, and Patsy Matthews.

14. Expression of gratitude for special contributions. Anne Macksoud made a presentation thanking Deb Rice for her service on the Board, helping out with Bookstock, the Pizza Oven, Communications committee, and many other functions around the North Chapel.

15. Choir presentation*** (see above)

16. Unsung Hero - presented by Akankha Perkins. Akankha presented this award to Linda Galvao for volunteering in the community and showing kindness to those around her such as: collecting clothes for Silent Warriors, for filling Christmas stockings for children at the Haven, for organizing accolades for Geraldine when her father visited, for creating a fairy garden for Pru’s neighborhood children and many other kindnesses and community work.

17. Closing - Reverend Leon Dunkley taught those assembled a sung blessing to close the meeting.

Adjournment - Susan Inui made a motion to adjourn. Kevin adjourned the meeting at 1:15 p.m.

Respectfully submitted,

Hope Yeager
2018 Clerk of the North Chapel
ANNUAL REPORT OF THE FINANCIAL COMMITTEE OF THE NUCS

Members: Margaret Kannestine, Mark Auriema, Ann Wynia, and James Swift.

1. Social Justice Fund. The Committee was pleased to hear that the Brock family fund contributed $25,000 in 2018 to the Social Justice Fund at the “Party with a Purpose” event this summer. It is also anticipated that it will make a $25,000 contribution in 2019 and 2020 towards the Social Justice Fund. Additionally, the Byrne Foundation has made a $50,000 matching grant for the Social Justice Fund. It appears that the Brock contribution can be used as part of that match and that the Cenaday family made a $10,000 contribution to the Social Justice Fund in 2018, which can also be used as a match.

In prior discussions, the purpose of the Social Justice Fund is to subsidize the Society’s important outreach efforts to strengthen the community. It is designed to offset the deficit that the Society would otherwise incur as a result of hiring Geraldine to spearhead the outreach efforts. It was anticipated that approximately $125,000 would be raised that could be spread out over 4 to 5 years to compensate anticipated deficits of $25,000 to $30,000 per year. The hope would be that at the end of that time, the costs of the outreach programs, including salary, could be sustained through internal fund raising.

2. 2018 Budget. The Projected Budget deficit for 2018 was $24,050. It was anticipated that contributions for the Social Justice Fund (such as the “Party with a Purpose”) plus prior money carried forward from the Byrne Foundation 2016 contribution of $15,000 would cover the deficit. Because of the generous contribution of the Brock family and other fundraising activities, the deficit was more than covered and there is $19,000 positive cash flow that can be moved to the Social Justice Fund to help subsidize the Society’s outreach efforts in the future.

3. 2019 Budget. The Finance Committee is very concerned about the size of the projected deficit of $64,000 in the 2019 proposed Budget. The Committee was anticipating a Budget deficit in the neighborhood of $25,000 to $30,000 which would be covered by the Social Justice Fund. The deficit however, exceeds the $25,000 mark by $40,000. The additional deficit appears to be primarily a combination of a $20,000 shortfall in pledges and increased administrative costs of approximately $10,000. At this level of a deficit, the entire Social Justice Fund would be exhausted in the year 2020, rather than the anticipated endpoint of 2022. The Committee feels that the $64,000 deficit is unsustainable since it is highly unlikely that the Society can continue to obtain large grants of $60,000 per year on a recurring basis and it is unlikely that internal revenue sources can be developed to close that big of a gap. While the Committee certainly appreciates all the work and services that the Society has undertaken, it questions whether this is a sustainable model.

4. Status of Reserve Funds:

| Wells Fargo               | $70,171 (as of 12/31/18) |
| VT Community Fund        | $105,349.86 (as of 11/30/18) |
| Juntos Fund              | $7,330.12 (as of 11/30/18) |
# North Universalist Chapel Society
## Operating Income and Expense Statement
### January through December 2018

<table>
<thead>
<tr>
<th>Ordinary Income/Expense</th>
<th>Jan - Dec 18</th>
<th>Budget</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>43000 - Unrestricted Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>43100 - Pedges</td>
<td>155,955</td>
<td>155,360</td>
<td>100%</td>
</tr>
<tr>
<td>43200 - Fundraisers</td>
<td>50,152</td>
<td>18,000</td>
<td>279%</td>
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<tr>
<td>43300 - Loose Collection</td>
<td>13,951</td>
<td>16,000</td>
<td>93%</td>
</tr>
<tr>
<td>43400 - Rental income</td>
<td>7,125</td>
<td>9,000</td>
<td>79%</td>
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<tr>
<td>43500 - Reserve Fund</td>
<td>9,000</td>
<td>9,000</td>
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</tr>
<tr>
<td>43600 - Contributions</td>
<td>4,877</td>
<td>2,000</td>
<td>244%</td>
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<tr>
<td>43700 - Dividends/Refunds</td>
<td>307</td>
<td>300</td>
<td>297%</td>
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<tr>
<td>43800 - 2017 Carry Forward</td>
<td>12,691</td>
<td>13,000</td>
<td>98%</td>
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<tr>
<td>43900 - Grants</td>
<td>1,000</td>
<td>0</td>
<td>100%</td>
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<tr>
<td>43000 - Unrestricted Income - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total 43000 - Unrestricted Income</strong></td>
<td>255,643</td>
<td>221,660</td>
<td>116%</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>255,643</td>
<td>221,660</td>
<td>116%</td>
</tr>
<tr>
<td><strong>Gross Profit</strong></td>
<td>255,643</td>
<td>221,660</td>
<td>115%</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
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</tr>
<tr>
<td>24400 - Employee Benefits</td>
<td></td>
<td></td>
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<tr>
<td>24500 - GF pension Contribution</td>
<td>0</td>
<td>0</td>
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<tr>
<td>24600 - GF Pension</td>
<td>4,160</td>
<td>4,160</td>
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</tr>
<tr>
<td>24700 - GF Life Ins.</td>
<td>(28)</td>
<td>0</td>
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</tr>
<tr>
<td>24800 - GF medical premium</td>
<td>5,134</td>
<td>5,676</td>
<td>90%</td>
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<tr>
<td>24900 - GF dental ins premium</td>
<td>672</td>
<td>675</td>
<td>100%</td>
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<tr>
<td>24400 - Employee Benefits - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
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<tr>
<td><strong>Total 24400 Employee Benefits</strong></td>
<td>9,937</td>
<td>10,511</td>
<td>95%</td>
</tr>
<tr>
<td>25000 - Payroll Expenses</td>
<td></td>
<td></td>
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<tr>
<td>25100 - Wages</td>
<td>106,188</td>
<td>118,980</td>
<td>89%</td>
</tr>
<tr>
<td>25200 - Taxes</td>
<td>5,275</td>
<td>5,464</td>
<td>97%</td>
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<tr>
<td>25300 - Worker Comp Insurance</td>
<td>1,662</td>
<td>1,400</td>
<td>119%</td>
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<tr>
<td>25500 - Payroll Expenses - Other</td>
<td>10,148</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total 25000 Payroll Expenses</strong></td>
<td>123,273</td>
<td>125,844</td>
<td>98%</td>
</tr>
<tr>
<td>25400 - Minister Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25500 - LD Dental</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25600 - Professional Expenses</td>
<td>6,555</td>
<td>6,555</td>
<td>100%</td>
</tr>
<tr>
<td>25700 - Minister medical insurance</td>
<td>6,910</td>
<td>6,910</td>
<td>100%</td>
</tr>
<tr>
<td>25800 - Group term life</td>
<td>547</td>
<td>535</td>
<td>102%</td>
</tr>
<tr>
<td>25900 - Long term disability</td>
<td>804</td>
<td>800</td>
<td>101%</td>
</tr>
<tr>
<td>26000 - Pension</td>
<td>6,555</td>
<td>6,555</td>
<td>100%</td>
</tr>
<tr>
<td>26100 - In lieu FICA</td>
<td>5,015</td>
<td>5,015</td>
<td>100%</td>
</tr>
<tr>
<td>26200 - Housing</td>
<td>18,000</td>
<td>18,000</td>
<td>100%</td>
</tr>
<tr>
<td>25400 - Minister Expenses - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total 25400 Minister Expenses</strong></td>
<td>44,386</td>
<td>44,370</td>
<td>100%</td>
</tr>
<tr>
<td>51000 - Church Expense</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>51100 - Fuel/furnace</td>
<td>7,948</td>
<td>7,000</td>
<td>114%</td>
</tr>
<tr>
<td>51200 - Property Insurance</td>
<td>5,779</td>
<td>5,770</td>
<td>100%</td>
</tr>
<tr>
<td>51300 - Water/Sewer</td>
<td>770</td>
<td>900</td>
<td>86%</td>
</tr>
<tr>
<td>51400 - Repair &amp; Maintenance</td>
<td>9,031</td>
<td>10,000</td>
<td>90%</td>
</tr>
<tr>
<td>51500 - Electric</td>
<td>3,452</td>
<td>4,000</td>
<td>86%</td>
</tr>
<tr>
<td>51600 - Grounds</td>
<td>7,411</td>
<td>7,500</td>
<td>99%</td>
</tr>
<tr>
<td>51700 - Janitorial</td>
<td>2,163</td>
<td>2,000</td>
<td>108%</td>
</tr>
<tr>
<td>51000 - Church Expense - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total 51000 Church Expense</strong></td>
<td>36,552</td>
<td>37,170</td>
<td>98%</td>
</tr>
</tbody>
</table>
### North Universalist Chapel Society
### Operating Income and Expense Statement
### January through December 2018
### Cash Basis

