

Church of the Good Shepherd
138th Annual Meeting
January 20, 2019

CHURCH OF THE GOOD SHEPHERD
214 Main St., Nashua, NH 03060

138th Annual Meeting- January 20, 2019

Agenda

Opening Prayer

1. Call to order
Appointment of tellers
Signing of Parish Register
2. Election of various parish officers

Thank you to these people who have completed their term of office

Sr Warden- Jill Rosier

Treasurer- Becky Lentz

Vestry – Karla Tolomeo

Maureen LeGallo

Karen Desjadon

Dave Anderson

Vestry Youth Rep- Devon Rosier

Interfaith Council – John Rowntree, Karla Tolomeo

Diocesan Delegates – Kathy Olson (D)

Report of the Nominating Committee

Election of Sr. Warden, and Treasurer

Election of Vestry

Election of Diocesan Convocation Delegates

Election of Representatives to Interfaith Council

Appointment of Youth Representative to Vestry

3. Minutes of 137th Annual Meeting- 2018
4. Presentation of 2018 budget performance
5. Presentation and Endorsement of 2019 Budget
6. Approval of various financial reports
7. Appendix- State of Ministries during the Interim
8. Old Business
9. New Business
Rector Search Committee Report
10. Senior Warden's Report
11. Curate's Report
12. Priest In Charge's Report
13. Blessing and Dismissal

137th Annual Meeting
Church of the Good Shepherd, Nashua, New Hampshire
January 21, 2018

1. **Call to Order:** A call to order of the 137th Annual Meeting of The Church of the Good Shepherd in Nashua, New Hampshire was made by Priest in Charge Pastor Alanna Van Antwerpen at 12:30 pm on Sunday, January 21, 2018. The meeting was introduced with an opening prayer.
 - a. **Pastor Alanna thanked** the Fellowship Committee and those who brought, prepared and helped set up the meal prior to the meeting.
 - b. **Conduct of the Meeting-** Brian Taylor, Jr. Warden, reminded the attendees that the meeting was to be held based on Roberts Rules of Order; in conjunction with the National Canons of the Episcopal Church; and the CGS By-Laws – which among other key things state that an Annual Meeting of the parish is called annually.
 - c. **Pastor Alanna noted that the Parish Register** was placed in front of Clerk Chris Chadbourne’s chair for signature for those attending their *first* CGS Annual Meeting
 - d. **Appointment of Tellers-** Tellers count the votes for elected offices and were selected by Sr. Warden Jill Rosier prior to the meeting. Those tellers were assigned by Pastor Alanna, and were Paige Schaller (Lead), Leo Brunk, and Youth Teller Leo Cooley.

2. **Election of Parish Officers:**
 - a. **Thank You:** Pastor Alanna, along with the Wardens, expressed deep gratitude for all those who have served CGS in the following ways the past year as their terms ended: Brian Taylor (Jr. Warden-elect); Chris Chadbourne (Clerk-elect); Vestry Members- Julianne Marchenonis, Bob Macaraeg, Howard Titus, Susan Nutting, Steve Largy; Vestry Youth Representative Nicholas Sherman (2 years); Interfaith Council- John Rowntree and Karla Tolomeo; Diocesan Delegates/Alternates- MaryLu Klum and John Townsend.
 - b. **Report of the Nominating Committee-** from Jill Rosier.

Jill Rosier, Sr. Warden, thanked the Nominating Committee made up of Karen Desjadon, Karla Tolomeo, and Dave Anderson who were our “mid-year” vestry team members. Next, Jill verbalized her appreciation for all those who considered running, and were willing to run, in 2018 for the various open positions.
 - c. **Jr. Warden-** Jill Rosier recommended the nomination of Brian Taylor for the position of Junior Warden for a two-year term.
 - i. The motion was made by Judy Mulligan, and was seconded by Richard Binder.
 - ii. There were no additional candidates nominated by the floor.
 - iii. A motion to close the ballot was made by Karla Tolomeo and seconded by June Madeira.
 - iv. The Clerk then cast one ballot for the election of Brian Taylor to the position of Junior Warden.
 1. All in favor were asked to raise hands, and a slew of hands were raised.
 2. There was no-one opposed, and so, the motion carried.
 - d. **Clerk-** Jill Rosier then recommended the nomination of Chris Chadbourne for the position of Clerk for a two-year term.
 - i. The motion was made by Judy Mulligan, and was seconded by Howard Titus.
 - ii. There were no additional candidates nominated by the floor.
 - iii. A motion to close the ballot was made by Richard Binder and seconded by Dave Anderson.
 - iv. The Clerk then cast one ballot for the election of Chris Chadbourne to the position of Clerk.
 1. All in favor were asked to raise hands, and a slew of hands were raised.
 2. There was no-one opposed, and so the motion carried.
 - e. **Vestry-** Jill Rosier then recommended the nomination of Kathy Blair, John Rowntree, Maureen LeGallo, John Lewis, and Marcie Byrd for the position of Vestry for a term of three years (there were four positions to be filled and one position vacated to be filled with a one-year term remaining);
 - i. The motion was made by Lyn Healy and seconded by Wayne Blair.
 - ii. There were no additional candidates nominated from the floor.
 - iii. A motion to close nominations (and to also move that the candidate with the least number of votes serve the 1-year term available to cover the balance of Steve Largy’s term of service (Steve and his family moved away from the area)) was made by John Rowntree and seconded by Paige Schaller.
 - iv. Votes were cast and collected by the Lead Teller for counting and validation by the Tellers.

The results were that John Rowntree, Marcie Byrd, Kathy Blair, and John Lewis were elected to the Vestry for 3-year terms. Maureen LeGallo was elected to the one-year term.

It was noted by the Tellers that 322 Total Votes were cast for the election.
 - f. **Election of Convocation/ Diocesan Delegates/Alternates** - Jill Rosier nominated John Townsend for the position of Diocesan Convocation Delegate.

- i. The motion was seconded by Judy Mulligan.
- ii. There were no nominations from the floor.
- iii. A motion was made by Sue Corman to close the ballot. This motion was seconded by Jeff Snow.
- iv. The Clerk cast one ballot for the election of John Townsend to the position of Diocesan Delegate.
 - 1. All those in favor raised their hands.
 - 2. There were no opposed votes.
 - 3. The motion carried.
- g. **Election of Interfaith Council Reps** - Jill Rosier nominated John Rowntree and Karla Tolomeo to the position of Interfaith Council Reps for a 1-year term.
 - i. The motion was seconded by Jeff Mulligan.
 - ii. There were no further nominations from the floor
 - iii. A motion was made by Nancy Madeira to close the ballot. This motion was seconded by Paige Schaller.
 - iv. The Clerk cast one ballot for the election of John Rowntree and Karla Tolomeo to the position of Interfaith Council Representatives.
 - 1. All those in favor raised their hands.
 - 2. There were no opposed votes.
 - 3. The motion carried.
- h. **Appointment of Youth Representative to Vestry** - Pastor Alanna appointed Devan Rosier as the Youth Representative to the Vestry. Pastor Alanna noted that she will serve in this capacity for one year. In 2019, we will be looking for a youth representative who does not have a parent either on Vestry or on the Search Committee.

THANK YOU & CONGRATULATIONS TO ALL!

3. Minutes of the 136th Annual Meeting (2017):

A motion to approve the minutes of the 136th Annual Meeting of Church of the Good Shepherd as submitted was made by Rick Ruo. The motion was then seconded by Lyn Healy.

There were two recommended edits to the minutes – on Page 3, 3rd paragraph...the next to last sentence. The phrase “Clerk has one ballot” was both grammatically incorrect and should also be stricken.

- a. All those in favor of approved the minutes, including the edits, were asked to raise their hands.
 - i. Most of hands were raised.
 - ii. There were no hands raised in opposition.
- b. The motion carried.

A copy of the approved minutes of the 136th Annual Meeting are to be included with the parish record files.

4. Fiscal Year 2017 Financial Report:

- a. Copies of the FY 2017 financial report were made available to those present.
- b. Pastor Alanna recognized Becky Lentz, Treasurer, to comment on the report and be available, with Executive Committee, for questions regarding both the 2017 report and the 2018 proposed fiscal budget.
- c. The Executive Committee specifically asked the attendees to review Page 14; to review 2017 Income
Were there questions on Income or Expenses?
 - 1. **John Rowntree** asked about baptisms, weddings, and funerals – how are counts? Pastor Alanna noted that counts are down, but not substantially. Pastor Alanna indicated that ‘word of mouth’ is still very strong and a key contributor to new faces.
 - 2. **Barbara Binder** noted that we did suffer a shortfall last year, but we compensated by not meeting all of our commitments for tithe. Pastor Alanna furthered this commentary, noting that deaths and parishioners moving away brought down income which had to be dealt with; and, that timing of the hiring and on-boarding of Pastor Kate was helpful to the budget.
 - 3. **Frances Rodier** asked about the expenses regarding the Sexton (G4). Expenses include Jan Pro cleaning services as well as our Sexton Brian Wisnowski and Harvey Shaw’s opening of the Church on Sundays and for other openings such as weddings and funerals.
 - 4. **Adrienne Marshall** asked about “offsite weddings’ and if the Clergy travels to them. Yes, and we are considering how to deal with requesting remuneration for those off-site events. Mileage to travel off site for rehearsals and the service need to be considered going forward. There were **NO ACCOUNTS PAYABLE** at the end of the year which is outstanding.
- d. A motion to accept the 2017 Fiscal Year Report, subject to financial review, was made by Rick Ruo. The motion was made by Rick Ruo.
 - i. The motion was seconded by Kate Binder.

- ii. All who were in favor raised their hands.
- iii. There were none opposed. The motion carried unanimously.

5. Fiscal Year 2018 Budget:

- a. Copies of the FY 2018 proposed budget were distributed to those present.
- b. Pastor Alanna coined 2018 as the “The Perfect Storm” of Income Deficit
 - i. A funding dearth given Attrition- Deaths/Relocations/Reduced Pledges
 - ii. A resulting Budget Deficit of \$44,000 generated quite a bit of discussion and consultation with Fred Reynolds, our Interim Consultant
 - iii. As a result, *the Vestry presented a budget in deficit and with reduced Front Door Agency Funding.*
 - 1. Endowment was based at the maximum (max prior to requesting State approval) 7% draw
 - 2. Front Door Funding was reduced and was a serious and difficult decision – the Executive Committee and Pastor Alanna met with Maryse (CEO FDA) in January and will again revisit our stance at the February Vestry Meeting.
 - a. Our custom of a 10% Tithe to Community Action *is a practice of CGS but is not required in our Bylaws;*
 - b. So, it was deemed time to have a constructive conversation about FDA & Community Action.
 - iv. As a result, the Vestry developed and launched a “Close the Gap” Campaign:
 - 1. Vestry Leadership pledged an additional \$10,080 contribution to start to “Close the Gap”
 - 2. The Search Committee added \$11k+ to further “Close the Gap”
 - 3. These, along with the modification to Community Action, reduces the gap by nearly 50%.
 - 4. *So, the current Deficit totals just over \$19,000 from the original \$44,000 with these categories of special contribution.*
- c. As a reminder, the Vestry, in their January 2018 meeting, had already affirmed the 2018 Budget.

