

A monthly publication of United Church of Christ, First Congregational, Norwich, NY

www.uccnorwichny.org







CONTACT US

11 West Main St. Norwich NY 13815 607-334-3434 office@uccnorwichny.org

CHURCH OFFICE HOURS

Monday, Tuesday, Thursday, Friday 8:00 a.m. - 3:00 p.m. (Closed for lunch from 12:00 - 1:00 p.m.)

WORSHIP SERVICES

Sundays, 10:00 a.m. in the Nave Click here for live stream.

Ministers: All the People

Pastor and Teacher: Rev. Jason Boyd

Moderator: Pete Williams

Director of Music Ministries: Mary Williams

Organist: David Burch

Director of Children/Youth Ministries: Ericka Tyler

Parish Coordinator: Cheri Oakley Financial Assistant: Jennifer Mallozzi

Sexton: Eric Burgher



CALL TO THE ANNUAL MEETING

Sunday, January 28, 2024 after the Worship Service

All members of the church are encouraged to attend.

In This Issue

Anniversaries and Birthdays	11
Calendar- January	6
Calendar - February	7
From the Deacons	4
Executive Council News	3
Music Ministries	8
From the Pastor	2
Prayer Concerns	11

In Case of Inclement Weather

Please don't take any risks to get to church on a Sunday morning, especially since you can tune in to the livestream. If we cancel church all together, we will post on Facebook and Instagram, and also with a message on the church phone (607-334-3434).

From the Pastor

Rev. Jason Boyd

My final article.

As I said in my resignation letter to you in December, the seasons of life are always changing. The path to which God is calling you is changing along with them.

As I depart, I want to again share some thoughts about the United Church of Christ guidelines for departing pastors. To me, they are quite important. Sadly for me, I have more experiences than I care to dealing with predecessors whose departures were never quite complete, and I know well the damage that is caused when a departing pastor never completely departs. Thus, I want you to be assured that maintaining these standards of pastoral ethics is of the utmost importance to me, and that is something I will not do to you or those who minister after me in this place.

Our denominational guidelines address the ending of contact, and in the final worship service, there is a liturgy where the pastor and congregation release one another from the relationship; this will happen on January 14. As stated in the guidelines, I will then no longer be available for pastoral care, weddings, funerals, etc. My church email address and cell phone are closing down.

In the New York Conference Ministerial Boundary Training I completed, our facilitator said of departing/retiring pastors: "When you're gone, you're gone, and you need to stay gone." I will honor this commitment and expectation vis-à-vis pastoral ethics.

And, I shall pray for you from afar. I hope you will pray for me too.

I shall hold you in heart, and I shall treasure many memories. I shall always recall Scarlett's pure unadulterated joy at seeing Jennifer Mallozzi and Pat Burke; thank you to all who cared for and loved my little Holy Terrier. I shall always treasure the magnificent care provided to me by our Pastoral Parish Relations Committee: Elizabeth Barber-Breese, Miranda Hunter, John Kolb, and Jane Prime; I pray that this church will have the wisdom to realize what outstanding people and leaders they are, and give them the opportunity to move this church forward in its calling from God as they understand well the work that needs to be done in this congregation. The wisdom I experienced in Ed Tucker in Trustees Meetings and in the Let's Talk Race series this past fall warmed my soul; that same soul is still hurting from the loss of Gary Gray even while it dances at Elinor Beebe's brilliant smile.

My heart has been touched by the kind words from many of you. You have described how I have touched your hearts, from words like "breath of fresh air" to "you give me hope" and more. You said how happy you were to see something new and different from before. You shared how you felt seen and heard when I preached on generational issues last Spring. You have told me what my ministry has meant to you, and gave me a great chuckle in thanking me for making the hymns less depressing. Amen. You're welcome. \square

So many memories, so many things for which I am grateful, so many people to whom I am grateful for so much – too numerous to name without taking up the entire rest of this newsletter.

Borrowing (and playing with) some words from the Australian Sister of Mercy Mary Wickham:

Go forth with joy; go forth with hope. Go forth with remembering hearts, grateful for all that we have shared. Go forth with arms held wide, open to what God sends to you for merciful embrace. Go forth with feet that itch to continue the dance and to walk the roads of mercy. Go forth with enthusiastic faith in God. May God bless each of you on your way.

For these gifts of God, and for all gifts of God, let the people say Amen.

Blessings.

