

**St. Andrew's Special Vestry Meeting**  
**On line - Zoom**  
**January 5, 2022**

The special meeting of the Vestry was called to order by Anne McCausland, Senior Warden at 7:05 p.m.

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

Unable to Attend: Lisa Brown, Kerrie Diers

The only item on the agenda is to finalize the content of the Case Statement for our Capital Campaign.

- 1. Funding goals of the Campaign
- 2. Expected dollars to raise for those goals
- 3. Words reflecting the Gospel heart the Campaign

Guests: Melissa Trafton, Chair of the Capital Campaign Projects Team, Emilie Burack, Patricia Kegel and Jim Whinn.

Opening Prayer and Reflections: Chaplain, Betsy Wilder opened with a prayer for the whole parish. She then offered a quote from the story The Little Prince. "It's madness to hate all roses because you got scratched by one thorn, to give up all dreams because one of them didn't come true, to give up all attempts because one of them failed. It's folly to condemn all your friends because one has betrayed you, to no longer believe in love because someone was unfaithful or didn't love you back, to throw away all your chances to be happy because something went wrong. There will always be another opportunity, another friend, another love, a new strength. For every end there is always a new beginning and now here is my secret, a very simple secret. It is only with the heart that one can see rightly, what is essential is invisible to the eye." Some reflections were:

- What we feel can not be seen. Many times we hide those feelings.
- Anger and hate causes us to miss what is good.
- Discerning is so important - vs decision making. Take time to listen and really hear what is being said. Helps to decide the right way to go.
- We need true willingness to be open to being changed.
- If it's worth doing, it's worth trying again.

- Listening is the beginning of understanding. Move forward in a positive way.
- The invitation to get up again after being knocked down, being supported by God, our faith and those around us in our spiritual community.
- Thinking about our parish, any hurts, any problems, any disappointments shouldn't get in the way of our moving forward.

Gospel Heart of our Campaign: Anne McCausland started with a quote from Steve Largy. "Change comes to us, knowing our soul supports our experience of the change." She also remembered a change - that when Rev. Reed Loy was interviewed he said something to the effect that he wanted to be able to talk about Jesus. Fortunately the vestry grew and accepted this change. She thought that for a lot of people at St. Andrew's that was something of a change and we allowed that change to change the way we talk together, the way we react to each other, the way we prioritize things and that is one of the first big positive changes we have experienced. There have been any number of changes in the past few years i.e. the pandemic, masks, isolation, our on-line services, the ceiling falling down and others. It has been a long time since we have addressed the needs of our buildings, the usefulness of our buildings, what we need to repair and what we can improve.

One important goal of our discussion tonight is to have "a basket of words" to offer Diane Les Becquets and Melissa Trafton as they write the Capital Campaign Case Statement. (Reed will take notes to give to them). These words were offered:

- Welcoming, inclusion
- Invitation
- Rebuilding
- Radical hospitality
- Accessibility
- Curiosity - open to whatever unfolds
- Family, a living growing family
- Building on our beliefs
- Soul and spirituality of the parish
- Brought us together, looking forward, change is hard sometimes, but we can look at each other, hear each other
- Vulnerable to each other
- Scriptural support: Joshua - leading the people into the promised land and still meeting resistance. (23:14) Isaiah - See I'm making a new way.
- Believing with your heart

- Adversity can be seen as opening a new way.
- When tragedy happens, it's more comfortable to draw in, stand fast and do things the old way - but with faith we can move forward with new ways.
- Change gives us a great opportunity to open up, try something new - it can be invigorating.
- There is a new way to experience.
- Elements rather than projects. Soul of the Campaign.

There was a brief discussion about some of the words we use to describe our path forward. We should include the Emmaus Story. We honor our past as we move forward. Reed will get the "basket of words" to Melissa and Diane.

We then moved on to the projects that are listed in the Capital Campaign with the focus on the acceptance or rejection of individual projects, supported by the response forms from the parish. The response team has put the responses received from parishioners into a dot maps for each projects.

#1. Loan: The response from the parish is that we repay the loan. After brief discussion the vestry voted unanimously (no opposed, no abstentions) to keep this repayment in the Capital Campaign Case Statement.

#2. Windows: The response from the parish is that we replace/restore the windows. The vestry voted unanimously (none opposed, no abstentions) to keep this project in the Capital Campaign Case Statement.

#3. Organ: The response from the parish is that we replace the organ. The vestry voted unanimously (none opposed, no abstentions) to keep this project in the Capital Campaign Case Statement.

