Taking Community to a New Level

Champlain Valley Unitarian Universalist Society
2 Duane Ct., Middlebury, VT

www.cvuus.org

Annual Report

2018-2019
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Our Mission and Vision

As members and friends of the Champlain Valley Unitarian Universalist Society, committed to the Unitarian Universalist Principles, we strive to be an inclusive and welcoming community that sustains a liberal religious tradition. We aspire to be visible and active on behalf of social justice and environmental responsibility. We nurture and empower each other at all ages on our spiritual journeys, and we reach out to the larger communities of which we are a part.

Our highest priority is that people of all ages are opened to deeper connections with themselves, others, and the spirit of life.

Our second priority is that people who participate in the life of CVUUS are in “right relationship” with one another and the wider community.

Our third priority is that people who participate in the life of CVUUS are connected to a purpose beyond individual and congregational self-interest.

Letter from Rev. Barnaby Feder

I was hesitant when your Board and Council of Ministries members asked me to contribute to this annual report. In this report, you are saying to each other and to the future, “Here’s what our congregation did during – and with – the precious 12 months from last year’s annual meeting through this year’s gathering.” Part of me felt that the single strongest statement I could make affirming that this is your congregation, not mine even though I am your called spiritual leader and, under our governance system, acting chief executive, would be to keep my voice out of this.

But because I serve you, I will honor this request in two ways. First, some advice about perspective:

Your annual report will be incomplete. Enjoy it for what it is above all else – a declaration that CVUUS accomplished a lot of things that matter to those who participated and will matter to those who come after us. This is only the second year the congregation has done this kind of report. You are still getting the hang of it. Inevitably, many reasons for gratitude, celebration, and honesty about challenges encountered will get cursory treatment or no mention at all. Moreover, a year is a long time and you are a diverse group. Even the most fabulous annual report will fail to do you justice as history.

Second, let me write something in the spirit of a chalice lighting for this report. Whenever we kindle a chalice flame, we head into a potent spiritual space where words, silence, matter, and energy are inseparable. One thing I have done is to bring the words of Rev. Theodore Parker, a boundary-breaking 19th century Unitarian minister, into our worship in a revised form that I have often asked you to say along with me as a chalice lighting:

Let us have a congregation for the whole person:
truth for the mind,
good works for the hands,
love for the heart,
and, for the soul, faith in the Spirit of Life which, like lightning in the clouds, shines brightest when elsewhere it is the most dark.

You have answered this prayer in countless ways in the past year. May you find them recorded in this report. Where you don't find them, may you recall them anyway as you read what you do find.

I am more grateful than ever that you called me to be your minister in April of 2012. You continued in the past year to challenge and invite me to grow with you. You indulged my experiments and came up with some of your own. You comforted me in times of loss and let me comfort you. You took my efforts to offer guidance seriously without substituting them for your own responsibility to decide for yourself what you believe and what you want for CVUUS. I was excited about our future together in that joyful moment when you called me. I am just as excited about our shared ministry going forward from today.

Blessed be, Rev. Barnaby

**Timeline of Major Events 2018-19**

June 16 - Michael Feder memorial service  
July 22 - Judith Lashof memorial service  
August 1 - Clean-out of the sanctuary ground floor begins, in preparation for construction  
August 18 - Tom Moser memorial service  
August 25 - Barb Engel memorial service  
September 9 - Ingathering Service  
September 9-30 - Pathways to Connection Sundays  
September 22 - Council of Ministries retreat  
October 7 - First meeting of the new Women’s Group  
October 13 - First meeting of the new Parents Group  
October 14 - Congregational meeting on CVUUS naming  
October 14 - Patty Sgrecci memorial service  
November 4 - David Roth concert  
December 8 - Mexican Consulate visit  
December 24 - Christmas Pageant with bell choir  
January 1 - Poppy Rees, DRE, starts her sabbatical  
January 7 - Elevator installation begins  
January 13 - Second Radical Love Party and raffles  
January 26 - Contra Dance  
January 30 - Ground Floor move-in planning begins  
March 1 - Poppy returns from sabbatical  
March 3 - First Sunday service with “Love: Take It to a New Level” canvass kickoff party in the new Ground floor space  
March 31: Kids’ Worship Service  
April 14 - Coming of Age crepe breakfast and Youth Group Back-off fundraiser  
April 20 - Passover seder  
April 26 - Coming of Age trip to Boston  
April 28 - LGBTQIA+ group forms  
May 5 - Coming of Age service  
May 9 - Board retreat
May 11 - Dedication of the Ann Ross Fellowship Hall
May 17 - First Rad Love board game night
June 1 - Rhubarb Festival
June 2 - Flower Communion
June 9 - Annual meeting

New Members

Fall 2018: Catie Raishart, Seth Gibson, Thelma Stoudt, Gayle Muenchow & Richard Hopkins, Victoria Cherney

Spring 2019: Terry Racich, Ken Levine, Lindsey & Kemi Fuentes-George, Helene & Larry Vanderburgh, Nathaniel Hutner; Tyler McDowell, Dana Roark, Dick Cuyler, Ian Ross, Revell Allen

Births and Deaths

Births
Maxwell Alexander Ruth 11/10/18 to Sage Trombulak and Sam Ruth

Deaths
Michal Feder 4/28/2018
Judith Lashof 5/27/2018
Tom Moser 6/3/2018
Patty Sgrecci 6/12/2018
Barb Engel 7/15/2018

Staff

- Accompanists: Kate Gridley and Chuck Miller
- Bookkeeper: Heather Seeley
- Choir Director: Lucy Tenenbaum
- Director of Religious Exploration: Poppy Rees
- Nursery Care Provider: Jackie Derse
- Office Manager: Laura Asermily
- Sexton: Keith Rickerby

Reports

From CVUUS’ mission statement: "The highest priority is that people of all ages are opened to deeper connections with themselves, others, and the spirit of life."

