North Chapel Board of Trustees Agenda  
January 17, 2023  
“We are the trustees of the spirit of the North Chapel”

Ringing Bowl, Check-In  
6:30 – 6:35

Review and approval of last month’s minutes  
6:35 – 6:36

Treasurer’s Report/Financial Review/Update on Pledge Drive  
6:36 – 6:45

Minister’s Report to include update on Brave Light  
6:45 – 7:00

Discussion on new kitchen stove  
7:00 – 7:15
fire suppression system for kitchen - Laird
Discussion with Michael on CTWK dinners

Update from Covid Task Force/Coffee Hour  
7:15 - 7:20

Proposal for Restructuring and Rebuilding Task Force  
7:20 - 7:35

Leadership Council scheduled for 2/19/23  
7:35 - 7:40

Secretary position going forward  
7:40 - 7:45

THANK YOU Judy and Clara!!

Unsung Heroes - who decides?  
7:45 - 7:50

Auction Update  
7:50 - 7:55

Emergency Procedures  
7:55 - 8:00

Executive Session  
8:00 - 8:30

Adjourn  
8:30

As a member of the North Chapel Board, I agree to:

- Be present to others and mindful of the needs of our community
- Speak the truth
- Listen with patience and an open mind and heart
- Articulate North Chapel values and champion initiative that support them
- Do the work that is ours to do and share the load
•Commit to continuous learning and self-assessment
•Ask challenging questions
•Encourage creative tension, among ourselves and in our community
•Take care of myself and of others
•Bring joy and kindness to what we do
North Chapel Board of Trustees  
December 20, 2022

Attending: Mary Blanton, Laird Bradley, Clara Gimenez, Leon Dunkley, Richard Schramm, Judy Williamson, Ann Wynia, Michael Zsoldos  
Absent: Kathy Astemborski, Richard Waddell

Check-In and Approval of Minutes: After check-in, the minutes for the November meeting were approved.

Treasurer’s Report/Financial Review: Ann reported that the deficit for the year would be around $23,000; however, it may be less due to fundraising activities. An idea was raised to establish a task force that would develop a proposal to work on plans to mitigate budget shortfalls for next year. The Christmas Eve collection will be given to the Claremont Food Bank. We have received pledges for approximately $88,000 from 39 people. Ann still hopes to hear from others who pledged last year but haven’t to date. Deb Rice was complimented for her work on the wreath sale and Mary mentioned thanking Danelle Sims who has done all of the videos for the Sunday morning services.

Minister’s Report: Leon is working on a way to engender a more compassionate relationship with members, adding that our experience is not unique for UU churches. He described the current phase as one of how to rebuild following a major difficult time (e.g., COVID). He spoke of offering opportunities for people to say how they feel and not apologizing for that, especially the requirement for wearing face masks inside the church. Leon noted that housing costs for the Brave Light project have increased and this may put a strain on the budget so he suggested decreasing the number of participants to make up for the increase. He has met with his connection at WUHS/MS and the Youth Summit at Killington. He also met with Kristin Warren at the Sharon Academy and she said there is interest among the students there to participate. Pastoral care needs have increased over the past few months and Anne Marinello, Joanne and Laura Foley are helping with this.

Update from the COVID Task Force: The Task Force will meet in January and will issue updated guidance after the meeting.

New Kitchen Stove: Laird reported that other churches have used a new fire suppression system that is produced in Dallas. Jay Moody, Woodstock Assistant Fire Marshall, has the responsibility for the final decision by the wants input from others before making his final decision. The system would cost between $3,000 and $5,000. Options being explored include two electric ranges that would sit side by side and each would have ovens. The CTWK have offered to purchase the ovens. Laird will follow-up with Mr. Moody about the venting system and any safety concerns.
Other Committee Reports and Discussions: The board has decided that the January meeting will include work to organize a Leadership Council and hope to have it functional by the 22nd. Mary and Richard S will draft a statement regarding who might serve on the council. Leon has created the SE job description and shared it with Chloe; he will send it to Mary for board review. He suggested that Kristin McIntyre and a board member do the evaluation. The board decided to ask the congregation for suggestions for the Unsung Hero award. Following the Executive Session time, the meeting adjourned at 8:40 pm.
Respectfully submitted,
Judy Williamson, Board secretary
# 2023 Budget Actual/Proposed from Ann Wynia

