



DECEMBER 2015

# The First Universalist Society of Hartland

## UNITARIAN UNIVERSALIST

Services & Religious Education Classes, Sundays, 10 am, in the Church

### SUNDAY SERVICE SCHEDULE

#### DEC 06 **The Spirit of the Season**

Christmas, Hanukkah, and Yule are very different celebrations, but they all carry a sense of holiness that comes alive and moves and breathes through human lives in a special way in this darkest time of the year. In this service we'll reflect on this month's worship theme of "Spirit" in light of the celebrations of the season. We'll also be decorating the sanctuary tree during the service. **This service will be followed by the Semi-Annual Meeting of our Society.** *The collection will benefit the Haiti Eco-Village School Project of the Unitarian Universalist Service Committee.*

#### DEC 13 **Annual Multigenerational Impromptu Holiday Pageant!**

In the spirit of the season, we'll warm our hearts by singing and sharing in acting out a lovely holiday story for all ages. Gifts for the Hartland Christmas Project will be collected in this service. *The collection will benefit Windsor County Partners.*

#### DEC 20 **It Came Upon the Midnight Clear**

On this fourth Sunday of Advent, a service for the Christmas Spirit, whatever your faith, and reflections inspired by the old carol, written by Unitarian minister Edmund Hamilton Sears. *The collection will benefit the Minister's Discretionary Fund, used to support people in need.*

#### DEC 21 **MONDAY, 7:00 PM**

##### **Welcome Yule! Celebration of the Solstice**

Our annual celebration of Yule and the Earth-Centered New Year! A brief service followed by a bonfire and fellowship. Come help us welcome back the sun!

#### DEC 24 **THURSDAY, 7:00 & 9:00 PM**

##### **Christmas Eve Candlelight Services**

Join us for our annual spirited celebrations of Christmas Eve! The 7:00 service will be our traditional service of Lessons, Carols, Candles, and Joy. The 9:00 service will also honor the story and songs of the season in a fashion that is a bit more meditative.

#### DEC 27 **NO WORSHIP OR RE!**

We take one Sunday off from worship each year, the Sunday after Christmas. Take this opportunity to worship and celebrate the season in your own way at home!

#### JAN 03 **Worship Team Service**

A service led by our wonderful lay worship leaders, details will be available soon. *The collection will benefit support an organization chosen by the worship leaders.*

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## LOVE IS THE DOCTRINE OF THIS CHURCH

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# FROM YOUR MINISTER

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PAUL S. SAWYER

DECEMBER 2015

"Spirit Season"

As you likely know by now, the word, "spirit" comes from a Latin root that means "breath" or "wind." In the context of our faith, we understand spirit as the animating force that breathes in and through us, literally in-spiring us and filling our physical bodies, our thoughtful minds, and whatever deeper sense we may experience and call our souls.

"Spirit" is the worship theme for the month of December, and it is a fitting one for this season of holidays and celebration.

In ancient times, our ancestors all over the Northern Hemisphere found the Spirit of Life still breathing and alive even in this darkest time of the year, despite the cold and the barren landscape. And they lit fires and sang songs to welcome the return of the sun, and the promise of green lands to come in the spring.

In the Jewish tradition, for centuries, people have celebrated the spirit breathing true freedom to life in the story of the Maccabees and in the miracle of the oil.

And in the Christian tradition, the ancient story says that the breath of God breathed in the new-born child, bringing God's spirit alive, into human form, on the Bethlehem plains.

And in all these stories, and in so many others from cultures all over the world, we are invited to feel the spirit, ourselves, born in us anew, lasting beyond what anyone thought it could, and shining green and full of life even in the darkest days of the year.

Whatever your tradition of faith and family and celebration, may you find the breath of life breathing alive in you in this season. And may you feel inspired to new life, new love, and new possibility.

Miracles abound in this season, though they're not always as dramatic as a flaming menorah or a star-born child.

Our miracles are usually a little more common, but no less wondrous to behold:

An opening in a relationship you thought could not heal.

A simple smile in your heart that promises to begin to cut through the pain of a season of grief.

A song sung with faith that you did not know you could feel.

A gift, or even just a word, from a friend that says, "I see you. I am here. I care."

A possibility rising up in your heart that you've held, not quite believing, in preparation for years and years.

As the old song says, "It's winter and light is alive on the earth." Love is waiting to be born in human form in us. True freedom is waiting to rise up in our souls. The sun is returning, and already the new growth is simply waiting to return, in our hearts, and in our world.

This is a season of spirit, and possibility abounds in every breath. May you know, and share, all the many blessings of life in this time of celebration.