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>Jan - Dec 18</th>
<th>Budget</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>51800 · Parsonage</td>
<td>1,601</td>
<td>5,200</td>
<td>31%</td>
</tr>
<tr>
<td>51900 · Water/sewer</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>52000 · Maintenance</td>
<td>1,601</td>
<td>5,000</td>
<td>32%</td>
</tr>
<tr>
<td>52100 · Furnace</td>
<td>0</td>
<td>200</td>
<td>0%</td>
</tr>
<tr>
<td>52200 · Electric</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>51800 · Parsonage - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total 51800 · Parsonage</strong></td>
<td>1,601</td>
<td>5,200</td>
<td>31%</td>
</tr>
<tr>
<td>70000 · Office Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>70100 · Installation</td>
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<tr>
<td>70200 · Website Host/Upkeep</td>
<td>830</td>
<td>900</td>
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<tr>
<td>70300 · Membership fee</td>
<td>268</td>
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<td>105%</td>
</tr>
<tr>
<td>70400 · Telephone &amp; Internet</td>
<td>1,205</td>
<td>1,200</td>
<td>100%</td>
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<td>70500 · Merchant Account Fees</td>
<td>162</td>
<td>150</td>
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<tr>
<td>70600 · Supplies</td>
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</tr>
<tr>
<td>70700 · Vanco</td>
<td>374</td>
<td>400</td>
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</tr>
<tr>
<td>70800 · UJA / NER</td>
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<td>2,000</td>
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</tr>
<tr>
<td>70900 · Postage/Printing</td>
<td>187</td>
<td>300</td>
<td>62%</td>
</tr>
<tr>
<td>71000 · Quick Books</td>
<td>904</td>
<td>800</td>
<td>113%</td>
</tr>
<tr>
<td>71200 · Copier</td>
<td>4,275</td>
<td>4,010</td>
<td>107%</td>
</tr>
<tr>
<td>70000 · Office Expenses - Other</td>
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<td>0</td>
<td>0%</td>
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<td><strong>Total 70000 · Office Expenses</strong></td>
<td>12,361</td>
<td>12,515</td>
<td>99%</td>
</tr>
<tr>
<td>91000 · Spiritual Exploration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>91100 · Travel expenses</td>
<td>276</td>
<td>300</td>
<td>92%</td>
</tr>
<tr>
<td>91200 · Community Outreach</td>
<td>650</td>
<td>500</td>
<td>130%</td>
</tr>
<tr>
<td>91300 · Child care</td>
<td>732</td>
<td>550</td>
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<td>91400 · Training</td>
<td>1,000</td>
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<td>100%</td>
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<tr>
<td>91500 · Art/stree rent</td>
<td>264</td>
<td>440</td>
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<tr>
<td>91600 · Supplies</td>
<td>212</td>
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<tr>
<td>91000 · Spiritual Exploration - Other</td>
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<td>0%</td>
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<tr>
<td>92000 · Music</td>
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<td></td>
<td></td>
</tr>
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<td>92100 · Special Music</td>
<td>800</td>
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<td>92200 · Supplies</td>
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<td>600</td>
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<tr>
<td>92000 · Music - Other</td>
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<td>0</td>
<td>0%</td>
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<td>93000 · Membership</td>
<td></td>
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<tr>
<td>93100 · Welcoming Committee</td>
<td>0</td>
<td>200</td>
<td>0%</td>
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<td>93200 · Recognition</td>
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<td>93300 · Coffee</td>
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<td>93400 · Outreach</td>
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<tr>
<td>93000 · Membership - Other</td>
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<td><strong>Total 93000 · Membership</strong></td>
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<td>94000 · Worship</td>
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<tr>
<td>94100 · Advertising</td>
<td>0</td>
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<td>94200 · Supplies</td>
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<tr>
<td>94300 · Minister's substitute</td>
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<td>600</td>
<td>83%</td>
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<tr>
<td>94000 · Worship - Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total 94000 · Worship</strong></td>
<td>1,006</td>
<td>1,600</td>
<td>63%</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>235,672</td>
<td>245,710</td>
<td>96%</td>
</tr>
<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>19,971</td>
<td>(24,050)</td>
<td>(83)%</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>19,971</td>
<td>(24,050)</td>
<td>(83)%</td>
</tr>
</tbody>
</table>
North Universalist Chapel Society  
Statement of North Chapel's Financial Position  
As of December 31, 2018  
Cash Basis  

| ASSETS | | Dec 31, 18 |
|--------|--------|
| **Current Assets** | | |
| Checking/Savings | | |
| 1100 - People's Checking | | |
| 1101 - Checking Residual | 778.46 |
| 1116 - Capital Campaign 2017 | 79,223.89 |
| 1116 - Classical Concert | 2,000.00 |
| 1126 - Minister's Fund | 2,976.34 |
| 1135 - Permaculture Garden Grant | 1,782.14 |
| 1166 - Social Justice | | |
| Byrne Foundation 2016 | 15,000.00 |
| Canaday Family | 10,000.00 |
| **Total 1166 - Social Justice** | 25,000.00 |
| **Total 1100 - People's Checking - Other** | 63,980.30 |
| **Total 1100 - People's Checking** | 175,741.13 |
| Wells Fargo Reserve | 70,170.84 |
| VT Community Foundation | 105,312.89 |
| Jantos Fund | 7,298.43 |
| **Total Checking/Savings** | 358,523.29 |
| **Accounts Receivable** | | |
| Accounts Receivable | -23,396.49 |
| **Total Accounts Receivable** | -23,396.49 |
| **Total Current Assets** | 335,126.80 |
| **TOTAL ASSETS** | 335,126.80 |

| LIABILITIES & EQUITY | | |
| Liabilities | | |
| Current Liabilities | | |
| Other Current Liabilities | | |
| 24000 - Payroll Liabilities | | |
| 24100 - Federal Taxes (941/944) | 2,995.84 |
| 24200 - VT Income Tax | 594.62 |
| **Total 24000 - Payroll Liabilities** | 3,591.46 |
| **Total Other Current Liabilities** | 3,591.46 |
| **Total Current Liabilities** | 3,591.46 |
| **Total Liabilities** | 3,591.46 |
| **Equity** | | |
| 32000 - Unrestricted Fund Balance | 395,104.59 |
| Net Income | -63,569.25 |
| **Total Equity** | 331,535.34 |
| **TOTAL LIABILITIES & EQUITY** | 335,126.80 |
Hearts are strengthened by the squeak of snow-wet sneakers in the sanctuary. That sounds means that we’re doing something right. Please allow me to explain my poetry.

The Minister’s Annual Report for 2018 began in a similar way. Its first words were these: “Sing in the sanctuary. Swim in the river. Make fresh, wood-fire pizza and share it with friends.” This was also poetry. I was a kind of code that referenced my three goals for ministry at that point. “Singing in the sanctuary” meant engaging a joy-based model of spiritual growth. “Swimming in the river” meant just that if one young and named Graham or Jane. If one is not named Graham or Jane and if one is only young at heart, “swimming in the river” meant exploring the spiritual importance of living in peace and working passionately for justice. “Making fresh, wood-fire pizza and sharing it with friends” is and is not poetry. These words were not poetry because they were literally true. These words actually meant exactly what they said—making fresh, wood-fire pizza and sharing it with friends. These words were also poetry. They meant that we should make a practice of being of service to the larger world. We did all of these things this year and more.

Through its many programs, North Chapel shows itself as a lovely community of growth. Within this community, it is possible to ask questions of ourselves and of one another about mindfulness, spiritual exploration, spiritual growth and wellbeing, justice, renewal, meaning, community, history, theology, injury, recovery and irretrievable loss. Its sanctuary holds space for rites of passage—birth, death and transition, committed relationship and marriage. It is a powerful house of worship and is important in the town of Woodstock and beyond.

Telling the story of this powerful house of worship will be a new brochure describing our Pathway to Membership (and Leadership). For months, the Membership Committee and Welcoming and Engagement Committee have been meeting together. We have been working on figuring out how to articulate the journey that begin with an interest in North Chapel and culminates by beginning
again with a commitment to leadership. There had been struggles between the
charges of these two committees because they necessarily overlap. They are
extensions of one another. We are trying to reorient our energies and position
them constructively by imagining four phases of development—the initial interest
phase or The Doorway, the getting more involved phase or Engagement, the soul
work phase or Deepening and the deepest phase of commitment and service or
Leadership. Most leaders will never serve the church directly but everyone has
the opportunity to learn to lead.

A Joy-based Model of Spiritual Growth

This year’s Annual Report begins with an example of joy-based, spiritual
growth—the squeaking sounds of snow-wet sneakers in the sanctuary of North
Chapel. I had mentioned that sound during Joys and Concerns in one of this
winter’s Sunday services. One of the members of North Chapel joyfully created
this sound on her way to the chancel. In the face of the tragedy at the Tree of
Life Synagogue in Pittsburgh, this church member offered words about lightness
and hope. She was brave, playful and decidedly positive. It was a lovely act of
faith.