<table>
<thead>
<tr>
<th>Income</th>
<th>2022 Budget</th>
<th>2022 Revised</th>
<th>2022 Actual</th>
<th>2023 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pledges</td>
<td>135000</td>
<td>139000</td>
<td>133281</td>
<td>135000</td>
</tr>
<tr>
<td>Fundraisers</td>
<td>25000</td>
<td>25000</td>
<td>16275</td>
<td>16000</td>
</tr>
<tr>
<td>Loose</td>
<td>10000</td>
<td>10000</td>
<td>11900</td>
<td>11000</td>
</tr>
<tr>
<td>Rentals</td>
<td>5000</td>
<td>5000</td>
<td>3725</td>
<td>5000</td>
</tr>
<tr>
<td>5% of Unrestricted investments</td>
<td>12000</td>
<td>12000</td>
<td>13415</td>
<td>12000</td>
</tr>
<tr>
<td>5% Endowment</td>
<td>10000</td>
<td>10000</td>
<td>10965</td>
<td>10000</td>
</tr>
<tr>
<td>Gifts</td>
<td>2000</td>
<td>2000</td>
<td>930</td>
<td>1000</td>
</tr>
<tr>
<td>Dividends/Refunds</td>
<td>300</td>
<td>300</td>
<td>620</td>
<td>600</td>
</tr>
<tr>
<td>Grants</td>
<td>1000</td>
<td>1000</td>
<td>620</td>
<td>600</td>
</tr>
<tr>
<td>Brave Light Allocation</td>
<td>18856</td>
<td>0</td>
<td>0</td>
<td>15880</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>219156</strong></td>
<td><strong>204300</strong></td>
<td><strong>191731</strong></td>
<td><strong>207080</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2022 Budget</th>
<th>2022 Revised</th>
<th>2022 Actual</th>
<th>2023 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church Electric</td>
<td>3500</td>
<td>3500</td>
<td>3025</td>
<td>3000</td>
</tr>
<tr>
<td>Fuel</td>
<td>11000</td>
<td>11000</td>
<td>8695</td>
<td>16000</td>
</tr>
<tr>
<td>Grounds</td>
<td>4000</td>
<td>4000</td>
<td>2528</td>
<td>4000</td>
</tr>
<tr>
<td>Insurance</td>
<td>6200</td>
<td>6200</td>
<td>4659</td>
<td>6588</td>
</tr>
<tr>
<td>Janitorial</td>
<td>2500</td>
<td>2500</td>
<td>2695</td>
<td>2500</td>
</tr>
<tr>
<td>Maintenance</td>
<td>8000</td>
<td>8000</td>
<td>5756</td>
<td>7000</td>
</tr>
<tr>
<td>Water/Sewer</td>
<td>1000</td>
<td>1000</td>
<td>897</td>
<td>1000</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>36200</strong></td>
<td><strong>36200</strong></td>
<td><strong>28255</strong></td>
<td><strong>40088</strong></td>
</tr>
</tbody>
</table>

