

St. Andrew's Episcopal Church
Vestry Meeting March 17, 2021

Senior Warden, Anne McCausland, called the on-line Zoom meeting to order at 7:05 p.m. Those present were: Rev. Reed Loy, Anne McCausland, Senior Warden, Clarke Kidder, Junior Warden, Kerrie Diers, Treasurer, Betty Whinn, Chaplain, Judy White, Betsy Wilder, Diane Les Becquets, Lisa Brown, Peter Daley, Steve Largy, Lucy Crichton and Pam Manus, Clerk.

Opening Prayer: Chaplain Betty Whinn offered our opening prayer, For Times of Change, taken from the book Women's Uncommon Prayers. Judy White then read from Philippians 2 : Chapter 2 verses 1-11. We took time to reflect and then shared our thoughts. Being a servant to others, be humble. Be a listener, all have worth. Being like minded with God, listening to God's voice through each other. While we may be a boss or have a boss we need to seek God's voice.

Receiving the financial report: A motion to receive the financial report for the file was made by Peter Daley and seconded by Betty Whinn. The vote was unanimous to accept.

Consent agenda reports: Reports from Family Promise, Friendly Kitchen, Building and Grounds, Formation Committee, Adapted Worship, Renewal Works, and Parish Life have been received. A brief reflection on the Renewal Works' report - bridging the gap from organizational to spiritual work will help leaders of our parish to reflect that and be supported. Steve Largy moved to accept the Consent Agenda, Clarke Kidder seconded this and the motion passed unanimously.

Minutes: There are 3 sets of minutes: The correct version of the December 2020 meeting - the previously posted minutes were the unfinished version, sent in error. The correct minutes are presented tonight so that they can be posted. The other two sets of minutes are for February 17th's scheduled meeting and the February 24th's special meeting. Peter Daley moved to accept all three sets of minutes, Lisa Brown seconded. There being no discussion, the vote was unanimous to accept the 3 sets of minutes as presented.

Old Business:

Vestry Book Study: The book “How to Lead When You Don’t Know Where You’re Going: Leading in A Liminal Season” by Susan Beaumont is being read by the Vestry. The Vestry is taking this book one chapter at a time.

Tonight’s discussion focus is chapter #1: An Introduction to Liminality: Neither Here nor There. The author defines Liminality as a quality of ambiguity or disorientation that occurs during transition, when a person or group of people are in between something that has ended and something else that is not yet ready to begin. Rev. Loy posed questions sent with the agenda to all, so that we would be able to share our thoughts on this first chapter.

- Where does St. Andrew’s already embody/practice the wisdom that the author shares?
- Where could we benefit from growing in this wisdom?
- Which of the authors insights can we apply within the Capital Campaign?
- How might this change your personal leadership at St. Andrew’s or beyond?

Many shared their experiences. Many of us have shared in big and small changes within St. Andrew’s.

- Change is stressful, but as we join in needed or planned change we need to be mindful of others and what stress they are feeling.
- We need to take care of others.
- We have been going through this Liminal phase for at least 5+ years.
- It was suggested that we need to have a current church check up involving all.
- This last year has been a real change and challenge.
- We need to manage our own anxiety and be aware of other peoples anxiety.
- There needs to be an awareness, a balance between creativity and curiosity and we need to manage the anxiety produced by those two.
- Invite others to build on bigger challenges.
- Making connection with others again after this past year of little or no physical/face to face with others in our parish. Rebuilding community should be a first step.
- Rebuilding communications is important. The safety net is going back to what was there being a steady platform and the dream is go beyond and

do all that we are imagining. Change doesn't have to be 100% accepted but there should be 100% understanding.

- Producing change that not all are comfortable with may lead some to feel isolated. We need to take good care to address their needs.
- Transparency has been obscured this year. COVID took over the focus. We need to reconnect with each other - to rejoin our family.
- We need to take care of the soul of our parish - do we know the soul of our church? Do we remember to protect the soul, as we go about change.
- In transition, something has ended - where is that ending? Acknowledging what was lost, working through the anxiety, and it ties together the feeling that we are all moving forward, but where are we on that axis.
- The Emmaus Story ties us into this journey. Being on the way. Change is part of our identity.
- Change is inevitable and many times it comes to us, more so when we make the change.
- We now have a clean slate at St. Andrew's literally and figuratively.
- In change we can move backwards or jump forward, but some might run to the sides and hide.
- Change might be with the next generation. Let's make sure that we don't only take care with here and now, but think of the future. We have that responsibility to plan for the future.

