Shining brightly on you and me and our local and global communities.

Champlain Valley Unitarian Universalist Society

Annual Report

2017-2018
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Board of Trustees - Governing Board

2017-2018 members

- Laurie Borden, Mary Conlon, Mary Hadley, Mike Greenwood, Donna LaRose, Mark Spritzer and Jean Terwilliger

2017-2018 Chair/Facilitator

- Laurie Borden and Mike Greenwood

2017-2018 accomplishments

- made recommended changes in the content to the monthly monitoring reports that Barnaby provides Board members under our system of policy governance
- reviewed our “end statement” along with our mission statement and those from other UU congregations so as to make recommended changes to the congregation
- was instrumental in the creation of a Safe Congregation Team, a Personnel Team assembling 2017-2018 Annual Reports
- hosted a luncheon for those who had recently attended the New Members classes

Goals for 2018-2019

- finalize the scope, content and sequence of monitoring reports
- explore how to best needs of an aging congregation while simultaneously attracting younger members
- decide, with the congregation, a single mission and ends statement. In all likelihood this is probably a multi-year process
- explore the possibilities of a student-intern ministry and/or associate minister

2018-2019 members

- Laurie Borden, Mary Hadley, Mike Greenwood, Donna LaRose, Mark Spritzer and 2 additional members to be elected by you at our Annual Meeting, June 3, 2018

2018-2019 Chair/Facilitator

- Laurie Borden and Mike Greenwood (proposed slate to be voted on at our Annual Meeting, June 3).
Caring Network

2017-2018 members

- Dale Birdsall, Mary Lou Bright, Mary Ann Deverell, Sue Grigg, Michele Lowy, Ginny Moser, Ann Ross, Pat Schmitter Linda Shubert and Nancy Wright

2017-2018 Chairs/ Facilitators

- Ginny Moser and Linda Shubert

2017-2018 Accomplishments

- provided meals to members/families experiencing illness, crises, or short term needs
- visited the ill and dying
- sent Cards with messages of sympathy, get well, thinking of you
- updated volunteer lists
- organized an evening program at CVUUS to inform the Middlebury community about Green Burial, an alternative end of life option, with Michelle Achiavatti, End of Life Specialist, as facilitator.

Goals for 2018-2019

- recruit men to committee
- recruit younger members to committee membership or as outreach contacts
- use volunteer lists more effectively and efficiently to include more delegating of tasks
- become more aware of the overlap of Caring Network responsibilities and those of the Pastoral Café committee

2018-2019 members

- Dale Birdsall, Mary Lou Bright, Mary Ann Deverell, Michele Lowy, Ginny Moser, Ann Ross and Pat Schmitter

2018-2019 Chair/Facilitator

- Ginny Moser and another person TBD
Council of Ministries

2017-2018 members

- Marjorie Carsen, Rev. Barnaby Feder, Elizabeth Golden-Pidgeon, Mary Hadley (Board representative), Tracey Harrington, Karl Lindholm, Bobbi Loney, Steve Maier, Alan Moore, Doug Richards, Artley Wolfson and Margy Levine Young

2017-2018 Chair/Facilitator

- Steve Maier and Margy Levine Young

2017-2018 accomplishments

- organized and conducted congregational conversations each month
- organized Ministries Fair in September 2017
- advised the minister on issues of significance and/or possible new directions
- facilitated communication and coordination among the various CVUUS teams, ministries, and committees

Goals for 2018-2019

- same as above
- exploring and, as may be appropriate, implementing a “Say Yes” campaign to encourage engagement a growing number of members and friends of CVUUS in the growth and leadership of the congregation
- examine the role and effectiveness of the Council in the life of the congregation and create a mission statement

2018-2019 members

- same as above (as far as we know currently)
- we are always interested in new members as appropriate or as people may be interested

2018-2019 Chair/Facilitator

- Margy Levine Young and one other person yet to be determined
Facilities Committee

2017-2018 members

- Laura Asermily, Barnaby Feder, Bob House, Mitch Kramer, Alan Moore, Paul Stone, and Llyn Rice

2017-2018 Chair/Facilitator

- Bob House

2017-2018 accomplishments

- sealed window sill in the Sanctuary to prevent deterioration
- designed and installed a banner support system on the front of the church
- replaced leaking radiator in Sanctuary
- performed periodic and various repairs and maintenance of our buildings
- offered a Blue Jean Sunday work party