<p>| Parsonage, Furnace                | 300         | 300          | 0           | 300           |</p>
<table>
<thead>
<tr>
<th>Category</th>
<th>2000</th>
<th>2000</th>
<th>87</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Totals</strong></td>
<td>2300</td>
<td>2300</td>
<td>87</td>
<td>2300</td>
</tr>
<tr>
<td>Office Adm</td>
<td>14040</td>
<td>14040</td>
<td>14680</td>
<td>17940</td>
</tr>
<tr>
<td>FICA</td>
<td>1074</td>
<td>1074</td>
<td>1082</td>
<td>1372</td>
</tr>
<tr>
<td>Supplies</td>
<td>1200</td>
<td>1200</td>
<td>600</td>
<td>1000</td>
</tr>
<tr>
<td>Postage</td>
<td>200</td>
<td>200</td>
<td>231</td>
<td>200</td>
</tr>
<tr>
<td>Telephone</td>
<td>1900</td>
<td>1900</td>
<td>1829</td>
<td>1900</td>
</tr>
<tr>
<td>Copier</td>
<td>1500</td>
<td>1500</td>
<td>1088</td>
<td>1200</td>
</tr>
<tr>
<td>UUA dues</td>
<td>12000</td>
<td>11500</td>
<td>11912</td>
<td>12055</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>800</td>
<td>800</td>
<td>1559</td>
<td>1500</td>
</tr>
<tr>
<td>QB</td>
<td>6000</td>
<td>6000</td>
<td>7318</td>
<td>780</td>
</tr>
<tr>
<td>Bookkeeping services</td>
<td>5000</td>
<td>5000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Merchant fees</td>
<td>1000</td>
<td>1000</td>
<td>636</td>
<td>650</td>
</tr>
<tr>
<td>Work Comp</td>
<td>2325</td>
<td>2325</td>
<td>2760</td>
<td>2700</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>42039</td>
<td>41539</td>
<td>43695</td>
<td>46297</td>
</tr>
<tr>
<td>Minister Salary/Housing</td>
<td>69577</td>
<td>69577</td>
<td>69577</td>
<td>69577</td>
</tr>
<tr>
<td>In lieu FICA</td>
<td>5323</td>
<td>5323</td>
<td>5323</td>
<td>5323</td>
</tr>
<tr>
<td>Med Ins</td>
<td>9578</td>
<td>9578</td>
<td>9578</td>
<td>10590</td>
</tr>
<tr>
<td>Prof Expenses</td>
<td>6957</td>
<td>6957</td>
<td>6957</td>
<td>6957</td>
</tr>
<tr>
<td>Term Life</td>
<td>565</td>
<td>565</td>
<td>565</td>
<td>565</td>
</tr>
<tr>
<td>LTD</td>
<td>870</td>
<td>870</td>
<td>970</td>
<td>970</td>
</tr>
<tr>
<td>Pension</td>
<td>6957</td>
<td>6957</td>
<td>6957</td>
<td>6957</td>
</tr>
<tr>
<td>Dental ins</td>
<td>720</td>
<td>720</td>
<td>720</td>
<td>720</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>100547</td>
<td>100547</td>
<td>100647</td>
<td>101659</td>
</tr>
<tr>
<td></td>
<td>Worship</td>
<td>Music</td>
<td>WEM +</td>
<td>SE</td>
</tr>
<tr>
<td>----------------</td>
<td>---------</td>
<td>-------</td>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>Substitutes</td>
<td>1000</td>
<td>16830</td>
<td>0</td>
<td>4500</td>
</tr>
<tr>
<td>Supplies</td>
<td>200</td>
<td>500</td>
<td>400</td>
<td>345</td>
</tr>
<tr>
<td>Ad</td>
<td>200</td>
<td>800</td>
<td>0</td>
<td>1000</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>1400</td>
<td>16830</td>
<td>400</td>
<td>6145</td>
</tr>
<tr>
<td>Director</td>
<td>16830</td>
<td>16830</td>
<td>0</td>
<td>16830</td>
</tr>
<tr>
<td>Bonus</td>
<td>500</td>
<td>500</td>
<td>0</td>
<td>500</td>
</tr>
<tr>
<td>FICA</td>
<td>1325</td>
<td>1325</td>
<td>0</td>
<td>1325</td>
</tr>
<tr>
<td>Special Services</td>
<td>800</td>
<td>800</td>
<td>0</td>
<td>800</td>
</tr>
<tr>
<td>Supplies</td>
<td>700</td>
<td>700</td>
<td>0</td>
<td>700</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>20155</td>
<td>19855</td>
<td>400</td>
<td>20155</td>
</tr>
<tr>
<td>Outreach</td>
<td>400</td>
<td>400</td>
<td>0</td>
<td>400</td>
</tr>
<tr>
<td>Recognition</td>
<td>300</td>
<td>300</td>
<td>127</td>
<td>300</td>
</tr>
<tr>
<td>Coffee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>200</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>700</td>
<td>700</td>
<td>127</td>
<td>900</td>
</tr>
<tr>
<td>Staff</td>
<td>4500</td>
<td>4500</td>
<td>0</td>
<td>6300</td>
</tr>
<tr>
<td>FiCA</td>
<td>345</td>
<td>345</td>
<td>0</td>
<td>480</td>
</tr>
<tr>
<td>Child Care</td>
<td>1000</td>
<td>1000</td>
<td>100</td>
<td>500</td>
</tr>
<tr>
<td>Supplies</td>
<td>300</td>
<td>300</td>
<td>0</td>
<td>300</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>6145</td>
<td>6145</td>
<td>6880</td>
<td>9196</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>209486</td>
<td>208986</td>
<td>200758</td>
<td>221995</td>
</tr>
</tbody>
</table>

Income: 209486, Expenses: 221995

Difference: -14915
Minister’s Annual Report
January 14, 2023
Rev. Dr. Leon Dunkley
Minister, North Universalist Chapel Society

Manchester, England, England
Across the Atlantic Sea
And I’m a genius, genius!!
I believe in God.
And I believe that God believes in Claude
and that’s me!!

—Hair, 1967

Join the fun of life. Sing with courage and great passion from the mountaintop!! Take station beneath the clouds of heaven and make your joyful noise!!

If you are thinking to yourself while your reading this, “There goes Rev. Leon again,” I am truly delighted. I hope you think that I’m being a little bit crazy these days. Look what we’re going through. For many of us, these have been among the most trying years of our lives. So, go tell it on the mountain already! What are you waiting for? It’s ok if we celebrate ourselves a little bit.

The pandemic has been devastating. There’s war in Ukraine and Russia. American political reality is in a state of chaos and disarray… Even here inside the bubble of the Upper Valley, we’ve seen more than our share of hardships. Health challenges have landed many of us in the hospital over the last few months. The was a murderous rage back in June that forced the town of Woodstock to “Shelter In Place” until the killer was apprehended by the police. We are struggling to recover from the lock-downs of heart and spirit that
have changed our lives so markedly since March of 2020. It’s probably wise by now to be a little bit crazy these days. It’s probably good for us. Just look what we’ve all been going through.

So, when Claude sings about believing in God and sings about God believing in Claude, it’s probably healthy—healthy that Claude is faithful and so fully self-expressed...even if he’s being a little crazy.