BUDGET DISCUSSION:

Pastor Alanna thanked the Executive Committee for “walking with” the Clergy relative to the 2018 budgeting process and timing. Pastor Alanna asked that we review the chart on the bottom of Page 13 of the handout. The Vestry decided to draw from the Endowment at a level of 7% this year; the maximum legal limit in the State of NH. This is #5 under “Income” – the budget for 2018 is \$38,500. The 2nd Tuesday in January the Vestry met and discussed funding to the Front Door Agency. It is important to note that the funding to the FDA in 2018 was taken VERY SERIOUSLY. The Executive Committee & Pastor Alanna met with Maryse Wirbal, CEO of the Front Door Agency, before this was published.

Pastor Alanna noted that recently she was at a service with the Bishop at Pastor Kate’s husband’s installment. Mentioned during that installment was the U2 song “One” – which includes the lyric “*We get to carry each other*” – Bono noting in his lyrics the privilege we have of carrying each other. Pastor Alanna noted that thinking of her family and their challenges – this lyric makes her realize how much this community has carried her and her family, because of *all of us*. Together. For her and her family, it was a moment of clarity...the moment spoke to her.

We need to be honest and transparent with all this budget information – the good and the challenging. The Vestry leadership has pooled together \$10,612 to put towards the gap in the budget - increases in pledges and/or one-time gifts. Also, the Search Committee met with Pastor Alanna, and she thanked Chris and Judy specifically, as the Search Committee as a whole has added \$11,848 to further close the gap. This week, on Friday, Pastor Alanna shared that a member came into the office with a check for \$450. This totals \$22,910 in additional gifts!!! With the Community Action adjustment, this dropped the deficit to \$13,590.

One other number was noted - if we restored the \$10,000 to Community Action, the deficit would be \$23,590...yet it was reiterated that the Vestry has already passed the 2018 budget.

Commentary ensued as follows:

Lyn Healy noted that she is on the board of the FDA. She joined the parish because of the community outreach. That the CGS legendary Carl Swenson was director of Community Outreach. When Odie retired, the FDA said that CGS must always have a member on the board. For Lyn, to look at a 10k cut to an agency that has helped so many over the years is difficult to comprehend –it means a negative effect on programs such as security deposit loans, funding for women who have been abused, were homeless, and can be educated by the FDA with appropriate

funding, many whom we've helped now productive members of society. What about our Capital Campaign "Raise the Roof"? We can do this! There is no reason that we can't do this (provide for our standard level of funding).

John Rowntree wanted to add what we as Episcopalians do for the FDA. At the end of 2016, we co-applied for a grant - \$30,000 for the Diocese of NH for the Front Door...sometimes we are more involved in tangent ministries than in our own community outreach...there is \$100,000 in mission resources grants as a line item in the budget of the diocese!

Kate Binder stated that the FDA is an amazing agency, doing wonderful things. One of them is amazing fundraising...they have grant writers, they are great. She said that perhaps "our baby bird has grown up" ... she indicated that perhaps we should not feel the need to be obligated any further to give to them. Also, we spend roughly \$100,000 to the diocese assessment, and she asked what is the purpose of the diocesan assessment and what does it do? She noted that we need to come to a better way of sustainably improving our budget outcome.

Richard Binder noted that we should consider every penny of the diocesan assessment as a tithe.

Howie Titus noted that the Diocesan Assessment is a fixed percentage (16%); you can find out what is done with this funding on the NH Episcopal Diocesan website. Commentary between Kate Binder and Howie ensued.

Howie Titus recommended that Line A3 be changed from "Assist. Rector" to "Priest in Charge".

A motion was made by John Rowntree, and seconded by Judy Mulligan, to make a change to this line item in the budget. No further discussion ensued. By a raise of hands, the vote carried unanimously.

Julianne Marchenonis conveyed that she helps to organize much of the FDA outreach (Christmas gifts, School Supplies, Pillows, and so many other things and so many other ways). She said that the FDA is "OK". She wanted to remind us that we ARE doing wonderful, wonderful things for the FDA - many of which are unseen and independent of the "line item" contribution.

Rick Gelinis asked about the 28 folks that did not pledge; could we change them to "Undesignated pledges" versus non-pledge givers (typically put funding into the collection plate but do not pledge). Pastor Alanna noted that we did not want to "forecast" too much funding into "Undesignated Pledges" because of this interim period and our desire/need to be mindful of the fact that attrition is a reality in an interim period.

Wayne Blair asked about the other organizations in Community Action that we typically give to? Pastor Alanna noted the following: Bridges, Break Through Manchester, Women's Health Organization.

Richard McFarland said that it is very important in the discernment of the New Rector...they will ask "who are we, and what do we care about?"

Pastor Alanna stated that it was important to clarify that the commitment to the FDA, from January to June, remains as normal. This is especially important as the FDA fiscal year starts in July, and therefore the reduction in our funding will affect their 2019 FY, not their 2018 fiscal year whose budget already included our "standard" commitment.

Barbara Binder indicated her belief that we are being short sighted in cutting giving to Seminaries...we need them. It is important to have an open conversation about that in the budget.

d: Pastor Alanna recommended a motion to affirm the 2018 Fiscal Year Budget as approved by the Vestry, and that it includes a recommendation for a 3-year strategic plan relative to Community Action.

- i. The motion was made by Howie Titus.
- ii. The motion was seconded by June Madeira
- iii. All who were in favor raised their hands.
- iv. There were none opposed. The motion carried unanimously.

6. Approval of Various Financial Reports

- a. **Book of Remembrance Annual Report:** Copies of the FY 2017 CGS Book of Remembrance Annual Report were distributed to those present.
 - i. **Note:** we have lost key, active parishioners in 2017 and therefore the BOR balance is higher than usual

- ii. **BOR funds are for** long-term items that will last 5 years or More
- iii. **In 2017, there were two major bequests-** one at \$10K; one at \$50K
- iv. Pastor Alanna recommended a motion be made to accept the FY 2017 Book of Remembrance Annual Report as submitted, subject to financial review.
 - 1. A motion was then made by Carole Sawdon.
 - 2. The motion was seconded by Adrienne Marshall.
 - 3. With a raise of hands, the motion carried unanimously.
 - 4. A copy of the FY 2017 CGS BOR Annual Report will be included with Parish record files
- b. **CGS Endowment Fund Summary Annual Report:** Copies of the FY 2017 CGS Endowment Fund Summary Annual Report were distributed to those present.
 - i. **The CGS Endowment Policy** is not to be considered a “Taj Mahal” (wording directly from our CGS Endowment Fund Policy, Section 6, “Policy Rationale” which is intended to reflect that it should not be used to line “...golden bank accounts that have no purpose...” - but that it should be utilized responsibly.

Carole Sawdon asked who manages the Endowment fund for us? Pastor Alanna noted that the Boston Family Group does this on our behalf and has done so for approximately the past four years.

Chris Sherman asked if there were any specific gifts given to the Endowment Fund? Pastor Alanna answered that there was not significant giving to the endowment, though one small giving was provided.

Mary Lu Klum asked – what is the threshold that goes into the Endowment? If a giving is greater than \$10k, we have a conversation with the donor to consider giving to the endowment.

- ii. Pastor Alanna requested that a motion be made to accept FY 2017 CGS Endowment Fund Summary Annual Report as submitted, subject to financial review.
 - 1. As such, a motion was made by Lyn Healy.
 - 2. The motion was seconded by Marcie Byrd.
 - 3. By a raise of hands, the motion carried unanimously. There were no opposing votes.
 - 4. A copy of the FY 2017 CGS Endowment Fund Summary Annual Report is included with the parish record files.

7. Old Business:

There was no old business.

8. New Business:

Chris Sherman and Judy Mulligan, our co-chairs of the Rector Search Committee, led a discussion. Judy noted we have 14 members meeting twice per month; who are currently developing a survey and in March will be sending it out to the parish in various forms - in person, on line, in meetings – in so many formats because they want to hear from everyone!

There will also be a retreat with the Vestry in February 2018. After the survey is finalized, the goal is (in April) to tabulate the results, develop a parish profile and using these pieces of feedback, to create a “job description”. In June it will be released and an announcement for the Search for a new Rector will take place.

Chris then showed the attendees the timeline on the “big screen”. Chris noted that we are about 1/3 of the way through the timeline. Chris believes that within one year we will be “about there” as it relates to having three final candidates...the committee will need at least a month to review the 3 candidates once all applicants are vetted...the Vestry will issue a “call” in the Spring of 2019, and the new Rector will potentially arrive in the summer. That is the very general timeline. Roughly another 18 months or so to go!

9. Senior Warden’s Report

Jill Rosier, Sr. Warden, thanked all attendees, the Fellowship committee, and especially Karen Desjadon and her sister who led the luncheon. Also, Jill thanked all the Committees, the outgoing Vestry members and other leaders. All were thanked for their service to this wonderful community.

She followed this commentary by noting that it has been a year of “Hello’s and Goodbyes” – goodbyes to those who have died, to who have moved away, and of course to say goodbye to Odie...and boy did we throw a great party for his Goodbye! We also have the good fortune of saying ‘Hello’ to Pastor Fred as well as to Pastor Kate...God was

watching over us from the West (where Kate hails from) to the East (where Fred hails from)! As it relates to Pastor Kate, Jill highlighted her composure and her speaking eloquence (as well as her angelic singing voice!) which are traits so much appreciated, and for which we are all so thankful.

Jill then addressed Pastor Alanna...her compassion for, and commitment to, this parish is incredible! From behind the scenes, the time and effort that she has put into this day and every previous day as Priest in Charge is admirable. She works tirelessly, has made numerous and positive changes, and has showed us that change is OK! Status quo is not the plan! She also thanked Franklin and Norah for being willing to share Pastor Alanna's time with us.

Jill then noted that - it is the people, ALL OF US – who make this place work! The hard work of Mary O'Reilly and Pastor Kate for Godly Play...the Sunday School teachers, and Nancy Madeira as our Youth Leader? Wow! This year the largest group of Mission Trip Attendees set forth to do God's work. And Brett - the Music Program is involved in playing a major role in restoring our organ...how much his music adds to our services! His flexibility with schedules and his tireless hard work is so much appreciated. We have an incredible hard-working office staff in Laurie and Abbie, in Brian our Sexton. We are truly blessed.

The Search Committee works countless hours behind the scenes, being led by Judy Mulligan and Chris Sherman...thank you, thank you! Everyone who gives their time to be a part of this parish is what makes this our church Home.

In closing, she noted her gratefulness for the love of God, our love of CGS, and the love we share for each other. - Jill.

10. Priest in Charge Report

Jill's words and love of this community speak so eloquently. It marks a year since we had a Q&A with Pastor Odie about his retirement. The Personnel and Search Committees did a national search to find Pastor Kate, and to hire Fred Reynolds. In 2017, Nancy Madeira onboarded as our Youth Director.