Capital Campaign:

- The work in the nave is on schedule. (see B&G report)
- Rev. Loy shared his hopes and prayers for our parish. The care of our church both physically and spiritually was fully on his mind. The body of Christ is in the faces he sees as he looks out at the congregation. He sees Christ in so many scenes that he witnesses within the life of the community.
- Rev Loy sees the number of steps up and lines that physically separate the congregation from the altar.
- He sees the difference between the ability to change our space, and the balance of what was, what is and what might be.
- We have a face in the community.
- We get to name our opportunity. What will we change and what will we keep - what is the life in these two thoughts.
- Knowing that we have the responsibility of being guardians of the Jesus Way while also the duty of guardians of the space.

- We then did a white board (virtually) exercise identifying our values shown in or not shown in each of the Capital Campaign's list of potential projects.
- We look to deepening our relationship with God through the Campaign and afterwards thanks to what we've done.
- We are each going to change in the course of this Campaign and claim this in our lives.
- Stay on the way. Emmaus language we know.
- Help people claim/identify their spiritual authority, authenticity
- Teach some language re: physical space and prayers
- What can we do with "historic" so that it is a living thing and not a flag to wave?
- Curiosity: thanks to the ceiling for forcing us to explore the old ceiling while repairing it.
- Welcome: Not chairs or pews, but do we want to be welcoming? We shared our stories of feeling welcome or not.
- Beauty: We don't want to dumb down the church, flatten the space: simplicity, with continuing guidance from our space. Mindful of taking care of the earth.
- Urgency: We here, and those beyond, need help to know God more deeply, today!

We took the next hour to go over the project list (after voting to extend our meeting time). This list is the one we had developed to give to the Capital Campaign team and now needed to firm up. Our columns were:

- Highly Likely/Confirmed, already completed or being done
- Likely & Needs tending,
- On the fence
- Should leave out this round.

We moved items from one column to another after full discussions and "hands up" voting, until we felt that the list reflected our dreams, our needs and items that can be addressed at a later time. These will be given to the Capital Campaign Input Team which consists of:

- Ted Diers
- Binney Wells
- Betsy Wilder
- Steve Largy (survey experience)
- Pam Mueller - Chairperson
- Kurt Stuke (extensive survey experience)

We went over the roles of this Input team. The role is to gather parish input on the proposed projects and focus areas of the Campaign. After sorting the input, they will bring that back to the Vestry, to either our May or June meeting. The Vestry will then take the project list, and use it to write up the Case Statement will be used by the Campaign team as they bring the Capital Campaign to the whole parish.

Upcoming special celebrations/events/dates:

- March 28: Palm Sunday
- April 1st - Maundy Thursday, 2nd - Good Friday, 3rd Great Vigil of Easter, 4th - Easter Day 6 am on Putney Hill and 9 am in the garden (weather permitting) for Confirmation with Bishop Rob presiding (Zoom with confirmands and family present in the garden)
- April 21 - Bishop Rob joins our Vestry meeting for the first section of our meeting, all are invited.

Prayers: Chaplain Betty Whinn offered a prayer requested by two parishioners and followed with the Vestry closing prayer.

Steve Largy moved to adjourn the meeting at 9:35 p.m. Peter Daley seconded this and it passed unanimously.

Respectfully submitted
Pam Manus, Clerk

Addendum

RenewalWorks Update, March 2021

Rev. Reed Loy

Following on the energy of our RenewalWorks kickoff in January, and early integration by the Formation Committee in particular, as well as curiosity and early work by TLC, the Memorial Garden, and our Music Ministry, I'm preparing a Leaders Enews to all our Ministry Leaders to support their experimentation in living into our four Next Steps.

Early work at this has been holy in the most tender of ways. Very much of those grinning conversations, saying, "I can see why we're doing this, I'm just not used to it!" I find myself reinvigorated spiritually personally by these efforts to make the language of Spiritual Journey and Scripture our own. A couple times already the word "authenticity" has come up as an important parallel commitment to finding this new language. I'm excited for the trying on, and borrowing of language along the way, and warmly anticipate the moments of finding the images,

words, prayers, and practices that fit just right, and set us more free to share our own experiences

of God, and receive those of our neighbors.