Whether called a ministry, council, co-op, committee, team, or worker beehive, CVUUS could not function and would not flourish without our many groups of dedicated volunteers. People join up or create a brand new group for many reasons: to serve the community they love, to venture into new learning in a safe and supportive place, to respond to a need, to grow deeper connections to others, to nourish their spirits, and more. All are welcome!

Thank you!
Board of Trustees

2018-19 Report

Members: Laurie Borden, Mary Hadley, Mike Greenwood, Donna LaRose, Doug Richards, Kas Singh, and Mark Spritzer. Co-chairs: Laurie Borden and Mike Greenwood

Accomplishments:
● Established the following outcomes and structures for accomplishing the outcomes:
  ○ Streamlined the requirements of the monitoring reports (Policy Governance Monitoring Revision Team)
  ○ Completed a partial minister review (including a selective survey of congregation members) and developed a set of suggestions for a ministry review process going forward (Ministry Review Team)
  ○ Strengthened connections with congregation by having a visible Board presence (Canvass, Rhubarb Festival, 3rd Sunday ushers, being active members on several committees/ministries, etc., participation by several Board members in fall Council of Ministries Retreat)
  ○ Developed a process for revisiting and revising the five-year plan seeking committee and congregational input beginning as early as fall 2019
  ○ Explored possible ways of doing shared ministry at CVUUS
  ○ Begin revising our global ends statement and seeking congregational input
● Enhanced participation in wider UU community by joining in several denominational events including Webinar: Mission & Metrics: How We Count What Counts, Possible Implications for Us and 2019 Northern New England District (ME, NH VT) Spring Conference.
● Hosted a luncheon for those who had recently attended the New Members classes
● Supported DRE mini-sabbatical, made possible by effective work of RE Council
● Facilitated three Congregation Conversations

2019-20 Members

Continuing Board Members:
● Mary Hadley (first term 7/1/17-6/30/20)
● Kas Singh (first term 7/1/18-6/30/21)
● Douglas Richards (first term 7/1/18-6/30/21)

Nominating Committee Proposed Slate for election at Annual Meeting, 6/9/19
Members:
● Mark Spritzer (second term 7/1/19-6/30/22)
● Priscilla Bremer (first term 7/1/19-6/30/22)
● Kerri Duquette-Hoffman (first term 7/1/19-6/30/22)
● Bobbi Loney (1 year, to fill out Donna La Rose’s second term 7/1/17-6/30/20)

Officers:
● Priscilla Bremer, President** (Term: July 1, 2019-June 30, 2021)
● Douglas Richards, Vice President (Term: July 1, 2019-June 30, 2021)
● Mary Hadley, Treasurer (continuing) (Term: July 1, 2018-June 30, 2020)
● Mark Spritzer, Clerk** (Term: July 1, 2019-June 30, 2020)
Continuing and Proposed Board Members (three year terms):

<table>
<thead>
<tr>
<th>Board Member</th>
<th>Term Ends</th>
<th>2018-19</th>
<th>2019-20</th>
<th>2020-21</th>
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<td>Bobbi Loney**</td>
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<td>Final year of Donna LaRose’s term. *</td>
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* Proposed
** Subject to being elected as a member of the Board at 2019 Annual Meeting. Additional nominations can be made from the floor.

2019-20 Goals (to be finalized and prioritized at Board summer retreat following June elections):

- Begin updating and or revising our Five Year Plan
- Finalize the scope, content and sequence of monitoring reports
- Articulate, with the congregation, a single mission and ends statement (probably a multi-year process)
- Continue to enhance connections and communication with the congregation
- Continue exploring how to be responsive to a diverse congregation, with particular attention to the needs of seniors, of families, and of younger members
- Continue exploring ways of doing shared ministry as a way of meeting the growing, changing needs of CVUUS
- Continue refining a broader-based Ministry Review process, in collaboration with the Council of Ministries
- Explore possibilities for greater collaboration with local UU churches and wider UU community, including possibilities of a student-intern ministry and/or associate minister
Board Nominating Committee

2018-19 Report

**Members:** Laurie Borden (board liaison), Colleen Brown, Hannah Sessions. **Chair:** Colleen Brown

**Accomplishments:**
- Prepared slate of officers for the election that will take place at the Annual Meeting
- Enhanced a sense of community and connection to CVUUS through dialogs with members of the congregation, to get to know them and learn about their gifts, skills, and interests, in discerning whether they had the skills, passion, and commitment to CVUUS to be a good fit for the role of Board member. We often met with folks just to get to know them and find out what volunteer opportunities appealed to them. When such a conversation revealed the person was either not interested in, or ready for, service on the Board, we tried to guide them to the chair of the committee on which they seemed the best fit.

2019-20 Plans

**Members:** Same as last year, except Kas Singh will be the board liaison and a new person will be nominated at the Annual Meeting. **Chair:** To be chosen from the members

**Goal:** To nominate an energetic, experienced person who is committed to the goals and work of CVUUS to serve on the Board for a three-year term. It appears there will be just one vacancy to fill next year.