In Faith and Love,

Paul



*Candles of Joy and Sorrow*

## PEOPLE YOU NEED TO KNOW:

*Minister*

**REVEREND PAUL S. SAWYER**  
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*Interim Director of Religious Education*

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*Office Administrator*

**NANCY WALKER**  
In the office on Fridays

*Governing Board*

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**SUE BUCKHOLZ** Vice President  
**DAN POOR** Treasurer  
**CORAL LYDON OVITT** Secretary  
**LEAH GARTNER**  
**SARA MORIN**  
**MICHAEL THEROUX**

*Assistant Treasurer*

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# WEEKLY COLLECTION INFORMATION

*We rely on the planned, committed, pledged support of our members and friends to support the needs of our church.*

## WE DEDICATE OUR COLLECTIONS DURING SUNDAY MORNING WORSHIP TO ORGANIZATIONS DOING GOOD WORK IN OUR LOCAL COMMUNITIES OR IN SOCIETY AS A WHOLE.

**To contribute to the collection:** *Cash and checks made out to "FUSH" will be consolidated and passed on to the organization.*

**To make a pledge payment, or a donation to support our congregation's budget:** *Use the box on the welcoming table at the back of the sanctuary, the small manila envelopes available on that same table, or mark "for FUSH" in the memo line of your check.*

**Please contact Paul if you have nominations for organizations you feel would be good choices for our support.**

## DECEMBER OFFERING RECIPIENTS:

### DEC 06 **Haiti EcoVillages School Project**

In April, our church member Melinda Meyerhoff travelled to Haiti with a group from the UU College of Social Justice. While she was there, Melinda visited a creative and collaborative response to the needs of Haitian families displaced by the combination of the earthquake and conditions in the country. The Eco-Villages project is the result of a collaboration among a long-standing, local Haitian grass-roots organization, the Papaye Peasant Movement, the Unitarian Universalist Service Committee (UUSC), and a Presbyterian justice organization, based in Atlanta. At the EcoVillages, refugees are offered land where they can build their own simple sturdy shelter, and receive access to clean water, support, and education, geared toward developing sustainable agriculture and a safe, supportive, permanent community. Our collection will support a project that Melinda found compelling and very worthy of our support—the ongoing construction of a school for the children of the EcoVillages. You can learn more about this transformative and effective program at the UUSC website: [www.uusc.org/campaigns/sustainable-recovery-in-haiti](http://www.uusc.org/campaigns/sustainable-recovery-in-haiti), at the Atlanta Church website: [www.haitiecovillageschool.org/ecovillages/](http://www.haitiecovillageschool.org/ecovillages/), and through this three-minute video: [vimeo.com/119446352](https://vimeo.com/119446352) or you can speak directly with Melinda.

### DEC 13 **Windsor County Partners**

Since 1974, Windsor County Partners has been connecting young people in need of support with one-on-one mentors and programs that help them embrace positive life choices and learning and build healthy, trusting relationships. In addition to financial contributions, WCP is always in need of adults willing to volunteer as mentors in our region. For more information, contact Bineke Oort, who has served as a mentor for WCP, or check them out at [www.windsorcountypartners.org](http://www.windsorcountypartners.org).

### DEC 20 **The Minister's Discretionary Fund**

The Minister's Discretionary Fund is used by our minister to support those in need in our congregation and wider community. It is funded entirely by donations from members and friends of our congregation and allows Paul to offer small, targeted, meaningful help in times of need. For more information, please speak with Paul Sawyer.

### JAN 03 **TBA**

The Service this week will be led by our lay worship team. The collection will benefit an organization chosen by the worship leaders.



# FUSH PLEDGE COMMITTEE

*Submitted by Mindi Lane, Dianne Rochford, and Ellen Sauer*

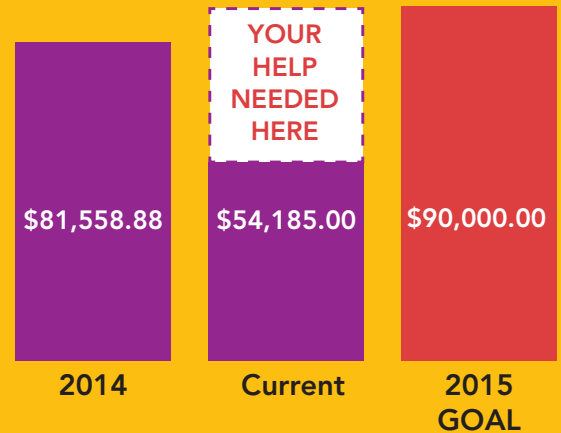
Thank you to all who have made a pledge to FUSH. If you have not made a pledge but intend to, please do it soon so that Dan Poor will have accurate figures for budget planning. The budget will be presented to the congregation at the Annual Meeting in December.

Last year there were 68 pledge units pledging \$81,558.88.

As of Nov. 6, 2015, there are 48 pledge units pledging \$54,185.00.

Dan Poor is hoping for \$90,000.00 for the 2016 Pledge Campaign.

Thank you for your gifts given and received in love.



**WE ARE LOOKING FOR 100% PARTICIPATION...  
PLEDGES OF ALL SIZES MATTER!!!**

## OFFICIAL WARNING FOR ANNUAL MEETING TO BE HELD ON DECEMBER 6, 2015

This is a warning of the annual meeting of the First Universalist Society of Hartland to be held after the 10:00 am church service and brief coffee hour, December 6, 2015.