Family Promise Report **March Vestry Meeting**

Families are still living in Henniker at the Henniker First Congregational parish house. Our next week is in May.

St. Andrew's Family Promise Ministry worked with all the volunteer coordinators to help a parent 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.

Submitted by
Pam Manus

Friendly Kitchen Report **2021 March Vestry Meeting**

We continue to see new people and families join the lines at the Friendly Kitchen. The numbers during the extreme cold fluctuated from 35-75. With not all the people utilizing the kitchen this flux might be due to the need for heat vs gas for the car or money for the bus just to get to the kitchen. We know that the new cold shelter is appreciated by the homeless, but there seems to be a growing number of people with shelter who need food. The Faithful Five continue to plan, cook, and present healthy meals to those who come. We all feel blessed to be on the giving end, for many reasons.

The executive board of the Friendly Kitchen along with the paid staff are looking at opening up the facility for inside dining May 1, 2021. They have asked for input from the volunteer teams. We are thinking of 2 teams for our group. One to plan and prepare the meal and one to serve the meal. We will be sending emails out to our volunteer list so see what their thoughts are.

Building & Grounds Ministry Report for March 2021

Activity:

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

Completed:

- Upgrade and extension of wireless internet now complete (see below)
- Green Audit. Conducted field work the week of January 18th. Margaret Dillon is preparing a final report to be made available in April.
- Canceled plans to cable the maple tree in front of the church.

On-going:

- After review of the above tree, it was obvious that it was severely diseased with extensive rot throughout. As a result, Jeff Dearborn was contacted. He will remove this tree in early April after the ground dries out.
- Matt Puza will be contacted to grind both the maple tree and the blue spruce stump at the right of the MG.
- Ethernet wiring. Still to be completed is extension of hard wire and wireless access into the church. R+T is now completing this work.
- Hallway ceiling (aka "mushroom") lights and wall sconces led conversion is now complete.
- Light in kitchen and an indirect light in the GH over the kitchen door have been repaired. As the ballasts were found to be burned out, the lights were converted to LED as per our policy.

NAVE:

- Steeple platform repair - repaired leak, and secured roof. Project to be completed in spring with the reinstallation of railings.
- Insulation - Removed and disposed of. Re insulation to await completion of replaster & electrical work.
- Scaffolding - To be removed week of March 14^h.
- Ceiling plaster and painting planned for completion week of March 14th.
- Repainting: A committee reviewed all options and made a final recommendation of four choices. A viewing was held March 5-6 for parishioners. They voted on "Atrium" which will be applied to the ceiling during the week of March 14.

- Electrical - R+T Electric: is continuing to put the finishing touches on the rewiring. Some work cannot be completed until after the scaffolding is removed. This includes reinstallation of chandelier and sconces and completion of wireless transmitter.
- The Nave continues to be closed and is designated a “Hard Hat Area”. This restriction will be lifted after removal of scaffolding.

Other:

- Small gutter extension over the Youth Room door will be installed week of March 14. This will complete the project to mitigate water ingress into the Youth Room.

Continuing 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; to John Gfroerer for providing a video record of ongoing work; to Liz, Binney, and Rebecca for working through color selection of paint to be applied in the Nave and Narthex.

Memorial Garden Ministry Report March 2021:

- Telephone conferences and site visits to continue exploring MG signage.
- Planting schemes and renovations were discussed.
- Letter of agreement with Bartlett Tree signed for treatment of the magnolia.
- Discussion with Eric Riggs for his recommendations on seasonal removal of the gates.
- A March '21 meeting was tabled, with no new or old business to be acted upon,

Parish Life Ministry

InReach at St. Andrews is very much alive and well. This past month the TLC was over the top busy. The committee sent monthly cards to parishioners who we have not seen much or at all at our zoom worshipping services. The cards were notes to say we miss you and hope all is well. Hope to see you soon and call if we can help.

The committee made Valentines gift bags for Vestry and staff. Each bag was hand delivered with love and gratitude along with being filled with very tasty treats. Each bag included notes of thanks and appreciated messages to each recipient. We are still smiling from this kind and loving action.

While being very busy, the committee made the time to deliver many meals to Audrey Knight while she recovered from surgery. Providing love and food. Now that is reaching out with love.