Probably, we are all a little bit crazy these days. How could one expect it to be otherwise? Life is crazy now. We are out of the common practices of fellowship and we need to recover. We’re operating outside of the basic assumptions about how life should be. And normal breathing in-and-out has become dangerous. The normal parts of life have been stripped away. That’s why I quoted Hair at the beginning of the Annual Report. In Hair, tragic and unimaginable things happen...and then, the play ends. In life right now, we are not spared. There is no merciful ending at which point we take stock of our lives and move on. We are experiencing a crisis that is unending.

So, what should we do now? What does it mean to recover from such a crisis? How do we go about the hard work of rebuilding? Clause made a joyful noise. He sang. That was his brave answer in this world that has lost its mind. Long before him, the poet Walt Whitman reached the same conclusion. In “Song of Myself,” Whitman wrote,

The spotted hawk swoops by and accuses me, he complains of my gab and my loitering,
I too am not a bit tamed, I too am untranslatable,
I sound my barbaric yawp over the roofs of the world.
Is it now time for us to be tameless and untranslatable? In other words, it is time for us to imagine newer ways of doing things? How will North Chapel emerge from the challenges of COVID-19?

Since March of 2020, North Chapel has been in emergency response mode. We set out to weather the storm that we assumed would subside over time. As the reality sets in that we are in a new world now, how will we move forward with grace and gratitude?

It is fair to say that crafters of the By-Laws did not compensate that challenge of COVID-19. Yet, they can still guide us moving forward, if we appeal to them insightfully. They will not always provide us with answers but they will not fail to articulate that values that have been important for North Chapel in the past, are important to North Chapel in the present and will remain important to North Chapel in the future. ARTICLE II clearly states that,

The purpose of this Society is to provide a free pulpit and voice for liberal religion and to nurture a religious community bound by no dogma and restricted by no creed. This Society is a fellowship of seekers after truth, beauty, and goodness. We strive to be tolerant of the ideas and behavior of others. We rely on reason, individual freedom, and democracy as our methods.

We can ask ourselves, ‘How are the methods of reason, individual freedom, and democracy of value to us today?’ Article II concludes with these words:

We join together for an understanding of our world, for cooperation with our fellow human beings and for the enrichment of the community. We seek spiritual and intellectual growth in the individual and in the church.

How are these things meaningful for us today?

When we want to know how things are done around here, it is wise to consult the By-Laws. They provide a great deal of helpful
insight. When we want to know how things are meaningful around here, the By-Laws are a very good place to start. They will not always provide us with answers but they will not fail to prepare us for the journey ahead.

We need to have a sober conversation about our intentions. We need to speak freely and compassionately about our vision, our mission and our values. And most of all, we need to cherish, honor, nurture and strengthen our community. We need to agree upon what drives us as we look to the days ahead.

Under normal circumstances, Annual Reports are retrospective. They tend to look back on the accomplishments of a church year well spent. And we had a tremendous year, thematically reflecting on the Seven Principles of Unitarian Universalism.

<table>
<thead>
<tr>
<th>January Theme</th>
<th>The First Principle—The Inherent Worth and Dignity of Every Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/2 All</td>
<td>All</td>
</tr>
<tr>
<td>1/9 Transformation and Transcendence (Rev. Pratima Dharm)</td>
<td></td>
</tr>
<tr>
<td>1/16 Tutu, King and the Roaring Engine of Delight</td>
<td></td>
</tr>
<tr>
<td>1/23 Epiphanes (Gwen Groff)</td>
<td></td>
</tr>
<tr>
<td>1/30 Thich Nhat Hanh and the Native Tongue of Loving Speech</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>February Theme</th>
<th>The Second Principle—Justice, Equity and Compassion in Human Relations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/8 Freening My Mind</td>
<td></td>
</tr>
<tr>
<td>2/13 On Truths and Love (Marta Ceroni)</td>
<td></td>
</tr>
<tr>
<td>2/20 A Foundation of Courage</td>
<td></td>
</tr>
<tr>
<td>2/27 “Who Is She?” (Messengers of War and Peace)</td>
<td></td>
</tr>
</tbody>
</table>

| March Theme       | The Third Principle—Acceptance of One Another and Encouragement to Spiritual Growth in Our Congregations |


3/6 We Begin Again in Love
3/13 Hero Always Wears the Sign of Hope
3/20 A Way of Saying Yes
3/27 How Can We Respond to These Troubled Times (Richard Schramm, Polly Forcier and Anne Macksoud)

April Theme
The Fourth Principle—Free and Responsible Search for Truth and Meaning
4/3 Letting Our Life’s Work Reinvent the World (Rev. Dr. Nancy Jay Crumbine)
4/10 The Measure of Our Days
4/17 Seven Holy Words—An Easter Reflection
4/24 Forever This Earth Beneath My Feet

May Theme
The Fifth Principle—The Right of Conscience and the Use of the Democratic Process Within Our Congregations and in Society at Large
5/1 Change the World Kids (with Anne Macksoud)
5/8 Some People Just Can’t Tell a Joke
5/15 “Oh, Mercy” (Upper Valley Pulpit Exchange with Rev. Paul Sawyer, Rev. Jan was in Hartland and Rev. Leon was in Norwich)
5/22 Shall We Save or Savor the World
5/29 The Processes and the Purposes of Goodness