This summer, when Pastor Kate was arriving; she mentioned that the trip and her onboarding at CGS was like the movie Divergent...where you need to JUMP ON THE TRAIN!

This fall...we launched our NEW WEBSITE! Also, we were fortunate to complete the installation of various security measures throughout the property, and we also created a Security Team.

Sunday attendance in fall of 2017 was smaller than the fall of 2016...255 versus a 2016 average of 280...the attrition we've spoken to lines up with these numbers. Homecoming in 2017 saw 314 parishioners, versus 2016's attendance of 344. Also, during All Saints Sunday, we housed 267 versus 310 in 2016. For Christmas – well, we had a true White Christmas in 2017! We had 625 attendees versus 780 in 2016.

We also launched several new worship opportunities, including “Blue Christmas”. Also this fall adeptly and put together a vigil after the Las Vegas shooting.

In the coming months...there are several major events: A Worship Team and a Visioning Team are being convened. We will “try a few new things”. These are being convened not to send people into shock, but to expose the community - by degrees - to new forms of worship. The Visioning team will “keep the home fires burning” ... looking at the ministry where it is, where God's spirit is moving us, and to foster an open convening of lay leadership. The first meeting (with the heads of the ministries) is this coming Thursday in the evening.

I'd be remiss not to mention the amazing ministry and support of THIS PLACE. As our interim time has unfolded, things happen day by day, week by week, Sunday by Sunday.... both visibly and behind the scenes. It is inspiring...incredibly engaging...community.

Also, a word about the Staff...Brian does so much behind the scenes...He has taken the place under his wing...Ashley, the Nursery Director does an amazing job. Of course, Mary O'Reilly and Nancy Madeira do wonderful things for our youth...and are the stewards of our youngest parishioners. Abbie communicates, communicates, and communicates with such a positive spirit! Laurie Ascani makes the place hum. Fred noted to me - “do you understand the quality of your parish administrator”?

Programs – Brett enlivens the spirit of worship! Brett and the music department are like the water and the air we breathe in this place. This fall, Brett came to visit the vestry to discuss the music program and provided a solid education on what we have, and what we need. Also, Fred Reynolds, our interim consultant, has been of good humor and a source of deep understanding.

Our Curate, Pastor Kate...wow! Literally, not even a week after Kate arrived, Pastor Alanna said “Whoa - God has something in mind to send this woman to The Good Shepherd!” Thank you, Kate, for the many gifts you bring into this community. Kate was presented with a Stoll-carrying bag (having already been ordained).

To say the least, saying goodbye to Pastor Odie (a wise mentor, a dear colleague, a good friend) – was very difficult.

Pastor Alanna noted her reliance on Lay Leadership, Staff, Clergy...it is “more than interesting” for Alanna to learn a job held for 31-years by a tremendous Rector. She thanked the Parish for graciousness, good humor, support. Her family (Norah was 7 months old when Alanna started here) is now in 2nd grade. Franklin continues to love work at BAE (computer software engineer); and he faithfully fulfills his role as a “Clergy Spouse” – and the family grounds her. She wanted to also thank her own family...her sister, her mother - who is suffering from lung cancer. Her mom and Dad taught her everything in Christian vocation. Faithfulness with God will continue to help us lead our own journey.

11. Adjournment and Dismissal:

A Motion to Adjourn was made by Lyn Healy and seconded by Judy Mulligan. The motion carried unanimously. The Meeting ended at 2:31pm after a brief closing prayer by Pastor Alanna.

Respectfully Submitted

Chris Chadbourne
Clerk of the Vestry

CANDIDATES FOR ELECTION TO VARIOUS OFFICES

Jill Rosier – Sr. Warden (two year term)

I am a lifelong Episcopalian, raised at St. John's in Ithaca, NY. Growing up I was very active in the church as an acolyte and in our youth group. I have been a member of CGS since 1995, with my husband Frank and our 3 daughters Kiley, Erin and Devon, all baptized here. Over the years I have enjoyed being involved in many activities at CGS. Presently I am the Junior Warden on Vestry which has been a wonderful experience and I am excited to have the opportunity to serve as Senior Warden. I am a substitute Sunday school teacher, and deliver donations to the Norwell House. Over the years, I have run a Parish Health Ministry program, was a member of the Long Range Planning Committee, Companion Ministry and Green Team. I really enjoy being involved with different events in our active parish. I am a Physician Assistant, working at Dartmouth Hitchcock clinic for more than 23 years.

Becky Lentz – Treasurer (two year term)

I am a lifelong resident of Nashua. I'm married to Chris, and have four children: a daughter, Amanda, and 3 sons, Michael (18), Cameron (16), and Joshua (14). I am a teacher at Amherst Street Elementary School. I grew up RC and attended RC schools from the elementary level through college at St. Anselm's. I studied English Education there and graduated in 1990. The church was a very important part of my childhood, and I was involved in Sunday school, the choir, Youth Group, and served as an altar girl. I became an Episcopalian 26 years ago when I joined CGS. My husband and I were married in the church in 1991. My 3 sons were all baptized at CGS and have attended Sunday school here. I was a Sunday school teacher for 9 years, and helped to launch the original Godly Play Program. My sons are members of the Youth Group, and my two older boys have attended the Youth Mission Work Camps. I was fortunate enough to accompany the Youth a few years ago on its annual Work Camp Mission to N.Y., and it was a life-changing experience. I joined the CGS Vestry 3 years ago, and have been a member of the Executive Committee for the past 2 years, serving first as Clerk and then as Treasurer. I am a member of the Women's Group. Before becoming a member of the Vestry, I was always affected by the welcoming, vibrant individuals I met at CGS. I wanted to join the Vestry because I was interested in getting more involved in what the church had to offer and to see the inner workings of the parish. The opportunity has given me a deeper insight into the people that make up CGS and the different outreach programs that we have. As a member I have been included in discussions and the decision-making process of everything from the mundane to the important, and have always felt that what I had to say was valued. It has been a wonderful experience, and I am even more impressed with the people that make up our CGS family, for their active involvement, support, and commitment to each other and to the larger community of Nashua. What we have here is special and rare, and I feel fortunate to be a part of it.

VESTRY CANDIDATES – (elect four for three year term)

George Walker

I have lived in Merrimack since 1986. I have five children ranging in ages from twenty-three to thirty-five. And now have four grandchildren and two on the way. The youngest in Edinburgh studying for her Master's in Public Health. I have built a career in IT, application software development and have held leadership positions (project manager, project leader, Director, Group Manager) for most of that time. Much of the career was in the footwear industry and, more recently, insurance. I was baptized and confirmed in St. John's Episcopal Church in East Boston, MA - a church long since dissolved. While in Boy Scouts I earned the Episcopal God and Country Award. My parents were active as Sexton (my father) and both volunteered for many church activities both in East Boston and at their Summer cottage in Hedding, a Methodist Campground in Epping NH – activities in which the family participated, as much as possible. This faith and service orientation was central, foundational and a familiar place for me throughout my upbringing and into adult life. As I married a Catholic, there was a period raising the children as Catholics - in fact, I actually taught CCD at St. Elizabeth Seton's Church in Bedford for several years while remaining an Episcopal (“as long as I follow the course material”). In my year at CGS, I have served on the Welcome & Support Committee, participated in the CGS Cares Day, joined several of the Book Club sessions – and baked a pecan pie for the Thanksgiving Day dinner. Among other things, I have volunteered as a coach in the Merrimack Youth Association Basketball program and with travel teams (coaching rec league, rec league tournament teams, AAU and Suburban League teams – as many as fifty teams over time. I am a big Boston Celtic fan); led a community service project while at Timberland tearing down/ building a concession/ storage shed (received a “Golden Hammer” award for the effort - earning a family chuckle given my all-thumbs reputation); developed – working with HR – the first Take Your Daughters to Work day program while at Rockport Shoes and served as an Ambassador there helping to orient new employees. The factors that led me to decide to run for the Vestry include a spirit of service, becoming more engaged with the CGS community – from the perspective of not simply attending a Church service, but actively engaging in the community. I believe that with my work and volunteer experiences, as well as having the perspective of a relative newcomer to CGS, I can help the Vestry achieve its objectives. I find the CGS community to be passionate, welcoming, inclusive, sincere and easy to engage with. It's a community I'd like to grow with.

Dave Insley

I am a lifelong Episcopalian and grew up in a large church in Albany, New York where I learned an appreciation of pipe organs and church music while singing in the boys' choir. I was also actively involved through high school in a youth group at another Episcopal church in Colonie, New York where I developed a love of backpacking and the outdoors. I joined CGS in 2001 when I moved to Nashua but got more involved when Cheryle and I married in 2004 and moved to Townsend. We have enjoyed delivering flowers to shut-ins in the past and work with the grounds committee. I also get to help Cheryle on her Sundays to usher by taking in the flag after the 11:15 service. Cheryle and I were married at the Church of the Good Shepherd in 2004. We have four grown sons between us that are now all on their own. I work at Aetna leading a team of web developers that are responsible for the marketing websites. I have been thinking of ways I can get more involved in this wonderful community so when Brian asked if I would be interested in running for the vestry it seemed like the perfect time to step up. We are looking forward of what is to come in the future with our CGS community.

Lisa Macaraeg

I was born in Dublin Ireland and came to the States in 1994. I met Bob in 1997 at which point I joined the Episcopal Church. We have two beautiful daughters, Aisling and Sinead who we have raised as Episcopalian. I work at Boroyan Eye Associates in North Chelmsford. Growing up in Ireland I was Roman Catholic (choices were limited in Ireland) Bob and I were confirmed into the Episcopal Church in 1999. We were members of St. David's of Pepperell, MA for many years and served several roles there such as Youth Group Leaders, Lay Eucharistic Ministers as well as other committees that helped the Church run. Since becoming members of CGS regularly in 2004 I have taught Sunday School for several years, been a part of the Stewardship committee, helped out in the Nursery, participated in the shut-in companion, flower delivery and prayer ministries. I currently serve as a Lay Eucharistic Minister. My family is also very involved. Bob was on Vestry and worked on the property committee. He has helped with the scholarship committee and is currently a Lay Eucharistic Minister. Our girls both serve as Acolytes and Aisling teaches Sunday School. They will both be attending Mission Trip this year. I was flattered by the invitation to join Vestry. With the rector search and new era coming upon CGS I am excited to be a part of the process going forward. I want to participate to make CGS the best it can be.

Maureen LeGallo

My name is Maureen LeGallo. I have been a member of CGS for 15 years along my husband Dan and our three children Joseph, Samantha, and Kelly. I am a busy wife, mother, and special education teacher with over twenty years of experience. CGS is an important part of my life and that of my family. Over the years, I have hosted coffee hours, volunteered in the nursery, and whipped up frosting for gingerbread houses. I have also taught Godly Play for many years. I was on the committee to research and update the Godly Play curriculum. I look forward to being part of this exciting transition for the church. I would be honored to serve on the vestry and appreciate your support.

