

NORTH UNIVERSALIST CHAPEL SOCIETY

2010 ANNUAL REPORT

**Annual Meeting
January 23, 2011**



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Affiliated with the Unitarian Universalist Association

NUCS Board of Trustees Annual Report 2010

It is our time, once again, to review the past year, as well as begin planning the next. Your Board of Trustees has been active and diligent this year in all its duties, and is deserving of gratitude for its care and oversight.

Because of my ill health, I had to miss several months of meetings last year. During that time the Board continued to function under the leadership of Vice-Chair Lynn Peterson. We all owe Lynn our thanks, and I express my personal gratitude to him now for his sustaining help.

Among the major things to come to our attention this year, was the continuing work of the (somewhat misnamed) Growth Committee, which for some time has been acting more in the role of a planning group. We had months of presentations from various members of their three Task Forces:

Nimble Flexible, Governance, and Spirituality, and have been considering their proposals and suggestions. This group of church members has been studying our congregation for some time now. Their survey was well-received by all of you, and your responses have shown them directions for their study and planning. At this meeting we will hear more about their conclusions.

Several of the Growth Committee proposals are ones that are easy to put in place, and we are beginning to do so. For example, they suggested the Board hold a retreat with an outside facilitator, and we have done so with Anne Peyton-whom many of you will remember for her skilled help on our capital campaign some years ago.

During our meeting we will hear more about this, and other items of our congregational business. In the meantime, please do read all the reports included herein.

Respectfully submitted
Peggy (Margaret) Kannenstine
Chair, Board of Trustees

North Universalist Chapel Society -- Woodstock, Vermont Annual Meeting Minutes -- January 24, 2010

The 2010 Annual Meeting began at 11:49 a.m. following a pot luck lunch. About 60 members and friends of the congregation were in attendance.

WELCOME: In the absence of President Peggy Kannenstine, Lynn Peterson, Vice President of the Board of Trustees, welcomed and thanked everyone for participating.

ELECTION OF MODERATOR: Nominating Committee chairperson Judy Williamson MOVED to elect Kevin Geiger as Moderator for the year 2010. Passed unanimously.

ELECTION OF CLERK: Nominating Committee member Barbara Abraham MOVED to elect Donna Van Fleet as Clerk for the year 2010. Seconded by Ralph Lancaster, passed unanimously.

ELECTION OF TREASURER : Nominating Committee member Joby Thompson MOVED to elect Ann Wynia as Treasurer for 2010 and Irene Hanslin as Assistant to the Treasurer. Seconded by Carol Egbert, passed unanimously.

ACCEPTANCE OF ANNUAL REPORT: Anne Dean MOVED to accept the Annual Report. Seconded by Neil Marinello, passed unanimously.

ELECTIONS TO THE BOARD OF TRUSTEES: Nominating Committee member Susan Inui-Kelley presented the following slate for election to the Board of Trustees:

- Peter Rousmaniere to complete 2 years of a vacated prior term
- Donna Van Fleet, who has completed the final year of a prior vacated term, for a first, 3-year term
- Deb Hawthorn for a first, 3-year term
- Norwood Long for a first, 3-year term

Richard Waddell MOVED to accept the slate. Seconded by Anne Dean, passed unanimously.

TRUSTEES OF FUNDS: Nominating Committee member Barbara Abraham reported that nominee(s) for the position of Trustee of Funds will be presented at a future date.

ELECTION OF MEMBER OF NOMINATING COMMITTEE: Representing the Board of Trustees, Lynn Peterson MOVED that Polly Forcier be elected to membership on the Nominating Committee. Seconded by Elizabeth Bond, passed unanimously.

CANVASS AND BUDGET FOR 2010:

Lynn Peterson reported that the 2009 budget was met and that income exceeded the budget, with thanks to the members of the congregation.

- Lynn thanked Irene Hanslin and Deb Rice for coordinating the Western Wind housing.

Lynn reviewed the 2010 budget, noting the following:

- The Pledge Drive is expected to reach the \$130,000 goal.
- The fundraising line includes the proceeds from selling the Egyptian tent and the decorative piano. Lynn thanked Vassie Sinopoulos for identifying the piano and tent as income.
- Full dues will be paid to UUA this year versus ½ dues last year.
- Money for web site development is included.