My mention of that sound had to do with my reflections on the gifts that
my father has given me over the years. As he reaches the end of his life, it is his
brave, playful and the decidedly positive energy that is becoming my spiritual
inheritance...even though I am not a fan of basketball. My father surely is. He
was the co-captain of his college team at Pratt. That part of his brave, playful
and the decidedly positive energy is part of the spirit of this church is something
that makes him deeply happy. Forgive me my indulgence but my father is a deeply
spiritual Unitarian Universalist. He and we are part of the same tradition of faith.
This is the very meaning of tradition.

Spiritual growth requires spiritual leadership. On October 27,
representatives from the Unitarian Universalist Association (UUA) offered an
event that is called Claiming Our Spiritual Leadership—Faithful, Effective
Practices for Boards, Staff and Volunteers. Denominational work is important. I
am that we engaged so deeply. Leaders from UU churches, fellowships, meeting
houses and societies from all over the state came to participate in this event. It was great to meet our nearby UU neighbors and those who came from as far away as Derby Line. It will be great to network with them in the coming years. The UUA described their workshop as follows.

DESCRIPTION
A workshop designed for boards, committees, church staff, newly nominated or elected leaders, and longtime volunteers who want to tap their individual and collective power for living into the mission and purpose of their congregation.

PRESENTERS: Your New England Region UUA Staff Team
As leaders in your congregation, do you sometimes feel your church commitments are more like chores than a joyful expression of your faith? Are you collectively worried about having enough time, money, volunteers, members? Do your people long to deepen or recapture their connection to each other, to spirit, to purpose? Do you have a vision for change but feel unsure how to bring it about or express it in a way that will be welcomed?

A joy-based model of spiritual growth benefits from solid worship services. This year, Sunday services have been quite lovely. I enjoyed listening to the October 14th service, Return to Heart Mountain by Susan Inui. I had planned to incorporate some of its message into the October 28th service—and had communicate with Susan about that possibility—but the Pittsburgh shooting displaced that effort. I hope to find a way to bring those thoughts into a different reflection.

On November 4th, the Worship Committee met off-site for a three-hour retreat. It was beautifully organized by Don Ransome. It was an excellent experience. We created exercises to better understand the spiritual needs of our community. The Worship Committee was highly energized after our time together. We did an evaluative exercise that was revealing and informative. I wonder if we might try it sometime.

Throughout the Retreat, we were mindful of the fact that Don Ransome and Shoshana Silverman will be rotating off of the Committee and that Moira Notargiacomo and Clara

Gimenez will soon be joining us. We were also mindful of the fact that Mary Blanton and Stephanie Kyriazis will be moving into positions of leadership.

Living in Peace, Working for Justice

Cornel West said, “Justice is what love looks like in public.” North Chapel is a beacon of love and justice in the community. On Thursday, the 15th of February, at 10:01am, we received a message from a Woodstock resident asking, “Is there any prayer service for the people in Parkland today?” The shooting at Marjory Stoneman Douglas High School in Florida had taken place the day before. Having seen North Chapel’s response to the shooting in Las Vegas the October before, she reached out to us to find a place to rest her soul. It is important to respond prayerfully in times of tragedy but it’s hardly enough. It may not stop the next tragedy from happening but it will keep us together as a community.

After Pittsburgh, Shir Shalom opened its doors to the larger community. Many people from North Chapel went over to show support. Tears of gratitude were shed as we entered their sanctuary. Together we sang Olam Chesed Yibaneh. The English words were these:

I will build this world on love... Lai, lai, lai, lai, lai, lai...
And you will build this world on love... Lai, lai, lai, lai, lai, lai...
And if we build this world on love... Lai, lai, lai, lai, lai, lai...
Then, God will build this world on love... Lai, lai, lai, lai, lai, lai...

There are many ways to build this world on love—musical performances in the sanctuary, Pizza Night, contemplative practice, Red Flannel Hash, etc. This is what it means to live in peace and work for justice. Working for justice in a spiritual way allows the work to become sustainable.

This year, we initiated a program called The Healing Tools of Justice. It was a justice experiment with two streams of engagement. The first stream was called The Healing Circle. It was a public prayer of compassion to honor that which is hurting and that which is in need of healing in our lives. From these Circles, private, pastoral meetings were generated. The Healing Circles made the need for a skilled Pastoral Care Team even more visible. We are working on this now. Such a team will be helpful in canvassing the needs of our congregation as well as providing some measure of the care and attention. It is healthy to have an
ongoing, public conversation about those whose lives are challenged by infirmity or are nearing their ends.

The second stream of engagement was called the Justice Seminars. This was an ongoing, bi-monthly workshop series that made use of popular and documentary films, selected readings as well as group and individual reflections. It explored the question: How might we best take action and engage in the work of justice as a community of faith?

**Being of Service to the Larger World**

Strengthening Families and Building Community has been the strongest and most effective arm of this aspect of church experience. In addition to SF/BC, on Sunday, October 21, Unitarian Universalist kids from Hartland, Norwich, Strafford and Woodstock gathered together for fellowship pizza!! Ken Woodhead agreed to cook for that occasion. He had many assistants. It is hoped that we can create a small cohort of Upper Valley UU kids who can know one another and grow together.

I am so thrilled about Pizza Day. It was so much fun to get everyone together. We were a bold group and a cold group making pizzas outside. We were assisted by a team of fire keepers—Jeff Dent, Chris Lloyd, Neil Marinello and Laurent Louis. Ken Woodhead and Bob Williamson (who recruited himself) did the lion’s share of the cooking. We are working to continue and expand this effort.

North Chapel was of service to that larger world in other ways. One woman, after the Sunday service on September 30th, shared her feelings with me. She said, “I have a tomato in my pocket and if you didn’t talk about what was happening in Washington [the Kavanaugh Confirmation Hearings], I was going to throw it at you! I’m glad that you did.” She was friendly. She had a smile on her face and she seemed grounded. I asked her if she really had a tomato and she
said, “No.” And she was not alone. Here is a copy of an email that I received after the service on October 7th.

I am myself a non-theist Quaker. That is, I don’t think we have a god to protect us. We have each other. And now I am inspired to copy to you something I read some time ago, because I think you will respond to it too. Funny, it is a clipping from the Times about 2 inches by 1/2 inches, a quote from an Auschwitz survivor:

“We didn’t see God when we expected him, so we have no choice but to do what he was supposed to do: we will protect the weak, we will love, we will comfort. From now on, the responsibility is all ours.” As one thing leads to another, here is Leonard Bernstein after 9/11, “Our response to violence will be to make music more intensely, more beautifully, and more devotedly than before.” And another, “I don’t believe in god, but I do believe in the human predicament.”

Thank you also for the beautiful font you use for your writings. I hope to see you again.

Marge Vandervoort

I believe that this is a very good sign. North Chapel has responded constructively to what is taking place in the world. Scripture is the Holy Bible, the Torah and the Koran as much as it is the Gita, the Mahabarata, the Washington Post and the New York Times.

After the Kavanaugh reflection, a gentleman came forward and shook my hand as he was leaving the Sanctuary. He squeezed firmly and did not let go. He said, “I am not like you.” He explained that he was a conservative Republican and that he had never been more ashamed. There is a moment of real leadership, spiritual leadership that is before us. We would do well to figure out how to take advantage of it.

Last year, North Chapel held a Passover Seder that was led by Dov and Judith Taylor. We were in right relationship with Shir Shalom when we did that. It set the stage for future possibilities. This year, we are trying to organize a Freedom Seder to be held in the Library. This Seder is to be intentionally non-denominational. This will be a chance for us to get beyond our walls. [FYI, North Chapel was represented in our state’s capital, Montpelier. On February 21st, we offered a Devotional (a non-denominational prayer) to the House of
Representatives. Three weeks later, on March 15th, we were invited back by Allison Clarkson to address the Senate.

The Justice Seminars have been consistently amazing. We used excerpts from Shakespeare's *Hamlet* to talk about the idea of justice, to cleave it from the idea of vengeance. We have been able to get to some rather elegant places. We have been able to hold the energy that can inform how North Chapel participates in the work of justice moving forward. Ken Woodhead has offered his skills to this event as well. He will be absent from the fourth seminar and I will have to make up the difference. I'm not Ken Woodhead but I can make a decent soup.

The Healing Circles have been amazing. They have served a need that we need not know was there. Another set of Healing Circles will return in the spring.

North Chapel has been highly engaged in the community. We were visibly present at the Deep Change. The conference gathered people from across Vermont and all across New England. A company filmed it to the ends of making a documentary. There were radio and television interviews and almost 150 in attendance. Our participation in this and in John Brown Day lets it be known that North Chapel is increasingly of service in the wider world.

