

St Andrew's Vestry Meeting  
February 10, 2021

The Zoom meeting was called to order by Senior Warden, Anne McCausland, at 7:05 p.m.

Those present were Rev. Reed Loy, Senior Warden Anne McCausland, Junior Warden Clarke Kidder, Treasurer Kerrie Diers, Chaplain Betty Whinn, Peter Daley, Judy White, Betsy Wilder, Lisa Brown, Steve Largy, Diane Les Becquets, Audrey Knight, Lucy Crichton, Clerk Pam Manus.

**Opening Prayer and Reflection:** Chaplain Betty Whinn lead us in prayer. Walk with us God as we answer your call, a call to renew our church in spirit and in structure. We offer our prayers of appreciation and gratitude as we welcome Judy, Lisa, Peter and Lucy as they begin their Vestry terms. Betsy Wilder then read Mark 4:1-9 the parable of the sower.

- Again Jesus began to teach by the lake. The crowd that gathered around him was so large that he got into a boat and sat in it out on the lake, while all the people were along the shore at the water's edge. **2** He taught them many things by parables, and in his teaching said: **3** "Listen! A farmer went out to sow his seed. **4** As he was scattering the seed, some fell along the path, and the birds came and ate it up. **5** Some fell on rocky places, where it did not have much soil. It sprang up quickly, because the soil was shallow. **6** But when the sun came up, the plants were scorched, and they withered because they had no root. **7** Other seed fell among thorns, which grew up and choked the plants, so that they did not bear grain. **8** Still other seed fell on good soil. It came up, grew and produced a crop, some multiplying thirty, some sixty, some a hundred times." **9** Then Jesus said, "Whoever has ears to hear, let them hear."

After reflecting on this passage we all were able to share our thoughts and insights. Some thoughts were that it takes faith to throw "seeds" with the hope that they grow, that sometimes even planning and good planting doesn't yield what we thought it would. Our confirmands are lucky to have the foundation of the church, their faith, intellect, curiosity, imagination and its good soil to grow in. There's a wish that every child had that good soil, the backing, the support and connection to a strong faith community. Our new ventures that we are embarking on come to mind. Our soil is good and our seeds will grow. One offered that some days the soil is rocky and some days there is good soil and God accepts both. Another felt that as a teacher Jesus knew that some just wouldn't get it, but it's on each of us to

be a good listener. The idea was offered, “what can I do to make that soil better, more receptive to seeds?” Another perspective was that there are thorns in our day and at the end of the day we can lift up the thorns of the that day and put them aside so that there will be good soil. Bloom where we are planted was another thought. If you don’t throw the seeds you won’t get or expect a response. We closed with silence so that we could hear what was shared.

### **Consent Agenda:**

- The financial report given was up-dated with the fact that TDBank has put a pause on their PPP loan forgiveness application as they are seeking some clarification FBA. Lucy Crichton moved that the Financial Report be accepted for file, Audrey Knight seconded this. There was no discussion and it passed unanimously.
- The Ministry reports in the Consent Agenda: The reports are from Family Promise, Friendly Kitchen, Head-to-Head School in Haiti, B&G - with one change from dates Dec - Jan to Jan - Feb.; Adapted Worship, and Formation. Kerrie Diers moved to accept these reports, Betty Whinn seconded this and it passed unanimously.
- Accepting the Minutes from the January meeting: Peter Daley moved to accept the minutes from the January 20, 2021 Vestry meeting. Diane Les Becquets seconded. There was no discussion. The minutes were accepted with 11 voting yes and 2 abstentions.
- **New Vestry Welcome and Orientation:** Rev. Loy welcomed our new vestry members, Judy White and Lisa Brown. There are a number of helpful tools for Vestry member and they can be found in our new Drop Box. One such tool is the document Vestry Process and Norms. He started with Bishop Rob’s theme for his Episcopate, “I am the Vine and You are the Branches” taken from the Gospel of John. The church is like a trellis, a place to grow and as the vines grow, the vestry can tend the vines. We need to know the rules to break the rules, so we have our rules, we have the Canons of the church and we have these

documents to help us work together. He then went over the three attributes of a Vestry: Fiduciary, Strategic, and Generative.