- The minister's professional funding and professional development funding is combined for Daniel Jantos to use flexibly.
 - The minister's and music director's compensations are flat from prior year. Vassie Sinopoulos reported that compensation is medium or higher as compared to UUA recommendation. Ann Wynia reported that we will be paying Daniel's FICA.
 - Joanna Long recommended the purchase of new music rather than continue photocopying.
- Joby Thompson MOVED to approve the budget as presented. Seconded by Anne Dean, passed unanimously.

HONORS:

Board -- Lynn Peterson thanked the current board for their service, and recognized retiring trustees

- Liz Cassell for representing younger members' perspectives and for her dedication and skill that makes RE a "prize"
- Susan Kelley-Outten for her compassion, leadership on personnel and administration, and starting covenant groups
- Michael Stoner for his studious and kind manner of thinking and speaking and his work on the Resource Committee and his liaison work with the Growth Committee.

Unsung hero -- In commendation of a member who makes a significant contribution behind the scenes, Lynn Peterson recognized Denise Lyons for her leadership of covenant groups and co-chairing of the Growth Committee.

Employees -- Lynn Peterson recognized

- Donna Atwood for her tireless work in a variety of administrative tasks
- Valerie Sanderson for dedication in providing child care in the nursery.

COMMITTEE REPORTS: Committee chairpersons made brief presentations on their respective committees' work.

- Resource Committee -- Michael Stoner referred to the report contained in the Annual Report.
- Worship Committee -- Don Ransom reported that the committee is seeking new members and soliciting volunteers to fill a newly created position of service coordinator responsible for physical details around the sanctuary on the day of service.
- Pastoral Care Committee -- Judy Williamson referred to the report contained in the Annual Report.
- Membership Committee -- Ann Wynia referred to the report contained in the Annual Report. Fran Lancaster thanked the Membership Committee for the pictorial directory.
- Religious Exploration (RE) Committee -- Liz Cassell reported that there is an increasing number of children and asked the congregation to recognize and welcome people with children and connect them with RE.
- Building and Grounds Committee -- Vassie Sinopoulos recognized Zeus Lary, sexton.
- Memorial Garden Committee -- Norwood Long reported that the new gazebo is installed. There was a round of applause for all who pitched in to make the Memorial Garden a reality.
- Trustees of Funds -- Chris Lloyd called attention to the Trustees of Funds report on the back of the budget, reported that there is desire to have an endowment in the future and encouraged restricted gifts for an endowment.

GROWTH COMMITTEE'S VISION FOR THE FUTURE

Growth Committee Co-chairs, Denise Lyons and Susan Inui-Kelley reported that the Growth Committee has deliberated about how to keep the best of NUCS and use it to shape the future -- "we don't want to mess with the magic".

- Past work -- Susan Inui-Kelley reported that the work started in 2004 with a visioning exercise with the congregation that resulted in more than 100 different visions. From these, themes/clusters were identified and compared to the mission statement, mindful of the 7 UU principles.
- Present work -- Denise Lyons explained that the previously identified “7 pillars” have been synthesized into three circles -- spiritual, service, social/engagement. Denise recognized Chris Bartlett for his leadership in this synthesizing. Denise also describe the necessary foundation elements for growth: a nimble, flexible organization, financial stability, and healthy tension between change and tradition
- Future work -- Susan Inui-Kelley reported that three action groups (task forces), led by Growth Committee members, have been formed to further the work, with a target to report to the board by the April board meeting:
 - Member Engagement Task Force, led by Peter Rousmaniere
 - Spiritual Exploration and Growth, led by Michael Stoner
 - Nimble and Flexible Organization, led by Robert Deeley and Susan Inui-Kelley

Susan Kelley-Outten thanked the Growth Committee for the distillation work that brings together years of work. Richard Schramm asked for further clarification about how/why the 3 action groups were selected. Norwood Long asked how the overall findings would be reported out to the full membership.

CLOSING MEDITATION: Daniel Jantos led the gathering through a closing meditation.

ADJOURNMENT: Anne Dean MOVED to adjourn at 12:55 p.m. Seconded by Judy Williamson, passed unanimously.