Caring Network

2018-19 Report

**Members:** Ginny Moser, Dale Birdsell, Mary Louise Bright, Pat Schmitter, Mary Ann Deverell, Nancy Means Wright, Michele Lowy, Rev. Barnaby Feder. **Chair:** Nita Hanson

**Accomplishments:**
- Provided meals, rides, etc., to congregants in need, as well as food for kids during monthly parent group meeting.
- Invited a wider network of congregants to take part in these efforts, allowing more people to minister to and connect with others within the congregation.
- Broadened our focus to include some programmatic elements: sponsored restarting of monthly lunch gathering (Let’s Eat Together, formerly known as Let’s Eat Out), and are starting up a monthly cooking project in conjunction with Let’s Eat Togethe meetings, to provide frozen meals for congregants in times of immediate need while also serving as an opportunity for participants to connect around a common goal.
- Engaged in examining the structure of the group to maximize connectedness, effectiveness, and sustainability.

2019-20 Plans

**Members:** Same as last year. **Chair:** Nita Hanson. **Membership needs:** We would welcome both more committee members (to attend monthly meetings at 11 a.m. on the first Monday of the month)
and meal/ride/errand providers (to be on our lists to provide services occasionally, as needed and convenient).

Goals:
- Expand opportunities for congregants to actively minister to fellow congregants in need.
- Get Let’s Eat Together and monthly cooking project solidly off the ground, with rides provided as needed to allow for broader participation.
- Continue to refine group processes and structure as needed.

Charter House Team

2018-19 Report

**Members:** Sue Grigg. **Co-chairs:** Alan Moore and Revell Allen

**Accomplishments:** Cooked one dinner per month for the Charter House in Middlebury

2019-20 Plans

**Members:** Same as last year. **Membership needs:** We always need more people to donate food. We have enough people to serve on the day of the dinner. We have a clear reimbursement process for cooks to support their contributions.

**Goals:** Same as last year. We are looking forward to expanding ways to cook ahead of time in our new UU kitchen using our very own freezer. We are hoping this will enable more community participation and connections. We should develop a call list to fill in for food and help when needed.

Choir

**Members:** Steve Maier, Priscilla Bremser, John Widell, Revell Allen, Larry Vanderburgh, Ellen Flight, Connie Leach, Kate Gridley, John Barstow, Martha Fulda, Anne Christie, Paul Seward, Theresa Gleason, Ken Levine, Doug Richards, Margy Levine Young, Neil Chippendale, Marnie Wood, Nancy Means Wright, Brett, Ginny Ashenfelter, Carol Harden, Marjorie Carsen. **Director:** Lucy Tenenbaum

Communications & Office Assistants

- **FaceBook Postings:** Donna LaRose
- **Website Help:** Margy Levine Young, Jordan Young, Brian Mason
- **Weekly Blast Help:** Barb Merz
- **Bulletin Boards:** Lois Alberts, Catie Raishart
- **Graphic Design** (ads, flyers): Caitlin Gildrien
- **Order of Service Help:** Sheila House, Martha Fulda
- **Copying and Assembly Help:** Laura Ferguson, Lois Alberts, Allison Cutler
- **Signage:** David Durgin, Revell Allen, Poppy Rees
- **Pictures:** needed
- **Year in Review:** needed
- **Newsletter:** needed
Council of Ministries

2018-19 Report

**Members:** Marjorie Carsen (Membership), Rev. Barnaby Feder (minister), Elizabeth Golden (Hospitality, Green Sanctuary, Library), Mary Hadley (Board rep., Finance), Tracey Harrington (RE), Karl Lindholm (Worship), Bobbi Loney (leadership and connections opportunities), Steve Maier (Ground Floor), Alan Moore (Finance), Doug Richards (Board, Small Group Ministry), Artley Wolfson (Library). **Convenor:** Margy Levine Young

**Accomplishments:**
- Organized and conducted congregational conversations each month
- Organized Pathways to Connection Sundays in September 2018
- Conducted a Retreat in September 2018, facilitated by Sarah Russell, at which we examined the role and effectiveness of the Council in the life of the congregation and created a mission statement
- Advised the minister on issues of significance and/or possible new directions
- Facilitated communication and coordination among the various CVUUS teams, ministries, committees, and the Board

**2019-20 Plans**

**Members:** Same as above, plus Nita Hansen (Caring Circle), Ollie Cultrara (Hospitality). We are always interested in new members as appropriate or as people may be interested. **Convenors:** Margy Levine Young and Jean Terwilliger

**Goals:**
- Hold a second retreat in the fall to turn out goals into specific, measurable objectives for the year
- Create, coordinate, and sustain opportunities for connection within the congregation
- Determine our role in the five-year plan to be developed next year
- Grow the Ministry Review function to monitor the effectiveness of our various ministries

Donations Ministry

2018-19 Report

**Members:** Ashleigh Hickey, Chris Murphy, Parker (Monty) Montgomery, Rev. Barnaby, Barb Karle. **Chair:** Jason Duquette-Hoffman

**Accomplishments:**
- Solicited suggestions from the community about non-profit organizations whose mission and values align with ours
- Evaluated and chose recipients for our monthly Share the Plate
- Provided our congregation information about the recipient organization each month
2019-20 Plans