In the future, I hope that we might consider what Sherri Mitchell shared about justice in the Deep Change conference that just took place. She encourages us to consider that justice work starts from an inner transformation. It is not an urgent fixing of that which is outside of us. It is a loving and healing gesture of kindness and compassion. She told the story of the grandmothers at Standing Rock who risked their lives by standing before fracking trucks and pipeline engineering vehicles with so much love in their hearts that one of the truck drivers searched for and found that grandmothers later that evening and burst into tears, asking them for help in finding him a new way forward.

North Universalist Chapel Society's installation of its 36th minister was a beautiful ceremony. It magnified the integrity of its membership and it amplified the warmth of its embrace. We are all made stronger—those of us who are already supported by North Chapel, those of us who have already committed to it financially as well as those for whom a North Chapel connection may become more real in the future—we are all made stronger from the gestures of loving communities coming together to affirm the power of the church to lead with love.

Colleagues came from all over the place. The Reverends Dowdall, Javier-Duval, Feder and Stockman came from the north (from Burlington, Montpelier
Middlebury and Barre respectively). The Reverends Appel, Bartel and Gardner, Bartlett, Carvill Ziemer, Friedrichs, Lynes, the Sammler-Micheals and Silberman-Bunn came from the south (from Brattleboro, Schenectady, Sterling, Easthampton, Media, Sterling, Monclair and Blue Bell respectively). The Reverends Hawkins, Hunter, Pierce, McKusick-Liscord and Ward came from the east (from Boston, Portsmouth, Reading, Milford in NH and Milton in MA). The Reverends Anderson and Kaminetzky came from the west (from Walnut Creek in CA and from Edmonds, WA). Father Michael Auginowitz and the Reverends Groff, Sawyer, Whitfield came from Woodstock and its environs. North Chapel's gentle message of love is being carried back to all of these places and, as I have been learning, enriching the lives of those that the Ceremony touched.

Laying On of Hands, is not about the minister. Those of us who forget this (or choose to ignore it) immediately lose the power of its gesture. Power is conferred upon the shoulders of the installed but it resides—before, during and after the ritual—in the hands of the congregation. It is only the agreement to come together, to reason together, to love together and to speak as one...it is only this agreement that is power. Knowing this, the installed minister (and, truly) any and every one of us leverages this power in the world. The stole, the robe, the collar, the degree and the rituals of affirmation formally recognize a power and consolidate a power inside the minister but this is a contrivance. It is an agreement we make with the culture in which we live. It is an agreement with the bright faith that nurtures us and an agreement with the deep faith that carries us forward into action.

All of us together are the voice of North Chapel.
Buildings and Grounds - Annual Report 2018

Members: Gina Auriema - Chair, Jenny Gelfan - Secretary, Ralph Lancaster, Don Ransom, George Wohlgemuth, Agata and Redak Marzec, our sextons

Mission Statement: To maintain through daily practice, preservation and improvement, the physical plant and grounds of our church and parsonage.

In January we thanked Jack Nelson and Vassie Sinopoulos for many years of dedicated and valuable service.

Decorating for the holidays is the responsibility of B&G, so our year always begins with the dismantling of the Christmas tree that was cut installed and decorated in December.

The winter months also involve oversight of the shoveling and plowing of the grounds and the interior maintenance during the most challenging season of the year. This sometimes involves frozen pipes which it did this year. During a long deep freeze in late December and early January, both Green Mountain Plumbing and Dlmick Septic had to be called in to repair a frozen pipe that lead to the toilet in the Narthex.

In January CTWK’s begin their season of weekly dinners, so we undertake some oversight and ongoing communication with them. This year it meant meeting with their new director, Pieter Bohm to discuss improved communication and ways to work together successfully. One thing we did was revise their contribution to heating the space they use in the parsonage.

Construction on the chapel began in the winter and although this wasn’t a Buildings & Grounds project, it was co-managed by our committee chair so a lot of energy and concern went into the successful completion of the renovation.

We had a new sign made for our minister - and hung before Leon’s installation.

In June we purchased a new John Deere ride on mower for the grounds.

In July, while the new roof was being installed, we had Jancewicz & sons replace the vent pipe on the Sanctuary roof and install a snow guard to prevent it from being destabilized in the future.

Our greatest accomplishment for the year - in August we had the sanctuary floors sanded and refinished by Brown’s Flooring. What a big project! Gladly we do this only every 15 years or so.

In November, new carpeting was installed in the Social Hall foyer and in the hallway leading to the new chapel and S.E. room.

Don singlehandedly completed the Music Room Improvement Project which involved scraping, painting, cleaning, building and redesigning the storage area for Diane’s collection of music. In addition, he scraped and repainted the stairway leading to the area above the Narthex.

He also completed work on the sanctuary windows where new glazing and painting was required.

A comfort height toilet was installed in the handicapped access bathroom behind the sanctuary.

Had a mold assessment done by Green Home Solutions - follow up to happen in 2019.

Parsonage fascia was replaced. During the winter, the ice and snow tore off the rain gutter and fascia of the parsonage, so the fascia had to be replaced. Work was done by one of Frizzell’s carpenters.

The stonewall and walkway were completed during the summer months and the landscape was prepped for planting that will happen in 2019.

In December, we decorate the sanctuary. Once again, our Christmas tree was cut from Russell Crane’s farm. We were sorry to hear of Russell’s passing in November and were honored to dedicate our beautiful tree to his memory.
Besides completing these specific goals, we continually met other responsibilities and duties such as unclogging frozen vent pipes and toilets, buying and installing door mats, overseeing plowing and shoveling, work on a new rental policy, constant tidying up of our interior spaces and removing "stuff" that would be better off at RECOVER, or the Haven or the dump, oversight of kitchen use (composting, cleaning grease trap, monitoring mice activity, etc) restoring heat, miscellaneous grounds clean up, flower boxes, boiler inspection, renewing heating oil contract, decorations for Easter and Christmas and responding to a variety of requests regarding our building or grounds.

Gina Auriema, Chairperson B&G
Building Renovation Task Force: Report for 2018

During 2018, we made significant progress on our building renovations:

- We contracted with Colby & Tobiason builders for construction and they finished work on the SE Room and the Chapel in August.
- Jancewicz & Son installed new a new roof over the Offices and Parlors and replaced damaged flashing and siding.
- Tom Havill completed excavation in the rear of the church. In the fall, he built a retaining wall and seeded the rear lawn. He also created a contoured walkway, which was then blacktopped.
- The work on the Offices and Parlors was postponed to June 2019 Demolition and construction will take place in the summer when there is less demand for these spaces.

Roof

Jancewicz & Son started and completed installation of a new metal roof over the Offices and Parlors in May. When they ripped off the old metal roof, they discovered that it had been installed over shingles. These had to be removed before the new roofing could be installed, resulting in an additional charge of $2,261.

We received a grant from the Vermont Division of Historic Preservation for the roof project, which reimbursed $19,102.50 of the $41,142.00 project total.

[When the roofing crew removed the shingles, they found the date 1927 written on the roof deck, which is when the shingles were installed. We can guess that the metal roof was put down sometime in the 1950s.]

Renovation of Chapel/SE Rooms

In February, the board accepted a bid from Colby & Tobiason for construction and work on the Chapel and SE Rooms began in late February.

This project involved complete demolition of the interior spaces in both rooms; rebuilding the floor; insulating the floor and adding extra insulation to the walls; adding extra insulation to the windows; installing new drywall and flooring; repairing damage to the outside clapboard; finishing and painting; and building new entrances to both the SE Room and the Chapel. The contractors repaired some damaged beams and posts on the western side of the building. As part of this project, we also blew foam insulation into the area underneath the church office, sealing and insulating the floor and crawl space. This work was completed in early August.

Excavation

The excavation in the rear of the building, which Tom Havill began in 2017, was completed in the fall of 2018. The entire project involved digging trenches; laying pipes for drainage; installing a moisture barrier around the foundation walls; installing two dry wells; and hooking up the drainage pipes to the dry wells. This means that water will now be directed away from the building, rather than flowing into the foundation or the crawl space under the Chapel, helping to solve persistent moisture problems. In 2018, Tom finished the grading, poured a
concrete pad to facilitate entry into the Chapel; laid a stone retaining wall; and seeded the rear lawn. We'll landscape this area in spring.

Renovation of Parlors and Offices

Because the work on the lower level took longer than anticipated, we decided to postpone the renovation on the Parlors and Offices until June 2019. This project involves some major logistical challenges before it begins: cleanup of the closets and storage areas; relocating offices; etc. It also involves demolition and construction that will make much of the Offices and Parlors space, including the corridor and the office entrance, largely inaccessible. In addition, we want to do all the work at once for efficiency and cost reasons. Therefore, it makes sense to schedule the project when there is less demand for meeting space and Geraldine and Leon are both using their offices less frequently.

In August, all the pews were removed from the Sanctuary so the floor could be sanded and refinished.

Respectfully submitted,

Gina Auriema and Michael Stoner

14 January 2019
Communications Committee Annual Report 2018

Communications Committee currently consists of Marcia Peterson, Deb Rice, Laurie Marshall, Geraldine Fowler, and Wendy Smith. The Communications Committee met a handful of times over the 2018 period.