- Fiduciary: This attribute is the one that's most well known. It's the nuts and bolts of the Vestry's work for the parish. Vestries discharge their fiduciary responsibilities by trying to make sure that they hand on to their successors a parish that is stronger and more viable than it was when they took office. The financial well-being of the parish is an important fiduciary responsibility. We need to have this understood so that we can move on to Gospel work and not get bogged down.
- Strategic: This attribute is that connection and watchfulness role. The role of watching over the parish and being mindful of the different ministries, their efforts and the integration of their works. Communication information efforts flow to and from the Vestry. The Vestry should identify long-term or overall goals and the paths to achieve them. Some of the efforts are informal, you might be a member of a ministry, and some are formal, for example being the chair of Parish Life Ministry or Community Outreach Ministry. We are here to receive communication and give information. We can help ministries when needed and we can inform or coordinate ministries efforts within the parish or community. We can be the connectors for our parish.
- Generative: This attribute is the creative work. We don't create a new ministry very often, but about 5 years ago a team was tasked with identifying needs within our community and how can we feed those needs as the church, as a parish. From that team came Make Your Mark Camp and Family Promise. This is the level of imagination, making us ready for years to come, doing the work of the Gospel at each meeting.

Another note for orientation to our process is that we generally don't vote on an issue at its first introduction. We take a month to think about it and digest its substance. We can vote on it at the next meeting or table it for another time. We also have Vestry norms that are important to us, such as starting and ending on time, listening truly to each other, confidentiality, step up or step back (if you are a quiet person, speak up, if you are more vocal, step back), assume the best, speak for yourself - use I instead of

you or others, speak to the person you need to speak to - not about or to another, and assume and desire diversity. These norms can be brought out yearly, just as a reminder. These norms might be a good thing to bring to our ministries. Positive changes are noted by Lisa Brown who had been on the Vestry 18 years ago. She noted transparency was evident.

### **Old Business:**

Capital Campaign: Rev. Loy opened this with a prayer taken from the book Parish Prayers. He then he talked about the growing awareness of needs at St. Andrew's. There was the Organ Committees look at our organ, it's strengths and weaknesses. They presented an in-depth report on their research into replacing the organ, including types of organs and prices. A couple of groups delved into refreshing the Narthex and Nave, and looked into placing or replacing a sign out front and tending to the stained glass windows. As a rector, Reed thought any number of issues such as building accessibility, child care needs, other building needs such as ways to indicate where certain areas are (signage). And then the ceiling in the Nave fell down, pushing us into the work of addressing these issues. This has presented us with the need and the opportunity to develop a plan for addressing these needs. This plan would also include the wants and wishes (including prices) for improvements based on the input from parishioners, research and culling of the list, giving us a plan that will hopefully, challenging and excitingly respond to the question "does this make us ready for the next hundred years?" The Vestry's role now is to create the project list, planning the scope of the campaign. Bob Wilson has generously offered to be the council for our Capital Campaigns, working with the campaign committee, attending the campaign meetings and lending his expertise. It's important for us to determine the scope of our campaign with a broader look in light of the larger movement of God in the world. There is a reorganization of the part played by the church in American life. We at St. Andrew's have entered into what could be called a "phase one" with the ceiling of the nave repair. Which led to the question "where do we need lights", so in some sense we need to prepare for what we don't know. There are fears when we face changes. It is a real challenge to dream, plan and make changes. We will

do our part in tending our church, going with a shared spirit of hope and trust. We can let the Gospel come alive within us.

We then discussed the and shared our thoughts after reading The Church for Common Prayer, The Worship Space You Need, by Robert P. Allen. This book talked about space and worship. We shared our thoughts and discussed the suggestions, insights, examples and possibilities presented by this book and what struck us after we had read it.

- Lucy Crichton - Imagine if the side of our church had big doors opening into the garden. Think of the light streaming into the Nave. The joining of our environment with our worship. Building the church upon a rock, using the Keystone thought. The youth should be included.
- Pam Manus - How do we see our church? We are people of possibilities we have faith, we are articulate and imaginative. We should be accessible, imagine no steps to get into the church, able to drive right up. We can imagine the possibilities
- Clarke Kidder - The church is a tool for spiritual growth. See beyond the bricks and mortar how does this physical work support our spiritual work. We should not be bound by what was. We should be open to what can be.
- Diane - Invited in not boxed in. She quoted one statement that stayed with her: The Invitation to Communion is very expansive: "This is the table, not of the church, but of the Lord . . . So come, you who have much faith, and you who have little; you who have been here often, and you who have not; you who have tried to follow, and you who have failed. . . ." Accessibility is a key . We have Separation by the rail and the steps. We should express Communion of God not of Church. She would love a warm cozy small chapel where people can come to pray, reflect. We should plan for more than now. Think of all ages and their needs. Be inviting and accessible. This has strong ties into RenewalWorks.