Agenda as follows:

1. Elect Meeting Moderator
2. Report on collections
3. Report from the Trustees
4. Yes/No Vote to approve the budget as proposed (Please see following page)
5. Shall the congregation vote to amend the by-laws of the Society as indicated on the attached/linked document. (Proposed by-law changes 12/2015)

**MEMBERS, YOUR ATTENDANCE IS IMPORTANT TO THE SUCCESS OF  
THE MEETING. PLEASE MAKE EVERY EFFORT TO ATTEND.**

## ADULT CHOIR

Adult Choir will rehearse at 9:00 a.m. on Sunday, Dec. 13, and Sunday, Dec. 20, to sing in the service on the 20th.

Patty Talbot

## FOLK CHOIR

Look for updates about upcoming Folk Choir practices in Paul's weekly emails. All ages and abilities are welcome to sing or bring an instrument to play.

## First Universalist Society of Hartland – Budget Planning – 2016

2014 BUDGET	2015 Proposed	2016 Proposed
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### **INCOME**

Pledges	\$80,000	80000	90,000
Fund-raising (Net)	12,500	15000	16,000
Non-Pledge Gifts	600	600	600
Funds, Memorial. Etc.	500	500	500
Funds – General			
Misc	<u>1,600</u>	<u>500</u>	500
<b>TOTAL</b>	<b>\$95,200</b>	<b>96,600</b>	<b><u>107,600</u></b>

### **EXPENSES**

Salaries			
Minister	44,268	44280	45,091
RE Director	9,180	9180	9,000
Music Director	7,662	7662	7,968
Administrator	3,468	3468	4,509
Sexton	<u>1,872</u>	<u>1872</u>	<u>1,560</u>
Total	66,450	66,462	68,129
Fringe Benefits	10,590	10590	10,101
Minister's Prof. Exp.	6,000	6000	6,200
Property, Church			
Utilities, Services	7,200	5500	5,200
Insurance	4,000	4032	4,000
Maintenance	<u>2,400</u>	<u>1200</u>	<u>1,200</u>
Total	13,600	10,732	10,400
Property, Parsonage			
Utilities, Services	3,200	2800	2,500
Maintenance	<u>2,400</u>	<u>300</u>	<u>500</u>
Total	5,600	3,100	3,000
Other Expenses			
Membership, Communications, Publicity	2,400	2400	2,000
Administration, Supplies, Misc.	2,400	2500	2,500
Bookkeeping and Accounting Services		1650	1,440
RE: Supplies, Training, Equip't	1,200	1200	1,200
RE: Professional Expenses	600	600	600
RE: Childcare	1,500	1600	1,600
Music: Supplies, Conferences	2,200	2200	2,200
Dues, UUA & Dist.	3,364	3400	3,400
Debt Service – White Loan for Yurt	3,045	3048	3,048
Sabbatical Fund/Worship Circle	600	600	600
Training	<u>0</u>	<u>0</u>	
Total	<u>17,309</u>	<u>19,198</u>	18,588
<b>TOTAL</b>	<b>119,549</b>	<b>114,432</b>	<b>116,418</b>
<b>NET OPER INCOME (LOSS)</b>	<b>-24,349</b>	<b>-17,832</b>	<b>-8,818</b>

# YOUTH GROUP NOTES

## YOUTH GROUP SCHEDULE

### DEC - MID FEB

All events are on Sundays unless otherwise noted\*\*

- DEC 4** Dartmouth Women's Basketball Game (vs. Boston University)  
\*\*Friday\*\* Leaving from UCC church at 6:00 pm.  
Register and pay Lucia by Nov 23, cost to be determined. Some adult drivers needed!
- DEC 13** Youth Group Meetings at the UCC Church  
Jr. 5:00-6:15 pm • Sr. 6:30-8:00 pm  
Christmas Project work, followed by holiday parties with Yankee Swap!
- JAN 6** Parent Meeting for High School Our Whole Lives (OWL) at the UCC Church  
\*\*Wednesday\*\* 7:00-9:00 pm
- JAN 10** Parent Meeting for High School Our Whole Lives (OWL) at the UCC Church  
Noon-2:00 pm
- JAN 10** Youth Group Meetings at the UU Church  
Jr. 5:00-6:15 pm • Sr. 6:30-8:00 pm
- JAN 17** Mission Trip Fundraiser Brunch at the UU Church  
9:00 am-1:00 pm
- JAN 17** High School OWL at the UCC Church  
6:30-8:30 pm
- JAN 24** High School OWL at the UCC Church  
Special Double Session! 3:00-8:30 pm
- JAN 31** Junior Youth Group Meeting at the UCC Church  
5:00-6:15 pm
- JAN 31** High School OWL at the UCC Church  
6:30-8:30 pm
- FEB 7** Junior Youth Group Meeting at the UCC Church  
5:00-6:15 pm
- FEB 7** High School OWL at the UCC Church  
6:30-8:30 pm
- FEB 14** High School OWL at the UCC Church  
6:30-8:00 pm
- FEB 14** High School Game Night at the UCC Church  
8:00-10:00 pm

Our congregation offers activities for youth in grades 7-12 (or the homeschool equivalent) through two youth groups—the **Junior Youth Group, for those in grades 7 & 8**, and the **Senior Youth Group for high school students**. Both groups are offered in conjunction with our friends and neighbors from the Hartland Congregational Church, and are led by the Revs. Lucia Jackson and Paul Sawyer, with dedicated support from David Morin.