**Members:** Chris Murphy, Monty Montgomery, Rev. Barnaby, Ashleigh Hickey, Marjorie Carsen, Allison Cutler. **Chair:** Barb Karle

**Goals:**
- Continue to reach out to our community to identify non-profit organizations
- Further raise awareness and opportunities to our congregation to develop a connection with these non-profit organizations

**Facilities Committee**

2018-19 Report

**Members:** Laura Asermily, Seth Gibson, Mitch Kramer, Miles Peterle, Llyn Rice, Paul Stone, Alan Moore. **Chair:** Bob House

**Accomplishments:**
- Maintenance of infrastructure: Pellet burner, Propane burner, air draft in new construction
- Solving process for getting LED lights for the sanctuary, to be completed in future.
- Participated in Lower level build out tasks
- Replaced leaking radiator in Sanctuary
- Blue Jeans Sunday

**2019-20 Plans**

**Members and chair:** Same as last year

**Goals:**
- Maintenance of infrastructure
- LED conversion of lights in sanctuary (with bulbs and ballast beginning to fail).
- Locate gutter above lower level entrance.

**Resource wishes:** Monetary support for LED conversion

**Sound System Team:** Alan Moore, Scott Smith, Shannon LaRose. **Leader:** Mitch Kramer

**Finance Committee**

2018-19 Report

**Members:** Mary Conlon, Alan Moore, John Berninghausen, Mary Hadley, Rich Wolfson. Assisted by Money Collectors/Counters including Ann Brousseau, Allison Cutler, Dale Birdsall. Peter Orzech, and Laura Ferguson. **Chair:** Mary Hadley

**Accomplishments:**
- Reviewed monthly financial statements with Rev. Barnaby and Heather Seeley, CVUUS’s bookkeeper
● Conducted our fourth annual internal review of CVUUS’ financial records
● Researched and gave input on the Ground Floor Loan program to minimize/eliminate the need to draw on the bank construction loan
● While this is a very tactical committee, we do start meetings with check-ins and laugh frequently and share snacks while we review past and future financial visions and current realities of the finances of CVUUS.

2019-20 Plans

Members: Mary Hadley, Alan Moore, John Berninghausen, Rich Wolfson, Mary Conlon. Chair: Mary Hadley

Goals:
● Continue our review of monthly financial statements and conduct the annual internal review
● Review and finalize our draft financial manual
● Continue to promote planned giving and clarify/publicize planned giving and endowment policies

Flower Co-op

2018-19 Report

Members: Alice Berninghausen, Bobbie Carnwath, Elizabeth Golden, Sue Grigg, Chris Murphy, Dinah Smith, Marnie Wood. Co-Chairs: Dinah Smith and Marnie Wood

Accomplishments:
● Positive continuation of creating and maintaining quality seasonal arrangements that provide natural beauty within our sanctuary for each week’s service.
● Though the number of our committee’s membership is small, our individual and collective dedication for the responsibility brings beautiful results week after week.
● We’ve been successful bringing pieces from Nature inside the Sanctuary to create a contemplative, joyful, or transformative atmosphere, depending on the event.
● The members of our committee support each other, stepping up to provide coverage when commitments take them away from Vermont.

2019-20 Plans

Members: Alice Berninghausen, Bobbie Carnwath, Elizabeth Golden, Chris Murphy. Facilitators: Marnie Wood and Dinah Smith. Membership needs: We continue to encourage members of our congregational community to join us and share in the pleasures of working collaboratively while bringing the beauty of Nature into our Sanctuary space.

Goals:
● Continue the level of quality and beauty that we have established with seasonal decorations
● Continue our invitations to the greater membership to join us in our work.
● Provide opportunities for youth to assist us.
● Consider the potential for a temporary exhibit of art work from or recommended by the membership.
Resource wishes:

- 2 or 3 clear circular glass vases, about 3 feet tall.
- Flowers, tall grasses, branches, unusual blooms and such are always welcome.

Gatekeepers

Volunteers: Alan Moore, Carol Harden, Elizabeth Golden, Marnie Wood, Kate Gridley, Barb Karle, Abi Sessions, Bobbie Carnwath, John Barstow, Mitch Kramer, Mary Ann Deverell, Donna & Shannon LaRose, Alice Berninghausen (arts events), Lise Anderson (migrants), Dorothy Mammen, Mike Greenwood, Anne Christie, Allison Cutler (GMC events), Becky Strum (theater events), Revell Allen.
Coordinator: Laura Asermily.

2018-19 Report: We hosted about 40 events, including arts related (Opera Company of Middlebury, Midd Community Music Center, Point Counterpoint, Town Hall Theater), some memorial services, a few bat mitzvahs, Green Mountain Club and Vermont Book Shop talks, the big annual Mexican Consulate Visit, and a few recurring lessons and classes.

Green Sanctuary Ministry

2018-19 Report: Inactive this year

2019-20 Plans: The Green Sanctuary will become active in September. Chairperson Elizabeth Golden is seeking new members to develop a new Green Sanctuary Action Plan, which would include plans for a celebration for our upcoming Green Sanctuary designation dedication.