- Peter - Welcoming. Does (your church) it speak loudly to visitors, new comers and those who come or those that pass by? Our doors are red, but solid. Closed. Do we look welcoming? Do the solid doors block our way in? When opened can we see into the whole church? Should we look at what is welcoming?
- Kerrie Diers - The physical space can be limiting, but people are welcoming. Could doors be open with people there - welcoming - “come in”. Much depends on how people are using that space. How are people interacting with others. Our building can be welcoming, and our people can be welcoming. Thinking about our process, how are we imagining our space and how are we using it. We can transform a building, but if not, we can transform ourselves. We can do both or either.
- Audrey Knight - page 16. Great questions offered. We should use these when we deliberate and look at our space. • *What message does the space convey about the God that we worship? What message does the space convey about the community that gathers here? What was your first impression when you entered our church? Did you feel welcome when you came through the door? If you had to put into words what the church building says, what would it be? What was the emotional temperature of the service—cold, cool, warm, or hot?*
- Betsy Wilder - I think that the building is the building, but the people are what makes it and the liturgy of course. We can change with the times. As people of God we can go forward. While we can move boldly, we should move with care so that we don't do something in excitement that we regret later.
- Anne McCausland - If a space was designated for spectators can it accommodate community? Using the church in the best possible way. Our church was built for spectators, morning prayer worship service. Now we worship in a more communal way.
- Steve Largy - page 28. When he first came in there was a wall immediately, but it didn't hinder them from being welcoming. The outside is welcoming. You break through that “wall” and the people are

welcoming. Steve liked the idea of working with a professional who being able to listen to our views and ideas. They can then bring that all together and present our ideas in a way that is clean and impartial.

- Lisa Brown - Likes the idea of a half wall when we walk in with maybe a transparent area into the Nave with plants or water. She thinks that opening up the isles so that we all could walk together going up to the “center” of our worship. She feels that open arms welcoming is loving and important to her.
- Andrey Knight - Is St Andrew’s a historic landmark building? That might be the basis for some of the anxiety of people. The answer is no. She hopes that we don’t loose some of the historic feeling of our building. We need to respect some of the historic properties.
- Peter Daley - St. John’s Catholic Church, now Christ the King parish. It changed the front doors and redid its whole “face” opening it up. Did this to accommodate stretchers for funerals. But they did wall off the church. It would be interesting to hear from someone who was part of the change.
- Judy White - One thing she noticed was how inaccessible the church was for her husband when he used a walker, and then a wheelchair. And the garden has an uneven surface and isn’t friendly to people who have trouble walking, using a walker, a cane or a wheelchair.
- Betty Whinn - She is going to be a good listener this time.
- Clarke Kidder - Just a what if - what if we worshiped in the Great Hall? We need to think outside the box. The “old church” was very different than what we have now.

Rev. Reed Loy thanked all for their honest, open, faithful shared thoughts.

Next Steps: Rev. Loy then moved on to the Next Steps process. Should we over the next two vestry meetings we work on our lists and scope. March on our scope then April our list? Looking for our list and project

dollars. Anne McCausland suggested that we should let the scope list be as big as we want. We want the parish to be part of this. Perhaps when the church is open at Easter, people are able to sign up and go in to pray and reflect, can they then imagine what might be or what they would like to keep. Kerrie supported the thought that the parish should be involved. Is also interested in what Bob Wilson thought. She presented a few different ways to involve the whole parish, giving parishioners a way to have input. We probably should focus on what we want input on. It might be worth getting an architect to help us design new ways to meet some of the immediate changes. Bob Wilson has told Reed that now is not the time to imagine, should be the time to decided what needs to be done. The Capital Campaign team's job is to take the list and secure the funds to support the list. Reed introduced the book How to Lead When You Don't Know Where You Are Going. We will take a chapter at a time in our next few Vestry meetings to help support our leadership and spiritual journeys.

