

St. Andrew's Vestry Meeting
June 17, 2020

The Vestry Meeting (via Zoom) was called to order by Anne McCausland 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, Audrey Knight, Lucy Crichton, Peter Daley, Tom Burack, Brian Tucker, Betsy Wilder, Steve Largy, Diane Les Becquets and Pam Manus, Clerk.

Opening Prayer: Chaplain Betty Whinn read a prayer offered by our Presiding Bishop, Michael Curry. She asked that after we heard these words, we share our reflections.

God of all power and love, we give thanks for your unfailing presence and the hope you provide in times of uncertainty and loss. Send your Holy Spirit to enkindle in us your holy fire. Revive us to live as Christ's body in the world: a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

Wherever and however we gather, unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ our Lord. Amen.

After some moments of silence, we all offered our thoughts around the words that struck us deeply. Those being unfailing presence, revive, restore, renew. We discussed that you have to do righteous action so that justice will roll down. Action around the common prayer and common mission of the Gospel, providing hope is a gift from God.

Consent Agenda: Anne McCausland briefly went over the process for the Consent Agenda. Ideally reports from all ministry heads and committee chairs are received 1 week prior to the Vestry Meeting being sent to the Vestry

member who is the liaison for that group who will compile them and send them to the rector. There is a difference between nothing to report and no report given. The Building and Grounds Committee report was received. Report attached. May financial report, having been sent out 1 week prior to this Vestry Meeting, was accepted for file.

Verbal reports:

- Recent Blood Drive resulted in 26 donors. Next Blood Drive will be July 29th.
- The Ad Hoc By-laws Review Committee met this past Monday night addressing topics such as conflict of interest and are meeting again in July . They will continue that discussion and go over newly presented Diocesan By-Laws that do include some conflict of interest language.
- Diocesan Convention will be Nov. 13th and 14th.
- In Parish Life there are Check-in Calls being made, Shopping for Others, Delivering meals, Small Group on line meetings. .

Consent agenda was accepted.

Minutes from May Meeting: Anne McCausland entertained a motion to accept the minutes from the May Vestry meeting. Tom Burack so moved, Betty Whinn seconded this and this passed with one abstention.

Old Business:

- Paycheck Protection Loan: Kerrie Diers, Treasurer, reported that the government has extended the deadline for the use of the monies granted until October 2020. We will have used the loan completely for paychecks before then. TD Bank will have the forgiveness application available soon. Kerrie will complete that form when appropriate and is not expecting any problems. Kerrie mentioned that the Diocese monthly meeting with Treasurers and Wardens has been extremely helpful.

- Vestry Thank You Notes: Audrey Knight reported that using SignUp Genius for writing the thank you notes to our community leaders/workers worked well. There is only one slot open. Diane Les Becquets offered to sign up for that person/group. Audrey mentioned that there were suggested messages for use on the SignUp Genius page.

New Business:

- Adopting updated Episcopal Church Wide Safe Church policies: Rev. Reed Loy addressed the two reworked Church Wide Model Safe Church Policies, Model Policy for the Protection of Children and Youth and Model Policy for Vulnerable Adults. Hopefully everyone had a chance to read these. These are church wide policies and there are words that are repurposed and many definitions updated. We discussed the new use of online group/small groups with youth and the need for more adults when we do it with youth and children. Having Leaders who can pop in and out of those sessions would be helpful. Eucharistic Visitors should use two people when going into a vulnerable adult's private residence. While these are set policies we are able to adapt them to our needs and/or exceed them. Reed reported that Judy Bucans has accepted the St. Andrew's Safe Church Coordinator position. The records will be kept in the office. Judy will be keeping track of our Safe Church compliance needs and sending out any forms we need to fill out. The subjects of background checks for all and credit checks on our banking signatories was discussed. Also discussed was the need for a safe environment on/in our church grounds (buildings). There are many keys to the church buildings out in our parish with parishioners as well as with different organizations that rent our hall on a monthly basis. How do we know who is in the building and who isn't. The Safe Church Policy would be that we have better control over access to St. Andrew's buildings. Members of St. Andrew's congregation, who have keys should be Safe Church certified.

Clarke Kidder reported that Building and Grounds has changing mode of entry on its list to research. They will look into keypads and/or rekeying locks. They will bring back the information along with the cost. All felt that the cost would be well worth the feeling of safety felt by those using the buildings. After further discussion on other segments of the proposed Safe Church policies, Betty Whinn moved that St. Andrew's adopt the proposed new Church Wide Safe Church policies. Audrey Knight seconded. More discussion arose centering around adopting both policies and the changes in our practices. After questioning the time frame for our adopting these policies it was decided to table this motion and readdress it at our August meeting.

- Vestry Conversation Norms: Rev. Reed Loy reviewed the Vestry Conversation Norms, starter list (attached). We can adopt these and/or add to them. We discussed them and reflected on the need to respect others. Tom Burack suggested we should look at the Chatam House Rules (British) which reflect these same norms. The Chatam House Rules were adopted in the 1920s and are still used today as models in many organizations here in the USA and internationally. When an organization follows these rules it allows people to speak as individuals and to express views that may not be those of their organization or of others in the discussion. The person speaking will know that they have the option whether or not to be quoted or recorded. This encourages free discussion. Most people feel relaxed and will speak freely if they believe that they won't be quoted/misquoted. These are well suited to who we are as a Vestry. After some discussion we will look to affirm these at the next Vestry meeting (August).
- For Vestry Consideration: Betty Whinn brought up the suggestion that the Vestry look into the Union of Black Episcopalians. Bishop Barbara Harris was and our presiding Bishop Michael Curry is personally involved. Betty wondered if we could support this Union through our loose plate or perhaps

other ways. While this is off topic it is certainly a worthwhile discussion to have. We will revisit this at our August meeting.