Both groups offer fun, fellowship, games, and a youth-centered exploration and development of faith. We gather to support one another, to have a good time, and to think about some of the big questions of life in a safe environment. We have regular meetings with activities, time to check in, reflection, and games. We also offer special events throughout the year including service opportunities, fundraising brunches at both churches, trips to Dartmouth sporting events, game nights, and, for senior youth, our annual week-long mission trip to New Haven, CT in July.

For further information about our youth groups and youth events, please contact Paul or Lucia. To stay in touch with youth group happenings, make sure that Paul and Lucia have your e-mail address, follow the youth group Facebook page, keep an eye on the newsletters and weekly e-mail updates of both churches, or better yet, come to church and read the bulletin!

### HIGH SCHOOL OUR WHOLE LIVES (OWL) BEGINNING IN JANUARY

Our Whole Lives helps participants make informed and responsible decisions about their sexual health and behavior. With a holistic approach, Our Whole Lives provides accurate, developmentally appropriate information about a range of topics, including relationships, gender identity, sexual orientation, sexual health, and cultural influences on sexuality.

Please see Paul and/or Lucia with any questions. Parent Meetings will take place on January 6 and 10. OWL will begin on January 17 during the normal high school youth group time, 6:30-8:30 pm.

**SAVE THE DATES: THIS YEAR'S MISSION TRIP WILL TAKE PLACE JULY 24-30, 2016!**



# CELEBRATING PATTY TALBOT

On November 8, 2015, we celebrated Patty Talbot and her 40 years of being the music director of our congregation.



We were grateful to be joined by Patty's grandsons and daughter Jenny, who spoke wonderful words about her mom, and played alongside her on the postlude (above). Paul Sawyer 'interviewed' Patty as part of the childrens message (above right); the Folk Choir performed a song altered to honor Patty, and Paul sang an original song he wrote for and about Patty (below). Paul presented Patty with a beautiful bowl, made by Bruce Locke, enscribed with Patty's favorite hymn and decorated with her favorite flowers (bottom).



# A LETTER OF THANKS

Dear Friends,

I am filled with gratitude for the creative thought, care and love which went into the service marking my 40th year as your Music Director. Paul's homily and the song he wrote for me were just lovely, and I really appreciate his contacting earlier FUSH ministers to include their greetings in the service. Paul planned many surprises, including inviting my daughter Jenny to speak, and working with Bruce Locke, who designed and made the gorgeous commemorative tureen decorated with my favorite flowers (purple pansies) and the words of the hymn I love so much, "When in Our Music God is Glorified", beautifully inscribed by Tabatha Manley. I shall always cherish this stunning creation!

The Folk Choir was so sweet to personalize their song for me! Jenny warmed my heart by agreeing to play the postlude with me on her fiddle. Katy and Emma Sawyer created a wonderful cake using all my favorite flavors, chocolate, vanilla and coconut.

My heartfelt thanks to all! It was an unforgettable day!

With love, Patty



## 4TH PRINCIPLE: A FREE AND RESPONSIBLE SEARCH FOR TRUTH AND MEANING

The Principles are not dogma or doctrine, but rather a guide for those of us who choose to join and participate in Unitarian Universalist religious communities.

### YOU CAN HELP US CELEBRATE THE SPIRIT OF THE SEASON!

You and your family can play an important part in our holiday celebrations! There are special opportunities to help out with our regular Sunday services, our Earth-centered Winter Solstice celebration the evening of December 21, and two services on Christmas Eve, one at 7:00 and one at 9:00 pm.

So please contact Paul now if you would be willing to:

- Serve as a scripture reader on Christmas Eve
- Join with your family to light the Advent wreath or the Hanukkah menorah on a Sunday morning or on Christmas Eve
- Participate in any way in our Winter Solstice service and celebration
- Offer special music or artwork for any of our services



*Throwback photo (above) from 2014 when our RE group decorated a gingerbread replica of our church. Thank you to Jill Lloyd for this tradition. This year Jill will pass the gingerbread torch to Katy Sawyer and Sara Morin. Jill, Katy and Sara are creating a test version of our gingerbread church to submit in the 13th Annual Gingerbread Festival taking place on Saturday, December 5, 2015 at 10 am at Tracy Hall in Norwich, VT. The festival is a fundraising event for The Family Place. This year's RE group will decorate our gingerbread church on December 6th.*



# CONNECTIONS CIRCLE

**CONNECTIONS CIRCLE:** The present members of our circle are: Patti Eckels, Joan Fariel, Debra Hart, Judy Howland, Bineke Oort, and Sue & Dave Taylor. Our next meeting will be on Friday, Dec. 4 at 3:30 in the Parsonage. We'd love to have newcomers join us.