Goals for 2018-2019

- design and install French drain to prevent water from collecting on our sidewalks creating safety hazards especially in winter when the water freezes
- maintain the functionality of the pellet boiler system
- continue offering Blue Jean Sunday work parties

2018-2019 members

- Laura Asermily, Barnaby Feder, Bob House, Alan Moore, Mitch Kramer, Paul Stone, Llyn Rice

2018-2019 Chair/Facilitator

- Bob House
Finance Committee

2017-2018 members

- Mary Conlon, Alan Moore, John Berninghausen, Mary Hadley, Rich Wolfson, Barnaby Feder
- Assisted by Money Collectors/Counters including Ann Brousseau, Lois Kauffman, Nita Hanson, Allison Cutler, and Dale Birdsall

2017-2018 Chair/Facilitator

- Mary Conlon

2017-2018 accomplishments

- Reviewed monthly financial statements with Rev. Barnaby and Heather, CVUUS’ bookkeeper
- Conducted our third annual internal review of CVUUS’ financial records and procedures and noted significant progress in addressing the few concerns we had from last year’s review
- Continued planned giving efforts by promoting the UUA’s Wake Now My Vision Campaign to encourage planned gifts to support Unitarian Universalism and CVUUS
- Given the FY17 surplus, recommended to Rev. Barnaby and the Board that $10,000 be added to the Building Reserve Fund by adding $8,750 of surplus to the $1,250 approved by the congregation

Goals for 2018-2019

- Continue our review of monthly financial statements and conduct the annual internal review
- Review and finalize our draft financial manual
- Discuss and define finance committee’s role in overseeing committee budgets and special projects
- Review current asset allocation and make recommendations to the Board as needed
- Continue to promote planned giving and clarify/publicize planned giving and endowment policies

2018-2019 members

- Mary Hadley, Alan Moore, John Berninghausen, Rich Wolfson, Mary Conlon

2018-2019 Chair/Facilitator

- Mary Hadley

5/30/2018
CVUUS Flower Co-op

2017-2018 members

- Alice Berninghausen, Bobbie Carnwath, Sue Grigg, Patty Sgrecci, Dinah Smith, Marnie Wood, Elizabeth Golden-Pidgeon (2018)

2017-2018 Chair/Facilitator

- Dinah Smith and Marnie Wood

2017-2018 accomplishments

- Weekly arrangements for services were placed in the sanctuary and other spaces to enhance the beauty of our amazing space
- Assistance provided on request for planning and accommodations of specific services; e.g. holiday season, Flower Communion, additional CVUUS events
- Broadened awareness for the artistry of nature in concert with each worship service

Goals for 2018-2019

- Create arrangements that can be a visual focus or meditation for all who come to worship
- Invite involvement in our team by members and friends of CVUUS
- Deepen connections through dialog about materials, design, and surefections

“A bouquet is like a reflection of the soul. It takes shape through a natural act. It announces the weather, reflects the mood of the moment and expresses joy and sorrow.” – Christian Tortu featured in SENSATIONAL BOUQUETS

2018-2019 members

- Alice Berninghausen, Bobbie Carnwath, Sue Grigg, Patty Sgrecci, Dinah Smith, Marnie Wood

2018-2019 Chair/Facilitator

- Dinah Smith and Marnie Wood
Green Sanctuary Ministry

2017-2018 members

- Cynthia Gillen, Mary Hadley and Sue Rasmussen

2017-2018 Chair/Facilitator

- Elizabeth Golden-Pidgeon

2017-2018 accomplishments

- assisted the Worship Committee and Minister in offering Earth Day/Environmental Justice worship services
- supported and recruited for local gleaning/food preparation projects for HOPE
- offered recommendations to the Building Committee on sustainable building practices for the ground floor renovation
- promoted Earth Justice programs and activism
- participated in MNFC Earth Day Festival
- completed Action Plan to submit for UUA designation as a Green Sanctuary

Goals for 2018-2019

- receive official Green Sanctuary Designation from the UUA and then plan and organize a “designation celebration” involving all of our congregants and the wider community
- conduct a Community Conversation on June 17 to inform our congregation of our progress, seek input on our future plans, generate interest in our work, and recruit new members to the Green Sanctuary Ministry
- develop an updated Action Plan for our future work
- develop an environmental justice project that involves the entire congregation

2018-2019 members

- Mary Benoit, Cynthia Gillen, Mary Hadley, Steve Maier, Sue Rasmussen and Jean Terwilliger

2018-2019 Chair/Facilitator

- Elizabeth Golden-Pidgeon
Hospitality Ministry (a branch of Congregational Life/ Connection)

2017-2018 members
  • Sylviane Acker, Julie Chippendale, Neil Chippendale, Elizabeth Golden-Pidgeon, Jessica Rouse.