The Communications Committee goal is to support and improve the way information is shared with North Chapel Members and friends by collaborating with Geraldine Fowler, Church Administrator, who prepares and produces most of the North Chapels communications such as: the monthly Quest, and weekly In Touch, the Order of Service for each week, maintains a data base of members’ email addresses in Constant Contact and the church database in Filemaker, sends out special announcements from the Board (and others with special content from board representative), post weekly reflections online on the North Chapel Website, administers various facebook pages on behalf of the North Chapel these include a page for the North Chapel, the Winter Farmers Market and a private group for SE Families, posting weekly information on the area listserves such as Pomfret, Woodstock, Bridgewater and Upper Valley. Geraldine also serves as secretary for the committee by consensus.

The North Chapel continues to be a Woodstock Chamber of Commerce Member, and our events are now also listed on the Chamber Website and various other event calendars in the area.

The rest of the committee act as a sounding board and a brainstorming group. The group also advises and participates in updates, and monitoring the website content for updating. This year we continued to create, modify and update some of the tabs on the home page, and established links between pages for easier navigation.

Wendy Smith continues to beautifully manage the bulletin board in the social hall. Thank you Wendy!!

Communications Committee helped to promote various events happening at the North Chapel this year including Eugene Friesen concert and Western Wind Concert.

Jenny Gelfan donated a new A frame sign that can be used for events. Thank you Jenny.

The committee agreed to do away with bulk mailing the Quest. We will encourage folks to access the Quest online. We will have a handful of paper Quests available in the building and can mail the Quest to those folks who are unable to access it online or pick up at the North Chapel. This will greatly save not only financial resources but employee and volunteer time and is more sustainable for our earth. Marcia created a postcard template to mail to those who received the paper Quest in the past to remind them to access it online, pick up a paper copy at the North Chapel or contact Geraldine to be added to the mail list.

We will be looking into redesign of the website and will work closely with Rev. Leon around his vision for this. We are currently looking for North Chapel Members or Friends who might have experience with website design.

Respectfully submitted by Geraldine Fowler (Communications Committee Secretary)
Contemplative Practices Committee: Report for 2018

Due to the generosity of many donors, the North Chapel was able to complete the first phase of an extensive renovation project in September. An integral part of that work was the creation of a dedicated space for meditation and contemplative practice — The Chapel.

In September, the North Chapel Board of Trustees formally commissioned a Contemplative Practices Committee to nurture and support the community’s interest in meditation and contemplative practice. The stated mission of the CPC is: “... to foster opportunities for authentic spiritual practice, instruction, and community focusing on meditation and contemplative practice for the North Chapel community and the greater Woodstock community.” Members of the CPC are Anne Dean (board representative); Veronica Delay; Charity Lee; and Michael Stoner.

Activities in 2018

1. Ongoing Meditation Opportunities

Many people love meditating in a group: it’s supportive of one’s own practice and there’s a lovely feeling about sharing silence with others. We offer five opportunities to practice with others every week:

- Open sits, where anyone with a meditation, prayer, or contemplative practice is welcome to come and sit quietly with others and there is no instruction on Tuesday, 5 pm (40 minutes); Wednesday, 8 am (40 minutes); and Friday, 8 am (40 minutes).
- Guided meditation followed by Oneness Blessing, on Thursday afternoons at 5:00 pm.
- And the Chapel is open on Sunday morning at 9:00 am for anyone to drop in and meditate for as long as they wish.

2. Introduction to Meditation

In December, Anne Dean and Michael Stoner offered an Introduction to Meditation class. This session was designed to help those unfamiliar with meditation to understand why and how they can begin a meditation practice by sharing a number of different simple techniques for meditation practice.
3. Oneness Events

The Oneness Group has held three Saturday or Sunday afternoon special events with 12 to 15 people in attendance at each.

4. The Peace Festival

The Peace Festival was offered for the first time and drew an attendance of 51 people. (This was held in the Sanctuary due to the number of people)

Activities for 2019

We began the year with a community blessing of the Chapel on January 6.

We'll continue to offer the meditation opportunities each week. And we're exploring how to share other meditation techniques and opportunities with the North Chapel community and our larger community.

Respectfully submitted,

Michael Stoner

14 January 2019
The Jantos Fund Annual Report 2018

The Jantos fund is designated for the discretionary use of the minister of the North Chapel Universalist Society, working in consultation with a small advisory group appointed by the North Chapel Board of Trustees, to provide emergency or transitional support to individuals and families in the greater Woodstock community. Priority will be given to supporting members or friends of the North Chapel.

The funds are to be used to provide onetime, short term assistance to individuals facing hardship (e.g. temporary homelessness; needing to escape an abusive family situation; unexpected inability to pay for heat or utilities; requiring emergency counseling or support; etc.). Funds may also be used to support specific individuals or organizations for needs aligned closely to the North Chapel’s vision of social justice.

Over the course of the last year, we have helped five families. The total amount of these requests being $1,106. Requests range from help with food, shelter for the homeless, gas money, rental deposit, back rent due. We have collaborated with local churches such as Our Lady of the Snows and St. James and organizations such as Kings Daughters, Ottaquechee Health Foundation and the Community Wellness Coordinators to better assist those in our community.

Respectfully submitted by Geraldine Fowler
MEMBERSHIP COMMITTEE ANNUAL REPORT 2018

We have 195 members listed with 150 active. Six people joined the membership since last January: Millie Cole, Jeff Dent, Laura Foley, Clara Gimenez, Richard Fox and Ed Walters. We lost members Patsy Mathews and Bill Ellis. Also gone are friends Shirley Bayer, Bob Richards and Emily Hawkes.

The newest directory was issued in September. It's a task undertaken by Ann and Geraldine.

Three "new members" meetings were held in September. We enjoyed 2 Circle Dinners in January and March.

We appreciate Jenny Gelfan for writing bios in the Quest of those new to our congregation, Ann Wynia for creating name tags and Geraldine for always being helpful.

Fran Lancaster
Joanna Garbisch
Ann Wynia
Joan Harvey
Sherry Belisle, chair
Music and Worship Committee Annual Report for 2018

The Music and Worship Committee has had an evolutionary year and we recognize that we are at a transitional time in our history as a committee and as a congregation.

We continue to honor our core mission statement which is “To ensure that the preparation and delivery of worship services are of the highest quality, that they connect with both head and heart, that they endeavor to contribute to the well-being of all people present and that they reflect our church’s values as represented by our seven basic principles.”

Committee activities: We recently revised and clarified the details of our governance structure. We shared a half day retreat in early November in order to deepen our understanding and our relationship to the dynamic of “worship.” The committee has continued its focus on creating monthly worship themes and we are currently deep into the planning of the themes for 2019.

We are very happy with the growth of our relationship with Leon. He continues to be a creative, energized, gentle presence with a deep caring for his work and we directly benefit from that caring.

We continue to be responsible for supplying Service Coordinators for all Sunday services and for supplying guest reflectors for approximately 20 Sundays during the year when Leon is out of the pulpit. We are deeply grateful for the generous souls who share themselves with us as Guest reflectors and also for those members who are willing to step up each week as Service Coordinators.

In that same spirit we are also grateful to our Music Director Diane Mellinger for her excellent work in bringing beautiful and meaningful music to our Sunday services in her capacity as Choir Director, Organist, Pianist, Accompanist, Arranger and booking agent for those Sundays when she isn’t present. The following report is a brief music summary for the year from Diane:

I would like to express my gratitude for another wonderful year of music at the North Chapel. There are now 30 regular choir members who
donate their time on Wednesdays and Sundays, with earnest effort and general good humor. The choir feels in many respects like a caring and congenial family. We were all saddened by the loss of Bill Ellis and Shirl Bayerle, and remember their steady presence in years past. As well as the choir, there were contributions by many other musicians, offering their talents during regular services and Christmas Eve. They include Pierre Fournier, Don Ransom, Amy McElroy, Kathleen Dolan, Mark van Gulden, Laurie Marshall, Zack Danziger, Rowley Hazard, Sandi Anderson, the Western Wind, Eugene Friesen, the Music at the North Chapel 2018Traver/Clark family, Leon Dunkley, and David Ross.

Thanks also for John Atwood’s attention to our historic organ. He continues to keep it in good repair.

Respectfully submitted by
Diane Mellinger 1/7/19

Membership on the Music and Worship Committee as we begin the New Year consists of Mary Blanton (co-chair), Stephanie Kryiazis (co-chair), Hope Yeager (recording secretary), Anne Marinello, Moira Notargiacomo, Clara Gimenez, Laura Leavitt in addition to the Minister and the Music Director. Don Ransom and Shoshana Belisle rotate off the Committee as of the Annual Meeting.

Respectfully submitted by
Don Ransom 1/9/19
Resource Development Committee
Annual Report for 2018

A newly constituted Resource Development Committee began its work in the second half of 2018. In early 2018, the Board of Trustees outlined roles and responsibilities for this new committee (document attached) and, with the help of the Nominating Committee, recruited committee members. Current members are: Susan Inui, Denise Lyons, Deb Rice, and Wayne Thompson. Richard Waddell serves as board liaison to the committee. Danelle Sims, a very helpful and active member, served on the committee through October.

The committee’s primary responsibility is to oversee the various streams of funding that support the North Chapel’s operations and programs: events, stewardship drive, rentals, planned giving, and foundation/major donor proposals.