Conflict of Interest Policy: The question of if the conflict is with the priest or warden was answered. That conflict would go to the Bishop. Peter Daley moved to accept the Conflict of Interest Policy. Betsy Wilder seconded this motion and it passed unanimously. (Judy White and Lisa Brown felt comfortable voting so were included in the count)

### **New Business:**

Lay Licensing: Rev. Loy presented the list of parishioners whose licenses for Eucharistic Minister and/or Eucharistic Visitor need to be renewed. Lucy Crichton moved to approve this list, Steve Largy seconded the motion. Lisa Brown asked how the list came together. Rev Loy stated that some people have asked and some have been asked. They all have been trained. Lisa felt that it should be a more transparent process that explains the opportunity to join and the training for it. Rev. Loy will address this on Sunday. There being no further discussion the vote was unanimous to accept this list .

Passing the 2020 Parochial Report: Anne McCausland offered that with the time getting late, the vestry, if agreed, could have a short meeting in two weeks to go over the 2020 Parochial Report that is to go to the



Diocese by March 1, 2021. With the consent of all the meeting will be on February 24, 2021 at 7 p.m. This meeting will be announced to the parish.

Pastoral Reach-Out: Rev. Loy went over the list of parishioners to be called by Vestry members. Vestry members each offered to call a few people on the list to see how they are doing in these strange times and with services on Zoom.

Upcoming special celebrations/events/dates:

- Ash Wednesday - Ashes will be distributed at noon and 6 p.m. in front of St. Andrew's. There will be a joint service with First Church at 7 p.m.
- Blood Drive : The Blood Drive is on February 24.
- Nave Work: They are starting with Scaffolding, insulation clean out, then plastering, lighting and painting (steeple waterproofing & new insulation coming)
- Thanks you Notes: Notes will be sent to the 5 people who have faithfully continued working our 4th Tuesday evening meal at the Friendly Kitchen. Debbie Monroe (Lucy Crichton), Pam Manus (Anne McCausland), Linden Rayton (Lisa Brown), Vickie Haines (Betty Whinn), and Sylvia Hoyt (Audrey Knight).
- Next Vestry Meetings: March 17, April 21, May 19, June 16 (no July meeting) August 18, 2021

Closing Prayer: Chaplain Betty Whinn closed the meeting with a prayer.

At 9:10 pm it was moved and seconded and passed unanimously to adjourn.

Respectfully submitted

Pam Manus, Clerk

## **Addendum**

### **Friendly Kitchen Report to Vestry February 2021**

The numbers of people eating at the Friendly Kitchen for lunch and dinner continue to slowly rise. We believe that there are two reasons. First is the increasing food insecurity people are facing with the economy slowly getting worse. While there are many who can work from home, the people with an income relying on in person work have been struggling and they are losing that battle to keep themselves and families fed, housed and safe. The second reason is that the homeless population is growing and the Friendly Kitchen is their main source of food.

At the Friendly kitchen we are now planning on feeding 80-90 people at night up from 50-60.(lunches are around 50 now up from the 30s). The meals are served to go from the front door. With the COVID regulations in place the St. Andrew's Faithful Five continue to plan, cook and serve dinner each 4th Tuesday of the month. The Faithful Five are Debbie Monroe, Pam Manus, Vickie Haines, Sylvia Hoyt, and Linden Rayton. As (if) restrictions ease and we can return to serving inside/ eating inside we will need to reestablish our volunteer Friendly Kitchen helpers and cooks. We hope and pray that day comes sooner rather than later.

Pam Manus

### **Head to Head**

In November 2020 I submitted a grant proposal to the Sustainability Development Goal Committee of The Episcopal Church of New Hampshire for the Head to Head School in Belle Vue, Haiti. I became involved with the Head to Head School about ten years ago when Lisa Brown told the parish about this little school. Besides making regular donations myself, I also wrote two Samaritan Fund grant proposals for the school which were awarded. There was also a donation from the rector's discretionary fund.

In the fall I was moved by the long term vision of the Head to Head School founder to bring electricity to the school. The goal of the grant is to accomplish this vision by installing solar panels at the Head to Head School. In December I was notified that St. Andrew's received a 2020 Sustainability Development Goal award in the amount of \$3300 toward this project. The check has arrived and will remain in our restricted funds until needed for the project.

In addition I am pondering how to deepen relationship with the Head to Head community and hoping there are two or three other parishioners who would enjoy exploring the possibilities with me.

Marti Hunt

### **Report from Adapted Worship Team**

The Team is looking ahead to Lent, Holy Week, and Easter.

The Team commends our joint worship with First Church for Ash Wednesday, and proposes to send a pancake recipe to the parish for at-home Shrove Tuesday.