- Loose Plate On Line: Pam Manus asked that the Vestry, who had designated June and July for on-line loose plate offering on line links to BITS and Episcopal Relief and Development, agree to continue this through August. Since we will not have a July meeting we can put some thought into other worthy non profits. This was agreed to.

Upcoming Special Celebrations/Events/Dates:

- Make Your Mark Camp, July 6-10 will be on line. Junior counselors and Counselors have done a wonderful job ensuring the Campers have plenty of opportunity to enjoy a week of exploring creative workshops.
- Family Promise, offsite, July 19-26
- Friendly Kitchen June 23rd, July 28th and Aug. 25th
- Blood Drive, July 29th
- Rev. Reed Loy and family away on Vacation leave July 20-Aug 2 and Aug 24-Sept 2.

Blessing of the Memorial Garden Wall Video: Please take the opportunity to view the video of the Blessing of the Memorial Garden Wall. John Gfroerer was able to capture this beautiful event and it is available on line.

Thank you cards: Thank you cards will be sent to :

The Memorial Garden Committee - for all their hard work making the garden a wonderful place. - Lucy Crichton

John Gfroerer - His support and skills producing the Blessing video. - Anne McCausland

Binny Wells - Her organizing check in calls - Audrey Knight

Melissa Trafton - Her coordinating the Grocery Shoppers - Pam Manus

No July meeting planned. Next meetings August 19th and September 16th

Our closing prayer was offered by Chaplain Betty Whinn.

Meeting was adjourned at 8:28 P.M.

Respectfully submitted,

Pam Manus, Clerk

Addendum/Reports

- ### Vestry Conversation Norms, starter list

 - Starting and ending on time. This builds a culture of mutual respect and accountability.
 - Holy Listening. This means that you listen with curiosity and attention to whomever us speaking. Instead of using the time that they are speaking to form your next thoughts, you use this time to behold your neighbor in their full dignity and selfhood. This might lead to some silence after they speak, and that is holy too!
 - Group confidentiality. Builds trust. Confidentiality isn't the same as secrecy. But it means that folks shouldn't retell stories outside the Group unless they get permission first. If someone shares that they are hurting others or themselves, or planning to, you have a responsibility under NH law to report this (you can report to Rev. Reed in this setting, if you wish). You can, and often should, let the person know that "I need to share this with other folks who can help you. I'd like us to talk together with Reed if you're comfortable?"
 - Step-up, step-back. If you're quieter, be bold to speak up. If you're more talkative, be bold to quietly listen.
 - Assume the best. If someone says something that surprises you, offends you, or upsets you, remember that, just like you, this person is here trying to grow in love of God and Neighbor. Perhaps ask, "Could you clarify what you mean by that?" or be willing to first listen, and then say, "I was upset when you said that. I've had a different experience."
 - "Speak for yourself" (Use "I" language.)
 - An example is just above, here. Notice the difference between "You upset me." and "I was upset when you said." ...In the second sentence, the speaker owns their own emotions. This honors the speaker's own dignity, and crucially, leaves space for the hearer to question their prior statement's impact without the burden of folks assuming that they "meant to upset".

- Another example is to say, “I love singing in church.” Instead of “Everyone loves singing in church.” Because, A. Not everyone loves what we love, and when we withhold our ‘projections’ we *honor their difference*, and B. When we honestly state our own loves, desires, fears, etc. as *our own*, we gain greater power to be our full lovely selves, or conversely, to let go of something we just named and don’t want to carry anymore.
- Don’t triangulate. This means in short, don’t relay other’s messages, but invite them to connect directly, and also, don’t ask others to speak for you, but again, “speak for yourself”.
- Assume, and desire, diversity. God has given us different selves, in order that through our diversity we might be prepared to make up the full Body (of Christ). As Saint Paul wrote, “If all were an ear, how would we see? If all an eye, how would we hear?”

Building and Grounds Committee Report:

Clarke Kidder presented the following report, courtesy of Rebecca Briccetti, of activities that are the ongoing work of the Memorial Garden sub-committee. Through their efforts the Memorial Garden is being restored to the spiritual place its original creators envisioned. Nice work!

It has been a busy month on the Memorial Garden Committee. Here are highlights:

- Plants were purchased and integrated into the garden
- A splendid video was created by John Gfroerer of the blessing of the restored gates and gallery, which we hope will lift morale of all who see it.
- The donated granite planter is now ready to be engraved, and delivery is still anticipated in August/September
- The site for the above has been prepared by Todd Olkonen to receive the weight.
- A large, failing holly was extracted.
- Garden work continues following diocesan safety guidelines, including treatment of the magnolia for scale; application of fertilizer; transplanting, pruning, dividing, potting and watering.
- Weekly news from the Garden is provided for distribution via St. Andrew’s email blast.
- Meetings (per safety guidelines) take place as needed (even more frequently than weekly) to accomplish tasks.