Respectfully submitted,
Donna Schultz Van Fleet, Clerk/Secretary

North Universalist Chapel Society 2010 Financial Report

RECEIPTS	ACTUAL	2010 Budget
1 Loose	14,582.84	13000
2 Pledges	144,346.94	130000
3 Gifts/Donations	5,980.00	3000
4 Rentals	13,093.00	12000
5 Nursery School	5,750.00	5750
6 Fund Raising	22,648.75	21500
7 Reserve Fund	7,500.00	7500
8 Balance forward	4,524.27	4520
9 TOTAL RECEIPTS	218,425.80	197270
10 Electric	4,788.56	4500
11 Fuel/Furnace	7,263.12	12000
12 Grounds	2,459.15	6000
13 Insurance	3,070.00	3400
14 Janitorial	3,185.01	2200
15 Maintenance	5,233.11	4000
16 Water/Sewer	911.08	950
17 TOTAL CHURCH	26,910.03	33050
18 Electric	0.00	0
19 Furnace	162.50	0
20 Maintenance	2,160.99	1000
21 Water/Sewer	0.00	0
22 TOTAL PARSONAGE	2,323.49	1000
23 Administrative Ass't	11,126.68	11448
24 Office Supplies	853.53	1250
25 Postage/Printing	141.38	150
26 Telephone	1,392.20	1500
27 Website Remake	1,374.80	1200
28 Copier Lease	3,265.01	3500
29 UUA Fair Share	9,300.00	9300
30 NNED Dues	2,822.50	2822
31 Miscellaneous	90.00	200
TOTAL		
32 ADMINISTRATION	30,366.10	31370
33 FICA	7,681.27	8060
34 Medical Ins.	9,715.88	4100
35 Pension	9,360.00	9360
36 Auto Expenses	2,000.00	2000
37 Professional Exp & Devel	4,700.00	4700
38 Workers' Comp	1,446.00	1680
39 TOTAL BENEFITS	34,903.15	29900
40 Salary	36,836.00	36836
41 Housing Allowance	30,000.00	30000
42 TOTAL MINISTER	66,836.00	66836

	ACTUAL	Budget
Sabatical Savings Account	0.00	0
43 Substitutes	475.00	500
44 Supplies	151.51	0
Advertising	87.50	0
45 TOTAL WORSHIP	714.01	500
46 Organist/Choir Direct.	14,906.00	14906
47 Conference	0.00	1000
Special Services	0.00	0
Organ/Piano Upkeep	0.00	0
48 Supplies	387.20	250
49 TOTAL MUSIC	15,293.20	16156
50 Coffee	467.50	300
51 Resource Comm	88.00	500
Recognition	0.00	0
52 Leadership Development	450.00	350
53 Outreach	105.74	150
54 Quest	2199.86	2100
55 TOTAL MEMBERSHIP	2,755.60	2600
56 Coordinator	3360.00	6440
57 Staff	4,040.00	4400
58 Supplies	472.83	600
59 RE Training	0.00	1500
60 Child Care	1,440.00	1560
61 Junior Youth	0.00	400
Senior Youth	0.00	0
Adult Education	0.00	0
62 Recognition	248.56	150
63 TOTAL R.E.	9,561.39	15050
64 TOTAL EXPENSES	190,218.47	197,262

Respectfully submitted by Ann Wynia

Minister's Annual Report 2010

It is with a deep sense of gratitude and fulfillment that I recognize what an honor and joy it has been to be involved with and a part of, the North Chapel over these past ten years. I don't think I have ever been involved with an organization that involves so many generous and kind and open hearted people. In fact, if I were to define the existence of the North Chapel after these ten years it would be as a place, a magnet, a hub for open heartedness and good will. It has been a wonderful experience!

Over the past year we have tried to nurture ourselves and foster spiritual growth and support in our membership and friends. Diane and the Choir have provided inspiring music on a very consistent basis and the Choirs enjoyment of the music and the relation ship to each other and to Diane has been a source of enjoyment for all of us. In addition we were this year inspired by the Interplay Jazz camp musicians and the gospel choir, by the Western Wind participants and by Eugene Friesen who enhanced our experience of music as a form of worship and of celebrating art and beauty. Our services focused on a variety of topics including the nature of spiritual transformation through the spring and the experience of Zen in the fall. Our worship services and the worship committee continue to hope to invite wider participation while recognizing that the short time we have together on Sunday morning must be just a outgrowth of the rest of the church's and our individual life and an invitation to deeper participation in that life.

