

St. Andrew's Vestry Meeting October 21, 2020

Senior Warden Anne McCausland called the meeting to order at 7:04 p.m. Those present were Rev. Reed Loy, Junior Warden Clarke Kidder, Treasurer Kerrie Diers, Chaplain Betty Whinn, Tom Burack, Lucy Crichton, Peter Daley, Audrey Knight, Steve Largy, Diane Les Becquets, and Betsy Wilder. Not present were Pam Manus and Brian Tucker.

Opening Prayer and Reflection: Chaplain Betty Whinn opened with a prayer. Steve Largy read from John's Gospel, Chapter 15: 1-8, and reflections on how the reading spoke to us all were shared.

Consent Agenda: The following reports were received and accepted as moved by Audrey Knight, with a second by Betsy Wilder, and approved by all:

- September Financial Report
- Adapted Worship Team Report
- Formation Committee Report
- Family Promise Report
- Memorial Garden Report
- Building and Grounds Report

August and September Meeting Minutes:

- August minutes – The word “attached” will be removed from the first line of New Business, and the last section of the Addendum will be removed. Both refer to the Renewalworks report which the Vestry wishes to release after they have had more time to work with it.
- September minutes – Correction will be made to change “by in” to “buy in” and “Lynden to “Linden”. Anne McCausland's name will be added to those present. The word “report” will be removed from the second to last line of the section on “Minutes of August Vestry Meeting”. Under “New Business” section, in line four of the New Worship Team report notes, the words “what growth will look like” will be removed.
- The amendment and corrections in the August and September minutes were proposed for vote by Betty Whinn, with a second by Steve Largy, and approved by all.

Old Business – Love Your Neighbor Connections: Vestry members shared information obtained from calls made in the past month to parishioners who hadn't been seen often at the Zoom services. Many of the comments had already been shared with Rev. Reed. There was a variety of feedback including concerns about the approaching winter and increased seclusion; appreciation for the TLC's outreach work; interest in seeking another church as St. Andrew's felt “too segregated”; feelings of yearning for the Eucharist, and perhaps seeking another church that might offer it. Feedback was also shared on experiencing exclusion by discomfort in using technology to connect with the church, and that a Sunday morning Zoom service can be a challenge for young families. The comments prompted a brief discussion of should St. Andrew's be trying some innovative ways to connect better in person, to attract/keep more, such as offering Eucharist to parishioners in cars, which provides an element of risk? Some parishioners might

not feel comfortable with taking on those risks, and we'd subsequently risk losing them. Overall, the calls were affirming and indicated that some were being sustained, some not. The plan is to repeat the call-making around the holidays.

New Business

Energy Audit Proposal - Clarke Kidder shared that three proposals for an energy audit for the church buildings had been submitted and will be sent to the Vestry for review so a decision can be made at next month's Vestry meeting. Building and Grounds Committee recommends the one from S.E.E.D.S. The cost is about \$2,000 with \$1,000 of it to be covered by a Diocesan grant. St. Andrew's has received pre-approval for this Diocesan grant. A question was raised about funding. Money could come from extra Building and Grounds funds, the Rachel Johnson Fund, or the church's investments. R & T Electric submitted a proposal to reduce energy consumption caused by lighting. The cost would be \$14,000. Some of this work could be done by volunteers to reduce the cost.

Sharing of Upcoming Diocesan Convention Resolutions – Dave Young and Trish Chandler, delegates representing St. Andrew's, along with Vestry member Steve Largy, sat in on this portion of the meeting for conversation with the Vestry about the upcoming votes on the resolutions. Other delegates are Vickie Haines and alternate Marti Hunt. Dave shared that it was important that they feel that their vote is supported by those they represent. Of the three resolutions, there were no questions about the first resolution regarding combining two mission congregations: Holy Spirit of Plymouth, and St. Mark's of Ashland. The second resolution, regarding reparations, elicited some questions such as would the role of the church in slavery be included? (yes); how would it be played out at St. Andrew's (unknown/to be determined in the future); would it also include those of Indigenous People? (yes). Dave shared that the goal would be that all congregations would be invited to take up the work and that this would be the first step in moving forward to begin the conversation. There will be accountability by delegates as each congregation discusses and moves forward. The third resolution pertained to passing the Diocesan budget. The vestry voted unanimous support for the resolutions. The representatives encouraged everyone to contact them with any questions or further input.