The month also include birthday celebrations of 80+ for Nancy Clark, Louise Hazel and Betty Lovejoy. The celebration included birthday card and or a celebration drive. Happy birthday ladies!,

Adapted Worship Team March 2021 Report

The Team has investigated air filtering and purification options. We had initial trepidation that this would require substantial retrofitting of our building and/or equipment. Since then we have come across the “Jade” air purifiers from Surgically Clean Air. Peter Daley

has first-hand experience of them at Shaker Road School. These are plug-in, stand-alone units,

capable of quietly circulating air at the CDC recommended rate.

<https://surgicallycleanair.com/jade/>

We recommend purchase of (10) of these units as a durable element of our response to COVID-19, and whatever iterations of this virus continue to be with us in the years ahead.

Five for the nave, One for the offices, and Four for “migrating use” around the rest of the building (for instance, the great hall will need 3 when in use). Note that the cost of 10 is slightly less than the cost of 7, because of the bulk-pricing incentive.

Up-front cost will be \$17,500 for the units, plus the cost of wiring in a couple new outlets in the nave. They are low-upkeep, but do have replaceable filtration/sterilization components. Under “normal office use” conditions they require about \$100 a year each for upkeep. Our cost may be much lower based on less frequent use.

Formation Committee Report

Submitted to: the Vestry

Submitted by: Diane Les Becquets

For: March 17 meeting

Recent or ongoing activities:

☐ John McCausland just completed another six-week “Reading Your Life as a Spiritual Journey” class.

☐ Though we offered a second small-group class on learning to hear God’s voice, we did not have enough people sign up for it.

☐ Thanks to Betsy Wilder, “Dinner with St. Andrews’ Chefs” is still underway.

☐ Many thanks to John Gfroerer for the church livefeed and for the video updates on the work in the sanctuary.

In the Works:

☐ “Come and Pray”: We are preparing sign-up sheets that will be made available to parishioners where they can sign up for individual or family (your bubble unit) time in the sanctuary, the week after Easter. We will ask that parishioners wear masks; we will also provide hand sanitizer in the narthex. (This will be in addition to the Night Watch Signup during Easter Week.) These time slots will be for 30 minutes and will be available on the following days and time periods:

o Wed., April 7, from 9am – noon

o Thursday, April 8, from 4pm – 8 pm

☐ Victoria Sager graciously donated a painting, titled “Grace,” which was inspired by St. Andrews, to the church. Lucy Crichton is talking with Victoria and putting together a write-up about the painting. The artwork, along with the write-up, will be on display in the sanctuary the week after Easter, coinciding with “Come and Pray.”

☐ Reed and Lucy Crichton are beginning to lead a small group on racism and reparations, that will follow the film and dialogue-based journey called Sacred Ground, provided through the Episcopal Church. This group will be meeting over the next ten months, at various meeting times Our next meeting is Tuesday, April 13 th at 1pm.

Campaign Values, and Charge to Input Team¹.

Campaign Values

NB: As you read these values, hold them in your mind as the lens through which to look at all our potential projects. (and, what would you change or add?)

- **We're deepening our relationship with God *through* the Campaign *and* afterwards thanks to what we've done.**
 - **We desire greater coherence between our congregation's living soul/practice and our congregation's worship space**
 - **We're staying "on the way"**
 - **Emmaus Road (language we already know a bit)**
 - **We're each going to have changed even through the course of this campaign. Can we claim and love that changing in what we do?**
- Help people claim/identify their spiritual authority, authenticity
 - Teach some language (physical space, prayers language)
 - Narthex, Nave, Sanctuary, etc.
 - Spectator, Participant
 - Morning Prayer contrasted with Eucharist
- "The scribe trained for the kingdom is like the master of the house who knows how to bring out of their treasure what is new and what is old."
 - Q: What can we do with "historic" so that it is a living thing, and not an old-timey flag to wave?
 - Communion of Saints are with us in this
 - From the Rev. John McCausland's sermon: "Tradition is the living hand of the dead. Traditionalism is the dead hand of the living."
- Curiosity
 - Thanks ceiling for calling us to "look up"!