A couple of highlights from the year:

• We received a matching grant of $50,000 from the Byrne Foundation to support the North Chapel’s Strengthening Families, Building Community initiative. By the close of 2018, we have raised sufficient funds and received sufficient pledges to ensure that we can meet the Byrne challenge by the September 2019 deadline. These monies are held within the Social Justice Fund and will be allocated over several years to support operational and program expenses for Strengthening Families, Building Community.

• Rick Fiske and Kathy Fiske took charge of the Stewardship Drive this year, with support from Fran Lancaster, Moira Notargiacomo, and Ann Wynia. Susan Inui served as liaison from the RDC and Richard Waddell served as board liaison. This team organized a professional campaign and conducted it very sensitively. The RDC is very grateful for their leadership and hard work. (Amount raised: as of 1/4/2019 $138,941)

• Although the Party for a Purpose was held just prior to the official launch of the RDC, the committee wants to acknowledge the success of this event and the efforts of the team who led it: Barbara Bartlett, Susan Inui, Denise Lyons, and Anne Macksoud. The monies raised from this event are being held in the Social Justice Fund and will be used for operational (staffing) and program expenses associated with Strengthening Families, Building Community. The RDC is seeking volunteers to lead and support this event in 2019, which is scheduled for June 30. (Amount raised: $35,164)

• We want to acknowledge all those who contributed to fundraising events throughout the year. Knowing that we can’t name everyone, we want all who organized, worked on, and supported these events to know that your efforts ensure that the church continues to provide the various activities we all value. We know that events are hard work, but we also hope you had some fun in making them happen! Thank you for the Wreath Sale, Red
Flannel Hash Dinner, Western Wind, the Pancake Breakfast, Reiki Training, Broken Plates Workshop, and the Winter Farmers’ Market. (Amount raised: $15,008)

In addition, we will receive ½ of the proceeds from the January 13, 2019 dance, poetry, and music performance organized by Peg Brightman. (GunSense of Vermont is the other beneficiary.)

- The RDC developed a set of Guidelines and Procedures for Proposing a North Chapel Fundraising event (document attached). This information will help anyone who wants to organize a fundraising event at the North Chapel understand what is required and will allow the RDC to ensure that events held at the church are aligned with North Chapel priorities and resources.

The RDC is seeking new members for 2019 and would welcome interest from anyone who would like to help. This work is critical to the church’s livelihood, and we are a fun and efficient group to work with!

Respectfully submitted,

Denise Lyons and Susan Inui for the RDC
Role and Responsibilities for the North Chapel Resource Development Committee

The Resource Development Committee (RDC) ensures that members of the North Chapel community-through the canvass, grants, fundraisers, and property rentals—raise the funds required to support the church’s annual operating budget. The Committee oversees, coordinates, and, at times, initiates efforts in these four domains, with the aim of reaching specific dollar goals within each. Annually, the Board of Trustees (BOT), with input from the Finance Committee, will work with the RDC to specify yearly financial targets for each category, based on current church needs.

To fulfill its duties, the RDC recruits and works closely with community members who agree to lead or support various development efforts. One or two members of the RDC shall agree to serve as liaison to task forces or groups within one of the four domains (canvass, grants, fundraisers, rentals).

In addition, the RDC shall ensure that community members are informed about the benefits of and mechanisms for including the church in their will, with the goal of building an endowment fund to support the church’s long-term future.

Ideally, the RDC shall have 5 members, allowing the workload to be shared. Further, members of the BOT shall work closely with the RDC to support its efforts.

Specifically,

• **Canvass:** The RDC liaison ensures that the Canvass Task Force has the required membership and leadership to carry out the tasks of the annual pledge drive, and that CTF members understand what is required to conduct a successful canvass. The tasks of the CTF have already been defined and processes are in place to conduct the canvass, allowing the CTF to function with minimal supervision once a team is in place. The treasurer, church administrator, and the BOT also support the work of the CTF.

• **Fundraisers:** The RDC liaisons (suggest 2) ensure that an appropriate number of fundraising events is scheduled annually, aiming to meet designated financial goals and to use church human resources mindfully. For established events, the RDC liaison ensures that the event coordinator is in place and has the resources he or she needs. For new events, the RDC liaison(s), works with other RDC members, community members, the minister, and the church administrator to develop and coordinate fundraising events that fulfill the church’s budgetary and social goals and meet church policy guidelines for events.

• **Grants:** The RDC liaison works with members of the RDC, the BOT, other community members, the minister, and the church administrator to identify foundations that may have an interest in supporting North Chapel programs and to submit grant proposals to seek support for fundable church activities.

• **Property Rentals:** The RDC liaison collaborates with members of the B&G Committee and the church administrator to ensure that the church is taking full advantage of opportunities to rent its facilities and grounds for suitable events. Attention will be paid to ensure that: (a) the church is competitive within the rental market; (b) rental opportunities are well marketed and publicized; and (c) good business practices are observed in negotiating and fulfilling rental agreements.

• **Planned Giving:** The RDC enlists the help of volunteers with experience in estate planning and non-profit endowments to educate community members about the benefits of and mechanisms for including the church in their will. The RDC also seeks to learn from community members whether they have already made this provision or intend to do so.
PROCEDURES FOR PROPOSING A NORTH CHAPEL FUNDRAISING EVENT

Overview
Thank you for your interest in supporting the North Universalist Chapel Society through a fundraising project or event. We sincerely appreciate efforts to generate resources in support of North Chapel priorities, programs, and operations.

To ensure that all fundraising efforts conducted on behalf of the North Chapel are: (1) aligned with its guiding principles and current priorities; (2) complement rather than compete with existing fundraising efforts; and (3) steward North Chapel human and physical resources well, the North Chapel asks that fundraising projects or events meet the guidelines outlined below. The RDC, in consultation with the board, reviews proposed events to ensure that they meet these guidelines and communicates with organizers of proposed events to discuss if and how they may proceed.

We kindly ask that you provide a short description of the fundraising event or project, outlining its goals and potential, including:

• The gap or priority need in the North Chapel community that this event will address.
• Estimated proceeds and expenses.
• A list of event leadership/steering committee and volunteers who will coordinate and organize the event.
• Expectations of support from North Chapel, for example, from member volunteers, use of our facility, or communications materials.
• A planning timeline
  • Whether the event/project is likely to occur one-time or every year.
• Any other information that would help the Resource Development Committee in its review process.

If you have any questions, please feel free to contact Geraldine Fowler, Office Administrator, who can direct you to a member of the Resource Development Committee. We are very grateful for your efforts and will help in any way we can!

GUIDELINES FOR NORTH CHAPEL FUNDRAISING EVENTS

• Is in keeping with our Unitarian Universalist guiding principles.
• Furthers understanding and/or participation in North Chapel and its goals and programs.
• Proceeds and participation anticipated are in proportion to resources required to hold the event.
• Is aligned with, and benefits current North Chapel goals and priorities.
  • Proceeds provide support for existing goals, priorities and budget.
○ Any funds targeted to new initiatives or for other purposes must be reviewed and approved in advance.
• Carries the commitment of a dedicated leader and/or steering committee with at least one North Chapel member.
• Scheduling and use of resources (e.g., facility, volunteers) by the event/project do not conflict or compete with existing North Chapel activities, programs and fundraising efforts.
• The resources required to create and execute the project or event:
  ○ Are more than adequately covered by proceeds of the event.
  ○ If requiring use of North Chapel facilities, will not result in excessive wear and tear on those facilities.
• Does not compete with, or repeat, other well-established events in the Woodstock area.
Strengthening Families, Building Community - 2018 Report
a North Chapel Initiative

Vision One community where all can thrive.

Mission To provide experiences, relationships, and resources that advance equal access to holistic wellness for all within the broader Woodstock community—especially children, youth, and families—by working in collaboration with partner organizations and networks.

History
In 2015-2016, as the North Chapel's commitment to the 8 children at the Life and Hope Association came to a close after 10 years, the North Chapel members and friends participated in a number of Community Conversations. During these conversations, we explored where we would like to focus our future Social Justice initiatives. The main theme that came up time and time again was focusing on efforts closer to home, and also wanting to focus on working with children and families.

During this time, the North Chapel community voted unanimously to increase Geraldine's hours to include Community Outreach as part of her role within the North Chapel. She began her expanded job in September 2016.

Geraldine brought to her work at North Chapel 12 years of significant experience working with Children and Families through various roles, having served as Executive Director of two non-profit childcare centers in Vermont, Assistant Director of ArtisTree Community Arts Center, MarketingCoordinator with Ottauquechee Community Partnership, and her work with the Family Place.

Strengthening Families, Building Community (SF, BC) Initiative was formally introduced to the community in June 2018 with a kick off fundraiser, “Party for a Purpose!” In order to officially launch SF, BC the congregation, board and staff spent about 2 years researching, exploring needs and resources, networking, and creating connections along the way.

Assessing Needs, Identifying Resources, and Becoming a Resource:
As Outreach Coordinator, Geraldine joined a number of groups and networks to understand more about the particular needs of the greater Woodstock community; to learn more about existing community resources within the greater area; and to present the North Chapel's Outreach program as a new resource.