**COFFEE HOUR:** A big "thank you" to all the people who have worked hard to make sure we have a Coffee Hour after services. We appreciate the efforts of Kelly and Malcolm Blue; Sally Bemont and John Hickory; the Youth Group; Jill Crowley; and Sarah Bruce for the month of November. They all provided us with delicious snacks! We need some more volunteers for December! We also had many people who stayed to help wash dishes after the Coffee Hours.

Sign up sheets are on the snack table so everyone can volunteer to work with a partner to be in charge of one Coffee Hour the first half of the year. We will send directions to each team the week before and the directions are on the coffee pots and on the wall by the coffee pots. There is always someone to help when you are doing coffee hour for the first time!

**PICTURES OF OUR MEMBERS AND FRIENDS:** Nancy and Glenn Walker have done a terrific job in painting the bulletin board and organizing all the pictures. If you are not on the bulletin board either bring a picture or David Taylor will take your picture so we can include you in our gallery.

**WORK PARTY:** We had a great turn out for our fall work party and really spruced up the Church. Leaves were raked; gardens trimmed and put to rest for the winter; the winter steps were put in place; the parsonage windows washed; the kitchen cleaned including the woodwork and refrigerator; and the Sanctuary was scrubbed and dusted. We even had two brave souls who climbed up into the steeple to remove the unsightly wood. There were people who couldn't be at the work party who came and did individual jobs. We had people stay after to wash all the dishes since we wanted to use the real dishes. It was a great community feeling and we enjoyed sharing lunch together. We enjoyed the delicious corn bread and cookies made by the RE youth. (We didn't mention any specific names because so many people helped and we didn't want to miss anyone!) John and Jack Casey do a great job keeping our Church and grounds in good shape but the two work parties are essential in order to support their work.

**ELEVATOR:** The Board voted to fix our elevator and finally we have passed inspection and the technician has completed his work. It was necessary to clean out the elevator closet for safety reasons. Nothing should be placed in that closet except for the vacuum and mop and bucket. The furnace room also should only have the brooms and dust pans. We are very grateful to Jack Casey who sorted and moved all the junk that had accumulated in the closet over the years.

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## FUND RAISING NEWS & EVENTS

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Be a guest at your own party

### THE RED APRONS

The Red Aprons Event Service is happy to notify you that **we have raised over \$5,100** for the Church during the past year. We have several more events coming up through the end of September including programs for other congregations, reunions, house parties and receptions.

**Red Aprons provides support for all kinds of gatherings. Our services include:**

**Event Planning | Kitchen and food management | Buffet and serving | Clean up**

The program is not only a fund raiser for the Church but also a great way to promote it to the wider Upper Valley community. **If you are planning an event, please see our web page at [www.hartlanduu.com/redaprons](http://www.hartlanduu.com/redaprons) or call us at (802) 738-0255.**

If you would like to participate in this work, please contact Joan Fariel or Chuck Fenton at (802) 738-0255. **We always need more volunteers. And for those who have volunteered, a BIG THANK YOU!**

**THINK OF THE RED APRONS FOR ALL YOUR HOLIDAY GATHERINGS!**

# PHOTOS FROM OUR WORK PARTY ON NOV 8



*Thank you to everyone who helped to clean up and ready our church for our winter months. Thank you to Sue and Dave Taylor for hosting this event and organizing the delicious meal after the clean up.*



*On November 1, led by Katy Sawyer and Heather Findlay, the Religious Education group celebrated Samhain, the Gaelic festival marking the end of the harvest season and the beginning of winter or the "darker half" of the year.*



# DEC 2015/ EARLY JAN 2016 CALENDAR

DEADLINE  
FOR JANUARY  
NEWSLETTER  
CONTENT:  
DECEMBER 18

WE ARE A  
**WELCOMING**  
CONGREGATION

## DECEMBER

4	FRI	8-10 am 6:00 pm	Food Shelf Youth Group Basketball Game Trip
6	SUN	10 am after service	Worship Service & RE Annual Meeting
11	FRI	8-10 am	Food Shelf
13	SUN	10 am after service 5:00-6:15 pm 6:30-8:00 pm	Worship Service & RE SoUUpper Sunday SoUUp Sale Junior Youth Group at the UCC Church Senior Youth Group at the UCC Church
14	MON	7 pm	Governing Board Meeting
18	FRI	all day 8-10 am	Newsletter Content Deadline Food Shelf
20	SUN	10 am	Worship Service & RE
21	MON	7 pm	Celebration of the Solstice
24	THU	7 pm & 9 pm	Christmas Eve Candlelight Services
27	SUN		NO WORSHIP SERVICE & RE
JANUARY			
03	SUN	10 am	Worship Service & RE
06	WED	7-9 pm	Parent Meeting for High School Our Whole Lives (OWL) at the UCC Church