- Bringing together what we knew about church pre-pandemic and what we've learned about church through the COVID-19 pandemic (digital access, adapted formation)
- Accessible Welcome (spiritually, physically, visually, liturgically)
 - Not “chairs or pews?”, but “do we want to be welcoming”, and “what here would be welcoming to an un-churched friend of yours? Unwelcoming?”
 - Think back to earlier Vestry conversation on Welcome, and what your first visit to St. Andrew’s was like
 - Patriarchy → circular community
 - “happy spaces for each generation”, comfortable, easy entry to these spaces
 - Usefulness of our primary worship room for diverse gatherings moments
- Beauty
 - Renewing, as our ancestors have continually done, the connective life and power of our worship space and holy centers/symbols
 - Care of the earth. Being *with* the earth
 - Not going to “dumb down” the space: combining accessibility with continuing guidance (that is, the space itself showing forth our soul and the beauty of God)
- Urgency
 - We here, and those beyond, need help to know God more deeply *today!*

2. Flavor of Questions for our Input Team to ask of parishioners

Look back to Values list, laid over the top of Projects list. Questions should focus on understanding folks level of commitment to the *values*. Example: Ask about handicap accessibility, not about “where to put a ramp”. Though if people ask “whether the Vestry has considered X”, we can and should be open, and affirm that everyone’s input, from values to projects, will be gathered back to the Vestry. The specific Project List will be determined by the Vestry after drawing on the Input Team’s feedback (mid-May). Even more specific design plans will grow from there and through the months ahead.

- How important is it to you that people of all physical abilities have welcoming seating in our worship space? (1-5) ...Can access the communion table? (1-5)

- How important is it to you that families with children have welcoming seating in our worship space? (1-5)
- What in our worship space helps you pray? Informs your prayer? Is a visual or physical focus for your prayer?

Plenary Parish Conversation Ideas

- “Welcome” storytelling; help everyone to talk about their own welcome to St. Andrew’s
 - QB: How to then move the discussion forward with this?
 - Response: Now imagine one of your unchurched friends, and if you brought them to worship. Which parts of our worship might they find most connective? Which parts might they find distancing? Similarly, which parts of our building might they find connective? Challenging?
 - This is a “welcome” conversation
 - Also: How would your unchurched friend see, inherently, in our space, the living soul & character of St. Andrew’s?

Charge to the Input Gathering Team

Roles:

1. Read “The Church for Common Prayer”. Become familiar with the imaginative language contained therein. Be ready to help people be heard in their specific ideas, yes, but especially to help folks to name the values underneath their ideas.
2. Using the guidance provided by the Vestry, combined with the wisdom of the Input Team, gather parish input on the proposed **Values** of the Campaign.
 - a. Input Team will have preliminary project list on hand as a reference document, but won’t be asking folks directly about specific projects.
3. Sort input
4. Pass input back to the Vestry, hopefully for their May 19th meeting. June 16th if needed.
5. NB: It is not the role of this team to choose the content of the campaign, but to help each parishioner begin/continue their own process of imaginative participation in the growing campaign, and to bring these communal imaginings back to the Vestry, who will discern the project list which will make up the case statement.
6. May-ish...thank you, and congrats! You’re finished!

Team Members:

- Pam Mueller, Chair
- Ted Diers
- Steve Largy
- Kurt Stuke
- Binney Wells
- Betsy Wilder
- Rev. Reed Loy

Draft Campaign Project List

The guiding understanding for all of these items is the Vestry’s desire to bring our physical space into greater coherence with our living soul as a parish.

Already Underway Or Completed	Highest Vestry Clarity for Inclusion
	Online-ready Nave & full church
Steeple Repair	Fully handicap-accessible worship space
Nave Ceiling & Walls	Comprehensive curb-to-church welcome, signage and access update
Narthex Ceiling & Walls	Curb to buildings landscape update
Nave Insulation	Physically useful worship space for families w/kids
Nave & Narthex Lighting	Nave furnishings renewal (cushions, floor, rugs, etc.)
Nave Fire Alarms	Sacristy & Sacristy Hallway Rehabilitation
	Memorial Garden Paver-leveling
	Dishwasher
	Carbon Footprint Reduction following energy audit
	Enhancing Rachel Johnson Fund, to set annual budget free
	Organ replacement w/used instrument
	Air Purifiers for nave and fellowship/office spaces
	Full Integration Of Font
	Mission Tithe (giving 10% beyond StAnd)
	Bringing Elevator To True Usefulness
	Comprehensive Pew Adaptation
	Specific improvement of "visual pathway" into nave
	Stained Glass Window Work

Projects desiring greater clarity on inclusion are: The Great Hall “part 2” bringing the space into fuller life; Atrium/YR/Choir Room improvements; Air-conditioning in Nave.