DIOCESAN DELEGATE (Elect one for a three-year term)

Kathy Olson

I have been a member of CGS for about 15 years. I have been involved in the Adult Education Krygma courses and this year will be completing EFM (Education for Ministry). I have just finished serving a three-year term on the Vestry. I am a physician and my call schedule has prevented assisting with services on the weekends. I tried choir (I cannot carry a tune). I served on the Board of Directors of the Merrimack Valley IPA, chaired my department and sat on the Medical Executive committee for 7. I have attended the Diocesan Conferences on Church Leadership and now feel called to represent CGS. My children (twins) are grown and my call schedule lightened so I will have more free time to help at church. My kids (Dan and Nick) were involved in the youth group from 6th grade and were in Bell Ringers and Dan in choir. Dan was confirmed at CGS.

INTERFAITH COUNCIL (Elect two for a one-year term)

John Rowntree

John Rowntree has been a member of the parish since 1995. He is currently one of our three Vergers. He is a co-leader of the Good Shepherd Education for Ministry (EfM) group and serves on the Vestry. He has represented Good Shepherd on the Nashua Interfaith Council and would like to continue in 2019. He is a past Treasurer and Board Member of the organization. John also serves on the Diocesan Mission Resources Committee and has been a member of a Regional Discernment Committee. He spent his formative years in South Carolina, raised in a Roman Catholic family. He discovered the Episcopal church through his wife Roberta. They were married at Grace Episcopal Church in Utica, NY in 1983. He has degrees from Clemson University and works from his home for an enterprise software provider.

Karla Tolomeo

A cradle Episcopalian, I grew up in the diocese of Long Island, came to CGS in 1988, and my husband Terry and I have been active members since. Between us we have 6 children and 7 1/2 grandchildren keeping us busy. I have been a Lay

Eucharistic Minister/Lay Reader for over 30 years both here and in NY. I am on the CGS vestry and over the years have been involved in fellowship committee, prayer shawl group, teaching adult forums, and Interfaith Council. I have served for the 8 years on the Diocesan Commission on Ministry and am a member of the Regional Discernment Committee and the Diversity Committee. I taught 4 sessions of the Lay Leadership Institute, and am a member of the diocesan lay ministry committee. Terry and I took the 8 week Servant Leadership course offered by the diocese. I was privileged the last two years to be a part of the Episcopal Church mission trip to Cuba.

Church of the Good Shepherd Budget Commentary

2018 Budget PERFORMANCE Commentary & Book of Remembrance Report

INCOME: Items of Note

- Pledge payment this year was over CGS' historic 95%-97% range of pledges fulfilled. In 2018 98.51% of Pledges were paid! This is great news given that CGS began its Interim Transition since 2017.
- Undesignated Pledges (51% fulfilled) which is down from last year; yet, Non-Pledge Givers (156% fulfilled) income came in over the budgeted amount.
- Additional Campaign was the "2018 Close the Gap" income deficit effort which finished at 95% fulfillment of additional commitment from the congregation.
- Special Contributions is up due to a donation to cover the cost of an unforeseen facilities need in the "Property Maintenance" on the expenditure. These two-line items essentially cancel out.
- Fundraising came in over budgeted amount. Two items of note are the lack of having a spring/summer raffle; though that income was recuperated at the expanded Gingerbread Village for the Holiday Stroll which will continue for 2019. Memorials and Thanksgivings came in over the budgeted income. The 2018 HarvestFest income came three thousand dollars over the budgeted amount at \$11,362.
- At the close of 2018, Accounts Payable were \$0.00 a huge achievement for a transition year!

EXPENSES: Items of Note

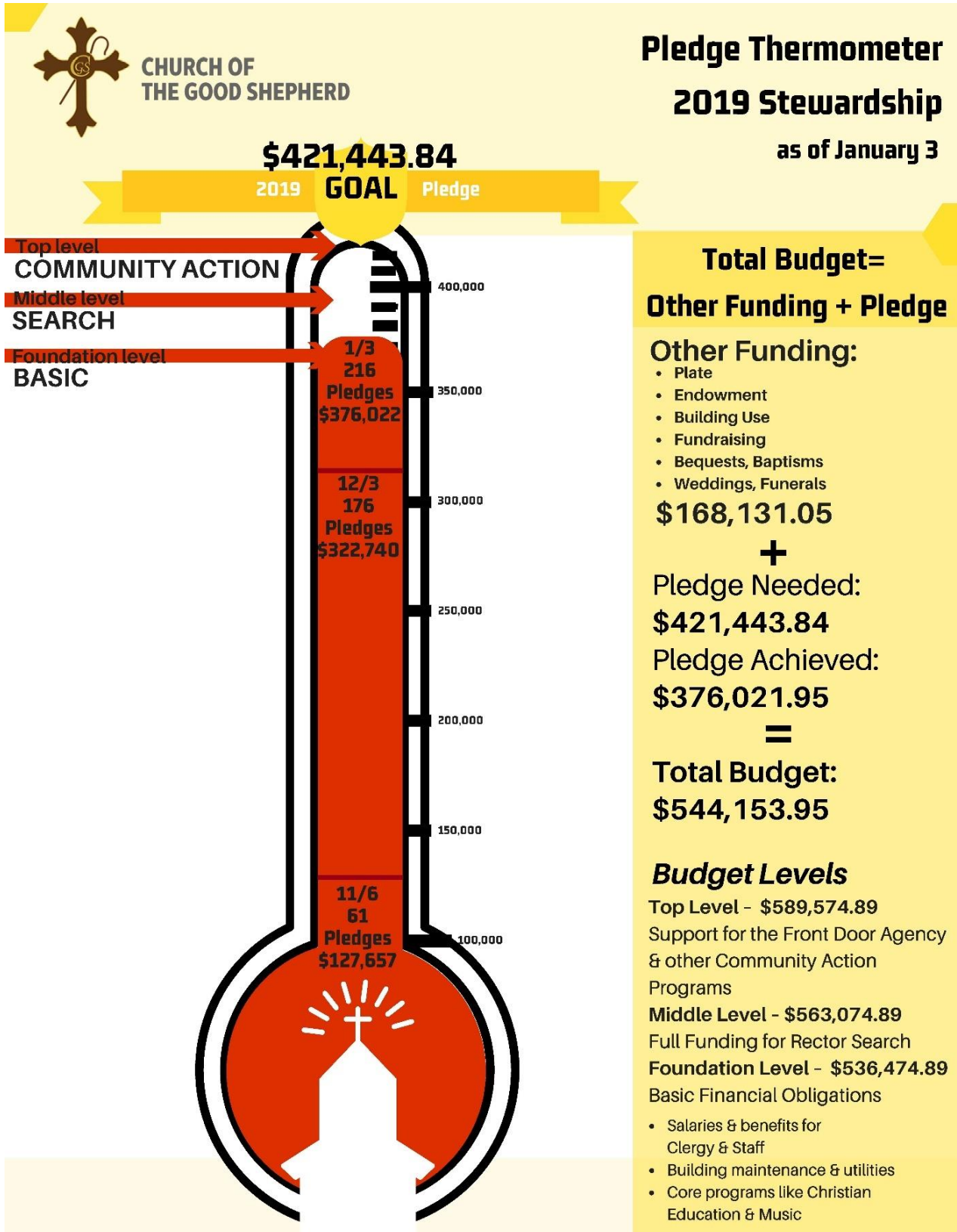
With income down staff worked hard to bring expenses in, at, or under budget. There is little discretionary spending in CGS' budget so this is not an easy task. The following departments came in under budget: (A) Clergy Salaries; (B) Church Overhead; (C) Office Overhead; (F) Worship; (H) Christian Education. The following departments came in over budget: (E) Community Action*See below; (G) Buildings and Grounds; (I) Other Programs

- Clergy Expenses for the Curate came in under budget due to over budgeting the Interim Assisting Clergy and Rector Search Committee expenditures.
- Postage is based on past year's spending, too many variables given church needs
- Miscellaneous Office- Incurred more costs due to Conway Copier printing overages as CGS continues to hover between a basic needs contract with overages instead of upgrading the contract to pay a higher rate more consistently
- (E) In 2018 CGS tithed 5% of its budget to Community Action. We were on budget for 100% support of the adjusted \$25,000.00 of the Front Door Agency; while we exceeded giving at the end of the year to Other Organizations and retained a donation for a contribution to Seminaries of which current clergy have graduated.
- (G) Buildings and Grounds is over budget due to the unforeseen facilities need above; in addition to beginning to pay \$2,500.00 to St. Patrick's Roman Catholic Church for parking space snow removal.

Book of Remembrance Annual Report: The Book of Remembrance (BOR) account captures monies for one-time gifts and bequests given in memory of those who have passed. BOR funds are used for long-term items lasting 5 years or more (for example, hymnals, vestments, etc.). Though sometimes designated for endowment gifts, these funds are rarely used for annual budget operating expenses. In 2018 CGS saw several gifts due to losing parishioners. The current breakdown of these funds at the end of 2018 was as follows: \$83,710.68 is the Ending Balance; of which \$39,594.00 are Designated Bequests to be used for specific purposes; leaving \$20,717.00 of Undesignated Funds in the account for other church long-term expenses.

2018 Stewardship Pledge Drive Thermometer as of January 3, 2019

As the fall Stewardship Pledge drive kicked off, the Vestry's Stewardship Team conveyed to the congregation some known adjustments to the coming year's budget as well as the pledge goals for 2019 Budget needs. The below "Pledge Thermometer" is a snapshot which illustrates the pledged income in relation to budget needs at the conclusion of the Stewardship campaign as of early January 2019. In the following pages, the "2019 Budget Commentary" explains the decisions the Vestry made in order to approve a balanced budget given the unique expenditures the Congregation anticipates this year due to the Rector Search and transit



Church of the Good Shepherd
Annual Meeting- 2019 Budget Commentary 1/14/19

Unless otherwise noted, projected figures are based upon/adjusted to the historic income/expenses from the previous 12 months. In order to balance the 2019 Budget with additional expenses and finite pledge income the Vestry has made several adjustments noted below. The Budget presented reflects the unique financial needs of a congregation in the process of calling a new Rector.

INCOME

1-COMMITMENT

- Pledges to date \$379,421.95 from 220 Households
- Undesignated Pledges \$1,708.00 from 4 Households
 - Undesignated Pledges are down due to people moving from this category to “Pledges” for the 2019 year.
- Non-Pledge Givers \$42,874.00 from 79 Households
 - Non-Pledge Givers are people who have given regularly but have not filled out a Pledge Card for 2019. This category is up due these households giving consistently through 2018. Their giving trends are presented here for projected giving in FY2019
- Book of Remembrance (BoR) Funds- These funds are used for capital needs lasting three to five years. The Vestry approved \$11,608.28 of undesignated BoR funds for the capital expenditures of the Rector Search and other expenditures related to this “capital” investment process.
- NOTE: There are 9 New 2019 Pledges averaging \$517.00 as of 1/2/19
 - “Additional Campaign” not active in 2019 this was the “Close the Gap” Campaign

7-FUNDRAISERS

- Down due to not participating in Charitable Gaming FY2019 (roughly \$9,750 income). In Spring 2018 the Vestry had a thorough discernment process around this source of funding and its theological/social justice implications. As a result, the Vestry voted not to pursue this source of funding moving forward. The TD Bank Affinity program revenue dipped about \$1,000.00 due to the bank reducing its giving parameters to charities.

