

St. Andrew's Special Vestry Zoom Meeting
October 27, 2021

Senior Warden Anne McCausland called the Zoom meeting to order at 7 p.m.

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

Unable to attend: Treasurer Kerrie Diers.

Opening Prayer and Reflections: Betsy Wilder prayed "God we place our trust in you. Help us to entrust our cares and the needs of our church to you oh Lord. Listen and hear, be still and Know" and she offered a quote from Augustine to reflect upon: "The measure of love is to love without measure." We shared our thoughts on this quote.

- It's like a recipe - if you just use the measures as put out, it is not as interesting or full as if you had just added other things.
- Many times you can get lost in something you love and the pleasure is amazing. That pleasure is not measurable.
- If you have to measure love, you are already in trouble. Passing it along or forward helps it to grow.
- You can't measure love.
- Some shared personal incidents with love.
- Loving without measure is not always what we feel.
- The hurt we feel sometimes when we "measure a response" does seem like we've fallen short of the Augustine quote. AMEN

Capital Campaign: Anne McCausland brought the focus of the Vestry to the presentations we heard and saw last week brought to us by Melissa Trafton, George Schell and Ann Junkin. Presented were ideas and designs from interior architects Jonathan Halle of Warren Street Architects; Claude Gentilhomme of Concord NH; Landscape architect Susanne Smith Meyer of Concord NH and organ specialist/rebuilder A. David Moore of N. Pomfret, VT. These presentations were very well done and presented beautifully. Rev. Loy shared his hope that we could take a minute or two to just go around the group and give our overall impressions in just a few words, and give our perhaps our likes and our wish to change. He shared some pictures of our church/Nave in the beginning 1800s, it was flat, and the Baptismal Font was up front. Then in the early 1900's, a few changes were added such as the Bishop Chairs (2 at least). A door was added and some decorative Crosses were taken off and just one Cross presented. Font still up front, then moved to the back. The floor evened out flat (3" taken off that one area near the Pulpit. We then shared thoughts on what was presented:

- It was noticed on one drawing that the distance from railing to pews isn't the same on both sides? Why? On the landscape drawings the drawing #1 was good. Is the handicap parking required to have handicap Van space? And in the interior designs is the altar to be level/ lowered to the floor? If so it was felt that people standing back further in the Nave would not be able to see the Altar, so was in favor of keeping the Altar raised.
- One stated they could support the window renovation by the Paulson in MA and the Warner presentation. The organ from VT seems reasonable and they felt the organ committee has done a lot of work to bring this to us. As far as interior presentations, the presentation from the Warren St. firm (Concord NH) felt like it fit perfectly. As far as the exterior plans - with the state and town involved it might be 6 or more months before we can know anything about lines, boundaries and rite of ways to be clear. It would be a shame to see that derail our Capital Campaign. Could we be content to set the outside plans aside and deal with it outside of the Campaign?
- Another statement was agreement with what had been previously stated, but added that the sketches of the landscaping did not show (or maybe allow for) on the street parking. And in

the same vain, are there 4 handicapped parking spots? Those sketches were very complex and would support putting that part of the project off until a later time.