June Theme
The Sixth Principle—The Goal of World Community with Peace, Liberty and Justice for All
6/5 “When I Breathe In,” said the forests of Vermont (Leon Dunkley and Lynn Peterson)
6/12 The Ghost Pepper Papers
6/19 Fifty Years of WISE (Peggy O’Neil)
6/26 The Common Sense of Sadness (Melinda Haas)
July Theme
The Seventh Principle—Respect for the Interdependent Web of All Existence of Which We Are a Part
7/3 Patience Has Hopeful Eyes
7/10 Mundane or Miraculous?—The Age-old Argument Between Average and Impressive Tomatoes
7/17 Grace—Part One
7/24 Does My Cup Really Runeth Over? (James Marmar)
7/31 Meditations on a Lawn: One More Small Way to Combat Climate Change

August Theme
The Eighth Principle
8/7 Grace—Part Free
8/14 What We Learn From Others (Delia Clark)
8/21 An American Peace of Mind
8/28 Upper Valley UU Congregations Joint Service (Barnard, Hartland, Norwich, Strafford, Woodstock)

September Theme
Togetherness
9/4 Stories of Waters
9/11 Clouds of Our Unknowing
9/18 When Justice Has Been Served With Help, Can People Change (Kitty O’Hara)
9/25 Preaching to the Corn: Perfection or Possibility...choose one (Rev. Jordin Nelson Long)

October Theme
Transforming Conflict
10/2 Seeking Balance With Earth and Sky (Michael Caduto)
10/9 The Shift That Has To Happen Sometimes
10/16 Laughter, Courage and Joy—Reflections on Forty Years of Friendship in Unitarian Universalism
More than this, we faced a great challenge together as a community and we learned how to adapt. We learned how to create community different ways. As we move into 2023, we would be wise to think about and plan on expanding these new ways of creating community. When the warm weather returns, we can take advantage of this opportunity. We can rebuild our community safely by being outdoors with one another. This is one among many ways that we can begin to rebuild our community.

The Pastoral Care Team is thriving. Anne Marinello, Laura Foley and myself are keeping very busy with the pastoral needs of our community.

Brave Light is in full stride. These are the active canvassing days. As you know, the Brave Light Youth Exchange Project is like a
varsity traveling team for joy and justice. It is a grant-funded project that is open to a small group of high school students. Apart from the registration fee, the Brave Light Project is free.

Brave Light brings together two groups of students, one group comes from central Vermont and the other group comes from Boston. Each group will have 15 participants. We will gather once a month—in June, July and August—to have fun, to work on interesting projects as a team and to develop the leadership skills that we need to meet the challenges of the future.

Rural life in Vermont and urban life in Boston will provide the backdrop as we engage with challenging issues—climate change and sustainability, race and justice. We ask, “Who are we today?” and “Who can we become tomorrow?” We explore the answers together.

2023 Conference Schedule (tentative)
Con One in Woodstock, VT on June 16-18
Con Two on Star Island (Portsmouth, NH) on July 16-19
Con Three on in Boston, MA on August 11-13

Bus travel between Woodstock, Boston and Portsmouth will be provided by USA Bus Charter (www.usabuscharter.com). The ferry to and from Star Island (https://starisland.org) will be provided by that Isles of Shoals Steamship Company (https://islesofshoals.com). All food, lodging, program and supervision will be provided by Brave Light.

Closing
There was a lovely gift in my office. I discovered it on an icy Saturday morning, as the Shambala Yoga class was ending and right before my meeting with Mary and Kathy, as they step into the leadership of the Board of Trustees here at North Chapel. The gift was wrapped in a
beautiful way. When I opened it, I found a gift. It was a book the Matthew Friedman had given to me after one of our conversations about how we might best respond in these difficult days. And what was the title of this book that I was gifted? *Resilience—The Science of Mastering Life’s Greatest Challenges* (ten key ways to weather and bounce back from stress and trauma). It was written by Stephen Southwick and Dennis Charney, both medical doctors. According to them, there are ten elements of resilience:

1. Optimism
2. Facing Fear
3. Moral Compass
4. Religion & Spirituality
5. Social Support
6. Role Models
7. Physical Fitness
8. Brain Fitness
9. Cognitive and Emotional Flexibility
10. Meaning, Purpose and Growth

As I learned from my follow-up conversation with Matthew, collective resilience is a different animal, one that may or may not require these ten elements as a prerequisite. We will have to see how things unfold over time but at this point, I am excited to get started on these ten things. It is my observation that resilience is a much stronger foundation than righteousness. As Joelle Seavey and I enter more intentionally into the outward work of racial justice, we will be driven by the inward work of resilience. Thank you, Matthew. I look forward to the next part of our ongoing conversation.
Until then, may we all join the real fun of life. May we sing with courage and passion from the rooftops of the world!! May we be tameless and untranslatable in our love for this world in which we live. And may we take station beneath the heavens and make a joyful noise!!
Proposal for a Restructuring Task Force

The North Chapel currently faces two big challenges: (1) A long-term growing structural deficit between revenues from basic continuing sources and expenditures in normal church-related categories and (2) a shorter-term but persisting imbalance, aggravated by the pandemic, between the volunteer work that is needed to keep the church running and the number of members of our congregation who are willing and/or able to do this work.