On behalf of the North Chapel, Geraldine joined and is still an active member of the following groups and/or networks:

- Health & Wellness Network (Windsor Central Supervisory Union area)
  We are a collaborative network that takes action to address the needs, health, and
well-being of people who live, work, and receive services in the greater WCSU area.

- WCSU Youth Risk Prevention Network: project BEST SELF – Strengthening youth through community collaboration.

- Woodstock Visioning: Steering Task Force (recently this small group has received a grant from the EDC for $25,000 to hire a private facilitator to oversee a community wide visioning process.)

Through these connections, the North Chapel has been a voice in our community, always keeping in mind and bringing to the table the principles, beliefs, and values that we hold dear. We are also often the only “Faith Based” representative in the room, so we use this platform to share necessary information with other faith organizations and collaborate wherever possible to continually find ways to strengthen our community across faiths.

The Strengthening Families Framework
The more Geraldine learned through these groups and by working with children and families, the clearer it became that the “Strengthening Families Framework” —a national, research-based model—was suited to address needs within this community. (Geraldine had previously attended an extensive “Strengthening Families Framework” training when working in early childhood education.) This model is based on the principle that the best way to support children is to involve the whole family. The idea behind the Strengthening Families framework is to increase family strengths, enhance child development, and reduce the likelihood of child abuse and neglect—all toward the goal of allowing children and youth to thrive and to develop into healthy young adults.

This model includes the promotion of 5 Protective Factors. Although the North Chapel Outreach Program will not be able to directly implement programming across all of these protective factors, it is important that we understand them and be aware of what is being offered in our community, as we help families access these resources and, where applicable, work with the community to fill needs that arise.

The 5 Protective Factors include:
- **Parent Resilience**: Helping parents find ways to manage stress and function well when faced with challenges, adversity and trauma;
- **Social Connections**: Assist families in creating positive relationships that provide emotional, informational, instrumental and spiritual support;
- **Knowledge of parenting and child development**: Ensure that parents understand child development and parenting strategies that support physical, cognitive, language, social and emotional development;
- **Concrete support in times of need**: Does the family have access to concrete support and services that address their needs and help minimize stress caused by challenges;
- **Social and emotional competence of children**: Can we assist families in making use of opportunities for family and child interactions that help children develop the
ability to communicate clearly, recognize and regulate their emotions and establish and maintain relationships.

Programming
So, with this in mind... we got to work. We started to plant seeds by offering different types of programs based on the needs that were being presented and then to see what took root!

It should be noted that our intention isn’t necessarily to create programing. We would like firstly to support the work that is already being done by those in their specific areas (e.g., help the school with their mentoring recruitment) and, where applicable, collaborate with others to help remove barriers that prevent community members from participating in programs or events. For instance, we are working with the Spa at Woodstock Inn to offer a series of “Spa Evenings” for people who work in social services or for single parents. We would not put the event on, but we could encourage the inn to provide a service that gives back. We would help promote it and use our resources within the church to provide childcare for those who need it.

Our goal is to keep operating costs down to a minimum, mostly covering the administrative salaries involved with the running of this program with a small budget for incidentals.

A few of our current programs include:

- Co-ed Divorce Support Group. Meets twice a month and regularly have outside facilitators come in to talk about various themes. We also plan events, movies and other activities outside of group.

- Safford Commons:
Safford Commons is the first “intentional community” that we work with. Its residents are mostly new to the community and we received requests for programing from the Community Care Coordinators who work with residents there. We would like to see if we can create a model for “building community within a community” and possibly bring that approach to other community clusters in and around Woodstock. Some of the programing and connections made at Safford Commons include:
  - Summer in your Backyard Summer Camp, collaborating with ArtisTree Outreach, National Park Services, Norman Williams Public Library, Woodstock Athletic Center and more!
  - Back-To-School Shopping: We took a number of children out for a fun day of shopping for a new outfit for the first day of school along with needed school supplies. Topped the outings off with a lunch or breakfast out. Thank you to the many members of the North Chapel who contributed to making this happen.
  - Community BBQ: We hosted a community BBQ at Safford Commons in the fall. This coincided with the 3-year anniversary of Safford Commons Housing
opening. Many residents and North Chapel folks attended and made it a must-do-ongoing-annual-event!

- Continued connections: collaborated with ArtisTree Outreach to host a Holiday Gift Workshop “Cocoa and Canvas” evening and we continue to now be approached with other ideas for events such a game night, empty bowls painting and such.

- Weekly after-school arts and crafts at the Norman Williams Public Library

- After-school Snacks at the Library (Thank you to the Woodstock Food Shelf, Plymouth Cheese and others who continue to donate food items for the children after-school).

- Preschool Yoga and Mindfulness for Preschoolers. Angel offers this program which originally began as a weekly offering at the NWPL. As we learned more about the community and their needs, we decided to offer this incredible service to the Woodstock Preschool as many more children attend the preschool and the needs are greater in that setting. Thank you Angel!

Others:
A number of opportunities present themselves as we continue to work in the community and learn about its needs. As these connections are made and conversations are had, quite often opportunities present themselves to collaborate, such as:

- FREE the Coats! A Woodstock Community Coat Swap: Soulfully Good Cafe approached Geraldine about doing a coat drive. We heard that the Woodstock Class of 2021 was also thinking of doing a coat drive, so we all partnered up. Thinking about wanting to bring others into the mindset of “community” we decided to make it a community coat drive and set up “Free Shops” around town. In our first year, we had a Free Shop at Soulfully Good Cafe and one here at the North Chapel. This was very well received and many many coats found loving homes. All other coats were delivered to the Haven.

- Christmas Trees: We heard about a family who couldn’t afford a Christmas Tree and of another single parent who was anxious about how to get a tree home with no car. Geraldine reached out to the “SFBC Advisory” and asked if others saw a need for Christmas Trees and the answer was YES! We wrote a grant to Woodstock Farmers Market and received 10 Christmas Trees from them and then another 6+ from the Rotary tree sale. In talking with folks we managed to collaborate with Ottaquechee Health Foundation and Ottaquechee Community Care Coordinators to make sure that we were connecting with the folks who were in need as well as opening it up to the community. CTWK helped to pick up and deliver the trees and we managed to make a number of people very happy :)
• Mentoring Challenge: We assisted the WSCU school district mentoring program recruitment but putting together a "mentoring challenge" to other area churches and community members.

• Christmas Gifts: "The Stocking Project" assisted many many families that we work with in need with Christmas gifts for their children. In addition, the Spa at the Woodstock Inn assisted with gifts for a family with older children and many local residents pooled resources together to get a single-parent a gift certificate for a spa day at the Inn for a woman who had survived a difficult year.

• Other Donations: Splendid Chaos donated a free hair cut/style for a woman going through a difficult time and we had other type donations from local businesses.

Onward!
As part of the setting up of SF,BC we are in the process of putting together an official "SF,BC Advisory Panel". Currently this is an informal group of folks who are members here at the North Chapel and/or work in fields that align with the values of Strengthening Families. We have representatives from the Community Care Coordinators, Mt. Ascutney Community Health Team, Vermont Birth to Five, Ottaquechee Health Foundation, Woodstock Food Shelf and more.

Within the next few weeks, Geraldine will be finalizing the goals and action plans for the coming year with members of the board. We are looking forward to another strong year, where we take a good look at what we have accomplished to date and deepen the connections and quality of the work we are currently doing.

Over the next six months, the North Chapel will be actively involved in the Community Visioning Process, making sure that we reach all the community stakeholders and hear what they want to see from their community. We will be looking for many many helpers to participate in making sure this happens. It will be very exciting to see what comes out of this visioning process as we anticipate that the SF,BC framework will be able to fit into a lot of the needs that might present themselves.

On behalf of the North Chapel, Geraldine has also been asked to represent Woodstock, along with 6 other people from various leadership roles in and around Woodstock, at the Balancing Nature and Commerce in Rural Communities and Landscapes course, February 26-28, 2019 at the National Conservation Training Center (NCTC) in Shepherdstown, WV! This is in collaboration with the National Park Service and looking at how we as a community can benefit from the offerings of the NPS here in our town. This is very exciting opportunity, but participation most likely depends on what happens with the partial government shutdown.

We are always looking for volunteers to get involved. This can be a small one-time request to a longer-term commitment. We set up an online sign up account that makes managing volunteering much easier. To visit our sign up page, visit: http://signup.com/go/QpZoArZ
Thank you for supporting our Strengthening Families Program!