Throughout the year the North Chapel has also provided some opportunities to engage with a deeper spiritual experience though Covenant groups, Oneness Blessings, Lectio Divina Meditations and Religious Education classes. For these offerings we are deeply grateful to the many individuals who fostered and facilitated. Veronica Delay, Mary Jean Taylor and Richard Schramm have done thoughtful work with other facilitators of Covenant groups. Thank you. David Doolittle and Anne Dean have consistently made the Oneness Blessing experience available to all who are interested. Thank you. Lynn Peterson has coordinated a variety of classes both last spring and this fall and winter in partnership with teachers who have generously given their time and knowledge. Thank you. In addition we continue to nurture a relationship with other groups like the Miracles group, the Sustainability Center in White River Junction, the guidance that Jennifer Donaldson and Akankha Perkins have offered, all places where important spiritual conversations and discoveries happen.

Over the past year we have tried to nurture and support our larger community. The North Chapel's presence in the Woodstock and surrounding area community is very important. In this age of increasingly polarized political and religious climate it is vital that we are doing our best to observe a balance. Those who value liberal and progressive mind-frames – teachers, business people, professionals and volunteers need a place to find support and a spiritual home. This includes many who are so often overlooked or not affirmed by either local or cultural majorities or inertias: People in transition, in degrading relationships that feel shameful or hidden, at-risk young people or individuals whose identity for one reason or another seems threatening. At the same time we seek to lessen the polarities when it is possible. Without compromising those we serve we try to build bridges and partnerships. The religious landscape of a community can so often be one of the most divisive elements of a community's life. We continue to wholeheartedly support the wonderful work of Sustainable Woodstock with several members providing leadership to that organization. I continue to work closely with and represent our church at the Ottawaquechee Partnership for the Community and Jackie Fischer who are doing great work towards healthy community and youth involvement in our community. This includes partnering with teachers and staff who offer our high school students in this very formative stage of their lives safe places and strong support in questions of identity and well being. I continue to be involved on the Board of the Faulkner Fund and as often as possible on the Board of the Community Food Shelf along with working closely with the Police department in Woodstock where they find needs that require the kind of attention we can offer. At

the Pastoral Care committee we are exploring an effort in partnership with the Department of Children's Services to provide education opportunities for those interested in Foster care – a significant deficiency in our area. The Pastoral Care committee has also begun to explore and offer support for those suffering from depression which can make itself felt especially throughout the holiday season. I continue to enjoy helping the local scout groups with their religious badges.

We began the year with Liz Cassell providing very steady leadership in our religious exploration program for children. The Cassells' absence meant moving towards a shared leadership approach to the program in the new school year. A group has formed that has provided guidance and a rich set of offerings to the children. In partnership with the Purple Crayon we offer a predictable schedule of yoga, stories, art projects and music always anchored in a ritual that includes quiet time and the sharing of joys and concerns. Thank you to Jane Moss who provides clear communication and coordination. Also to Anne Bahlenhorst and Charity Gray for their involvement and to Callie, Norman and Marion who provide a delightful presence of listening and creativity to the children. We are aware that the program we have in place caters less to the older children. In connection with this it is our intent this year to provide two separate offerings of several weeks each – one to sixth grade children that would be our equivalent to catechism class and would give them an opportunity to more deeply explore their own religious and spiritual interests while becoming familiar with the timeless questions that religion addresses. The other would be an offering to those young people who are getting ready to transition from home to independence and from high school to college or work. This would be done by connecting them to young people who have more recently made that transition.

Over the year there have been some efforts to stay involved in the life our larger Unitarian Universalist movement. We are delighted that Lynn and Nancy Peterson were able to attend the General Assembly in Minnesota. In February, we hosted a youth conference in our church for the young people of the District. We participated in the District Sustainability Conference and were grateful that three members: Karen Wolk, Marta Ochoa and Carol Egbert spend two weekends at the Harvest the Power leadership training in Montpelier. I continue to collaborate with Rev. Mellen Kennedy in forging a relationship of support to our Northern New England area's Islamic community.

It has been an enriching part of our church's life to expand our borders and influence further beyond our region. Our ongoing relationship to the Life and Hope Association and the work of our friend, Venerable Somnieng is a source of joy. We have in some sense formalized our relationship to that vital work in one of the poorest areas of the globe: They have chosen to name one of the buildings that house children after the North Chapel. In turn our past activity gives us optimism that we can, on an annual basis, support the children in that building and give them hopefulness. We also have been enriched by our relationship to the work of the Dartmouth Medical Schools and specifically by the Grandmothers program in Tanzania. Again this in an area of particular need and it is a joy for us to have a verifiable, effective and ongoing relationship to that work. It is all based in the North Chapel membership's incredible generosity and vision.