8-GIFTS & BEQUESTS

- Reduced this year due to \$5K designation to Youth Mission Trip from Ella Anderson Trust which was previously listed in this category. No actual loss of income, but re-designation for FY2019.

EXPENSES

A-CLERGY SALARIES

- 1-Rector- line item reflects a May 1st start date for the new Rector salary
- 2-Curate- line item reflects Curate’s contract which officially expires 6/30/19; with a separate allocation for July through December salary expense for an “Associate Pastor” which will be decided by the new Rector.
- 3-Priest in Charge- reflects salary budgeted through April 30th, which includes vacation time as PIC will transition out of position four Sundays before the new Rector begins.
- 4-Interim Assisting Clergy Consultant- Dropped to \$3,500 to assist with next piece of Rector transition. FY2018 used roughly \$3,700 of budgeted amount for the year.
- 5- Search Committee Expenses- line item reflects using \$7,000 carried over from FY2018 to meet the total cost of the Rector search. Expenses include travel, food, lodging, for RSC members, Rector Candidates and relocation costs.

B-CHURCH OVERHEAD

- 4-WC & Health Ins. FY2019 \$13,816.28 more budgeted to prepare for new Rector family health insurance package beginning on May 1st.

C- OFFICE OVERHEAD

- 4-Misc. Office Expenses budgeted \$500 more due to Conway Printing Service costs

- 7-Volunteer coord (20hrs/yr)- budgeted amount in line with FY2018 spending. The Vestry will work with the new Rector in creating a job description for this position with the intention of implementing more funding for this position in the future.
- 8-Computer Expenses- Automated Church Systems software company going to “contract only” services January 1st. Least expensive option \$189.75/month, for an annual expense of \$2,270.00. CGS cannot go without updates as the federal payroll tax tables change annually.

D- DIOCESAN ASSESSMENT

- CGS plans to apply for “Fair Share” adjustment for the remaining cost of Rector Search since this is a one-time expense which will not be carried over into next year’s budget. The decision not to pursue Charitable Gaming funds will be highlighted in the application as well This line item reflects that adjustment in advance of our application due to the Finance Committee having consulted with Canon Benge Ambrogio October 2018. Canon Benge has since confirmed this would be a reasonable reason to apply.

E- COMMUNITY ACTION

- 1-The Front Door- this budget reflects CGS fulfilling it’s commitment from January through June of FY2019 as the Front Door is on a July 1 to June 30 budget cycle. Due to lack of pledge income as well as added expenses for FY2019 the July to December tithe is not reflected here. Vestry is in touch with the Front Door about this tithe adjustment. NOTE: CGS will continue all of it’s current “in-kind” donations to the FDA not reflected in this line item such as: Cold and Flu Season medications; Easter Baskets; Community Garden activities; Pumpkin Decorating party; weekly food donations; Christmas giving tree, etc. These donations annually contribute thousands of dollars to the agency families.
- 2-Seminaries- This contribution is made to the seminaries of CGS’ current clergy.
- 3- Other Organizations- This contribution is split between various local agencies and Episcopal Relief and Development. The Executive Committee and Finance Team will bring possible agencies to consider in the last half of the fiscal year.

F- WORSHIP

- 1-Music Program- At the Fall 2018 CGS Vestry Retreat, the Vestry began discussing making a commitment to increase the Music Program budget over the next four years in order to incorporate regular maintenance on the organ, bells and other necessary resources. FY2019 reflects a first installment of \$1,400 budget increase.

G- BUILDINGS AND GROUNDS

- 1-Property Maintenance increase to incorporate \$2,500 contract with St. Patrick’s RC Church for Parking Lot snow removal.
- 2- Utilities reflects market increase in utilities for the building.
- 4- Sextons Line Includes: JanPro Cleaning Company Monthly Fee; Brian Wisnowsky; Verger opening Sun Mornings; increase to \$17,268 to reflect more accurate budget projection from previous year.

H-CHRISTIAN EDUCATION

- 3-Youth budget reflects actual cost of maintaining regular program. This line item has been reduced due to the Youth Mission Trip receiving a designated gift from the Ella Anderson Trust to support ministry. The overall program will still receive the needed support, only categorization has shifted due to grant allocation.
- 6-Nursery budget has been reduced due to lack of regular use by member families. Line item reflects money budgeted for Christmas, Easter and Annual Meeting childcare needs. Conversation about a way forward for this ministry will continue this year.

<u>INCOME</u>	BUDGET 2018	ACTUAL 2018	BUDGET 2019
1-COMMITMENT			
Pledges	\$ 379,321.00	\$ 373,675.20	\$ 379,421.95
Undesignated Pledges	\$ 5,900.00	\$ 3,083.00	\$ 1,708.00
Non-Pledge Givers	\$ 17,400.00	\$ 27,114.00	\$ 42,874.00
Additional campaign	\$ 10,080.00	\$ 36,584.00	
Book of Remembrance	\$ -	\$ -	\$ 11,608.28
2-SPECIAL COMMITMENT (Lent, Easter, Christmas)	\$ 20,000.00	\$ 18,043.83	\$ 18,200.00
3-LOOSE OFFERING	\$ 10,000.00	\$ 9,942.77	\$ 10,000.00
4-SPECIAL CONTRIBUTIONS (Baptisms, Weddings, Funerals, Counsel, etc.)		\$ 10,200.00	\$ 15,688.89
5-ENDOWMENT	\$ 38,500.00	\$ 38,180.00	\$ 41,000.00
6-BUILDING USE	\$ 13,000.00	\$ 11,260.00	\$ 11,000.00
7-FUNDRAISERS (Altar Guild, Fair, Daughters, Youth, Other)	\$ 30,600.00	\$ 31,811.47	\$ 24,250.00
8-GIFTS & BEQUESTS	\$ 9,000.00	\$ -	\$ 4,000.00
9-DESIGNATED GIFTS		\$ 427.00	\$ -
LINE OF CREDIT	\$ -	\$ 5,000.00	\$ -
<u>TOTAL INCOME</u>	\$ 544,001.00	\$ 570,810.16	\$ 556,162.23
<u>EXPENSES</u>			
A-CLERGY SALARIES			
1-Rector	\$ -	\$ -	\$ 55,000.00
2-Curate (Jan-Jun)	\$ 54,500.00	\$ 54,500.00	\$ 28,122.00
2B-Associate Pastor (Jul-Dec)	\$ -	\$ -	\$ 28,122.00
3-Priest in Charge	\$ 85,000.00	\$ 85,000.00	\$ 28,956.67
4-Interim Assisting Clergy Consultant	\$ 9,000.00	\$ 3,840.61	\$ 3,500.00
5-Search Committee	\$ 19,100.00	\$ 8,113.26	\$ 19,600.00
Total Clergy Salaries	\$ 167,600.00	\$ 151,453.87	\$ 163,300.67
B-CHURCH OVERHEAD			
1-Staff Social Security	\$ 18,935.00	\$ 18,786.00	\$ 19,153.85
2-Clergy Pensions	\$ 27,031.00	\$ 27,031.26	\$ 27,166.69
3-Staff Pensions	\$ 9,260.00	\$ 9,259.89	\$ 9,915.88
4-WC & Health Ins.	\$ 19,737.00	\$ 19,701.36	\$ 33,553.28
5-Supply Clergy	\$ 3,500.00	\$ 2,100.00	\$ 3,500.00
TOTAL CHURCH OVERHEAD	\$ 78,463.00	\$ 76,878.51	\$ 93,289.70
C-OFFICE OVERHEAD			
1-Telephone & Answering Service	\$ 3,300.00	\$ 3,261.33	\$ 3,000.00
2-Postage	\$ 2,500.00	\$ 2,127.90	\$ 2,000.00
3-Paper Products	\$ 1,150.00	\$ 1,100.65	\$ 1,100.00
4-Miscellaneous Supplies	\$ 4,000.00	\$ 5,092.62	\$ 4,500.00
5-Parish Administrator (pt-25hours/wk)	\$ 26,293.00	\$ 25,864.06	\$ 27,134.38

6-Communications Secretary (pt 20 hrs/wk)	\$ 15,886.00	\$ 15,119.94	\$ 16,394.35
7-Volunteer Coordinator	\$ 1,024.00	\$ 236.48	\$ 325.20
8-Computer Expenses	\$ 4,000.00	\$ 4,218.17	\$ 5,000.00
9-Financial Review	\$ 1,200.00	\$ 1,000.00	\$ 1,000.00
Total Office Overhead	\$ 59,353.00	\$ 58,021.15	\$ 60,453.93
D-DIOCESAN ASSESSMENT	\$ 93,420.00	\$ 93,420.00	\$ 73,680.42
E-COMMUNITY ACTION			
1-The Front Door	\$ 25,000.00	\$ 25,000.00	\$ 15,000.00
2-Seminaries	\$ 500.00	\$ 500.00	\$ 500.00
3-Other Organizations	\$ 1,000.00	\$ 2,222.68	\$ 1,000.00
TOTAL COMMUNITY ACTION	\$ 26,500.00	\$ 27,722.68	\$ 16,500.00
F-WORSHIP			
1-Music Program	\$ 2,600.00	\$ 2,648.99	\$ 4,000.00
2-Music Director	\$ 48,864.00	\$ 48,864.00	\$ 50,427.65
3-Altar Flowers	\$ 1,000.00	\$ 739.14	\$ 1,000.00
4-Candles, Bread & Wine	\$ 1,000.00	\$ 879.55	\$ 1,000.00
TOTAL WORSHIP	\$ 53,464.00	\$ 53,131.68	\$ 56,427.65
G.- BUILDINGS AND GROUNDS			
1-Property Maintenance	\$ 12,500.00	\$ 20,218.92	\$ 15,215.00
2-Utilities	\$ 28,032.00	\$ 31,058.77	\$ 30,732.00
3-Insurance	\$ 7,200.00	\$ 7,587.00	\$ 7,500.00
4-Sextons & Cleaning Company	\$ 16,547.00	\$ 18,909.37	\$ 17,268.00
TOTAL BLDG. & GROUNDS	\$ 64,279.00	\$ 77,774.06	\$ 70,715.00
H-CHRISTIAN EDUCATION			
1-Adult	\$ 1,000.00	\$ 828.73	\$ 1,000.00
2-Children		\$ 1,100.00	\$ 1,019.01
3-Youth	\$ 4,000.00	\$ 761.07	\$ 1,000.00
4-Youth Director (1/4 time)	\$ 7,701.00	\$ 7,701.00	\$ 7,947.43
5-Sunday School Coordinator (pt- 300 hours)	\$ 7,701.00	\$ 7,701.00	\$ 7,947.43
6-Nursery		\$ 3,000.00	\$ 2,560.00
TOTAL CHRISTIAN EDUCATION	\$ 24,502.00	\$ 20,570.81	\$ 19,494.86
I-OTHER PROGRAMS & ORGANIZATIONS			
1-Fellowship & Special Events	\$ 700.00	\$ 1,297.43	\$ 1,000.00
2-Stewardship	\$ 1,300.00	\$ 1,240.34	\$ 1,300.00
TOTAL OTHER PROG. & ORG.	\$ 2,000.00	\$ 2,537.77	\$ 2,300.00
J-DESIGNATED EXPENSES			
1-Line of Credit	\$ -	\$ 5,028.47	
TOTAL EXPENDITURES	\$ 569,581.00	\$ 566,539.00	\$ 556,162.23
DIFFERENCE	\$ (25,580.00)	\$ 4,271.16	\$ -

Accounts Payable Dec 31, 2018

No accounts payable carried forward

BOOK OF REMEMBRANCE

YEAR TO DATE

1/1/18-12/31/18

*See commentary on P. 12 of this Report.