Pastor Jason

Executive Council News

Submitted by Mary Williams, Church Clerk

The Executive Council has taken action on creating three subcommittees to further the safety and vitality of our church.

- •<u>Building Safety</u>: the congregation had the opportunity to respond to a survey regarding perceptions of safety during worship services. The survey responses will be reviewed at the next meeting.
- •By-Laws: a subcommittee has been formed to update the church By-Laws. This is in response to recommendations from Interim Pastor John Steitz and Pastor Jason Boyd for a more efficient leadership structure while combining existing boards into a single leadership group. Proposed amendments to the By-Laws will be presented to the congregation for review prior to a vote for acceptance.
- •<u>Transition and Search Committees</u>: Rev. Ryan Henderson and Rev. Gary Ferner will be working with our church during the search and call process. The UCC NY Conference will be recommending a consultant to work with us on reviewing and updating our Church Profile document in order to begin a search for a settled pastor. The Executive Council is seeking individuals who would be good candidates to serve on these committees. If you are interested, or have a nomination, please contact Moderator Pete Williams or call the church office.



Chenango County Department of Public Health For the Health of It

January is Radon Awareness Month

What is radon? Radon is a naturally occurring, odorless, colorless, and tasteless radioactive gas. Since radon is naturally occurring, it can be released in the air from rocks and soil. Radon can be found in the air outside, making it possible for radon to travel through cracks and holes inside of buildings and homes. Over time, the amount of radon starts to build up in the air. Breathing in high levels of radon can cause lung cancer. Radioactive particles can get trapped in your lungs. Over time, the radioactive particles increase the risk of lung cancer. Health problems from radon do not happen overnight. It can take multiple years for health problems to become evident. According to the Environmental Protection Agency, it is estimated that radon causes 21,000 lung cancer deaths each year, making radon the leading environmental cause of any cancer. Radon is the second leading cause of lung cancer, with smoking being the first.

Radon Testing If you have never tested your home for radon, January is a good time to do so. You should also test your house for radon if you plan on buying or selling a home, before and after any renovations in your home, and if you are preparing to house someone in a lower level of the home, such as the basement. The test is easy, and the short-term test only takes a few days.

Radon Prevention Here are a few ways to reduce the chances of getting radon poisoning:

- 1. Increase air flow in your home by opening a window and using fans and vents to create more circulation.
- 2. Seal cracks in floors and walls.
- 3. If you are buying a new home, ask about radon-resistant construction techniques.
- 4. If you are a smoker, quit! Smokers have a 10 times greater risk of developing cancer from radon exposure compared to those who do not smoke and are exposed to the same levels of radon.

For more information regarding radon, follow the links below: https://county-radon.info/NY/Chenango.html https://www.epa.gov/radon/how-do-i-get-radon-test-kit-are-they-free https://wwwn.cdc.gov/TSP/PHS/PHS.aspx?phsid=405&toxid=71

From the Deacons

Pat Burke, Chair

The Lord will provide!! Those were words that my grandmother softly said when we had a need that I could not see how she could fulfil. Grandma expressed her faith in God throughout all her life! I never understood who, what, or where was the Lord and Father she relied on, although I wanted to understand. Throughout my life I kept on seeking God by trying to understand each and every denomination I visited, over at least 50 years. However, all that time I maintained what Grandma frequently said to me "Be kind and to everyone you meet, because it could be an angel."

Looking back on that time, I realize now that I most often put the other person's needs before mine and that was the source of my joy. It was not until I joined UCC Norwich that I became aware that my joy was a gift from God.

I had just become the Chair of the Board of Deacons when I learned that Pastor would be leaving our church. I was worried about what the future would bring without his presence. I thought about our small group of Deacons and what we could do in the short time before his departure. The resounding answer was the memory of Grandma's words: "the Lord will provide".

This kept me afloat as I planned to have a potluck brunch in Pastor's honor. The Deacons as well as all of the church were invited to participate in the preparations. Then, on the day of the brunch, Mother Nature started to do her winter thing. All Sunday morning, in spite of the continued snow, we went about getting ready. After the worship service, a gathering of about 30 people had a fantastic feast with wonderful food and music. Afterwards, several of us also packaged up meals and delivered them to the brothers and sisters who were snowed in. Thank you to everyone who came to the brunch and helped with set up or clean up. The Lord provided - in the midst of the storm, He made a way and we were all blessed by the gathering.