At this point we discussed whether we were going to try to whittle the list down based on our perception of whether or not we could raise the money or are we going through the list of projects proposed discerning whether or not the parish will support them. After brief discussion, Lucy Crichton moved that we base our votes for keeping a project in the Capital Campaign Case Statement on the parish support and let Bob Wilson do the work of seeing whether or not the Capital Campaign can support the projects. Pam Manus seconded this and it passed unanimously.

#4. Inside floor plan: The response from the parish is in support of a floor plan change. The vestry voted unanimously (none opposed, no abstentions) to keep this project in the Capital Campaign Case Statement.

#5. Handicap accessibility: The response from the parish is in support of this project. The vestry voted unanimously (none opposed, no abstentions) to keep this project in the Capital Campaign Case Statement.

#6. Outside repair and rebuild: The response from the parish is in support of this project. The vestry voted unanimously (none opposed, no abstentions) to keep this project in the Capital Campaign Case Statement.

#7. Solar Panels: The response from the parish was supportive of this project, with many qualifiers as to where they would be put. There was some discussion about the placement and other green projects. If the panels need to be in the field we should add \$20,000 to cover this. The vestry voted unanimously (none opposed, no abstentions) to include this project in the Capital Campaign Case Statement.

All the suggestions given by parishioners will be given to the projects coordinators to be considered for incorporation where possible in plans for the projects. Also an LCHIP grant can be written, but it is not a given.

The estimated total at this point is: \$547,000.00

These next areas are considered to be important to the Vestry to be added into the Capital Campaign Case Statement.

#8. Mission Tithe: If we do a Capital Campaign, we want to give 10% back beyond ourselves as an example to the Diocese and church wide offices. It's a conversation we can have as we learn if we will do a Capital Campaign. The vestry voted unanimously (none opposed, no abstentions) to include Mission Tithe in the Capital Campaign Case Statement.

#9. Building Endowment: This endowment can be used to maintain our buildings and the equipment within. The vestry voted unanimously (none opposed, no abstentions) to support the building fund being part of the Capital Campaign Case Statement.

The final total would be \$717,000.00. Bob Wilson may round up this number to \$720,000.00, it would be his decision.

Closing Prayer: We will include all the people who have supported our parish through endowments/funds in our closing prayer. We should celebrate them on All Saints Day. Betsy Wilder, Chaplain led us in the closing prayer, remembering our many benefactors.

Clarke Kidder moved to adjourn the meeting. Audrey Knight seconded and it passed unanimously at 8:50 p.m.

Respectfully submitted,

Pam Manus, Clerk

### **Addendum**

The overarching hope/vision of the Campaign

#### Key elements of the vision

- “Change comes to us. Knowing our soul supports our experience of the change.” -quoted pretty nearly from Steve Largy, March 2020 Vestry conversation
  - Change has come to our physical building through a falling ceiling
  - Change has swept over us hard via the pandemic
  - Slow normal change has called for new usefulness of our buildings
- *Walking together. Recognizing Jesus. Practicing resurrection.* -St. Andrew’s Emmaus Icon chosen and created by the Vestry of 2018 over a weekend-long retreat
  - St. Andrew’s is an “on the way with God” congregation. People who embody the Good News of Jesus Christ especially through the gifts of friendliness, hospitality, and curiosity.
  - Graphic below from October 2021 Vestry reflection on the “soul of the parish”, with reference to Susan Beaumont’s *How to Lead When You Don’t Know Where You’re Going*. St. Andrew’s is a living growing family. A buzzing beehive.

DRAFT overview of project costs			Notes on income		
<u>most likely</u>					
ceiling and walls	145000		Energy Efficiency grant from DioNH (for insulation)	29390	already awarded
stained glass	99000		LCHIP?	49500	possible grant, poss paying half of stained glass cost
clear glass	22000				
storm windows/window fund	26000				
organ	85000				
sanctuary accessibility	50000	estimate			
front entrance/lanscaping	50000		possible from Diocesan Green Grant	50000	
solar panels	50000				
<b>total</b>	<b>527000</b>				
<u>add't possibilities</u>	<b>Might test these via the case statement</b>				
mission tithe	70000				
building endowment	100000				
<b>add't total</b>	<b>170000</b>				
<b>grand total</b>	<b>697000</b>				
<b>Bob Wilson's "campaign rule of thumb" is that a Capital Campaign can raise 4-5 times its annual pledge total.</b>					
		x4			
Annual Pledge Total 2019	\$199,770	\$799,080			
Annual Pledge Total 2020	\$209,514	\$838,056			
Annual Pledge Total 2021	\$235,114	\$940,456			
Annual Pledge Total 2022	\$233,000	\$932,000			