To address these effects, we are proposing a task force that will be charged with considering both these financial and congregational challenges, preparing possible ways of addressing them, gathering information from the congregation about their preferences and priorities, and ultimately developing proposed responses for consideration by the Board.

The Task Force will recruit members from the board, committees and the congregation with knowledge and interest in either or both challenges. They will assemble existing studies, such as those of the finance committee and others on the financial structural imbalance, to build on as they do their work.

The Task Force will assemble the financial data needed to demonstrate the structural imbalance between revenues and expenses and lay out a range of possible long-term responses needed to raise revenues and/or cut expenses. It will also assemble and organize data to highlight the need to increase participation in the life and work of the church and develop potential ways this need can be met.

The Task Force will present their analysis and potential options for action to the Board, the Leadership Council, and other gatherings of congregants to solicit their feedback regarding the quality of the data and analysis, and their recommendations regarding possible responses.

Based on this feedback and other information gathered, the Task Force will propose recommendations for action to the Board. The Task Force will complete its work by May 2023.

1/12/2023  MB and RS
Minutes of Music and Worship Committee Meeting 1/10/2023

Present: Clara Gimenez, Jenny Gelfan, Diane Mellinger, Anne Macksoud, Laura Levitt, Leon Dunkley

We welcomed Laura back to the committee!

Opening Reading
Check ins

Leon update: Building (or rebuilding) community. Leon says it seems to him North Chapel has pockets of community, but not a lot of cross connection. How can we create connections with people who come but haven’t found a way to fit into some church group? What kinds of workshops or experiences could create community? Laura noted she feels shy about interacting, but gets so much out of church. Her husband is in a covenant group. More things like that would be helpful. Everyone wants to have a sense of belonging. Anne commented she makes herself go to coffee hour. Structured conversation or a structured task is easier. Coffee hour is reachable, somewhere we can help overcome reservations, share warmth, make introductions easier.

Leon thought we could coordinate worship and adult education activities, maybe including films in the sanctuary. Activities around themes (see longer discussion below) could be organized among different committees within the church, with classes and other kinds of explorations and interactions.

Anne noted that letting covid be the overarching theme has not been good. We have hope to adjust to covid. Leon said we want to regenerate and reinvigorate community, and suggested more use of the sanctuary. He also wants to add back food and fellowship in the back yard during warm weather.

Committee likes these ideas.

Leon said his TED talk is going live at the end of the week..

Leon would like February 12 off
Monthly themes. Leon has had some conversations with Mary Blanton, Joelle and Clara about story as a thread or the year. He said it would be helpful for him to think about 4 month stretches of time, He thought this year the first four months could focus on beginnings, the next four months about middles, and the last four about endings. He does not want monthly themes to be strict or prescriptive. The February theme could gently reflect “beginning” threads. It is an experiment, not a plan.

Maybe belonging follows renewal. Anne commented belonging reminds her of longing. Jenny said belonging has lots of aspects and triggers - what makes you want to join in and when do you feel you are indeed a part. Clara talked about acceptance, what has to happen in a group for a person to feel they belong. Laura is thinking about people belonging to themselves; what her favorite people have in common is that they are authentically who they are without reservation.

Leon further described belonging this way: longing and belonging, Entering in and Connecting before Becoming a Part, Acceptance (What needs to happen in the group for belonging), How do We Belong to Ourselves (invited to the authentic self unabashedly),

Diane commented that it is a choice. Leon commented it is hard to feel like you belong to something you are running.

Leon added that isolation is something we want to heal. This would be part of belonging.

Update from Diane: she is keeping on keeping on. Choir is morphing, losing men but we have new women. A good group. Masks are no longer a topic.

Review of last month's services. Diane said we should seriously consider dropping the second Christmas Eve service. Leon agreed. No one other local churches seemed to be doing two. She suggests the one be at 7. If in the future we have so many attendees that they cannot fit, then we will consider restoring two. Diane and her family did everything which was a tremendous effort. We cannot have that again and need to plan ahead. Leon thought maybe mid September start a xmas planning group. We need to gather more volunteers. Diane was wary of committees which have became confusing in the past. Also, notes in the bulletin and InTouch did
not get people to sign up. She said there are specific tasks, and people need to sign up to do them. Maybe we need a coordinator for the outreach to line up volunteers. Maybe pick people early and get them to commit to it.

Leon commented that the children’s choir was beautiful, and they showed a great level off comfort. A good thing to amplify. Diane liked January 1st.