Hospitality Ministry

2018-19 Report

Members: John Barstow, Ollie Cultrara, Donna LaRose, Ken Levine and Gayle Muenchow. Co-Chairs: Elizabeth Golden, Julie Chippendale, Neil Chippendale

Accomplishments:

- Solicited and scheduled the preparation of home baked goods and other refreshments that were provided by congregants.
- Purchased, prepared and offered a variety of healthy refreshments to congregants and visitors during coffee hour every Sunday.
- Provided a friendly welcome, introductions, conversation and assistance to congregants and visitors every Sunday.
- Assisted with memorial services and other events that offered refreshments.
- Upgraded our coffee making equipment and expanded our variety of refreshments.
- Provided recommendations on the new kitchen facility design and new equipment needs.
- Assisted in the transition to our new kitchen and fellowship hall.
- Trained numerous people on how to use the new kitchen safely and effectively.
- Recruited and trained several new members to take over the responsibilities of the committee.
2019-20 Plans

**Members:** Julie Chippendale, Neil Chippendale, Donna LaRose, Ken Levine, and Gayle Muenchow. **Chair:** Ollie Cultrara. **Membership needs:** Enough members to have two people doing set up and two people doing clean up each Sunday and for all events where we are needed.

**Goals:**
- Solicit and schedule the preparation of home baked goods and other refreshments.
- Prepare and offer a variety of healthy refreshments to congregants and visitors during coffee hour every Sunday.
- Provide a friendly welcome, introductions, conversation and assistance to congregants and visitors every Sunday.
- Train more people on how to use the new kitchen safely and effectively.
- Collaborate with other CVUUS groups to coordinate and enhance their activities.

**Resource wishes:** Additional cart, additional silverware, baking pans, and utensils for the new kitchen. An additional $150 added to our annual budget, to offer sufficient refreshments for our growing congregation.

Landscaping Committee

2018-19 Report

**Members:** Bob House, Gerry Loney, Nan Crowell, Don Groll. **Contact for Spring 2019:** Sue Rasmussen. **Co-facilitators:** Sheila House and Dinah Smith

**Accomplishments:**
- Created an aesthetic for the exterior of CVUUS that suits its appearance and the nature of its function has developed a camaraderie between and appreciation for those who do the work. Humor is also a benefit. The intention of the Landscape Committee is to have an exterior that communicates a warm welcome and reflects a congregational body that values its natural environment and is clean and tidy at the same time.
- Established a plan to protect the marsh area, by removing lawn and other plant debris from the grounds.
- Primary goal of this last year was maintenance of our CVUUS gardens. To that end:
  - Divided large swaths of the ornamental grass Panacum 'Shenandoah'. Some of the divisions were planted at the new lower level sidewalk, and some will be sold at RF 19.
  - Added compost to the gardens, contribution of Sheila and Bob House.
  - Performed pruning.
  - Members spent countless hours weeding.

2019-20 Plans

**Members:** Same as last year. **Contact Person:** Sue Rasmussen. **Membership needs:** Enlarge the “working” committee membership. Extend to CVUUS members with landscape expertise for their input.
Goals:

- Establish a fund for financial contributions to CVUUS Gardens.
- Develop a “loose” plan for the greater landscape in conjunction with Facilities, RE, and other CVUUS entities. For instance, will we have a play set for RE? Where will it go? Will we have a memorial/meditation/contemplative garden? And where?
- When this plan is in place, we’ll be in a better position to coordinate the use of resources (plant material) from contributions, our own gardens, and gardens of others.

Resource wishes: Wheelbarrow.

Library Team

2018-19 Report


Accomplishments:

- Provided UU-focused books and media to support CVUUS programs and CVUUS people of all ages. Facilitated book orders for other CVUUS teams.
- Managed LibraryWorld online library catalog/system, acquired and prepared books for circulation, created book displays, and encouraged CVUUS library awareness.
- Packed library materials, equipment, and furnishings for temporary storage during ground floor construction. Helped unload the storage container this spring.
- Participated in discussions about the multipurpose blue room/library (ground floor) and the associated need for blue room bookshelves.

2019-20 Plans

Members and facilitators: To be confirmed. Membership needs: Library enthusiasts welcome! We have particular needs for volunteers who can (1) learn to help manage our online library system, (2) actively promote library use in various ways, or (3) staff a small book sale cart.

Orientation and support available.

Goals:

- Construct or acquire bookshelves for the blue room; also, child-friendly, mobile book display carts.
- Decide on best placements for library materials in CVUUS locations: Fenn House, upstairs sanctuary meeting room, blue room downstairs.
- Continue to encourage CVUUS library awareness.
- Explore the possibility of a CVUUS Little Free Library and an ongoing book sale nook.
- Develop library operations manual online.

Resource wishes:

● Donations of UU-relevant books and media, in very good or like new condition, for children, youth, or adults.
● Donation of iPads or Kindles to establish a circulating library of UU-relevant e-books. Also, donation of small laptops, Apple/Mac preferred, for library catalog access in Fenn House and ground floor locations.

**LGBTQIA+ Group**

**Leaders:** Ollie Cultrara and Jordan Young.

**Membership Ministry**

**2018-19 Report**

**Members:** Ginny Ashenfelter (name tags), Donna LaRose (Safety Team). **Chair:** Marjorie Carsen

**Greeters:** Marjorie Carsen, Sheila House, Pat Schmitter, Marnie Wood, Lois Alberts, John Barstow, Dinah Smith, Carol Harden, Donna LaRose, Mary Ann Deverell, Monty Montgomery

**Ushers:** Mike Greenwood, Gerry Loney, Bob House, Doug Smith, Barbara Merz, Dale Birdsall, Alan Moore, Scott Smith, Martha Fulda, Board members (3rd Sundays)

**Accomplishments:**

● Maintained and expanded our Sunday morning Greeters, who welcome newcomers and members, maintain and replenish the Visitors’ table, invite new folks to sign up for name tags, the newsletter, etc., and have follow-up conversations with new friends.