*A big thank you to our RE group for weeding our labyrinth. As you can see from the before (left) and after (right) photos below, they did a great job. Our labyrinth was an Eagle Scout project completed by Bryce Lloyd and is available for anyone to spend time in.*



Proposed Changes for the 2015 Annual Meeting  
Draft 10.12.2015

BY-LAWS OF THE FIRST UNIVERSALIST SOCIETY  
HARTLAND, VERMONT

(As revised 6/9/91, 2/2/92, 8/28/92, 7/15/01, 1/18/03, 6/1/06, 12/2/12,  
12/7/2014)

ARTICLE I - NAME

The name of this organization shall be The First Universalist Society of Hartland (Unitarian Universalist). Wherever the word "church" or "society" is used in these by-laws, or their amendments, it shall signify the legal organization of this church as herewith established; and the phrase "a vote of the church" or any other similar phrase, shall mean a vote of the members of the congregation who have attained the age of 18 years comprising the church at any duly called meeting.

ARTICLE II - PURPOSE

The purpose of this organization is the study and practice of liberal religion in freedom and fellowship.

ARTICLE III - WELCOMING

This church affirms and promotes the full participation of all persons in all our activities and endeavors including membership, programming, hiring practices, and the calling of religious professionals, without regard to race, color, gender, physical or mental challenge, affectional or sexual orientation, class or national origin.

ARTICLE IV - AFFILIATION

This church is a member of the Unitarian Universalist Association and the Northern New England District thereof, and the Vermont-Quebec Universalist Unitarian Convention, and regards itself as pledged to foster and extend the interests of Unitarian Universalism.

ARTICLE V - MEMBERSHIP

Section 1- Any person eighteen years of age or over, who states that he or she is in agreement with the purposes of this society and of the Unitarian Universalist Association and who will agree to abide by these by-laws may become a member by signing the parish book.

Section 2- All members of the church at the time of the adoption of these by-laws shall continue as members of this organization.

Section 3- After officially joining the society by signing the parish book, active membership is maintained by ~~identifiable financial support and presence at society-worship and functions.~~  
**support and participation in congregational life.**

Section 4- If a member has not participated in the society's life for a period of one

year, s/he may be placed on inactive status by vote of the Governing Board. The Clerk of the society shall review the membership rolls ~~semi-annually~~ The Governing Board will make every effort to contact members before placing them on inactive status, so as to clarify their desired status. Inactive members may not vote at society meetings and may not hold offices.

Section 5- Inactive members may reactivate their status by written request to the Governing Board. Reactivated members may not vote on

- (a) Dismissal of the minister
- (b) Dissolution of the legal society
- (c) Amendments to the by-laws

for a period of one year after their reactivation takes effect.

Section 6- Membership of those on inactive status may be terminated by the Governing Board after a period of two years. The Governing Board will make every effort to contact inactive members before terminating their membership, so as to clarify their desired status.

Section 7- Conflicts arise from time-to-time and it is expected that all members will act in accordance with the Society's Covenant. The membership of any member whose behavior violates the principles of this society or the Unitarian Universalist Association may be terminated by a two-thirds (2/3) vote of the Governing Board. ~~The Governing Board shall develop and apply a policy for removal of membership due to behavior.~~

## ARTICLE VI - VOTING POWERS

Section 1- All active members of this church eighteen years of age or over may vote at all meetings and on all questions except

- (a) Dismissal of a minister, or
- (b) Dissolution of the legal society, or
- (c) Amendments to these by-laws.

In these cases only those who have been legal voting members of the church for one year or more shall vote.

Section 2- A proxy vote shall not be honored in any legally called meeting of this organization.

## ARTICLE VII - THE MINISTER

Section 1- To be eligible for election a candidate for minister must be enrolled in a recognized theological school or hold fellowship in the Unitarian Universalist Association, or be in the process of acquiring Fellowship status, and must thereafter maintain fellowship in such organization.

Section 2- A two-thirds (2/3) vote of the legal membership of the church shall be necessary to call or dismiss a minister, such vote to be taken at a legally called meeting of the church.

Section 3- The minister shall have freedom of the pulpit.

Section 4- The minister shall be responsible to the church through the Governing Board, which shall fix ~~his or her salary and the terms of his or her incumbency~~ **the minister's salary and terms of incumbency** which terms shall be set forth in a written agreement.

Section 5- The minister shall have control of all religious services and of such other activities of the church as the church or its Governing Board shall from time to time determine. ~~He or she~~ **The Minister** shall be encouraged to participate in civic and community affairs. ~~He or she~~ **The minister** shall keep a record of all dedications, baptisms, marriages, funerals and other services performed by the church during his or her pastorate, such record to be the permanent property of the church.

Section 6- The minister shall be a member of all committees of the church, but without a vote. ~~He or she may be asked to absent himself or herself from~~ **The Minister may be asked not to attend any** society meeting at which his or her tenure or salary is to be discussed.