2017-2018 Chair/Facilitator
  • Sylviane Acker, Julie Chippendale, Elizabeth Golden-Pidgeon.

2017-2018 accomplishments
  • Set up every Sunday to provide coffee, tea with all the accompaniments.
  • Solicit from members/attendees to provide some home-made confection for the coming weeks.
  • Provide healthy platter of fresh veggies and hummus dip or a fruit medley in season.
  • Provide at least one Danish cake to satisfy the sugar cravings of a few (!)
  • Rallied a team on Blue Jeans Sunday to empty out all pantry cabinets, wash, and re-organize our supplies.
  • Round up the whole display after guests disperse: wash dishes with the hottest water available(!), put all things away and wipe surfaces.
  • Use good recycling practices and compost all that is suitable.
  • Have been able to communicate among each other without sitting in a formal committee.
  • Provided food and help for special occasions such as the Seder or other celebration.
  • Print signs for the contents of cupboards. Provide sign-in sheets for volunteer bakers.

Goals for 2018-2019
  • Continue good communication efforts between team members: who does the buying, setup, clean up?
  • Attempt to be timely in reporting expenses (whether they are donated or reimbursed)
  • Oral or written recognition of our voluntary participation would be nice so other members know we are not paid help.
  • Remind the congregation to join our friendly group and take part (or burnout may occur!).
  • Clearly label ingredients for possible allergies.

2018-2019 Expected members
  • Julie Chippendale, Neil Chippendale, Elizabeth Golden-Pidgeon, Jessica Rouse, Sylviane Acker

2018-2019 Chair/Facilitator
  • Julie Chippendale, Elizabeth Golden-Pidgeon, Jessica Rouse, Sylviane Acker
Library Team

2017-2018 members


2017-2018 Chair/Facilitator

- Artley Wolfson

2017-2018 Accomplishments

- Acquired new UUA books (Skinner House, Beacon Press) and used books from other publishers focusing especially on racism, activist theology, gender identity, and other themes to enrich religious exploration and understanding of Unitarian Universalism.
- Continued to catalog religious exploration materials and other materials in Fenn House.
- Created seasonal or topical book displays in sanctuary.
- Coordinated purchase of common read books for the Council of Ministries and provided resources to support the work of committees, teams.
- Loaned books and provided books for browsing and reference to children and adults.
- Participated in ground floor project discussions related to library planning.

Goals for 2018-2019

- Promote greater awareness and use of CVUUS Library resources.
- Strengthen and enrich our collection of UU-focused materials, especially those that are difficult to find locally.
- Address the need for more and better bookshelves and book display options.
- Plan and prepare for library functions during and after the ground floor project.

2018-2019 members

- Lois Alberts, Sheila House, Barb Karle, Bobbi Loney, Artley Wolfson and library enthusiasts and visionaries welcomed

2018-2019 Chair/Facilitator

- Coordinator(s) to be determined
Music Ministry

Note: This group started as music staff meetings and is becoming a re-formed Music Ministry Team for 2018-2019. This year it didn’t really function as a group, but the accomplishments below are what the music staff started to work on.

2017-2018 music staff members

- Kate Gridley, Poppy Rees and Lucy Tenenbaum (Chuck Miller is also music staff but wasn’t involved in meetings this spring.)

2017-2018 Chair/Facilitator

- n/a

2017-2018 accomplishments

- We are making a database of CVUUS musicians and area musicians
- We are researching what other churches pay guest professional musicians
- We have drafted a budget for next year’s music
- We have added a column into the Worship Team Google Doc to track/keep records of what music is played, sung, performed at Sunday

Goals for 2018-2019

- Continue our work on the above
- Expand our membership to include individuals with musical interests
- Survey the congregation for input into our musical selections
- Additional goals to be decided in the fall, once we have the whole team