Farewell Luncheon January 7, 2024

The Deacons hosted a farewell luncheon for Pastor Jason Bovd. Meena Conant shared a special song, Blessings









Advent and Christmas Eve Photos















Guernsey Memorial Library Activities

The Guernsey Library at 3 Court St. in Norwich hosts many activities for all ages. Check our bulletin board outside the Nave for fliers of some of their activities or call the library at 607-334-4034 for details. Here is just a sampling of activities in the next two months:

- LGBTQ+ Support Group Every Third Saturday (January 27, February 17) at 1:00 p.m. in the Library Meeting Room. Games and conversation. Email <norwichLGBTQgroup@gmail.com> for information.
- Abandoned in Chenango County a Presentation by Henry Drexler Sunday, January 21 at 2:00 p.m.
- Naloxone Training Save a Life Thursday, January 18 at 1:00 p.m.
- Our Voices Matter monthly book discussion, Wednesday, January 17 at 5:00 p.m. focusing on books with diverse characters by authors of all backgrounds.
- Guernsey Stitchers second Saturday of the month (January 20, February 17) 9:00 3:30 p.m. Bring your own sewing machine, project and supplies. (No instruction provided). Call 607-334-4034 to sign up.
- A Virtual Visit with Michael Miller, author of High Bridge, an historical novel set in CNY. Wednesday, January 24, 6:30 p.m. on Zoom at home or in the Library Meeting Room.
- Yoga Sampler 2024 One Monday per month at 6:30 p.m. January 22, Sleep Yoga & Essential Oils,
 February 25 Low Impact Strength & Stretch
- Improv Group Saturdays January 6 and 20 at 1:00 p.m. Contact Gil at gil@norwichimprov.com for information.
- Monthly Crafts Sunday, January 14 at 1:30 p.m. Kufi Hat,
 Thursday, January 18 at 6:00 p.m. Handmade books Part 1
- Lego Club (5 and up) Second Monday of the month (February 12) at 6:00 p.m.











0	000	71.5	14/55	T.		0.7
SUN	MON	TUE	WED	THU	FRI	SAT
	1 New Year's Day Happy New Jear!	2 9:00am AARP Tax Training, Founders Rm. 1:00pm Piecemakers, Kitchen	3 9:00am AARP Tax Training, Founders Rm. 10:00am Prayer Circle, Zoom 7:00pm Choir	4 7:00pm Executive Council Meeting	5 10:00am Prayer Circle, Zoom	6 10:00am Undecorating the church 4:00pm Youth Group, upstairs
7	8	9	10	11	12	13
9:00am Nursery 10:00am Worship/ Communion	10:00am Knitting, Kitchen 10:00am Prayer Circle, Zoom	Training, Founders Rm.	9:00am AARP Tax Training, Founders Rm.	1:00pm Piecmakers Monthly Meeting, Founders Rm.	10:00am Prayer Circle, Zoom	4:00pm Youth Group, upstairs
Sunday School 11:00am Potluck	3:00pm Tai Chi, Founders Rm.	1:00pm Piecemakers, Kitchen	10:00am Prayer Circle, Zoom 11:00am Leadership Meeting with UCCNY, Zoom 7:00pm Choir	*	<	
14	15	16	17	18	19	20
9:00am Nursery 10:00am Worship - Farewell Liturgy Sunday School 11:00am Coffee Fellowship Hour	Martin Luther King Day Church Staff Holiday 9:00am Home Bureau, Founders/Kitchen 10:00am Prayer Circle, Zoom 3:00pm Tai Chi, Founders Rm. 7:00pm Executive Council, Founders Rm. and Zoom	9:00am AARP Tax Training, Founders Rm. 1:00pm Piecemakers, Kitchen 4:00pm Give Back Night Fundraiser at Nina's for BSUMC Steeple Project	Training, Founders Rm. 10:00am Prayer Circle, Zoom 4:00pm Give Back Night Fundraiser at Gilligan's for The Place 4:00pm Laundry Love at Byrne Dairy 6:10pm Democratic Committee, Founders Rm. 7:00pm Choir		Circle, Zoom	4:00pm Youth Group, upstairs
21 9:00am Nursery 10:00am Worship Sunday School 11:00am Coffee Fellowship Hour 11:30am Hand Bell Rehearsal	22 10:00am Prayer Circle, Zoom 10:00am Knitting, Kitchen 3:00pm Tai Chi, Founders Rm. 6:30pm Garden Club, Founders Rm. 7:00pm Deacons Meeting, Zoom	23 9:00am AARP Tax Training, Founders Rm. 1:00pm Piecemakers, Kitchen	9:00am AARP Tax Training, Founders Rm. 10:00am Prayer Circle, Zoom 7:00pm Choir	25	26 10:00am Prayer Circle, Zoom	27 1:00pm LGBTQ+ Support Group at Guernsey Library 4:00pm Youth Group, upstairs
9:00am Nursery 10:00am Worship Sunday School 11:00am Annual Meeting, Founders Rm. 11:00am Coffee Fellowship Hour	29 10:00am Prayer Circle, Zoom 3:00pm Tai Chi,	30 9:00am AARP Tax Training, Founders Rm. 1:00pm Piecemakers, Kitchen	31 9:00am AARP Tax Training, Founders Rm. 10:00am Prayer Circle, Zoom 7:00pm Choir			