BEGINNING BALANCE 1/1/18		\$ 75,907.26
INCOME:		
Donations 1/1/18-12/31/18	\$ 32,298.75	
TOTAL INCOME	\$108,206.01	
EXPENSES:		
Home Theaters Simplified	\$ 1,250.00	
Brett Greene (Easter music)	\$ 385.15	
Gate City Electric	\$ 2,754.43	
Boston Family (endowment)	\$ 5,000.00	
Innovative Security (panic alarms)	\$ 235.00	
TechSoup (computer antivirus)	\$ 55.00	
IT Insiders	\$ 5,963.75	
Nickerson (organ)	\$ 2,340.00	
Amazon (chair rack)	\$ 309.99	
Kathryn Herrmann (choral scholar)	\$ 630.00	
The Bulkhead Man (deposit)	\$ 1,600.00	
Amazon (freezer, coffee urn & heater)	\$ 409.49	
Cokesbury (hymnals)	\$ 3,358.40	
Stanton's Music	\$ 204.12	
TOTAL EXPENSES (minus)	\$ 24,495.33	
Ending Balance 12/31/18		<u><u>\$83,710.68</u></u>

CHURCH OF THE GOOD SHEPHERD ENDOWMENT FUND SUMMARY

	<u>12/31/2016</u>	<u>12/31/2017</u>	<u>12/31/2018</u>
TOTAL	\$499,493.97	\$563,000.17	\$537,202.14

Church of the Good Shepherd
138th Annual Meeting
Appendix

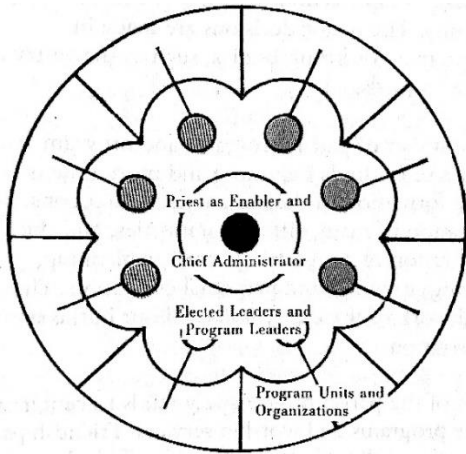
CHURCH OF THE GOOD SHEPHERD, NASHUA, NH

Models of Ministry & Leadership Paradigm Exploration during the Interim Transition

The Clergy, Vestry, Staff, and Vision Team have been spending time with models of church size theory to guide leadership development in this interim time. This exploration looks at how church size effects the culture of a congregation and how we might maximize the effectiveness of our ministry by taking a closer look at norms and expectations, structure and governance. Good Shepherd is a larger congregation that hovers in between a Program- and Resource-sized parish, both of which have their strengths but require diverse models of leadership from clergy and lay leaders. The interim time has served as the very beginning of this conversation to raise awareness as the congregation enters relationship with a new Rector.

Smaller sized congregations are typically organized by program groups with people increasingly knowing only those who are involved in the same subgroups or activities. In the very largest congregations, organization becomes the focus of energies – it takes a lot of management skill to keep a complex, busy congregation functioning. Not surprisingly the role of the Rector shifts as well from serving as a mid-level manager overseeing program activity and staff to, in Resource Size congregations, being a leader or visionary. This model affords the Rector space for long-term strategic planning with leadership such as meeting new membership goals, outreach initiatives and ministry strategizing. The Vestry’s role also changes from one in which they typically run the few programs or activities of a small congregation to serving as liaisons or perhaps committee chairs in medium-size churches to setting general direction and providing oversight of the significant resources of the largest congregations.

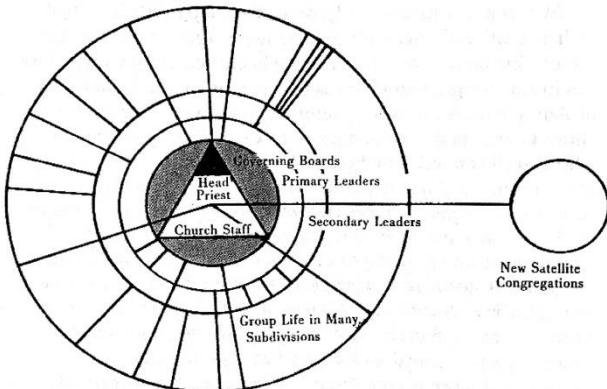
The following Appendix Reports from the Rector Search Committee, Vision Team, Vestry Working Groups and other ministries articulate the ongoing exploration of ministry models in order to raise awareness as this conversation and discernment continue with a new Rector.



Program Size Church

150-350 Active Members

- Multi-cell
- Group-centered
- Governance: committees have power; Vestry moves to oversight/direction; more relational and less task-focused
- Pastor is administrator/delegator
- Conflicts are typically over resources and priorities



Resource Size Church

350+ Active Members

- Multi-cell
- Rector-centered
- Power and authority in staff
- New member incorporation through groups
- Rector as CEO
- Conflicts are typically between program units and staff



2018 LAY LEADERSHIP

Church of the Good Shepherd, Nashua, NH

An Interim time is a period of tremendous opportunity, inventory and renewed focus on Mission and Ministry. Holding this as true, the Vestry in 2018 endorsed the formation of a Ministry Visioning Team to serve alongside the Vestry and Rector Search Committee during the Interim. Each Lay Leadership team will deepen the work to which they are called over the next several months keeping CGS' Mission Statement at the heart of their service.

CGS Mission Statement

As a Christian Community:

- We proclaim by word and example the Good News of God in Christ
- We seek and serve Christ in all persons, loving our neighbors as ourselves
- We strive for justice and peace among all people, and respect the dignity of every human being
- We continue in the apostles' teaching and fellowship, in the breaking of the bread and in the prayers

Vestry- Elected at Annual Meeting

Elected at the Annual Meeting, the Vestry is the legal representative of the parish with regard to all matters pertaining to its corporate property and finances. The Vestry abides by both the National Constitution & Canons of The Episcopal Church and the Episcopal Diocese of NH Constitution & Canons. During the Interim, CGS' Vestry will be deeply involved in ensuring effective organization, planning, management of resources and finances in preparation for the New Rector. CGS has an Executive Committee (Priest in Charge, Senior Warden, Junior Warden, Clerk and Treasurer), and twelve Vestry members who serve 3-year rotating terms in groups of four who all vote at meetings. CGS' Vestry also consists of Assisting Clergy (Curate) and Youth Representative who both have voice but not vote at meetings. After the Rector Search Committee presents final candidates for Rector, the Vestry will elect CGS' New Rector.

Rector Search Committee- Applied/appointed for service Fall 2017

The Vestry gives a mandate for a Search Committee, whose members are appointed according to skills/talents, representation of diverse groups in the parish and personal character. Search Committee membership requires time, patience, prayer, good communication, and the ability to maintain confidence.

Liaison: Sue Corman

Ministry Visioning Team- Invited from a cross section of ministry areas in leadership positions

A group of Lay Ministry Leaders from all aspects of Church life (Outreach, Worship, Christian Education, etc.) committed to discerning God's mission in ministry and implementing strategic goals set forth by the 2017 Vestry Retreat. The Ministry Visioning Team will focused its energies on cultivating conversation about the direction of CGS' ministries during the transitional interim as a new Rector is called. It took a "bird's eye" view of re-invigorating and re-imagining ministry in a 21st Century context. It hosted conversation about new possibilities and openings for ministry during this sacred time of crossing a threshold into a new era in the life of CGS.

Liaison: Kate Binder

2019 RECTOR SEARCH COMMITTEE ANNUAL REPORT
Committee Chairs: Judy Mulligan and Chris Sherman, Co-Chairs
Richard Binder, Jeff Cooley, Robin Hertel, Amy Kelly, Betty Mayben, Sharmini Peiris, Keith Reeder, Rick Ruo, Marybeth Snow, Byrony Tomic-Beard, Trudy Yelton, Jessica Zakrajsek.
Supported by Sue Corman, Vestry liaison; Pastor Fred Reynolds, pastoral advisor; and Gail Avery, diocesan liaison and Canon for Transition Ministry

The Rector Search Committee (RSC) started out the new year of 2018 in great shape thanks to the earlier groundwork done in 2017. We approached 2018 with a strong established team aided by a solid plan which came out of the annual fall Vestry planning retreat.

We held 16 RSC meetings in calendar year 2018, beginning with a discussion of plans for our joint retreat and our first task of creating a parish-wide survey. The RSC hosted a planning retreat on Feb. 10, 2018, attended by the entire Vestry and Bishop Rob. Held in the parish hall, it was a day-long planning session to conceptualize the many elements of the mission that lay before us.

After the retreat, the RSC turned its attention to the first major task for the year, the formation and implementation of the parish-wide survey. Over the course of several meetings, the survey took shape and the questions to be posed were agreed upon and then fine-tuned. The questions entailed the gathering of statistical data as well as some open-ended ones regarding feelings and opinions. Pastor Fred provided guidance as to how to approach doing the survey and most importantly, how to reach out to enable parish-wide group conversation with sharing of feelings and observations. The team wanted facts as well as open feedback to be solicited from our church community. This was important to the RSC in order to later start the construct of our parish profile. The team generated a draft survey that was reviewed by the staff and the Vestry. After a few more edits based on our pilot run, a full survey was released to the parish. Survey Monkey as well as paper copies were used to manage the survey process and correlate the responses. Participation was excellent with 282 individuals from our CGS community taking the survey. The committee was pleased with the good diversity of responses from members of all ages, as well as newcomers, old-timers, and parishioners across all three services. The results were shared with the parish at several presentations during coffee hour as well as posted on the RSC page of our website.

As we went through the year, communication and transparency were a priority for the RSC. To facilitate this, the RSC hosted multiple coffee hour programs in the spring and the fall as well as hosting some Sunday Question-and-Answer sermons. The committee also facilitated an open-ended discussion and answered written questions. The feedback was positive from these sessions and it was agreed the RSC would continue this activity going forward. The RSC communications subcommittee also used other traditional tools to keep the parish informed, with special announcements placed in the Sunday Bulletin, monthly updates provided in the Good N'ewes, and a RSC section was established on our website.