**Upcoming services:** Gwen Groff is our guest for **January 29**

We need a guest speaker for **February**. Anne and Jenny had spoken to Darwin Eaton, a vascular surgeon who visited and volunteered to give a reflection. Diane wondered if we should vet him since he has attended only one service and has not been back. Anne will contact him and find out what he wants to talk about. Clara will send Anne the visiting reflector guidelines to share with Darwin. We will delay Darwin to another month, but Anne will open the conversation. Other suggestions - Laura noted it is the day before Valentine’s day. SC can cover Valentine’s day and monthly theme. Laura suggested Wayne Ripley (?) from Barnard. Used to be a marriage counselor. She will reach out. In February, we could potentially ask three members to each talk for five e minutes about Valentine’s Day. Committee members should email Clara with suggestions for some people; she will coordinate the outreach.

Tom Powers for **March or April** or later in the spring
We will welcome a dance service sometime in the **spring**

Closing reading
**Next meeting:** February 7. Clara asked that we start Feb meeting at a later time

Respectfully submitted by Jenny Gelfan and the committee
Our committee has no report this month. Later this month is our most laborious meeting, to contact most everyone in the directory to see how they are doing. Recognition Sunday, when people join our membership, will be on January 22.
~ Sherry Belisle
North Chapel Emergency Procedures

There is always a chance an emergency will arise at the North Chapel that requires such a rapid response that normal board or committee or individual personnel procedures are hard or impossible to follow.

A recent example was the loss of power in all of Woodstock, including the church late Friday evening. When the power hadn't been restored by Saturday afternoon, we weren’t sure what to do. Without power there would be no heat in the sanctuary and no operating microphone system. If the service needed to be canceled, we needed to know who makes the decision and when, to notify the congregation. The board chair was away, and the minister had no electricity, internet, or cell service. The Church Administrator called other board members and finally a course of action was agreed upon. Fortunately, the electricity came back early Sunday morning and notification was not required.

Situations like this require more clarity in how to respond. The following are suggested procedures.

First, in situations of this sort the board chair or co-chairs, in consultation with the minister and others directly connected to the nature of the emergency, will make the decision.

Second, if these individuals are not reachable, there needs to be a list of others who are designated to make decisions of this sort in their absence.

Third, there needs to be an established and reliable way to contact the board chair or co-chairs and the minister (or their designees) if such an emergency arises. Their cellphones, since such phones are independently powered, seem like the best way for others to be in touch if an emergency occurs. Landline phone numbers and email addresses would be important backups.

Fourth, it might be prudent to have similar contact information for all church committee chairs who might be needed for consultation.

Finally, there needs to be a way that those first aware of the emergency can get access to those cell phone numbers (or other ways) to alert the board chair and minister. This may bring up concerns about confidentiality that need to be addressed.
2022 North Chapel Leadership Contact Information

**Board of Trustees:**
Co-chair Richard Waddell  [rdawaddell@gmail.com](mailto:rdawaddell@gmail.com) home (802) 436-3070, cell (802) 299-9738
Co-chair Kathy Astemborski [kathymcliverty@gmail.com](mailto:kathymcliverty@gmail.com) home 802-281-6067, cell (802) 356-9534
Minister: Rev. Dr. Leon Dunkley  [http://lldunkley@gmail.com](http://lldunkley@gmail.com) (802) 369-5104
Mary Blanton  [marywbvl@gmail.com](mailto:marywbvl@gmail.com) home (802) 234-5541, cell 802-236-2823
Laird Bradley  [laird.bradley@sothebysrealty.com](mailto:laird.bradley@sothebysrealty.com) 802-356-3524
Clara Gimenez  [photovermont@gmail.com](mailto:photovermont@gmail.com) 802-457-3976
Richard Schramm  [richardaschramm@gmail.com](mailto:richardaschramm@gmail.com) home 802-698-8318, cell 802-345-9769
Judy Williamson  [Jmonswilliamson@gmail.com](mailto:Jmonswilliamson@gmail.com) 802-457-3620
Ann Wynia  [annwynia0516@gmail.com](mailto:annwynia0516@gmail.com) (802) 457-2217
Michael Zsoldos  [michael.zsoldos@gmail.com](mailto:michael.zsoldos@gmail.com) home 802-457-9883, cell 802-345-1192

**Sextons:** Agata and Radek Marzek  [gromag6@yahoo.com](mailto:gromag6@yahoo.com) 802-280-5617

**Administrative Assistant:** Joanne Boyle  [jm.boyle57@gmail.com](mailto:jm.boyle57@gmail.com) 802-369-9838

**Volunteer Committees**

**Buildings & Grounds** - Chair: Gina Auriema  [gina.t.auriema@gmail.com](mailto:gina.t.auriema@gmail.com) 802-345-1474
Members Jenny Gelfan, Richie Thompson, Ralph Lancaster, Agata and Radek Marzec, George Wohlgemuth