- It was felt that we had enough in-depth information on the organ. He would support a definite decision to go with that organ. We have been ordered a good deal and would take it. He like the Halle (Warren St.) designs, but feels that the design thoughts about having handicap seating (wheel chairs etc) be throughout the Nave presented by Mr. Gentilhomme was something we might be able to incorporate. This would be more inclusive. Mr. Gentilhomme's recommendation to move of our Baptismal Font back to the front was a positive. Also a positive was seeing the Altar from the Narthex.
- Some of the landscape designs were confusing. We hoped to have the arch driveway to bring people closer to the church, but what is seen is that there is still quite a distance to walk.
- As far as the windows go, we don't need to take them apart and ship them out to the mid west. The local restorers seem best. We need to clarify the need for storm windows. Ken Paulson in MA for restoration of our stained glass windows and Olde Window Restorers (Warner NH) for restoration of our clear glass windows seem the best solution. Just wondering if people wanted the Resurrection Window moved to the Great Hall and replaced with a clear window so that we could see into the Memorial Garden.
- The idea of "flattening" the Chancel as presented by the Warren St. firm and moving the railings closer to the pews taking out the solid barrier that surrounds the present area of railing and kneelers, will be making it more accessible for everyone. We need to keep in mind the idea of anyone with a handicapped person should be able to sit with them, not have them "parked" in an area and not being able to join them in worship.
- Another person in favor of the organ as presented and the Stained Glass window restorations and clear glass restoration done locally. Do the storm windows opened? Was that a safety or ventilation issue? As far as outside, maybe less plantings and the handicapped area was more of a drop off not parking, so who was going to get the handicapped individual to the building?
- Is the elevator is working? Reed and Clarke assured us that it is working well. Another positive thought about the Tracker organ as presented. Also favorable words for the Warren Street Architects. Do we really need railings?
- Another positive voice for the Warren Street Architects and the local (MA and Warner NH) Stained Glass and Clear Glass Restoration firms. Some reservations about the organ, but after listening to the presentation sees the need to move forward with this. As far as the interior needs - the railings appear as a barrier to the altar so railings across the front would not feel good, but perhaps people who need that rail to hang onto to kneel could have the railings on the one side. We must remember to including families as we think of pews and the needs of the handicapped. Keeping in mind the need for access to bathrooms, elevator etc perhaps the right side and the front? Getting close to the Altar is very important to many people.
- Some concerns about the Organ were addressed.. Are we grabbing this good deal because it might go away? Some misgivings were laid to rest with some input from Fred Briccetti.
- More positive feeling regarding the idea of local people doing the windows. Can there be a window looking out at the Memorial Garden?
- In favor of removing the carpet. One church that had taken out it's carpet noticed and improvement in the sound of their organ.
- The organ as presented is a good deal. Should honor the memory of Sandy Strang who was instrumental in painting the pipes of our organs by preserving them in some way.?
- We need to be respectful and careful with our history.
- The Warren St approach appears to be the simpler and the better plan, and the local people for the windows. One local restorer that was interviewed did this because he loved restoring, just for the pleasure of seeing it restored. Those are people you want to support.
- The front door needs rehangng and will be addressed.

- It was stated that we need a ramp to the altar. Rev. Loy suggested it be installed along the back wall on the right. He showed his own drawing which would allow for a handicapped choir member or priest or any server. In Reeds drawing the pulpit is removed. In this drawing the pulpit is moved so that there is no obstruction to giving out communion.
- If the pews in the front didn't have a "box" it would open that space. Also another suggestion was an open pew in the middle. Both accessible for handicapped individuals.
- Do we really want to add more asphalt or concrete into our world by having a driveway and parking spaces added? Having just a few handicapped spaces in front seems wrong, when we can designate handicap spaces in the driveway along the side near the side door, which would then be all on the same level with access to the elevator, Great Hall, Classrooms and small chapel. There is support for a drive through area for front door access, but parking in the driveway. We should keep this exterior improvement as part of our campaign with a drawing so that we don't lose this idea. As for the worship space, the simpler the better.
- The pulpit appears to be a barrier to being able to visualize the service from the right side, especially if we lower the chancel.
- Support for moving the Pulpit, but is not sure it will be possible. Removing it emphasizes the Baptism, the font. Removing it emphasizes the Altar and God and not the pastor. It's a hold over from a Morning Prayer congregation.
- More support to remove the pulpit. The Rev. Nichols wanted to remove it, but was not able to gain support.
- Another point offered was that if the level of the Chancel was lowered, the Pulpit might cause a visual "barrier, preventing the congregation sitting in the front pews on the right side of the nave (memorial garden side) from seeing the altar, perhaps making them feel less included. Moving the pulpit or rebuilding it was briefly discussed. Also if the railing and kneelers are to go around the three sides of the Chancel, there would be an interruption if the Pulpit remains where it is at present. We will revisit this issue as it would be a major change and we had already discussed the need to be mindful of our history.

We moved on to the discussion the points we will bring to our congregation.

- **Windows:** Some input from the listening sessions was they didn't want clear glass as it let in bright light (at morning service) as it's hard to see. There are many of us that don't feel we need a clear glass window put in place of a stained glass. We feel that we need to support the restoration as has been proposed by the Paulson proposal for restoration of the stained glass and the Olde Warner Proposal for the clear glass restoration. The storm windows can be discussed down the road.
- **Organ:** We will bring to the congregation the proposal from A. David Moore. Inc in VT. This organ was not the only one looked at when the organ committee originally researched it. They felt that the new "used" organ was the best choice and is the one that will serve us best.