● Provided pamphlets and other reading materials, most from the UUA Bookstore, for the Visitors Table, and for anyone with interest, including potential new members.

● Assisted Rev. Barnaby with "New UU" classes in October, 2018, and this Spring (4/26 to 5/05), which entails contacts with potential members, class refreshments, and participation in our welcoming ceremonies for new members.

**2019-20 Plans**

**Members:** Same as last year. **Membership needs:** Always looking for members, ushers and greeters!

**Goals:**

● Increase the number of greeters, and enhancing their skills and confidence in providing welcoming encounters with newcomers and old timers.

● Provide a greater variety of options for newcomers to learn about our faith, and for all congregants to enhance our welcome to a wider diversity of visitors and potential members. The belief that hospitality can be a spiritual practice can be more widely expressed (and not just for extroverts).

● Ongoing adaptation to our Fellowship Hall, working with other teams, as noted above, and including our Library team.
Music Ministry

2018-19 Report

Members: Lucy Tenenbaum, Kate Gridley, Poppy Rees, Richard Hopkins, Carol Harden, Priscilla Bremser. Chair: Shannon LaRose

Accomplishments:
- Researched and purchased drum kit
- Researched and purchasing portable sound system for fellowship hall
- January contra dance
- Discussion of other music activities to create community — hymn sing still to be scheduled, coffee houses
- Discussion of interfaces among music and worship teams and sound team
- Congregational Conversation and table soliciting feedback and ideas about music

2019-20 Plans

Members: same as last year. Chair: Carol Harden. Membership needs: Two additional members.

Goals:
- Find a drummer
- Coffee houses and contra dances
- Continue to bring diverse music to CVUUS
- Increase music’s role in Worship service planning

Resource wishes: Drum and cymbal dampeners. Combination lock on music closet. Lighting, upstairs and downstairs, for night performances. Better chairs for musicians (no arms, higher than current chairs)

Parents’ Group/Thursday Night Out

Members: Steve Maier, Priscilla Bremser, John Barstow, Ellen Flight, Chris Murphy, Bill Sessions, Abi Sessions, Margy Levine Young, Jordan Young, Dinah Smith, Colleen Brown and Doug Richards, Revell Allen, Michele Lowy. Organizer: Kate Gridley

Switched to 2nd Saturday of the month to support Small Groups Ministry Parents’ Group, led by Tracey Harrington, food provided by the Caring Network. A true collaboration! 9-16 children of all ages.

Pastoral Care

2018-19 Report

Members: Sue Grigg, Laurie Borden, Marjorie Carsen

Accomplishments:
- Initiated monthly meetings of the team with Barnaby to clarify our role within CVUUS and to support one another. We recognized that creating a safe and respectful place simply for listening to each other is valuable to the well-being of our congregation.
• Collaboration with our Care Network Team. As a result of our Team's discussions of some overlapping functions with the CVUUS Care Network, and their likely awareness of folks who might benefit from Pastoral input, Marjorie Carsen agreed to attend the Care Network Team monthly meetings. Their team has been warmly welcoming, given the offer of support for challenging and complicated situations that can come up in the course of the important services the Network provides. It is hoped that there can be growing awareness among all of the option of pastoral services in addition to what Rev. Barnaby already provides.
• Jordan Young will be joining the team, bringing his expertise in the latest research on the complexity of human sexuality to our skill set.

2019-20 Plans

Members: Sue Grigg, Laurie Borden, Marjorie Carsen, Jordan Young. Membership needs: One more member.

Goals:
• Continued meetings
• Support during Barnaby’s absence and other times as appropriate
• Demonstrate self-care during times of vulnerability and challenge

Resource wishes: One guest speaker for the year (last year was Patience Stoddard)

Radical Love Party (January 2019)

2018-19 Members: Mary Hadley, treasurer. Chair: Piper Herrill

2019-20 Plans: Tentatively scheduled for November 2019. Membership needs: Chair and team!

Religious Exploration (RE) Council

2018-19 Report

Members: Molly Andres, Kas Singh, Catie Raishart, Natali West, Martha Alexander. Co-chairs: Jess Rouse, Tracey Harrington

Accomplishments:
• Covered for the DRE while she was on two-month Sabbatical!
• Crafted Safety Protocols for CVUUS
• Reviewed RE curricula and selected new programs
• Summer 2018 RE program coordination
• One of our members (Tracey Harrington) started the Parent's Group which has been very successful
• Successfully organized and implemented annual RE events including but not limited to:
  ○ RE Leader and Assistant training and orientation in early Fall 2018
  ○ No-Rehearsal Christmas Eve pageant in 2018
  ○ Involved 34 kids in the Kid Service in March
2019-20 Plans


Goals:
- Develop a holistic plan for outside space
- Finding ways to incorporate children successfully into the Fellowship Hall
- Look at the use of Fenn Space and how this affects our RE Programs

Resource wishes:
- Space! Every year we have to use space next door for COA or OWL.
- Budget. Due to financial restraints, the RE Budget was cut for the first time in years for this past year and it has been tight. We have held back on some things. We hope it can go up again at some point.