Regards, Geraldine Fowler (Outreach Coordinator)

Our Supporters
Thank you to the following organizations and people who have helped us along the way, in various forms:

- ArtisTree Community Arts Center
- Norman Williams Public Library
- MBR National Historical Park
- Woodstock Athletic Center – Carly Pizzani
- Plymouth Cheese Company
- Woodstock Community Food Shelf
- Twin Pines Housing Authority
- Woodstock Farmers Market
- Splendid Chas Salon
- Ottaquechee Health Foundation
- Mt. Ascutney Community Health
- The Spa at the Woodstock Inn
ABOUT STRENGTHENING FAMILIES™ AND THE PROTECTIVE FACTORS FRAMEWORK

Strengthening Families™ is a research-informed approach to increase family strengths, enhance child development and reduce the likelihood of child abuse and neglect. It is based on engaging families, programs and communities in building five key protective factors:

**Parental resilience:** Managing stress and functioning well when faced with challenges, adversity and trauma

**Social connections:** Positive relationships that provide emotional, informational, instrumental and spiritual support

**Knowledge of parenting and child development:** Understanding child development and parenting strategies that support physical, cognitive, language, social and emotional development

**Concrete support in times of need:** Access to concrete support and services that address a family’s needs and help minimize stress caused by challenges

**Social and emotional competence of children:** Family and child interactions that help children develop the ability to communicate clearly, recognize and regulate their emotions and establish and maintain relationships

At its heart, Strengthening Families is about how families are supported to build key protective factors that enable children to thrive. The five protective factors at the foundation of Strengthening Families also offer a framework for changes at the systems, policy and practice level – locally, state wise and nationally.

Using the Strengthening Families framework, more than 30 states are shifting policy and practice to help programs and providers working with children and families to take everyday actions that support parents to build their protective factors. States apply the Strengthening Families approach in early childhood, child welfare, child abuse prevention and other child and family serving systems.

The “Pathway to Improved Outcomes for Children and Families” on the next page articulates the core functions of Strengthening Families implementation which drive changes in program and worker practice to support families to build protective factors and improve outcomes. The lower graphic shows the everyday actions that can help families build each of the protective factors.

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**What is the Protective Factors Framework?**

Protective factors are characteristics or strengths of individuals, families, communities or societies that act to mitigate risks and promote positive well-being and healthy development. Most often, we see them as attributes that help families to successfully navigate difficult situations.

A protective factors framework is an organized set of strengths-based ideas that are used to guide programs, services, supports and interventions aimed at preventing child maltreatment and promoting healthy outcomes.

The Strengthening Families Protective Factors Framework from the Center for the Study of Social Policy distills extensive research in child and family development into a core set of five protective factors that everyone can understand and recognize in their own lives.

For more information, visit [www.strengtheningfamilies.net](http://www.strengtheningfamilies.net).
The Pathway to Improved Outcomes for Children and Families

Strengthening Families™ Protective Factors Framework Logic Model

Program Practice

- Programs that serve children and families:
  - Shift organization culture to value and build upon families' strengths
  - Make policy changes to support changes in worker practice
  - Implement everyday actions that support families in building protective factors

Core Functions

- State, system, agency, program and community leaders work across systems to:
  - Build parent partnerships
  - Deepen knowledge and understanding
  - Shift practice, policy and systems
  - Ensure accountability

Worker Practice

- Individual workers:
  - Have knowledge of protective factors and skills to help families build them
  - Change their approach to relationships with parents
  - Implement everyday actions that support families in building protective factors

Protective Factors

- Families are supported to build:
  - Parental resilience
  - Social connections
  - Knowledge of parenting and child development
  - Concrete support in times of need
  - Social and emotional competence of children

Results

- Strengthened families
- Optimal child development
- Reduced likelihood of child abuse and neglect

Everyday Actions That Help Build Protective Factors

- Demonstrate in multiple ways that parents are valued
- Honor each family's race, language, culture, history and approach to parenting
- Encourage parents to manage stress effectively
- Support parents as decision-makers and help build decision-making and leadership skills
- Help parents understand how to buffer their child during stressful times
- Help families value, build, sustain and use social connections
- Create an inclusive environment
- Facilitate mutual support around parenting and other issues
- Promote engagement in the community and participation in community activities
- Model developmentally appropriate interactions with children
- Provide information and resources on parenting and child development
- Encourage exploration of parenting issues or concerns
- Provide opportunities to try out new parenting strategies
- Address parenting issues from a strength-based perspective
- Respond immediately when families are in crisis
- Provide information and connections to other services in the community
- Help families to develop skills and tools they need to identify their needs and connect to supports
- Help parents foster their child's social emotional development
- Model nurturing support to children
- Include children's social and emotional development activities in programming
- Help children develop a positive cultural identity and interact in a diverse society
- Respond proactively when social or emotional development seems to need support

Results

- Strengthened Families
- Optimal Child Development
- Reduced Likelihood of Child Abuse and Neglect

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Spiritual Exploration Report Annual Report 2018

NORTH CHAPEL SPIRITUAL EXPLORATION... WHERE WE INTRODUCE CHILDREN TO THE UU PRINCIPALS THROUGH YOGA, MINDFULNESS, CREATIVE ARTS, MUSIC, COMMUNITY SERVICE AND CONNECTION TO THE NATURAL WORLD.

In 2018 we continue to be blessed with an incredible, talented and professional group of teachings. Our teachers include Geraldine Fowler (SE Coordinator), Ben Fox, Murray Ngoima, Jessica Stout, Michael Zsoldos, Amy Wheeler and Change The World Kids.

In June 2018 we had 3 children step up and out of our program and also welcomed 4 new children from our childcare program into SE and at least one other child began attending regularly this year.

Sunday Programing:
In addition to our regular Sunday morning programing, other highlights include:

- Easter Service - We had over 30 children join our Annual Easter Egg Hunt and even the photographer from the Vermont Standard attended. Thanks to the many people who contributed eggs, candy and goodies we had a huge number of eggs and a very successful egg hunt. Once the hunt was over the children enjoyed time either playing outside with bubbles, on the playground or went inside to sort through their goodies.

- A large number of SE Children once again helped to plant (spring) and harvest (fall) the CTWK garden at ArtisTree and donated those proceeds to the Woodstock Food Shelf and Root Cellar.

- We have helped with the CTWK Holiday Hearts Program bringing holiday joy to local families in need.

- The children worked closely with Michael Zsoldos to prepare a musical piece for our “StepUp Day” and “Christmas Eve Service”. Instead of holding monthly music gatherings with Michael in 2018-2019 school year, we decided to change this to more “intentional music time” focusing the month of December on music and preparing for the Christmas Eve Children’s Choir performance.

- In order to have all families who wished to participate in the CHaD Hero’s “Ran4Ryland”, we committed to fundraise for the registration fees and those fundraising minimums that individuals were not able to raise. We had a total of 22 North Chapel participants (11 adults and 11 children). As a group, we managed to raise not only our registration costs of $495 but also our fundraising minimum of $1,129 AND we exceeded our fundraising minimum by over $600. All proceeds donated to the Run4Ryland Team.
• Fundraisers included an SE led Bake Sale and a Pancake Breakfast. Thank you to Mary Jeanne Taylor and Irene Hanslin for helping with the event as well as the many others who made it all happen.

• Two of our graduating children lead a lesson in May as part of their Step Out process. It was a wonderful experience and very well done. As part of their graduation from our program, they led a SE class for us on May 6th where we explored how stress and anxiety is a part of a life and looked into tools that can help us to deal with stress. For example, arts can play a huge roll in stress management. The children got to paint rocks and created one large rock that they could all write on or decorate as they wished.

• In October, Leon facilitated a collaboration between North Chapel UU, UU Congregation of the Upper Valley, Harland UU and Strafford UU and invited all area UU children and families to a joint pizza gathering at the North Chapel! A great group of folks participated.

Other:
• Continued to have a nice following of children and families to the Community Pizza Nights a: during the summer.

• In 2018 we continued to have a dedicated SE Family table at the CTWK Anti-Cabin Fever Dinners (by donation). This has turned out to be a great time for families to get together and enjoy a meal.

• Star Island: In July of 2018, Geraldine and her children (Aidan and Alexis) attend the LRE (Lifespan Religious Education) Week at STAR Island. The theme of the week being “Family Ministry”. While at this conference, Geraldine was asked to take a leadership role in this conference by taking on the role of “Business Manager”. In 2019, Geraldine will intern under Robert Clay of Star King Fellowship in Plymouth, NH and beginning 2020 will take on the role in full.

Much of our Family, Parent and Outreach programing is now under the “Strengthening Families, Building Community” Initiative. Please see our “SF,BC Initiative Report” for more information.

We thank the North Chapel Board and the North Chapel Community for its continued support of the SE program.

Respectfully submitted by Geraldine Fowler (Spiritual Exploration and Outreach Coordinator)
WELCOMING and ENGAGEMENT COMMITTEE 2018 ANNUAL REPORT

MISSION STATEMENT: The mission of the Welcoming and Engagement Committee is to develop an ongoing welcoming and engagement process based on inclusivity and relationship building for both long time and new members.


ACTIVITIES: We have once a month meetings as a means of expanding and improving the way visitors and interested new people are welcomed into the sanctuary and the church community as a whole.

- we strive to have Welcomers outside the church door before services.
- we continue our efforts to help people feel comfortable at coffee hour and other church activities.
- we aim to host/encourage occasional pot luck lunches
- we aim to assist Leon in establishing a more formalized path to becoming a member of NUCS
- we encourage service coordinators to have visitors introduce themselves.
- we asked Geraldine to include an insert in the Sunday bulletin listing the UU affirmation & Covenant
- we would like to reinstate a column in the Quest introducing new members as previously done by Linda, Moira and Jenny.

As always we welcome ideas and input from all members of our community.

Respectively submitted by Pru Schuler and Pierre Fournier