Finally we provided space and support in the marriage ceremonies of 12 relationships. Our church provided the space and/or the services for 10 people whose life we celebrated and honored in their passing. Among them Ed Hawkes, Roger Thompson and Lucile Atwood each of whom has had a long association with the North Chapel.

The ministry of this church goes into the coming year with optimism and enthusiasm for the ongoing work, the ongoing traditions and the possibilities. We are equipped with certain definite assets. Among them and above all, this generosity of spirit and open heartedness. But also the careful work of the growth committee who have studied our mission and purposes, have surveyed our membership and offered from all of that a set of priorities and proposed action steps. This relates especially to a more nimble organizational structure, a more effective means by which to welcome and integrate new members and a more diverse and intentional approach to spiritual growth among ourselves. This work done over several years has provided us with the opportunity and the invitation

to recreate ourselves. It will mean being sensitive to those things that must be preserved while at the same time letting go of resistance in those areas that require change towards a healthier and more vibrant organization for this time. It is challenging work but our willingness to take on that challenge is in itself a reflection of vitality and growth. I relish the opportunity to join you in this and I thank you for the privilege of it.

Daniel

Nominating Committee Annual Report 2010

In 2010 Nominating Committee met once a month except for the two summer months and held additional meetings as needed to meet our work requirements. We have continued our work at the request of the Board and Growth Committee to make nominations for Board of Trustees; to the Society for Treasurer, Clerk, and Moderator; recruiting participants for North East Leadership Seminar (NELS) General Assembly (GA); the district leadership seminar series “Harvest the Power”; and, when requested, finding additional members for one or more NUCS standing committees. This year we have continued the discussion of how best to support committees, taskforces and individuals and how best to help committees to develop leadership transition plans.

The Nominating Committee has welcomed new member Polly Forcier. Barbara Abraham will rotate off the Committee and will step down from her position as chair of the Committee. As required by the NUCS’ by-laws, a new member will be nominated by the Board, voted upon at Annual Meeting and will join the Committee of our February meeting. Joby Thompson, Susan Inui-Kelley, and Polly Forcier will continue as members. We will also welcome a new Board liaison replacing Lynn Peterson who has been a valuable member and liaison the past two years.

For 2011 we will continue to foster lay leadership development by encouraging member attendance at the annual UUA General Assembly, New England Leadership School or its replacement, as well as regional, district and other training opportunities. Attendees bring back renewed energy and new ideas vital to our church community. We will continue to focus on increasing our participation in these events. In concert with the Board of Trustees we will continue to look at how our committees work and how best to support their efforts and their leadership.

For our Annual Meeting the Nominating Committee proposes Kevin Geiger as Moderator and Donna Van Fleet as Clerk. For the Board of Trustees, we nominate Lynn Peterson for another three year term and Carol Egbert and Charity Gray for three year terms to replace David Doolittle and Neil Marinello who have completed their terms. We nominate Chris Lloyd as a Trustee of Funds and we nominate Ann Wynia as Treasurer for the Society.

Respectfully submitted,

Barbara Abraham on behalf of
Nominating Committee

Growth Committee Annual Report 2010

Back in November 2005 the “Growth Team” created the following Mission Statement for itself:

- support the health of standing committees doing the bulk of “church works”
- support includes – leadership training, encouraging volunteer engagement & turnover
- think “outside the box” in order to give Board feedback and support as the Board does its “Minding the Ark” work
- provide a model for leadership rotation, term limits, and volunteer recruitment
- provide an avenue for leadership/”big picture” training prior to or concurrent with Board membership
- continue to pay attention to goals/wishes identified during Fall 2004 Day of Visioning

As Growth Committee (GC) wraps up this year, we believe we continued to make progress towards fulfilling the Mission inherited from the 2005 Team. The GC’s major work of the year was undertaken by three working groups – the Engagement, Governance (Nimble & Flexible), and Spirituality taskforces which were formed at last year’s Annual Meeting. These three taskforces worked in close conjunction with GC throughout 2010, and by the end of the year, we believe the Committee reached an important point in its assigned work as we presented a series of specific recommendations to the Board.