2018-2019 members

- Kate Gridley, Poppy Rees and Lucy Tenenbaum
- Looking for 4 more members

2018-2019 Chair/Facilitator

- TBD
Pastoral Care

2017-2018 members

- Marjorie Carsen, Laurie Borden and Sue Griggs

2017-2018 Chair/Facilitator

- Sue Grigg

2017-2018 accomplishments

- Covered pastoral needs while Barnaby was away or on sabbatical

Goals for 2018-2019

- To be decided

2018-2019 members

- To be decided

2018-2019 Chair/Facilitator

- To be decided
Religious Exploration (RE) Council

2017-2018 members

- Martha Alexander, Tracey Harrington, Brett Miller, Jess Rouse Kas Singh, Heidi Sulis, and Natali West

2017-2018 Chair/Facilitator

- Kas Singh

2017-2018 accomplishments

- successfully organized and implemented annual RE events including but not limited to: teacher training and orientation in early Fall
- offered a No-rehearsal Christmas Eve pageant in 2017; that was “open” to all
- honored our volunteers by hosting a Teacher Appreciation Day on May 20, 2018
- assisted in organizing and implementing the Summer 2017 RE program;
- assisted Poppy with the development of her proposal for a Sabbatical request in 2019
- offered ongoing support of Poppy in maintaining the integrity of the RE program
- planned for future programming.

Goals for 2018-2019

- organize and implement our annual events referred to above
- provide support to Poppy for the RE program
- recruit 2 new members to replace those stepping down from the committee
- plan and implement the summer RE program for 2018
- plan for Poppy’s 6-week sabbatical, January-February of 2019
- re-organize the class structure and development/delivery of curriculum as needed.

2018-2019 members

- Martha Alexander, Tracey Harrington, Jess Rouse, Kas Singh, Natali West and 2 new members

2018-2019 Chair/Facilitators

- Tracey Harrington, Jess Rouse
Safe Congregation Team

2017-2018 members

- Barnaby Feder, Alan Moore, Will Porter, Poppy Rees, Mike Greenwood

2017-2018 Chair/Facilitator

- shared responsibility

2017-2018 accomplishments

- Met with Middlebury Chief of Police Hanley and did a walk around – grounds and buildings. He suggested multiple ways to make our buildings safer in the event of an active shooter
- Asked Facilities (or someone of their choice) to install a keypad lock on the Fenn House door and minimally 5 thumb locks per Chief Hanley’s recommendations.
- Hosted the May 20th Congregation Conversation on safety

Goals for 2018-2019

- Continue to implement Middlebury Police Chief Hanley’s recommendations
- Continue with our current practice of having fire drills and following guidelines per CVUUS Safe Congregation Policy
- With others, develop procedures and/or protocols for dealing with disruptive behavior, professional misconduct, misconduct by a member, friend, or visitor, violent intruder and active shooter

2018-2019 members

- Barnaby Feder, Tracey Harrington, Alan Moore, Will Porter, Poppy Rees, Mike Greenwood

2018-2019 Chair/Facilitator

- shared responsibility
Small Group Ministry Steering Committee

2017-2018 members
• Marjorie Carsen, Martha Fulda, Karl Lindholm, Doug Richards, Dinah Smith, Barnaby Feder

2017-2018 Chair/Facilitator
• Doug Richards

2017-2018 accomplishments
• Reformulated steering committee to include at-large members as well as group facilitators, and refocused monthly meetings to include longer-range planning as well as more immediate tasks. Longer-range goals include expanding SGM membership and encouraging all groups and teams at CVUUS to incorporate SGM principles and practices
• Helped facilitate Congregational Conversation on Small Group Ministry where more than thirty members of the congregation discussed a range of issues related to small group ministry
• Discussed results of Congregational Conversation with an eye toward implementation of some suggestions related to creating more doors (pathways) into small group ministry including 1) traditional covenant groups, 2) once-a-month after service Small Group Sunday "pop-up" groups, and 3) affinity-based covenant groups (some suggested possibilities include a men's group, a "36-Questions" group, a parents' group, a poetry-reading group)
• Clarified policy/procedures for including non-congregational members in SGM groups

Goals for 2018-2019
• Open up new ways of doing SGM at CVUUS (see third bullet above) and outreach to new and existing members with the aim of expanding the number of members and friends participating in small group covenant groups
• Encourage all groups and teams at CVUUS to incorporate SGM principles and practices into their meetings/activities.
• Complete transition to new leadership and new ways of organizing and coordinating SGM at CVUUS

