

St. Andrew's Vestry Meeting May 19, 2021

Senior Warden Anne McCausland called the Zoom on-line meeting to order at 7:04 p.m.

Attendees: Rev. Reed Loy, Senior Warden Anne McCausland, Junior Warden Clarke Kidder, Chaplain Betty Whinn, Lisa Brown, Peter Daley, Lucy Crichton, Audrey Knight, Steve Largy, Diane Les Becquets, Pam Manus, Judy White, Betsy Wilder

Opening Prayer: Chaplain Betty Whinn opened the meeting with the lines "My sheep hear my voice" from John's Gospel, Chapter 10, Verse 14 and "You will seek me and find me" from Jeremiah, Chapter 29, Verse 13. This was followed by the passage "Give me the listening ear" by Howard Thurman. The group was asked to share what spoke to them in that passage.

Consent Agenda: Anne McCausland reminded the group to please submit items for the Consent Agenda to Rev. Reed, not to her. The goal is to send them out with the agenda, so please send at least five days prior to the meeting date. It was requested that the Committee Reports include the names of the committee members. Reports from the following committees were accepted: Formation Committee, Building & Grounds which included Memorial Garden Ministry, Adapted Worship Committee, Family Promise, Friendly kitchen, and Parish Life, including TLC Ministry. Betsy Wilder made the motion to receive the above reports, seconded by Betty Whinn. All approved.

Lucy Crichton moved to receive the Financial Report, seconded by Peter Daley. No discussion but it was pointed out that there was a typo in the "Expenses Note" in that the total monthly expenses were slightly higher, not lower than the monthly budget amount. All approved.

Minutes from April Vestry Meeting: Peter Daley made the motion to approve the minutes, seconded by Betsy Wilder. It was noted that on page 6, under "Closing Prayer", the spelling of "Chaplain" needed correction.

Old Business

Choosing the course of the rest of our book discussion: There was discussion about continuing to discuss one chapter of the book How to Lead When You Don't Know Where You're Going at each forthcoming Vestry meeting; however, several had read ahead and found Chapter 3 to be meaningful in considering next steps for the Capital Campaign. The discussion of interpretation of the book and its impact on results from the Parish Survey leading to next steps in the campaign became intertwined. One suggestion was to hold a Saturday Vestry in-person meeting to discuss Chapter 3 prior to the June Vestry meeting. At the June Vestry meeting we'd need to come up with the project list for the campaign. Another option was to take Chapter 3 separately, then do a discussion of the remaining chapters in "one lump". One member thought the book was irrelevant to the discussion of next steps. Another felt the book helps us slow down and get to know the Vestry and church community better. No decision was made.

Capital Campaign - Nave Update: Clarke Kidder shared that 85% of the church interior work is complete with most of the remaining work needing to be done being out of sight. Due to an

increase in costs of the fire alarm system and of the outdated/out of code electrical system, another \$20,000 is needed to complete the project. Possible sources of the \$20,000 would be the Paycheck Protection Program funds, the Rachel Johnson Fund, operating funds, use of Lucia Ewing funds, and a possible grant from the Diocese. A motion was made by Lucy Crichton, seconded by Judy White and unanimously passed, to allow up to \$20,000 to continue to complete the Building and Grounds work in connection with the Nave work

Capital Campaign/Input Team Survey Findings – Discussion on Input Team Survey:

Following the discussion described above on how to proceed with the book, Rev. Reed concluded that he was hearing thoughts from the group of slow down, wait a minute, we're just returning from a pandemic. As the survey showed a score of four out of five for many of the key issues assessed, we should perhaps find out what isn't working. Perhaps we should do a smaller Capital Campaign now to cover the recent ceiling/building work, and do another in five years when we have a better sense of changes needed. Meanwhile, we could perhaps do some of the lower cost suggestions like improving handicapped access or try taking the doors off the boxed-in seating areas to see how the community liked it. "Act now, and keep acting" was suggested. It was stressed that the past planning work has not been in vain. Getting feedback to prioritize might be needed.

In addition to the survey response from approximately 75% of parishioners, based on pre-pandemic Sunday attendance, the Survey Team received feedback via emails, calls, and conversations regarding the narthex, the Youth Room., etc. It was suggested that there be small groups to get input to decrease any concerns that input had not been listened to. One member shared feedback heard that they're not as enthused as the leaders are in making changes, so perhaps we should take a step back and let the spirit move us.