Nave Ceiling Update – Rev. Reed shared that there had been two assessments: one by someone who would do replastering of the primary ceiling spot along with one additional spot/lateral cracks. Another assessment was done by a service providing a much more comprehensive and detailed restoration which was a much larger and more costly scope of work. The question was raised as to what is the expected lifespan of these two differing repair jobs. Rev. Reed shared that he had met with parishioner Ben Wilson, who, as the state Historic Preservation Officer, has some knowledge of renovation work, earlier today, for his assessment. Ben felt localized replastering by a plasterer could be done for full remediation and the lateral cracks. His very rough ball park figure for the work and painting was approximately \$30,000-\$50,000. Ben is assisting with connecting with contractors for quotes on the work.

It was suggested that perhaps we should think about how we want to be worshipping in the future, jumpstarted by Covid, and any structural changes that might be needed to do so.

It was pointed out that with this \$30,000 to \$50,000 estimate for the ceiling repair, a \$90,000 estimate for replacing the organ, more than \$10,000 needed to repair and paint the bell tower, and an additional expense of repairing the stained glass windows, a Capital Campaign would be needed. Rev. Reed shared that he had met with parishioner Bob Wilson, who has successfully led multi-million dollar campaigns in New Hampshire in the past. Rev. Reed will send Vestry members a handout from Bob outlining ten steps to doing a Capital Campaign. Rev. Reed shared a draft document from Clarke Kidder outlining St. Andrew's Building and Grounds projects needing funding (i.e. goals) from such a Capital Campaign. Next steps will be that the Vestry needs to prioritize the campaign goals and a few members need to write up the scope and hope of the campaign. It was suggested that we might want to become more informed by learning from other churches who have made building changes.

Vestry "Mini Retreat" on Spiritual Journey – Rev. Reed led the Vestry through a series of self-reflective questions to document the present period of their lives, milestones in their lives and a descriptive paragraph of their lives. The Vestry were then instructed to pull out two of the milestones to further drill down, in consideration of their characteristics, who were mentors to us then, and especially what was one's relationship with God at each of these times. The group was then virtually split into groups of three or so, to share their spiritual journey notes. The group reconvened after approximately 25 minutes to briefly pray aloud together.

Upcoming Events/Celebrations:

- October 25 – Joint Zoom worship with First Church – This will be a new experience for First Church as they have been sharing a pre-recorded service on line.
- October 28 – Blood Drive at St. Andrew's - Volunteers are still needed. Contact is Jim Whinn.
- Stewardship Campaign – The committee consists of Rev. Reed, Anne McCausland, Kerrie Diers and John Groefrer. Anne will send out a letter, speaking on it at the Nov. 1st service; Diane will speak at the Nov. 8th service. Parishioners will be asked to drop off their pledge cards in person at St. Andrew's on November 8th. John Groefrer will be there asking and recording parishioners what they're thankful for. The video of his edited excerpts will be played at the November 15th service.
- Family Promise – This will take place November 22 – 29, at St. Theresa's Church. The role of St. Andrew's parishioners will be to provide food and overnight hosts.
- Committee Budgets for 2021 – Requests have gone out to Committee Chairs but will be re-sent (Subcommittee Chairs will be included), due to Kerrie Diers by October 31st. At the November Vestry meeting, a complete 2021 draft church budget will be discussed.
- Thank you Cards – They will be sent to:
 - TLC Chairs Liz Carey (by Lucy Crichton), Binney Wells (by Diane Les Becquets), and Nancy Clark (by Anne McCausland).
 - Betty Whinn will send a thank you to Linden Rayton.
 - Jim Whinn will be sent one by Kerrie Diers for completing his three year term on the Finance Committee. Fortunately, he has agreed to continue providing assistance to the church with a variety of financial matters.

- Verbal thank yous were offered for their guidance and love to Senior Warden Anne McCausland and Junior Warden Clarke Kidder.

Betty Whinn gave a closing prayer and Anne McCausland adjourned the meeting at 9:11 p.m. with a motion by Betsy Wilder with a second by Steve Largy, unanimously approved by all.

Minutes respectfully submitted by Audrey Knight, substituting for Clerk Pam Manus.

NEXT MEETING: Wed., November 18th, 7- 9 pm, via Zoom