2018-2019 members
• (TBD) Possible Continuing Members: Marjorie Carsen, Martha Fulda, Karl Lindholm, Bobbi Loney, Doug Richards, Dinah Smith, Barnaby Feder

2018-2019 Chair/Facilitator
• Unknown at this time
Ushers

2017-2018 members

- Dale Birdsall, Martha Fulda, Mike Greenwood, Theresa Gleason, Bob House, Jerry Loney, Barbara Merz, Alan Moore, Jack Shubert, Scott Smith, Patty Wright

2017-2018 Chair/Facilitator

- Jack Shubert; Mike Greenwood as of May 13

2017-2018 accomplishments

- Recruited 2 new members, Martha and Scott
- Greeted each individual while providing them with the necessary materials to enjoy the services the minister and others provided as well as coordinating offering/collections – 52 Sundays and 2 Christmas Eve services

Goals for 2018-2019

- Continue the above
- Recruit additional volunteers
- Convene a meeting of the users to discuss roles and policies

2018-2019 members

- Dale Birdsall, Martha Fulda, Mike Greenwood, Theresa Gleason, Bob House, Jerry Loney, Barbara Merz, Alan Moore, Scott Smith, Patty Wright

2018-2019 Chair/Facilitator

- Mike Greenwood
Worship Ministry

2017-2018 Members

- Silas Conlon, Piper Harrell, Karl Lindholm, and Rebecca Strum
- Staff members: Barnaby Feder, Kate Gridley, Poppy Rees and Lucy Tenenbaum

2017-2018 Chair/Facilitator

- Ann Webster

2017-2018 Accomplishments

- Planned, scheduled and presented a successful 2017 summer program of Sunday services focusing on “Spirituality Across the Arts”
- Explored with the congregation the concept of “A Journey Towards Radical Love” throughout the year
- Prepared for Barnaby’s absence during his Sabbatical and presented thought provoking and inspiring Sunday services through a diverse series of guest speakers both from within and from outside the congregation
- Worked on the “nuts and bolts” of developing worship services and training each other on all the logistics involved. Discussions ranged from how to ring the singing bowl, when to start the prelude, and what pathways to connection to highlight; to discussions on compensation for guests, the importance of music to our ministry, and improving our communication through developing our shared calendar
- We made more time for deeper discussions and debate on the purpose of worship and our role in creating a spiritual space

2018-2019 Goals

- Develop themes for the upcoming year which will help guide our spiritual journey(s)
- Explore “Sensory Rich Worship” to meet the needs of a multigenerational congregation
- Include children and youth more often in regular Sunday services

2018-2019 Members

- Silas Conlon, Piper Harrell, Karl Lindholm, and Rebecca Strum
- Staff members: Barnaby Feder, Kate Gridley, Poppy Rees and Lucy Tenenbaum

2018-2019 Chair/Facilitator

- Ann Webster


**FUNraising - annual 1 time events**

- Crop Walk
- Radical Love Give Away Auction
- Rhubarb Festival

**Social Justice/Action – annual 1 time events**

- Community Dinner
- Mexican Consulate Visits
- Peace Day

**Social Justice/Action – on-going events**

- Addison County Interfaith Climate Action Newtork
- Age Well: Meals on Wheels Program
- Black Lives Matter (BLM) Ally Group
- Community Lunches
- Food Justice
- GunSense
- Habitat for Humanity
- HOPE (Helping Overcome Poverty’s Effects) Food Shelf
- Homelessness (Charter House, John Graham Shelter vigil/overnight camping)
- Hunger Council
- Kids for Kids (including Guest at Your Table)
- Migrant Ally Group (Addison Allies)
- Share the Plate Donations
- Open Door Clinic
- Refugee Settlement
- Showing Up for Racial Justice (SURJ)
- VT Workers Center
- WomenSafe
**Additional Groups without reports**

- Membership Ministry (including Greeters) – Marjorie Carsen
- Board Nominating Committee – Hannah Sessions
- Communications/ Office Assistants – coordinated with Laura Asermily
- Right Relationship – Anne Christie, John Barstow, Joanna Colwell
- Sangha – Colleen Brown
- Date Night – Kate Gridley
- Writing Group – Nancy Wright
- Gatekeepers – coordinated by Laura Asermily
- Sound System – Mitch Kramer (Alan Moore, Scott Smith, Shannon LaRose)