**Music & Worship** - Co-chair: Clara Gimenez  [photovermont@gmail.com](mailto:photovermont@gmail.com) 802-457-3976
Co-chair: Jenny Gelfan  [maybeyes2@gmail.com](mailto:maybeyes2@gmail.com) home 802-280-1709, cell 802-356-1156
Diane Mellinger - Music Director  [VermontDianeM@aol.com](mailto:VermontDianeM@aol.com) home 802-234-6619, cell 802-356-2285
Members: Rev. Dr. Leon Dunkley, Kristen McEntyre, Anne Macksoud

**Welcoming, Engagement & Membership** - Chair: Sherry Belisle  [sherry.belisle@gmail.com](mailto:sherry.belisle@gmail.com) 802-457-1919
Members: Fran Lancaster, Polly Forcier, Judy Williamson- Board Liaison

**Circles of Care:** Anne Marinello  [annemarinello@gmail.com](mailto:annemarinello@gmail.com) home 802-457-3484 cell 802-356-7674
Members: Joanne Boyle, Laura Foley

**Resource Development Committee:** Chair: Deb Rice (retired) Members: Wayne Thompson, Sue Rubel, Richard Waddell - Board Liaison

**Elected and Appointed Committees**

**Finance and Trustees of Funds** - Chair: Chris Bartlett  [cbartlett@hbs.edu](mailto:cbartlett@hbs.edu) home 802-457-1880 cell 802-299-9378
Members: Jack Nelson, Chris Lloyd, Wayne Speyrer, Peggy Kannenstine

**Nominating Committee** Chair: Polly Forcier  [pollyforcier@gmail.com](mailto:pollyforcier@gmail.com) Home 802-295-8081 cell 802-299-1274
Akankha Perkins, Sherry Belisle, Joby Thompson, Kathy Astemborski - Board Liaison
Rentals Update - January 2023

We have had an increase in rental activity and with the assistance of Kathy Astemborski and Mary Blanton, all is going well.

At this time there is one weekly rental, Nichole Lee’s yoga class on Saturday mornings, and a martial arts class taught by Ben Greenburg is planned on Wednesday evenings starting in February.

The weekly rental rate for these classes has been negotiated at $40 for 2 hours.

Because we did not have a weekly rental rate contract, a new contract is enclosed in this packet for your approval.

It is a good sign that the word is getting out that rental space for classes is available at the church.

Thank you,
Joanne Boyle
Administrative Assistant
Long Term Rental Agreement

Today’s Date ___________________________ Name of Organization ____________________________

Are you a 501(c) (3) non-profit organization? __________ Are you a North Chapel member ________
Name of Responsible Person ________________________________________________________________

Telephone ___________________________ Email Address __________________________________________
Mailing Address __________________________________________________________________________

Day and Time Classes: (Include all set-up and clean-up times.) ____________________________________

Purpose of meeting/event/class _____________________________________________________________

Approximate number of participants _______________ (Please see occupancy limits on rental rates sheet)
Room Requested _______________________________ Renter sets up and puts away tables/chairs.

Cost of Rental- __________ per ________ beginning __________________________ for ________ months.

Terms and Conditions

1. Payment arrangements should be made with the church office.
2. A designated, responsible person must make detailed arrangements with the church
   administrator of the North Universalist Chapel Society (NUCS) This person, named on the
   contract, takes responsibility for any damage to the property and for payment of fees.
3. Food and drink is not permitted in the sanctuary. Smoking is not permitted in the building.
4. If you wish to serve alcohol, you must have a licensed alcohol provider who carries event liability
   insurance. A separate form must be signed with proof of these arrangements.
5. No rooms are to be used except rooms specifically rented, rest-rooms and foyer.
6. Renter will give 30 days notice in writing before they vacate the space.

As the renter/duly authorized representative of the renter, I/we agree to abide by the terms set forth in this
contract. I/we agree to restrict usage of the building and its surroundings as set forth in this contract and
realize that if there is damage to the building and/or its contents, such as stains on carpets or excessive
scratches on floors or missing items or if the building is left unclean or disorderly, I/we may incur
additional fees. I/we understand that the general rule is, “Leave the building as it was found.” I/we agree
to turn off all lights and ovens/stoves after usage when leaving the building. I/we realize that there may be
a representative of NUCS present during the rental event. I/we agree that alcohol will not be consumed
on the premises unless otherwise stipulated.

Indemnification: In consideration of the rental of the building, you also agree to indemnify and hold
harmless the North Chapel, its directors, officers and employees from any and all causes of legal action,
claims, demands, damages, costs, expenses, and legal fees which may arise, directly or indirectly, out of
your rental of the building. Further, you also agree to be held responsible for all damage to the building or
its contents during the rental term, as well as for any costs, expenses, and legal fees incurred in
enforcement of the terms of this agreement.

Renter/Representative__________________________________________ Date_____________________
NUCS ______________________________________________________________________________ Date_____________________