Prep, Fo Kitchen 10:00am	Tue Wed	Thu 1	Fri 2 10:00am Prayer Circle, Zoom	Sat 3 4:00pm Youth Group, upstairs
8:00am / Prep, Fo Kitchen 10:00am	ļ*		10:00am Prayer	4:00pm Youth
8:00am / Prep, Fo Kitchen 10:00am	ļ*			
Prep, Fo Kitchen 10:00am		8	9	10
hip Mayflow 10:00am Circle, Z 3:00pm Mayflow	ounders/ Piecemakers, Kitchen Prep, Fo Kitchen 10:00am Circle, Zom Tai Chi,	Monthly Meeting, Founders Rm. oom	8:00am AARP Tax Prep, Founders/ Kitchen 10:00am Prayer Circle, Zoom	9:00am Piecemakers Sewing Day, Founders/Kitchen 4:00pm Youth Group, upstairs 7:00pm Chenango SPCA Fur Ball fundraiser
12	13 14	15	16	17
	AARP Tax ounders/ Piecemakers, Kitchen 1:00pm	dnesday e's Day AARP Tax unders/ Prayer oom	10:00am Prayer Circle, Zoom	1:00pm LGBTQ+ Support Group, Guernsey Library 4:00pm Youth Group, upstairs
Land 10 Paral	A Sidental Paul 20	SH neglay		
	sidents' Day 20 21	22	23	24
hip Prep, Fo Kitchen	AARP Tax ounders/ Piecemakers, Prep, Fo Kitchen Kitchen 10:00am	Kitchen Prayer 5:00pm Soul Kitchen Hot Meal, Emmanuel		4:00pm Youth Group. upstairs
Mayflow	ver Rm. Love at E m Prayer 6:10pm I Zoom Committe Tai Chi, Founders	s Rm. YMCA	7	
Lent 26	27 28	29		
Prep, Fo Kitchen	ounders/ Piecemakers, Prep, Fo Kitchen Kitchen	Kitchen		
Circle, Z 3:00pm	Zoom Circle, Zo	oom	ENTE	*
8:00am / Prep, Fo Kitchen 10:00am Circle, Z	AARP Tax ounders/ 27 28 I:00pm Piecemakers, Kitchen Sitchen 10:00am Circle, Zoom Tai Chi, rs Rm. Garden 27 28 8:00am APrep, Fo Kitchen Circle, Zoom Tai Chi, 7:00pm Cooper Coo	29 AARP Tax unders/ 8:00am AARP Tax Prep, Founders/ Kitchen Prayer com		

Music Ministries

Mary Williams, Chair

Cantata Wrap up

A performance of Peace: A Christmas Celebration, composed and arranged by Joel Raney was given in the Nave on December 1, 2023 under the direction of Mary Mayo Williams, Director of Music Ministries, and accompanied by David Burch. Approximately \$200 was gathered in a free will offering for the benefit of the Christmas Fund.

Preparations for this event began on October 29th and continued on Sunday afternoons throughout November and December. At each rehearsal, Meena Conant provided a vocal warm up for the singers, while Mary and Dave conducted sectional rehearsals: tenors and basses working with Dave; sopranos and altos working with Mary. This was an efficient use of rehearsal time and the singers were well prepared on performance day. The performance is available to view at the church's website under the "worship services" tab.

The Cantata Singers were a blend of 24 individuals from the Norwich Community (Com), Norwich High School (NHS) and area churches including: Broad Street United Methodist Church (BSUMC), Christ Evangelical Lutheran Church (CELC), Emmanuel Episcopal Church (EE), First Baptist Church (FBC), St. Bartholomew's Catholic Church (StB), St. Paul's Catholic Church (StP), and United Church of Christ (UCC).