Religious Exploration Program

Director of Religious Exploration: Poppy Rees

74 children and youth enrolled, 6 new families

Infant-3 years: NURSERY - Jackie Derse, Journey LaRose (Wren Colwell, Peter Orzech)
Our Nursery is staffed by a paid experienced childcare supervisor and a high school assistant. Unstructured play in a safe and nurturing environment next to the Sanctuary.

PreK-K: SPIRIT PLAY - Jay Harrington, Martha Alexander (Natali West)
Circle with story told with basket of miniature figures/props, followed by wondering questions and art/other responses, freedom to use room materials as kids wish. Based on Montessori philosophy.

Grades 1-4: SPIRIT OF ADVENTURE - Gerry Loney, Will Porter, Kerri Duquette-Hoffman
UU curriculum where the learning takes place through physical movement, challenges, and adventure. Teaches children about the values of Unitarian Universalism using activities like dissecting a computer, building cantilevered architecture, and circus arts. Sports, medicine, food, science, building and exploring are the themes for learning about our history, and famous UUs who have made notable contributions to our lives.

Grades 5-6: sUUpper PLAYS 2 - Abi Sessions, Jess Rouse, Chris Hammond (Sept-Dec)
Skins about Unitarian Universalist holidays and special days. Some funny, some serious, all meaningful.

Grades 5-6: OWL (Our Whole Lives) 5-6 - Michele Lowy, Ted Scheu (Jan-April)

Grades 7-8: COMING OF AGE - Piper Harrell, Allie Izzard, Joanna Colwell
A Unitarian Universalist rite of passage in Middle School. Empowering and strengthening kids as they move
from childhood into adolescence! Includes games, team-building, hands-on activities, discussions, social time, snacks, a retreat, April trip to Boston, creating a May worship service, celebration, and more.

**Grades 9-12: YOUTH GROUP** - Gail Cason, Heidi Sulis
Discussions, making dinner for residents of the John Graham Shelter in Vergennes, games, recreational activities, and fundraising for service trip. YSOP Service Week trip in June to New York City this year. 2-3 Sundays/month 4-6 pm

**All Ages: KIDS FOR KIDS** - Jess Danyow, Martha Alexander
Kids doing social justice and community service for other kids. Projects include supporting CROP Walk to End Hunger, making & selling holiday ornaments as a UUSC Guest at Your Table fundraiser, and others.

**All Ages: “SAY YES TO LIFE” KID SERVICE** - 34 kids Bobbi Loney, Poppy Rees

**All Ages: RE FUNDAYS, MULTIGENERATIONAL SERVICES**

**All Ages: SUMMER RE** - Coordinated by RE Council

### Right Relationship Team

**Members:** Anne Christie, Joanna Colwell, John Barstow

### Rhubarb Festival (June 2019)

**2018-19 Chair:** Mary Hadley. **Volunteers:** A cast of thousands!

**2019-20 Plans:** Scheduled for June 2020. **Membership needs:** Chair and team!

### Safe Congregation Team

**2018-19 Report**

**Members:** Mike Greenwood, Will Porter, Tracey Harrington and Donna Larose, Members. Poppy Reese and Barnaby Feder, ad hoc members. **Facilitators:** Poppy Reese and Alan Moore

**Accomplishments:**
- Organized committee/ministry
- Prepared draft crisis management procedures
- Instituted Safety Volunteer on Sunday mornings
- Began using walkie-talkies to improve communication between Fenn House and Sanctuary on Sunday mornings, locks on Fenn House door

**2019-20 Plans**

**Members:** Same as last year. Facilitator: Alan Moore. **Membership needs:** Two or three more Safety Volunteers.

**Goals:**
- Finalize Crisis Management Procedures and begin training of relevant staff and volunteers
- Finalize role of Safety Volunteers, prepare job description
- Put thumb locks on identified priority doors

**Ideas for collaboration with other groups at CVUUS:** Will need to work with Greeters, Ushers, Sound system operators, and Worship Associates regarding Sunday morning crisis procedures. Also need to communicate with the congregation as a whole regarding basic safety procedures in case of emergency.

## Sangha / Meditation Group

### 2018-19 Report

**Participants:** Include both members/friends of CVUUS and community members. CVUUS members: Dinah Smith, Bobbie Carnwath, and Jack Carter; others attend periodically.

**Co-facilitators:** Colleen Brown and Marsdin Van Order. Dick Swanson, the third co-facilitator of the sangha for about seven years, moved to Florida in late 2018. Dinah, Bobbie, and Jack have begun acting as facilitators to ensure that the sangha can meet every Sunday night.

**Accomplishments:**
- Created a complementary connection with the Bread Loaf Mountain Zen Community (BLMZC) such that we do not have conflicting meditation sessions, and we share information from each other with our respective groups
- Enhanced the connection between BLMZC and CVUUS as residents of BLMZC have become engaged in CVUUS
- Provided an important ministry to CVUUS members and friends who have Buddhist practices and/or appreciate the value of a meditation practice

### 2019-20 Plans

**Members:** Same, plus anyone interested in joining us. **Facilitators:** Colleen Brown and Marsdin Van Order.

**Goals:**
- Establish a definite schedule for facilitating the Sunday evening sangha so we don’t have to cancel any sitting due to lack of facilitator
- Get the word out more, so more people attend the sangha’s Sunday evening sittings and learn to cultivate the sense of peace and calm that meditation offers.
- Find ways/opportunities to teach meditation to the children through RE
- Continue to offer one Buddhist worship service per year

## Small Group Ministry Steering Committee

### 2018-19 Report

**Facilitators:** Bobbi Loney, Marnie Wood, Dinah Smith, Faith Lowell, Marjorie Carsen, Elizabeth Golden, Tracey Harrington. **Coordinator:** Doug Richards.
Accomplishments:

- Provide a spiritually nourishing opportunity for smaller-scale and personal connection and a sense of community with other members and friends of CVUUS, in a mutually supportive atmosphere
- Launched three new affinity/interest groups: a Women's Group, a Parents’ Group, and a group focused on navigating retirement. Combined with the four ongoing traditional small groups, we now have a total of seven groups at CVUUS, comprising about 50 or so participants—close to a third of the congregation.