The group was directed to the summary of survey results for specifics. For the primary survey questions regarding welcoming physical structure, welcoming social structure, support of physical structure in faith practice, and support of physical structure in supporting inclusion, responses to all were at least four out of five, with five being the highest score of satisfaction. Highly valued priorities often overlapped in responses and included greeters with bulletins, signage, music, the historic nature of the building, the stained glass windows, improved accessibility, and the Memorial Garden. There was a broad range of written-in comments ranging from replacing the stained glass windows with clear glass to removing doors from pews, assisting newcomers and making them feel welcome by both greeters and parishioners, to making no changes. Different interpretation of some of the questions was identified as a survey flaw.

It was proposed that there be listening sessions hosted by Rev. Reed and a Vestry member, on two different Sundays, twice on each day, one in person, immediately after the outdoor service, the other via Zoom at 2 p.m., to allow the congregation to speak up. Questions will be drawn up by Rev. Reed, Pam Manus, and Anne McCausland. Dates are Sunday, May 30, with Rev. Reed and Betty Whinn, and Sunday, June 6, with Rev. Reed and Audrey Knight. Input will be

solicited on the topics of: the organ, stained glass windows, improving handicapped access, and signage.

Request for Air Purification Equipment: The Adapted Worship Team requested a budget adjustment to purchase a system that could turn air over every 15 minutes. It was suggested that five units of Jade Air Purifiers be purchased for the nave, but are moveable. This would achieve getting immediate air purification in the church, provide an appearance of safety, and longitudinal confidence. Units are approximately 35 pounds each \$1,800 each, with a replacement cost of \$100 each, per year. Peter Daley, who is familiar with this system as it is used at the school where he works, said St. Andrew's would be allowed to use the reduced bulk purchase price, normally required for buying more than five units; however, it was mentioned that there was perhaps an intent to buy more than five in the future to justify the bulk price cost. Questions were raised about source of funds to pay (from operating funds), whether other churches were purchasing such units (some large ones are), and whether buying these was recommended by public health (CDC has not issued a recommendation to do so). It was pointed out that this might be helpful in dealing with disease prevention in further known (i.e.cold/flu) and unknown future respiratory-spread epidemics. Information on a second air purification equipment product was shared. Although less expensive at \$1,100 per unit, it was louder and less effective, had greater upkeep costs, and less good filtration. It was noted, when asked, that purchasing was more a "hospitality than a CDC" recommendation. Steve Largy, seconded by Betty Whinn made the motion to table the request until the August Vestry meeting. There was one dissenting vote, the rest approved.

New Business

Memorial Garden- Signage: Betsy Wilder reviewed the image and information on the removable metal sign proposed by the Memorial Garden Committee at the last Vestry meeting. The cost would be \$134, covered by Memorial Garden funds. A motion made by Pam Manus and seconded by Lucy Crichton, passed unanimously.

Memorial Garden Ministry Description: A document developed by the Memorial Garden Ministry group outlining the mission, purposed, membership and meeting details, and responsibilities was shared with Vestry. A motion to accept the description was made by Betty Whinn, seconded by Audrey Knight, and passed unanimously. It was suggested that all committees have such a description on file.

Request for Outdoor Speaker: The Adapted Worship Committee requested a budget increase of \$330 beyond what is available from the Diocesan grant to cover the purchase of a speaker for use in outdoor services and overflow of indoor services into the Great Room. The speaker has a battery and is portable. A motion was made by Betsy Wilder, seconded by Audrey Knight, to authorize the expense. All approved.

Lafayette Sign: A brief discussion was held about the stir initially experienced by the unexpected placing of the new historic marker between the front yard of the church and the road, by the town. When contacted, Town Manager Neil Cass apologized for the lack of prior communication with the St. Andrew's staff. The marker commemorates General Lafayette's stop

in Hopkinton, one of several New Hampshire stops, on a trail noting his “Farewell Tour” in 1825.

Upcoming Special Celebrations/Events/Dates: In an effort to keep to the two-hour meeting time, all were referred to the Agenda for the listing. These include:

- May 23, Hybrid Outdoor/Online Worship begins
- July 11, Parish Picnic at the church (10 a.m. worship, then games and picnic)
- July 19-23, Making Your Mark Art Camp
- Rev. Reed Away: June 16-26, August 24-29
- September 5, Indoor Worship Resumes

Next Meetings: June 16, next Vestry meeting; June 30, 7 p.m. Special Meeting for Case Statement Approval; No July Vestry meeting; August 18 Vestry meeting

Closing Prayer: Chaplain Betty Whinn closed our meeting with prayer.

The meeting was adjourned at 9:06 p.m. with a motion by Steve Largy, seconded by Audrey Knight. All approved.

Respectfully submitted,

Audrey Knight (Substituting for Clerk Pam Manus)