Landscaping: Our outdoor space proposals are not as we had wanted. We have to include the information and decisions from NH State on right of way, upkeep and our town's responsibility. We want to say that we are very supportive of improving the access from the outside. We can indicate some Handicap Parking spaces along the driveway right now.

- **Chancel/Nave:** We have consensus on the proposal from Warren Street Architects, with lowering the Sanctuary so that there is only one step up from the main floor. Then we could bring the rail to the edge, bringing the altar to one step up from that. Removing or moving the Pulpit without communication with the congregation will be controversial. We could put both drawings (one from the Warren Street Architect and one from Rev. Reed Loy) in front of the congregation for comment/discussion. We need real reasons for any changes to be

communicated with the parish. We should show the historical pictures. The more open with our reasoning the better our communication. This all goes back to community, opening up, transparency serving everyone. Back to our survey from RenewalWorks, bringing us closer with God, closer in community. Obstacles that block or prevent our communion with God can be physical as well as emotional or spiritual. We will present the two drawings for input, and give real time communicating to the congregation why we would encourage them to consider the option of removing the pulpit for the closeness, visual and physical access to God. Moving the Baptismal Font to the front of the Nave (right side/Memorial Garden side) was discussed. Historically it was there before the door on the right was added. It would seem more inclusive and more communal. We will present both drawings and encourage the congregation to consider a move of the Pulpit or removal. We need to be thinking ahead. Maybe we should be more general with statements like "how do you feel about the accessibility of the alter?" Or "how do you feel about our Stained Glass windows?" Bob Wilson agrees that we should have about 40% of the project set. We should start broad, then come back with plans. We should be stewards of the process. Maybe we need to remind people why we chose to put these 4 areas as our focus for the Capital Campaign, i.e. the windows are falling apart and need to be restored. The drawings should be presented, as they will trigger input and conversation.

The Next Steps: Rev. Loy brought the focus on how do we bring the congregation into this conversation. The idea is to get folks together and remind them how we got to each piece of this Campaign. Encourage conversation and ideas and get their input that have formed so far, i.e.. the window's the organ, the worship space - talking about the theology. When and how to gather people and who should be facilitating these conversations? One gathering can be in person, one on Zoom and we should include a mailing so that people who aren't on the computer can feel included. Could one be in place of the sermon, but would it be too authoritarian? Reed is sensitive about that fact. People should feel comfortable expressing their feelings and opinions. Betsy Wilder has offered to work with the presenters to bring the information forward. We could meet in the Nave, with maybe warm cider, people would feel comfortable and able to speak their minds. We need to manage the conversations going forward (not to conflict with Stewardship). Betsy Wilder, Audrey Knight and Betty Whinn will work on setting these gatherings up. AMEN

Reviewing the need for additional church staff: Many have encouraged Rev. Loy to look for help, as he has been over-extended frequently and occasionally things have been dropped. Reed has asked for conversation partners so that he can openly discuss his role, duties and responsibilities. Lucy Crichton has offered to work with him and he will search for another person. A few names were suggested. Reed is open for suggestions. If one decision is that we hire another person (either lay or religious) we can put the monetary need in next year's budget. We can also look at how we share the responsibility. We should clean up our organizational chart. The consensus is that Reed go ahead with this plan. We support him.

Award: We have been awarded by the Diocese \$29,000 to re-insulate our Church! Thanks to Clarke Kidder, George Schell and Paul Carey for their continued efforts for our Church community. Audrey Knight will write thank you notes to all three.

Up Coming Events/Dates:

- Blood Drive - October 27th
- Ministry Area Budget Requests due to the Office, October 31
- Trick or Treating October 31
- Parish CleanUp November 7 11 a.m.
- Stewardship Pledge Sunday November 14
- The Advent Event, November 21 after 10 a.m. service

- First Sunday of Advent November 28

Closing Prayer: Chaplain Betsy Wilder closed with a prayer.

A motion to adjourn was offered by Peter Daley and seconded by Steve Largy. This was unanimously passed at 9:20 p.m.

Respectfully submitted by
Pam Manus, Clerk.