The conclusions we presented were greatly enhanced by the congregational survey, completed by a majority of congregants last summer, which provided the GC insight into the views of the wider church community. After incorporating the survey results into their conclusions, the three taskforces brought their findings and recommendations to GC which then presented them as final reports to the Board. The main recommendations from those reports are summarized in a series of proposed motions presented to the NUCS Board this past fall. They are reflected in the following summary:

Board Action on Growth Committee Recommendations

Proposed Action

1. That the board develops a clear mission and vision for the church that is widely communicated and understood within our community. That it adopts an annual process to allow these broader goals be translated into current objectives and priorities that are also clearly communicated to the congregation.
2. That the board creates several additional communication opportunities to supplement its current contacts with members of the broader community to explain its actions and seek feedback.
3. That the board creates a new Council of Committee Chairs (CCC) to coordinate church activities, share information, and transfer the best practice across committees.
4. That the board conducts a retreat with an experienced external facilitator to guide an honest self-evaluation of its roles, responsibilities, effectiveness, etc. and to present current best practice in governance in other churches and nonprofits.
5. That the board then develops clear governance policies and practices for all church committees (e.g. each committee to develop a statement of purpose and responsibilities aligned with the board-articulated mission, objectives, and priorities; each committee to develop guidelines for

membership qualifications, numbers, terms etc.; board to offer training for key roles e.g. chair and secretary.)

6. That the board meet with the membership committee to understand their view of improvement opportunities for our welcoming, engagement, and integration processes to reach agreement on the diagnosis of the issues and the action to be taken, and to offer them the additional resources and support they need.
7. That the board considers the commitment of significant additional resources so existing informal approach can be supplemented with a few additional welcoming and integrating roles and processes. (e.g. additional weekly volunteer "welcoming greeters"; a "buddy system" partner/guide to support each interested newcomer; an interest-based engagement process in our new member classes; annual discussions with members to identify their skills and interests, and offer them opportunities to engage with the church.)
8. That the board broadens the current Worship Committee's role and function to one of conceiving of and planning different approaches to fostering our community's spiritual growth, expand its membership, and rename it the Committee on Spiritual Life and Practice.
9. That the board charges the new Committee on Spiritual Life and Practice to invite "spiritual entrepreneurs" from inside and outside our church community to form short-term groups to explore topics of spiritual interest. (e.g. Buddhism, Hinduism, History of the UU, Bible Study, Writing a Spiritual Biography, experiences of making art together, group visits to services with other faiths.)
10. That the board changes the name of "Religious Exploration/Education" to something that has less of a religious and more of a spiritual connotation.
11. That the board encourages the Worship Committee to continue experimenting and refining the basic Sunday service without significant changes in its form, by introducing new worship styles, inviting speakers, and experimenting with new experiences (e.g. the large circle holding hands to end worship at the conclusion of the service with Venerable Somnieng.)
12. That the board ask the Worship Committee to organize spiritual workshops led by an experienced teacher or practitioner to provide alternative kinds of spiritual experiences not primarily focused on talking and/or the head (e.g. spiritual dance; meditation; drumming.)
13. That the board pursues discussions about replacing the current pews with movable/removable seating that would enable us to use the Sanctuary for different kinds of spiritual experiences such as dance.
14. That the board ensures that these changes are supported by an appropriate community-wide communication program to ensure that the new initiatives receive appropriate support.

We appreciated the Board's willingness to devote a substantial part of three monthly meetings to review and discuss the reports and consider the motions as summarized in the above proposals. We

are also pleased that it has scheduled at least one retreat to further address the concerns and suggestions outlined in it.

The Growth Committee feels that it has largely completed the task for which it was originally created six years ago. Its members remain committed to involvement individually in productive efforts addressing any or all of the 14 points brought forth in our Proposal to the Board.

Respectfully submitted behalf of the Growth Committee and its three taskforces,

Chris Bartlett and Susan Inui-Kelley
Growth Committee Co-chairs

Annual Report: Fundraising 2010

The Resource Committee had a change in leadership and membership this year. Michael Stoner and Peggy Kannenstine stepped down as co-chairs after 5 years of service and Peter Rousmaniere and Lynn Peterson became co-chairs. Donna Van Fleet continues to chair the Pledge Drive now for the third year in a row. Karen Wolk and Neil Stannard joined the Committee and we hope to add someone to help us with long term planning in the coming year.

Beside the Pledge Drive we had the following fund raising activities:

Western Wind – Due to the very able effort of Deborah Rice and Irene Hanslin, we were able to make approximately \$3,600 from this event which has been our top resource for several years. While the income and attendance were down a little compared with previous years, it was a very successful and enjoyable event for the ‘students’ and the whole church community.