ARTICLE VIII-OTHER EMPLOYEES  
(For further discussion and later amendment)

ARTICLE IX- THE GOVERNING BOARD

Section 1- The Governing Board of this church shall consist of seven members elected from and by the church membership, all of whom may vote on all questions at all meetings of the said Governing Board at which they are present.

Section 2- The Governing Board members shall be elected for a term of three years each on the following rotation: two members being elected at the first of three annual meetings, two members being elected at the second of three annual meetings and three members being elected at the third of three annual meetings with this cycle repeating. A person who has served for six full years shall not be eligible for reelection as a Governing Board member until after the expiration of one church year, except by vote of the Nominating Committee and approval by the Governing Board.

**“Section 3- A vacancy in the Governing Board shall be filled by appointment by the Governing Board, such appointee to hold office until the next legal meeting of the church.”**

Section 3- (4-) The Governing Board shall promote the working programs of the church. It shall receive and act on the reports of the minister and the chairs of committees and boards and shall disseminate those reports to the membership of the church at annual and semiannual meetings. It shall be charged with the business of the church during the interval between annual or special meetings of the church body. It shall make all decisions concerning financial disbursements. It shall approve the annual budget prepared and submitted by the Finance Committee. It shall approve and act on long and short term financial goals proposed by the Finance Committee. In the event that other boards or committees cannot be appointed due to lack of volunteers, the Board shall be responsible for filling those vacancies or otherwise ensuring the continuation of the necessary functions of those boards or committees.

Section 4- (5-) The Governing Board shall meet at least nine times annually on a regular basis, which it shall determine. The President may call special meetings from time to time by notifying all of the members a reasonable period of time in advance. The Governing Board or any member may participate in meetings by telephone or electronically if necessary.

Section 5- (6-) A quorum of four shall be necessary for the Governing Board to legally conduct business.

Section 6- (7-) Governing Board meetings are open to all society members except when the Governing Board shall be in Executive Session. The Clerk shall publicize all meetings ~~and shall post the meeting's agenda at least one Sunday prior to a meeting. The Clerk will post the approved minutes.~~

~~“Section 8- The service on the Governing Board by any member whose behavior violates the principles of this society or the Unitarian Universalist Association may be terminated by a two-thirds (2/3) vote of the remaining members of the Governing Board.”~~

#### ARTICLE X- OFFICERS AND THEIR ELECTIONS

Section 1- Officers of the church shall be elected ~~from~~ and by the elected members of the Governing Board at the Board meeting immediately following the annual meeting of the church. Each officer shall be elected for a term of one year.

Section 2- The officers of this church shall be the President and Vice-President of the Congregation, the Treasurer, and the Clerk. Said officers shall constitute the Executive Committee of the society.

Section 3- All officers appointed by the Governing Board shall assume office immediately upon the adjournment of the meeting in which they were elected or appointed.

Section 4- All officers elected or appointed by the Governing Board shall be from the legal voting membership of the church.

Section 5- A vacancy in any office shall be filled by appointment by the Governing Board, such appointees to hold office until the next legal meeting of the church.

Section 6- ~~The board may appoint other officers as needed.~~ The Governing Board may appoint an assistant treasurer, an assistant secretary, and such other officers as in its judgment may be necessary. These additional officers do not need to be members of the Governing Board.

#### ARTICLE XI- DUTIES OF THE OFFICERS

Section 1- The President of the Congregation shall be the chair of the Governing Board and, in the absence of an elected moderator, shall preside at all meetings of the church. The President of the Congregation shall be the chief administrative officer of the church. ~~He or she~~ The President shall sign all contracts, deeds, mortgages and other instruments in the name of the church when authorized to do so by vote of the Governing Board or by a meeting of the church.

Section 2- The Treasurer shall keep full and accurate accounts of receipts and disbursements in books belonging to the church and shall deposit all money and other valuable papers in the name and to the credit of the church in such places as are designated by the Governing Board. The Treasurer may designate an Assistant Treasurer to perform the duties of collector and/or other duties as defined by the Treasurer with the approval of the Governing Board.

Section 3- The Clerk shall give notice of all meetings of the church. ~~He or she~~ shall record minutes of all meetings of the church. ~~He or she~~ shall keep on file the minutes of all meetings of the church, all records and statistics and all books, papers and reports of organizations, and perform such other duties as are incidental to the office. ~~He or she~~ **The Clerk** shall serve as Secretary of the Governing Board.

Section 4- The Vice-President ~~shall act as the chair of the Program Council and~~ shall substitute for the President as needed.

## ARTICLE XII- THE BOARD OF TRUSTEES

Section 1- The Board of Trustees shall consist of three at large members. The President of the congregation, the Treasurer and the Minister shall be ex-officio members without vote.