2019-20 Plans

**Facilitators:** Marnie Wood, Dinah Smith, Faith Lowell, Marjorie Carsen, Elizabeth Golden, Tracey Harrington, Doug Richards. **Membership needs:** Coordinator.

Goals:

- Continue to encourage participation by longstanding and new members alike in small group ministry
- Identify a Coordinator to succeed Doug
- Resume regular meetings of Steering Group Committee
- Provide support for facilitators in managing their groups
- Encourage additional affinity/interest-focused small groups to form

Worship Ministry

2018-19 Report

**Members:** Silas Conlon, Jason Duquette-Hoffman, Martha Fulda, Rebecca Strum, Karl Lindholm. **Staff Members:** Barnaby Feder, Kate Gridley, Poppy Rees, Lucy Tenenbaum. **Chair:** Ann Webster

Accomplishments:

- Primary function: Support the Minister in providing weekly Sunday services that are moving, inspiring, thought provoking and challenging. This is very much a shared ministry that gives each member of our team the opportunity to reflect more deeply on their own spiritual path, but also, to develop skills in organization, debate, public speaking and research. We also interact with the public and reach out to invite guest speakers to the pulpit. We learn to be flexible, take direction when needed and to be the director with confidence.
- Included more youth in the services without interfering with their Religious Exploration programs. And our upcoming summer series of Spirituality Through the Arts will have at least two services which will focus on the artistic development and contributions of youth.
- Conducted a Worship Ministry Retreat for the first time, which enabled us to delve into the questions: How do we envision worship in the future? How do we meet the needs of all generations? And how do we ensure new members to the group receive the training that will make them feel most welcome and comfortable?
2019-20 Plans

Members: Jason Duquette-Hoffman, Martha Fulda, Karl Lindholm. Staff Members: Barnaby Feder, Poppy Rees, Lucy Tenenbaum. Chair: Rebecca Strum. Membership needs: The idea of mentoring will be important for the coming church year as Ann Webster, will be leaving the group. Kate Gridley is also stepping down in order to focus on expanding our music program. And Silas Conlon, who has been serving with us for the past three years, will be heading to college. If you have ever thought that being part of this Ministry would be right for you, step up and speak with Barnaby or Becky.

Goals:
- Better communication with all those who help support the Sunday service experience, such as choir, special music, sound system and those providing seasonal decorations.
- Continue to encourage multigenerational participation in services and continue to explore sensory rich experiences during services.
- Mentor new members to the Worship Ministry.

Writers’ Group

2018-19 Report


Accomplishments:
- Monthly meetings to read aloud our creative work and offer constructive comments, commentary on related (local) events or on our personal lives and writings, and praise for any newly published work. Those of us who have already published books (see *P), are happy to encourage and assist newcomers.
- Meetings open to would-be writers in the outer community. A few of our current members are from the larger Middlebury writing community. Two Eastview residents attend, enriching all of us. Along with the Vermont Bookshop, we have several times acted as backers and promoters for invited speakers.

2019-20 Plans

Members and Facilitator: Same as last year. Membership needs: Facilitator. Nancy Wright has been leading this group for many years, and looks for new ways of “doing.”

Goals: Same as last year. Continue to cooperate with other CVUUS groups and the outer community.
Social Justice/Action Collaborations

The congregation collaborated with these social justice groups during the 2018-19 year:

- Addison County Crop Walk
- Addison County Interfaith Climate Action Network
- Age Well: Meals on Wheels Program
- Black Lives Matter (BLM) Ally Group
- GunSenseVT
- Habitat for Humanity
- HOPE (Helping Overcome Poverty’s Effects) Food Shelf
- Homelessness (Charter House, John Graham Shelter vigil/overnight camping)
- Hunger Council of Addison County (Hunger Free Vermont)
- Middlebury Community Lunches
- Migrant Ally Group (Addison Allies)
- Open Door Clinic
- Refugee Settlement
- Share the Plate Donations
- Showing Up for Racial Justice (SURJ)
- Vermont Workers Center
- WomenSafe

Share-the-Plate recipients:

- Vermont Legal Aid - $980
- Middlebury Festival on the Green - $908
- The Andean Alliance for Sustainable Development - $970
- UUA Affiliates: BLUU The Promise and the Practice of Our Faith ($419), No More Deaths ($395), UURise and Church of Larger Fellowship
- Outright Vermont - $869
- HOPE - $657
- Charter House Coalition - $897
- Vermont Food Bank - $1,200
- Legal Fund for Honduran Family Asylum Seekers - $1,280
- Water.org - $960
- Minister’s Discretionary Fund - $517
- Rock the Vote - $712
- Addison County Transit Authority (ACTR) - $672
- NOFA-VT Farm Share Program - $775