Sopranos

Patricia Burke-UCC Kathie Burnside-Com Meena Conant-EE Amber Kida-CELC Laura Metcalf-FBC Jessica Stough-UCC Brenda Thall-Com Ericka Tyler-UCC Laura Wade-CELC

Altos

Janice Burch-CELC Megan Carpenter-Com Joyce Lawson-BSUMC Donna Moren-UCC Amy Rogers-UCC Destinie Smith-Com

Tenors

Colin Bussing-Com Dave Kirsch-StP Michael Moren-UCC River Rivenburg-NHS Peter Williams-UCC

Basses

Craig Lawson-BSUMC Allan Nelson-StB Robert Oehme-UCC Lee Wilhelm-StP





Cantata Singers 2023



the cantata singers 2023

Cantata Presentations Over the Years:

2023 Peace by Joel Raney

2022 Seekers of the Light by Lloyd Larson and Mark Hayes

2021 The Road to Bethlehem by Lloyd Larson (Virtual Choir)

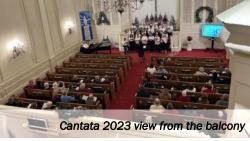
2020 Were You There on That Christmas Night by Lloyd Larson (Virtual Choir)

2018 The Child by Rasely/Connolly

2017 Darkness Into Light by Mary MacDonald

2016 Ceremony of Candles by Joseph Martin





Letters - Emails - Notes

Dear Friends

Thank you so much for your generous donation to Family Planning of South Central New York. With your support, more individuals in Broome, Cortland, Chenango, Delaware and Otsego can access affordable, high quality reproductive medical care and comprehensive sexual health education. Your donation helps so many, including this client who visited us recently: "Family Planning of South Central New York made me feel like I was a part of my own medical team. They listened and took my preferences and experiences into account when making a course of treatment for my issue. I wish all my medical providers were like them!"

Your investment empowers a brighter future for individuals in our community. We're so grateful you're with us. Thanks for your very generous support!

Debra Marcus, CEO, Family Planning of South Central New York

Dear Friends,

A very Merry Christmas to the Norwich UCC, First Congregational congregants. There are such good memories of our family's years there. It's with warm and best wishes we send additions for the Mitten Tree for the Perry Browne students. All best,

Bar Werner, Miami, Florida

Dear UCC,

Special Olympics New York is in receipt of a contribution from the UCC First Congregational. Thank you for your generous support of our athletes.

Special Olympics New York changes lives for children, youth and adults with intellectual disabilities across the State. We help them to discover the champion within by providing opportunities for them to step off the sidelines and into the game. As our athletes experience the power and joy of sport, they often emerge as leaders in their communities, showing the world all that's possible when we choose to include.

As a supporter of this movement, you are changing lives as well. Thank you for accepting people as they are.

Renee Snyder, Vice President of Development, Special Olympics, New York

Dear Rev. Boyd and the UCC Church,

Please accept the enclosed donation in appreciation from the Chenango County Democratic Committee for allowing us to hold our monthly meeting at the church. Many thanks!

Kathy Sabino, Treasurer, Chenango County Democratic Committee

Dear Friends.

I am delighted to acknowledge your recent gift to the Annual Fund at Lancaster Theological Seminary. Your generous contribution is greatly appreciated! Your gift to the Annual Fund goes beyond making theological education affordable – you are making a difference in the lives of our students! Last year, 95% of our students received \$300,000 in scholarship aid to attend Seminary. Your support makes these extraordinary resources possible so our students can answer God's call and grow in their ministry. Thank you for supporting our mission to educate and nurture leaders to join in God's redemptive and liberating work. Every day our students spend learning in the classroom, at the chapel, or in prayer or meditation, your prayerful generosity guides them in their journey to becoming compassionate leaders who will make a profound impact in our world.

Matthew Hanna, Assistant Director, Data Management & Reporting Lancaster Theological Seminary

Dear UCC,

Thank you for allowing our group to use your facility to host our meetings safely and comfortably. We look forward to enjoying your place again for 2024.

Town & Country Garden Club

Dear UCC.

On behalf of the ACHIEVE Board of Directors, employees and individuals served by the organization, I would like to thank you for your very generous gift toward our *New Beginnings in Norwich* renovation project. We cannot thank you enough for your kind support of our agency and the individuals we support each day.