Section 2- The Trustees shall be elected for a term of three years each, one Trustee being elected at each annual meeting. A person who has served for a term of three full years shall not be eligible for reelection as a Trustee until after the expiration of one church year, except by ~~vote of the Nominating Committee and~~ approval of the Governing Board. ~~It is suggested that the Board of Trustee membership shall consist of no more than one person from any one household.~~

Section 3- The Trustees shall meet at least quarterly. They shall designate a Trustee as a liaison between the Trustees and the Governing Board. After the Board of Trustees' quarterly meetings, the liaison Trustee shall attend the next Governing Board meeting with a written report to be filed with the Clerk.

Section 4- The Board of Trustees shall be charged with the investment and reinvestment of the financial assets and trust funds of the church. It shall be responsible to the Governing Board, which shall make all decisions concerning the disbursement of financial assets and trust funds.

### Section 5-

a. The Trustees shall make available the interest from restricted and unrestricted funds to the Governing Board, which shall decide whether to spend or reinvest such interest. The interest from restricted funds shall only be spent in compliance with the restrictions.

b. The Trustees shall provide funds, as requested by the Governing Board, from the unrestricted capital assets of the church.

c. The Trustees shall provide funds, as requested by the Governing Board, from restricted capital assets of the church when the proposed expenditures comply with the restrictions.

d. The Trustees at the request of the Governing Board, shall petition the church, at a duly called and warned meeting, to liquidate capital assets from restricted funds, or to spend the interest from such restricted funds, when the proposed expenditures do not comply with the restrictions. A two-thirds (2/3) vote of members present and voting shall be required to so liquidate capital assets from restricted funds. or to spend the interest from such restricted funds, when the expenditures do not comply with the restrictions. Upon the liquidation of restricted capital assets the Governing Board shall



establish a capital endowment fund drive to restore the restricted capital assets to its previous level.

#### ARTICLE XIII - COMMITTEES

Section 1- The Governing Board shall have the power to appoint such ad hoc committees from time to time as may be necessary for the effective operation of the church provided, however, that such functions do not fall specifically within the area of the several committees whose functions are established by these by-laws.

Section 2- Each committee shall consist of at least three members chosen (from volunteers) or appointed by the Governing Board. The chairperson shall be elected at the first meeting called by the outgoing chair, following the Annual Meeting.

~~Section 3- At the first meeting of the Governing Board following the Annual Meeting the Governing Board shall appoint from the legal voting membership of this church a Nominating Committee of three persons for a period of one year, the duties of which shall be to present at the next Annual Meeting a list of nominees for the Governing Board and to suggest to the Governing Board such nominees as may be required to fill vacancies during the year. The former President of the Congregation shall be an ex-officio member of the Nominating Committee without vote.~~

Section 4- (3-) The committees will be responsible for certain basic functions of the church. Those functions shall include but are not limited to: ministry, finance, property, worship, and membership and may include other functions as deemed necessary by the Board.

Section 5- (4-) When notified that the position of minister will become vacant, the Governing Board shall appoint a Ministerial Search Committee, consisting of not less than three nor more than five members. The purpose of this committee is to conduct a search in a manner consistent with Unitarian Universalist Association recommendations and the desires of the congregation. Its tenure shall continue until a permanent minister is settled.

#### ARTICLE XIV - BUSINESS MEETINGS

Section 1- The Annual Meeting for the transaction of the business of this church shall be held on ~~the third Sunday of May of each year. The Semi-Annual Meeting for the same purpose shall be held on the first Sunday of December of each year. the second Sunday in January.~~ The location of both meetings will be set by the Governing Board.

~~Section 1a- The first January annual meeting will take place in January 2017. A transitional meeting will be held in 2016 to allow for a legal annual meeting of the society in that calendar year, at a time and with an agenda determined by the Governing Board.~~

Section 2- Special meetings may be called by the Governing Board or upon the written request to the clerk of at least five legal voting members of the church.

Section 3- It will be the first item of business after the convening of any church meeting by the minister to elect a moderator who shall chair the meeting. All meetings shall be conducted in accordance with *Roberts Rules of Order, Revised Edition*.

Section 4- Notice of all business meetings shall be posted in a conspicuous place on or

within the church building at least ten days before the date of the meeting. This period shall include two Sundays. Notice shall also be published in the church paper, or in the event that none is being published, shall be mailed to each member whose address is known at least ten days before the date of said meeting.

Section 5- At least one-quarter (1/4) of the total **legal active** membership of the church shall constitute a quorum for regular business; however, three-fourths (3/4) of the total legal membership shall be required for a vote on the dissolution of the legal society.

#### ARTICLE XV- DISSOLUTION

In the case of dissolution of this church, all its property, both real and personal, after paying all just claims upon it, shall be conveyed to, and vested in, the Vermont-Quebec Universalist Unitarian Convention or its successors or assigns.

#### ARTICLE XVI - AMENDMENTS

This constitution and these by-laws may be amended by a two-thirds (2/3) vote of the members present and voting at the annual business meeting of the society, provided that notice of the proposed amendment has been indicated in the warning for such meeting. Amendments may be proposed by a previous annual meeting, by the Governing Board, or by the written application of at least five members of the church to the clerk provided such notice is received in time for inclusion in the regular warning.