Early input for Holy Week affirms that our Maundy Thursday service be live via Zoom using the "Sacred Meal for a Dispersed Community" liturgy created by the Diocesan Liturgical Commission. It will walk the space of the "agape meal" or "love feast" that is between a dinner and a Eucharist. Good Friday will be celebrated via Zoom in the style of Taize worship. The Easter Vigil will most likely be held outdoors in-person, using the New Fire bonfire as a central symbol, with a shortened liturgical order. Easter Day will be via Zoom.

Rev. Reed Loy

### **Family Promise Report**

Notes from the Staff of Family Promise Center:

1/29/2021.

Our Families...

Congratulations to Jane and Emery who moved into an apartment in Warner last week. We will stay in touch with them to see how they're adjusting. They were very excited.

Bobbi Jo and family {4 girls 16, 9,8 and 3 months) are continuing to do well and looking for housing. Bobbi Jo is quite limited in what she can do because of substantial issues with her car.

We welcome a new family this week – Davelynn, Mom, 2 year son Randyn and 7 year old daughter Grace (who she shares custody with). They settled in at the parsonage this week. Davelynn has a lot of support in the community and is very involved at CenterPoint. Davelynn is trying to re-establish herself after leaving an unhealthy relationship.

Covid...

We continue to test our families and staff for Covid weekly. So far, negative every week!

A Note on Your Notes...

When helping our families, many volunteers will include inspiring notes. Thank you for this kindness. It means a lot to the families and we thank you.

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**St. Andrew's Family Promise Ministry is working with all the volunteer coordinators to help Bobbie Jo solve the problems with her car. There is a hope that a car is available. Funds for this car are being investigated. Hopefully our coordinators and their congregations can donate funds to get this problem solved.**

Pam Manus

## **Building & Grounds Ministry Report**

### **Activity:**

This month we continue to complete projects and make progress on those that are ongoing:

#### **Completed:**

- Replaced the old wireless equipment with a new system courtesy of a parishioner's donation of equipment.
- Nave secured and protective coverings applied.

#### **Ongoing or new:**

- Began the upgrade and extension of wireless internet.
- Green Audit. Conducted field work the week of January 18<sup>th</sup>.
- Matt Puza . Still awaiting an estimate to cable the maple tree in front of church and grind the blue spruce stump at the right of the MG..
- Narthex. First meeting of committee held on Feb 5 - second meeting set for Feb 12.
- Ethernet/Telephone wiring. As mentioned above, this work is nearly complete, but there is a need to extend access into the church. This will be worked out in the coming months

#### **NAVE Ceiling (Ongoing - all work has begun as of February 9<sup>th</sup>).**

- Steeple platform repair -Chris Wardell: Basic repairs started January 6<sup>th</sup> - repaired leak, secured roof, removed railings (taken to shop for rebuild). Project to be completed in spring.
- Insulation - Newell and Crathern: Remove old insulation - set for February 11<sup>th</sup>.
- Scaffolding - New England Scaffolding, February 8<sup>th</sup>.
- Ceiling - Chris Wardell : Work to begin February 15<sup>th</sup>.
- Electrical - R+T Electric: Upgrade circuits and Ceiling lights. Existing chandelier and sconces to remain. Work in conjunction with Chris.
- The Nave continues to be closed and is designated a “Hard Hat Area”. None should enter at this time.

Thanks go to several people: Ed Fairfield, George Schell, Eric Riggs and members of the B&G Ministry for volunteering their time and skills over the past month.

#### **Memorial Garden Ministry Report February 2021**

- Working with Kim Wertz, Financial Overseer Betsy Wilder continued her ongoing project of clarifying MG records.
- A subgroup of members are drafting an MGC Ministry description.
- The MGC held preliminary discussions about COVID-safe usage of the Memorial Garden during the summer of 2021.
- A small group met safely on-site to envision and discuss MG signage.
- Planting suggestions for pots, the planter and the beds were discussed.
- The MGC retooled the timeline for the pandemic-modified Children’s Seedling Project.
- Having evaluated snow build-up around the base of the gates, we recommend that snow be cleared from around them as part of St. Andrew’s usual snow

removal, and that the gates receive their first coat of wood preservative at the earliest convenience.

- While discussing the unevenness of some of the MG pavers, conversation turned to the unevenness of the church campus concrete sidewalks, which we trust would be evaluated as part of a campus-wide review.