Love Letters – Production of this play organized by Joby Thompson was very successful financially as well as an enjoyable, theatrical evening for our church and the Woodstock community. The church had a gross income of nearly \$3,000 and many people pitched in to help.

Book Sale – This year we had a “clearance” sale, clearing our very large inventory collected over many years, on the Village Green in conjunction with Bookstock. While our gross income was around \$3,000 various expenses reduced the net income to \$1,560. Our major goal however was to eliminate an overgrown inventory which we achieved. It has not been decided yet how or whether we will be involved in selling books again this coming year.

Red Flannel Hash – Organized by Ann Wynia, this perennial favorite fall event earned approximately \$1,200 this year.

Classical Music at Woodstock’s Universalist Unitarian Church – A group of community members who have been hosting a series of classical music concerts in Woodstock over the past 3 or 4 years decided that NUCS was the best location in terms of size, acoustics and setting. We have therefore reached an agreement to host the entire series of 6 concerts in 2011 on Sunday afternoons. This year, under the new arrangement, the Church netted \$588 for 2 concerts.

Miscellaneous – We raised \$540 from an auction at the Annual Fund drive dinner, \$420 from hosting a Woodstock HS alumni lunch and a \$722 grant from the Vermont/Quebec Association to refurbish the choir loft.

Respectfully submitted,

Lynn Peterson and Peter Rousmaniere, co-chairs

Worship/Music Committee Annual Report 2010

The new mission statement of the committee "...is to ensure that the preparation and delivery of the Sunday morning services are of the highest available quality, that they connect with both the head and heart, that they contribute to the spiritual well being of all people present and that they reflect our church's values as outlined in our seven principles."

This year witnessed the advent of this mission statement along with an accounting of the responsibilities necessary to fulfill it and a covenant to promise its achievement. We also clarified our governance policy with regard to our committee's composition and to the term limits of our members.

The committee at the close of the year in addition to the minister and the music director were Don Ransom, chair, Joanna Long, secretary, Carol Egbert, Chris Bartlett, Jennifer Donaldson, Mary Blanton, Polly Forcier, Anne Macksoud (Anne will be sharing her membership with Joanne Findley by each serving for half the year). Joanne Boyle resigned from the committee in October and Geoff Dates resigned early in the year for personal reasons. We meet on the first Tuesday of each month in the library.

During this past year we have been actively involved in the creation of some unique services such as the "Zen services" in Sept/Oct among many others. We've involved some thoughtful guest reflectors such as Jan Frazier and Judith Taylor, to name two. We have further clarified the guidelines for guest reflectors, service coordinators and service facilitators.

Diane Mellinger continues to provide wonderful music as organist and choir director. This past year has seen an excellent variety of guest musicians from the Gospel Choir to Western Winds, Fred Haas, Michael Zsoldos and many others.

Respectfully submitted,

Don Ransom, Chair

Membership Committee Annual Report 2010

The Membership Committee meets the fourth Monday of the month at 7 pm generally in the church library. Serving on this committee are Chairperson Ann Wynia, Sherry Belisle, Susan Boston, Ginny Christy, Fran Lancaster, Rose Mroszczyk, and Pru Schuler.

On-going duties of the committee include: the greeting at Sunday services; the maintenance of the membership roll book, guest book, pamphlet rack, and hearing devices; correspondence with our guests, and potential members; the collection of donations for holiday flowers (Christmas and Easter); the creation of name tags; the updating of birthday and special date lists; the monthly updating of the membership roll; and the scheduling of the coffee hour volunteers. The committee also compiles, edits, and publishes our membership directory and organizes social events such as circle dinners and Sunday pot luck luncheons. The new U/U classes held each spring and Recognition Sunday in June are also planned and run by the committee.

In addition to these duties, this year the committee has updated the coffee hour guidelines and merged the greeter duties with the altar minders as of August. Sherry Belisle has organized the altar decorations by recruiting monthly volunteers. Susan Boston gathered information about our committee and submitted pages to the new web site. Donations of two new hearing devices were gratefully received, bringing our total to five.

Finally, the most important part of this report and the work of this committee – our membership! Currently, we have 213 with 167 active. This year we gained seven new members: Susan Tavela; Bill Ellis; Sonja Martinson; Joanne Findley; Shoshanna Shelley; Robin La Roche; and Pierre Fournier. We lost long time members Lucile Atwood and Jim Billings.