The next phase of our search was generating our Parish Profile, a reflection of our history and where we have been, who we are as a community, a snapshot of who we are today, and our hopes and vision for the future. The contribution of all who took the parish survey was vital in helping us generate this profile. We are grateful for all the energy and time that parishioners took to make their survey responses. The committee's goal was to have the profile showcase the best of who we are and to reflect the heart of Good Shepherd. We were blessed to have the help of Kate Binder, one of our own members and a professional graphics designer, in creation of the final product. The profile was published in both paper booklet and digital form made available to both the parish and our prospective rector candidates.

As we approached the summer, the focus of the RSC shifted to putting out the formal call for our next rector. The RSC co-chairs met several times with the executive committee of the Vestry, the diocese, and the finance committee to put together the financial package for the call. Though financial information is the purview of the Vestry, it is required information as part of the formal call. Once this information was established, a job description was generated. This consisted of profile questions about our parish. This descriptive information is part of what composes the formal call. The call was posted on the website of the Diocese of New Hampshire as well as the Office of Transition Ministry for the National Episcopal Church, a database used by all clergy throughout the country who seek open parish positions.

Once the call was formally posted, getting the word out to prospective candidates was the focus of the RSC over the summer and into the fall. With Pastor Fred's encouragement, the committee reached out far and wide by soliciting the help of our former associates over the past 20 years to spread the word to their colleagues as well as past visiting clergy. In addition, RSC members and their friends and relatives visited churches over the summer, circulating the news of our opening. We reached out to other churches conducting searches for advice and feedback on the most effective ways of getting the word out. Advertisements were placed with the Episcopal News Service, including directed emails as well as the Consortium for Endowed Episcopal Churches. Lastly, we worked with our Diocesan liaison, the Canon for Transition Ministry Gail Avery to support, publicize, and formally present our job vacancy at the national conference for Transition Ministry. Even members of our parish assisted in spreading the word.

The response we received was amazing, exceeding our expectations beyond what the diocese indicated we should expect. Ultimately, we received 33 inquiries from a wide diversity of candidates. Of the 33, 18 are male and 15 are female. Geographically, they come from 14 different states and 2 foreign countries. We are blessed to have a strong pool of individuals interested in Good Shepherd. These candidates have a wonderful mix of experience and talent. Some come from churches similar in size to ours, some a bit smaller, and some a bit larger. We have a good mix of women and men, some who have lengthy tenures as well as pastors who are newer to ministry and the position of rector.

The diocese vetted each candidate and the RSC conducted an initial review in order to establish a select group of 21 talented and qualified individuals. This group of 21 moved forward into our in-depth evaluation process. To begin our discernment, we conducted an extensive review of each candidate. This phase of the process involved reading hundreds of pages of material as each candidate typically provided a minimum of 15 pages of detailed material. We reviewed, studied, and discussed cover letters, resumes, Ministry Profiles, parish statistics, and community profiles. In addition, we viewed parish websites, listened to 2-3 sermons from each candidate, and performed online research. We have established a complete database of all this material for eventual use by our Vestry.

As a committee, we discussed our thoughts, feelings, and impressions of each candidate one by one, with every candidate given due consideration. This round of discussions took place over several weeks to get through all 21 candidates. In December, over the course of a week, we again pored over each candidate with fresh eyes. From that vetting, we selected 11 candidates whom we would like to get to know in greater detail. We are now down to 7 active candidates as 2 have accepted other calls and 2 have withdrawn for personal reasons.

In January, based on our completed reviews, we are moving on to the next phase of our process and review essays from the candidates in response to further additional specific questions the committee addressed to each of them. We will then establish the list of candidates we want to interview by phone and/or Skype/Facetime. If all goes well, we plan to complete those interviews before the end of the month. In February, after evaluating those interviews, we will be visiting the home parishes of some of our candidates. A total number of these visits is yet to be determined. Our goal remains passing a slate of final candidates to the Vestry by mid-March.

Our meetings begin and end with meditation and prayer lead by our committee Chaplains. We ask you to join us with your prayers of support as we continue our discernment and enter the last weeks of our work as your Rector Search Committee.

Respectfully submitted by the CGS Rector Search Committee.

2019 MINISTRY VISIONING TEAM ANNUAL REPORT

Team Members: Leona Clough, Sandy Desharnais, Cheryle Insley, Mary O'Reilly, John Rowntree, Julianne Marchenonis, Lorraine Barry, Alan Graves, Wayne Blair, Amy Cooley, Diane Temple, Nancy Madeira and Kate Binder (Vestry Liaison)

Ministry Visioning Team was commissioned by the Vestry in 2018 to cultivate conversation about the direction of CGS' ministries during the transitional interim as a new Rector is called, taking a "bird's eye" view of re-invigorating and re-imagining ministry in a 21st Century context. The conversations were facilitated by Pastor Kate with Pastor Alanna consulting. The Team was made up of a group of Lay Ministry Leaders from all aspects of Church life (Community Action Outreach, Worship, Christian Education, etc.).

Status Report of areas of reflection and action steps taken or planned:

- Adult Education: More robust and regular coffee-hour forums (2018/2019 Program Year). CGS Library (Spring 2019). Clustered programming such as book groups (Ongoing). Exploring online education (Winter 2019). Exploring partnering with other churches for bible study (In conversation).
- Worship/Music: Mass on the Grass with Brass for three Sundays at 9:45am service only (July 2018) with feedback following to schedule once a month June, July and August should community want to continue in future. End of the year choir party (June 2018 with continuing biannual commitment). Sunday evening service trial (planning team still needed- tabled until arrival of new Rector).
- Welcoming Newcomers: Welcome card in pews (Fall 2018). Program for lay involvement in welcoming (Fall 2018 and continuing). Welcome station in lobby (in continued conversation with newcomer Committee). Newcomer Integration and follow up (in continued process to be informed by new Rector). Newcomer section on website launched (Fall 2018).
- Connecting parish with opportunities: Time and Talent Fair and intake sheet update (Fall 2018). More information about opportunities on website (Summer 2018).
- Community Action Outreach: CGS Grows Community Garden project (Summer 2018). Community Action Focus Groups, series of three with conversation around past history, present status and hopes for the future (Winter/Spring 2018).
- Youth: "Mission Possible" Local mission summer program (In continued conversation with Youth Ministry leaders).
- Pastoral Care: Renewal of Lay Eucharistic Visits (Ongoing)
- Caffeinated Christians Young Adult Ministry with ecumenical partners (Fall 2018 and continuing)
- Vergers Ministry Integration- each of our three Vergers stewards an aspect of CGS' liturgical ministry- Acolyte Training, Lay Eucharistic Visitors to homebound, and Liturgy consultant (conversation ongoing as ministries evolve).

The task of the Vision Team has come to a close, but the work of visioning continues in the larger parish. As we continue to celebrate and grow into who God is calling us to be, the Team encourages you to reflect on a few questions:

- When have you felt God really alive at Good Shepherd?
- As you walk through the neighborhood around the church, what do you see that is holy? What do you see that is broken?
- Who are we as a church?
- Who is God calling us to be?
- Who is our neighbor?

2019 FINANCE COMMITTEE ANNUAL REPORT
Committee Members: Becky Lentz, Kathy Blair, John Rowntree

The Finance committee of the Vestry is a new team formed after the election of new Vestry members at the 2018 Annual Meeting. During the year our team met several times with the Stewardship and Fundraising teams to discuss a holistic approach to planning both our annual budgets and the various sources of funding to support our financial health. Mid-year, the finance committee worked with Diocesan staff, our Rector Search Committee, Executive Committee, Clergy and Staff to define the Rector compensation package that was approved by the Vestry and included when our open Rector position was published. Our work continued through the end of the year as the Stewardship campaign neared completion. We assisted in organizing the phone calls by volunteers to contact members of the parish who have pledged in past years but had not submitted a pledge for 2019. We helped to plan the communication of Stewardship funding levels as pledges were received using the Thermometer charts that have been updated and posted during the last six weeks of the year. The committee continued our work with the Executive Committee, our Clergy and Staff in drafting the 2019 Budget presented to the Vestry for approval at the January Vestry meeting. Finally, the group also met one last time with staff and clergy to prepare the financial report to be presented at the Annual Meeting in January.

2019 FUNDRAISING COMMITTEE ANNUAL REPORT
Committee Members: Chris Chadbourne, John Lewis, Karla Tolomeo

The fundraising committee has been extremely active in 2018. We met frequently to discuss fundraising activities that had been active for many years, where we wanted to make changes to either add in new activities or to stop other fundraisers based on them being considered ‘stale’ or perhaps not in our best interests or in line with our mission as a Church. During the Vestry retreat, we considered a number of changes to our fundraising efforts. We made the decision to enhance the fundraising opportunity related to the Gingerbread Village and the HarvestFest; and we also decided to forego the “Red Sox/Yankees” raffle event and to forego further participation in the River Card Room fundraiser. We’d not had the resources to have Red Sox/Yankees tickets donated to us, and we’d seen declining funds raised for this event over the past several years. With the River Card Room, the CGS Vestry came to the conclusion that we did not want to partake in the program any more based on concerns about gaming and the challenge reconciling gaming with the mission of the Church. The Comedy Fest was and continues to be a great success and is a fun event which with the help of Robbie Printz we are happy to continue going forward. In fact, the event for 2019 will take place on March 29th in Nashua (venue TBD). HarvetFest and Gingerbread Village were “upgraded”. For HavestFest, this included fun events during the dinner and more emphasis on the live and silent auction items. The Gingerbread Village event in 2019 was also highly upgraded – we placed an emphasis on marketing the Church as a Holiday Stroll venue, created web content to draw interest, included a dress up Gingerbread Man with suggested donations for taking a “Ginger Snap”. We used the Parish Hall to vastly increase the capacity for onlookers which provided the opportunity to raise funds by selling water, gingerbread cookies, “candy sleighs”, apple cider, etc. We had over 2000 visitors and raised \$2,500.00 in the first year with this new approach. 2019 will see further improvements and (we are confident) an even better turnout. In short, we have a dedicated team of folks that have done great work for CGS in our fundraising efforts and we look forward to your recommendations and thoughts about how to make 2019 even better!

2019 STEWARDSHIP COMMITTEE ANNUAL REPORT
Committee Members: Sue Corman and Lila Monahan

The Stewardship Committee members met beginning in the late spring and then throughout the Pledging season. The 2018 theme, “The Power of Change”, reflected many different aspects of change. This, of course, included the change in our parish leadership. Additionally, the “Change” theme focused on:

- Changing how you give
- Changing why you give
- Changing what you give

We also streamlined our pledge letter with the hopes of appealing to a broad range of parishioners, especially our younger members. The results of the 2019 are reflected in the budget and financial reports. In September we revived our Time and Talent Fair with the intention of continuing this program annually.