We officially broke ground on this project in March, with the state-of-the-art facility anticipated to open in Fall 2023. This will bring our day and community-based services to the heart of downtown Norwich, providing greater opportunities for community integration, collaboration and participation, further enabling us to fulfill our mission.

Thank you again for helping us to get one step closer to our \$250,000 public fundraising goal for this project. Your commitment to our agency and the individuals we support is very generous. Again, thank you for making a difference in the lives of hundreds of individuals with intellectual and developmental disabilities in Chenango County.

Preston Evans, Vice President Development and Donor Relations, ACHIEVE

Dear UCC,

The Friends of Rogers Board of Directors and staff want to thank you for your generous donation. Rest assured these funds will be used to provide outstanding educational opportunities that excite, inspire and motivate people of all ages to enjoy, understand, appreciate and protect our natural environment. The seven miles of hiking trails, 600 acres, five facilities and annual programs we make available are made possible, in large part, by your generosity. Thank you for being a friend of Rogers and contributing to the legacy of New York State's first and oldest environmental education center. We realize you have options to support various other organizations and your decision to aid us in our mission for a protected environment is very much appreciated. Thank you again for all you do!

David Carson, Executive Director Friends of Rogers

Thank you notes also received from

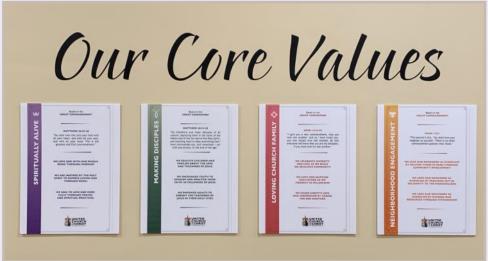
Our Daily Bread Food Pantry, Chenango Family Food Co-Op, Hospice & Palliative Care of Chenango County



New Title Installed for Core Value Posters

Take a look next time you're in the Founders Room





Prayer Concerns

Let us keep in our prayers the following concerns:

- families, families that may be going through particularly difficult times, families seeking God's guidance;
- those who are moving because of their work, those looking for work, and those looking for meaning in their work.
- those who are ill, who are recovering from illness or surgery, or who anticipate going to the hospital.
- those who grieve over the death of someone they love.
- our church, that it might be faithful to its calling, our pastor, all staff members and committees.
- peace in the world.
- gay, lesbian and bisexual and transgendered persons, and all those who feel isolated and alone.
- all those affected by the worldwide Covid-19 Pandemic
- the people of Ukraine, Russia, Israel, Gaza

Celebrations



BIRTHDAYS

- 2 Fiora Breese
- 4 Barbara Kraft
- 6 Antoinette Piacquadio
- 7 Elizabeth Barber-Breese
- 9 Karen Mallozzi
- 27 Miranda Hunter



BIRTHDAYS

- 1 Betty Yeahl
- 6 Rose Laughlin
- 16 Audrey Aitken
- 17 Jason Yantz
- 22 Norma Kinney
- 28 Gwendolyn Breese

ANNIVERSARIES

John Brereton and Cynthia Maynerd - 2/4/19

The Place Fundraiser

to benefit the Chenango Youth Philanthrophy Council

Wednesday, January 17, 4:00 - 8:00 p.m Give Back Night at Gilligan's in Sherburne

Gilligan's will be giving back a percentage of proceeds to Chenango Youth Philanthropy Council. Funds raised will be used for the Council's grant opportunity in the Spring 2024.



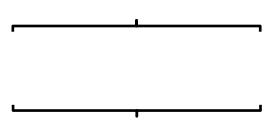


United Church of Christ, First Congregational, Norwich, NY has a long history of gifts bequeathed by former members and memorial gifts given by family and friends. Scholarship amounts vary up to \$1,000.

General Information

- The successful candidates will be chosen by the Memorial Gifts Scholarship Committee.
- Scholarships can be used for post-secondary undergraduate education.
- Preference will be given to UCC members, UCC employees, and the children/grandchildren of UCC members and UCC employees.
- Awards for graduating seniors will be presented at the Dollars for Scholars Presentation.
- The awards will be made on character, service, scholarship and financial considerations. Some awards have additional criteria as noted.

Applications will be available from the church office or online at <<u>www.uccnorwichny.org/links</u>> after February 15. **Deadline for applications is April 15**.



ADDRESS SERVICE REQUESTED

11 West Main Street Norwich, NY 13815-1612