In closing, the committee asks that each of you join with us in reaching out to all who enter our sanctuary. Be a part of the growth and development of our congregation. Share the joy of membership!

Respectfully submitted,

Fran Lancaster

Buildings and Grounds Committee Annual Report 2010

Sample of Projects completed during the year: Replacing washer, dryer and dishwasher in the parsonage; expanding the choir loft, moving the cabinets to the narthex; the sprinkler system had minor upgrades completed; several of the heat circulation pumps rebuilt/replaced; the lights in the ceiling of the sanctuary replaced with energy efficient ones; a large 4 by 8 foot opening in the stairs leading to the belfry discovered and closed off (it had been drawing out enormous amounts of heat from the sanctuary); power washing the front of the church; steam-washing the chairs in the social hall (fall clean-up); Ann Wynia's son-in-law gifted us with some amazing stonework behind the church, with an anonymous donor gifting the stones; Katrin beautifully finished the garden next to the new wall; waxer/buffer donated to the church is keeping social hall floor spiffed up (Zeus); sign for the nursery installed on front of church; cleaned and reorganized, the Janitor's Closet (added new shelves too), the kitchen and stoves; miscellaneous tree work (Zeus and Bill); additional driveway light by the lower corner of sanctuary; memorial signs installed on choir chairs; spring and fall clean-up work in gardens and elsewhere; annual grading of driveway.

Memorial Garden: (Norwood has recently dissolved the Memorial Garden task force and joined forces with B&G. We welcome you to our ranks Norwood!) Cleaning up and rearranging the area; tree work; putting in path along river, filling with wood chips; moving the gazebo to new location; memorial benches in memory of Nancy Nye and The Goulds were built and installed; zoning approval received for labyrinth, plantings, dumpster relocation and fence.

Work in Progress: Talking with next door neighbor (Clay Gillette) about installing a fence; we are collaborating with Daniel and a task force working to create a dedicated meditation space for the church; a code analysis is being completed to see what is needed to bring the church up to today's safety codes (Jack); discussion underway as to the best way to repair the cracks in the walkway from the social hall down to the memorial garden; work began on upgrading the sound system: consultant hired and draft specifications circulated (Norwood); in the course of the year Zeus has offered, in addition to his regular job description, to paint parts of the inside of the church buildings that need it (we provide the paint); finishing off the expansion of the lower parking lot with hardpack to compensate for the muckiness there; buffing worn spots in the sanctuary in lieu of a complete refinishing (Zeus);

Future work: Began study of possible window coverings in the sanctuary (for climate control and facilitating showing of slides and DVDs); cost and feasibility study of heat pump to supplement the hot air furnace; repairing the chimney of the parsonage (making it usable for woodstove); repairing or replacing the roofs of the parsonage (from slate to standing seam presumably) and the barn (from rusted metal to standing seam, with a possible intermediate patching stage for financial reasons); refinishing the floor of sanctuary (est. \$4500) and cleaning pew cushions; we have received an estimate of \$12,000 to insulate the sanctuary (two hour meters have been installed on the furnaces so we can do a cost/benefit analysis to see whether we should recommend this project); putting aside funds for painting exterior of the church, and sanctuary walls (in four years?)

The B&G wishes to thank all of you that have helped us out during the year. We particularly want to thank Zeus for the amazing work that he is doing and the willing, selfless spirit that he brings to us.

Cheryl, Donna, Bill (emeritus), Irene, Katrin, Vassie, Jack, Norwood, Zeus, and David

Pastoral Care Committee Annual Report 2010

Committee Members include: Veronica Delay, Anne Dean, Nancy Peterson, Judy Williamson, and Daniel Jantos.

Ongoing duties of the committee include assisting members and friends of our congregation with meals, visits, and transportation when requested. The committee members also provide emotional support through home and hospital visits, cards and emails to those going through difficult times and transitions, physically and/or emotionally.

Requests and offers of assistance are treated in a confidential manner by committee members and service providers.

The committee has begun a dialogue with other people in the community to explore ways to support youth at risk in our community.

The committee has assisted other members who are supporting those in our congregation who need assistance with making major life choices and transitions.

Committee members have helped to initiate weekly gatherings for members and friends who struggle with the holidays and winter.

Respectfully submitted,
Judy Williamson and Nancy Peterson, co chairs