2019 PROPERTY COMMITTEE ANNUAL REPORT

Committee Members: Brian Taylor, Steve Isaacs

The Property Committee had a busy year creating and managing a comprehensive list of maintenance and enhancements activities. Mark Crepeau, Jack Schroeder, Keith Reeder and Brian Taylor met regularly to review, prioritize and schedule the work that needed to be addressed. The October CGS Cares Day served as a catalyst for many activities including:

- Installing hangers and hooks on the kneeler pads in the church pews
- Painting the bathroom in the foyer lobby
- Cleaning the cabinets in the kitchen and the lounge
- Leveling the bricks that lead to the handicap ramp

This fall, our front doors were refinished and varnished creating a new look to the front of our church. A big thank you to Schroeder Construction Management for doing this work.

In the coming weeks we can all look forward to the installation of a new exterior bulkhead door that will provide better weather proofing and security for our basement.

We're also working on a maintenance list of activities that should be reviewed on a regular basis. Examples of items to be reviewed are all fire extinguishers and our AED device. These items have historically been inspected on an annual basis and the committee is working towards creating a process for having this important equipment inspected at more frequent intervals.

Any feedback for the Property Committee should be sent to Property@cgsnashua.org.

2019 COMMUNICATION COMMITTEE ANNUAL REPORT

Committee Members: Dave Anderson, Kate Binder

This last year we have continued our work to share the Good News of the gospel across our communications platforms, especially our newsletter, website, and Facebook page. We have grown our Facebook page from 391 to 439 followers this year while offering content such as upcoming events, prayers, news articles, historical photographs, and reflections on the ministry of CGS. The Committee has received feedback from parishioners as well as community members and parishioners who have moved away that they find it a helpful and engaging way to stay in touch with the church. The website has seen increased traffic and has been expanded to include sections for the Rector Search to communicate with applicants. We also added an additional domain name, thegingerbreadchurch.com, to share the news about our expanded gingerbread village fundraiser this year. The clergy continue to record, edit, and post their sermons on the website through Soundcloud. The newsletter was reformatted to be more visually consistent with the new website and features expanded news from the music program, search committee, emergency preparedness team as well as a new section from the vestry. Future areas for growth include online formation, expanding online giving on the website, as well as communication through additional social media sites like Twitter and Instagram.

2019 COMMUNITY ACTION ANNUAL REPORT

Committee Members: Jill Rosier

2018 was another active and productive year for the Community Action groups at CGS. We continue to provide support through many avenues to The Front Door Agency. These include financial support, adopting 51 children for Christmas, providing Easter Baskets, the backpack program for back to school, carving pumpkins, weekly food donations and toiletry drives. In addition, there are parishioners that are dedicated volunteers at FDA. This agency continues to be the cornerstone of our Community Action programs and is an important part of who CGS is.

Results of the Parish Survey conducted for the Rector search told us that over 35% of respondents are involved in Community Action through CGS. Knowing this and hearing that many would like to see our Community Action expand, 3 Focus Groups were held last Spring to hear more from the parishioners. We heard about other organizations people would like to support. Many people also expressed a desire for more direct service or hands on community action opportunities. Under the direction of Pastor Kate, the Community Garden was established and was incredibly successful in providing not only an abundance of fresh vegetables, but also bringing many groups in Nashua together working for the same goal, healthy and fresh vegetables for those in need. This would not have been a success without the many CGS parishioners who literally got their hands dirty and worked in this garden consistently through the summer and fall months.

Another new program is CGS Cares Day, the concept coming directly from one of the Focus Group discussion. To kick this off our first event on October 13, 2018 found a group of about 15 volunteers' painting, cleaning, hammering, etc. all around our own property as we prepare our building to welcome a new Rector! The next CGS Cares Day will take place this spring with a date still being confirmed. We will be working on a few projects at our church, as the rain kept us inside last Fall, but also hope to step out into the greater Community for direct service projects. More information to come on this event.

2019 FELLOWSHIP COMMITTEE ANNUAL REPORT

Committee Members: Karen Desjadon, Maureen LeGallo

The Fellowship Committee with the help of the CGS community worked to coordinate the following activities:

- Created a transition plan for Fellowship/Coffee Hour involving trainings/education/conversations, sign ups, etc.
- Hosted 3 outdoor breakfasts for Mass on the Grass with Brass with support from working group committees including Vestry and Stewardship
- Coordinated Homecoming Breakfast volunteers
- Coordinated Deck the Halls Spaghetti Dinner
- Celebrated Marilyn Kantargis' long term commitment to coffee hour set up, clean up and overall execution
- Facilitated 2 training for people to become comfortable with hosting Fellowship/Coffee hour
- Coordinated the first "Home for the Holidays" Fellowship/Coffee hour for returning CGS alumni. Many college students helped out and the CGS community enjoyed catching up with them too.
- Coordinated Interfaith Luncheon, January 9, 2019

The Fellowship Committee continues to seek a more varied representation of the CGS community to assist in various Fellowship events, especially Fellowship Coffee Hour. We would welcome more people to be involved in this important ministry. The success of any fellowship event, old or new, is measured by the commitment of volunteers.

2019 WELCOME COMMITTEE ANNUAL REPORT
Committee Members: Marcie Byrd

The CGS Welcome & Support Committee has adopted the slogan “A friendly welcome, an outstretched hand” to emphasize the group's mission of: embracing newcomers and guests by extending a warm welcome and sharing with them information about the CGS community and its ministries and of extending loving support to the CGS community, especially those in need of spiritual and earthly comfort.

The group is newly formed this year and have been busy working on a newcomer intake process. This process has included “Welcome to CGS” pew cards along with a Newcomers submission form on the website and has had very positive results. The pew cards have also shown to be helpful as a tool for clergy to provide to visitors on Sunday mornings and otherwise. The intake process is still developing but also includes communication between clergy and the committee to follow up with newcomers to offer support and provide a small welcoming gift. The group also hosts a few welcome group meetings to further introduce newcomers to the community and answer questions. The next meeting scheduled is on Sunday, January 27th. Finally, this group is working with the Property Committee to evaluate the main lobby area from a newcomer's perspective. This work includes additional signage to help identify where to go on Sunday mornings.

The parish support portion of this committee continues to work with clergy to offer help for those of us in need. Various types of help include providing meals, transportation, simple furniture moves or whatever assistance necessary to lend a helping hand to our own. Today, these needs are identified by clergy and are brought to the committee to help fulfill. The Time & Talent forms help the committee identify appropriate volunteers to accomplish the needed task. The committee would like to thank all those who have participated in supporting our CGS community and appreciate everyone's efforts.

This committee is still developing and encourages anyone interesting in joining to notify clergy.

2019 SECURITY COMMITTEE ANNUAL REPORT
Committee Members: Dave Anderson

In spring of 2018 Clergy approached selected members of the CGS parish with either a Military or First Responder history to discuss the overall safety and security of the parish and form a voluntary Emergency Preparedness Team (EPT). Nashua PD was engaged to walk through the property and made improvement recommendations to the Clergy. To ensure parishioners would continue to feel safe and welcomed at CGS, some of the recommendations made were NPD were not as applicable for a congregational setting. Suggestions included:

- Emergency Alert buttons
- Security Cameras
- Key Pad Access
- Developing a Preparedness Plan
- Shutters for Windows
- Door bracing mechanisms

The EPT met with the Property committee and requested funds from the Vestry to implement some important items: Security Cameras and an improved Key Card based access control system. Clergy, Organist, and the Sunday School Coordinator all carry push buttons that alert NPD to any emergency. The AED is on the property list to be relocated to a more accessible location, and exterior lighting enhancements were made as well as other minor property improvements. Future plans involve having a service day Fire Drill, recruiting other “service” members to serv as Ushers, Firs Aid and CPR training for parishioners, selecting and appropriate level from the Diocesan programs for Church Emergency Preparedness to implement, and collaborating and attending training form the department of Homeland Security trainings for houses of worship.

2019 STATE OF THE MUSIC PROGRAM

Brett Greene, Music Director

As we near the end of our transition time without a rector, I want to expressly thank all the volunteer musicians, parishioners, staff, and clergy whose persistence and dedication has sustained the music program through a challenging time in the parish. Even through this interim time, we've seen growth in many areas.

The **Senior Choir** is one of the hardest working groups of people I've seen. Their load is enormous, singing two unique pieces of music most Sundays. They are faithfully at rehearsals and often put in time on their own to prepare the music. In recent years, we've lost some key choir members, mostly due to moving out of the area. Yet the group has persisted, through colds and sickness, often with a single person left to carry his or her part. Their impact in worship can be felt as we hear their voices singing anthems and motets and leading the congregational singing of hymns and liturgical music. And the pageantry of a well-dressed choir processing, recessing, and visible in the chancel is an expression of our faith through the Episcopal tradition.

This program year, through a generous Book of Remembrance gift, we've been able hire a choral scholar to provide a little more depth, so that a single absence will not be detrimental to the group. A choral scholar has some key similarities and differences to a hired professional. While they are both paid (choral scholars a little bit less), are expected to know their parts, sing to a high standard, and to be reliably at rehearsals and services, the choral scholar is a college student without the experience and complete training of a professional. With the additional support of choral scholars, choir rehearsals are more productive. The choral scholars' voices contribute to the beauty of the choir's sound. And we delight in their youthful presence. Yet, the hope is that this relationship is one that benefits the choral scholar as well. A goal is to provide professional experience for the aspiring musician in a safe, supportive environment. And for college students who have no church experience or have had a less-than-positive church experience, their time at Good Shepherd is an opportunity for them to see what a good, healthy church can be. It's a subtle, respectful method of evangelism.

Children in second through eighth grades are invited to participate in **Junior Choir & Junior Bellringers**. These two groups meet together, spending part of their 75-minute rehearsal time singing and part of their time ringing, learning about how to make beautiful sounds with their voices and choir chimes. Through this time, they also learn about how to read music, how our hymnal and prayer book are organized and function, the meaning of the church seasons and holidays, and the leadership role of a choir in worship.

This group has mostly held steady at four children for the past couple years and when singing at monthly Children's Eucharists, are usually supported by the Senior Choir, creating a lovely multi-generational experience for those involved. When playing bells, they're often joined by members of the Adult Handbells. Children are welcomed to join and leave the group throughout the year for short term, usually 4-week increments. I'd like to see Junior Choir & Junior Bellringers grow in numbers to provide a better contributing "group" experience for the children.

Chorus ad Diem sings on Question and Answer Sundays when we have time but for a single choral piece in our streamlined Eucharists. At 9:00, this "Pick-up Choir" learns a deliberately accessible piece to sing that day. Participants have the option to sit where they choose in the nave or stay in the chancel. This is the recurring, yet one-time choir experience with no outside rehearsal. I'd love to see more of you there.

The Bellringers have been re-invented into an elite quartet and have dazzled audiences at the Winter Holiday Stroll as well as providing music for services at Good Shepherd. They've already begun preparing a spring concert and will be playing in church as well.

Adult Handbells continues to improve, becoming ever more comfortable playing in church. After being at full capacity for quite some time, there are two vacancies for those who would like to participate.

Over the past few years, we've been able to accomplish much work on replacing worn out or missing equipment for the handbell program, including sheet music, tables, music stands, folders, gloves, mallets, and music lights. We've been able to have the bells refurbished. However, we found from that process that the bells, through years of use and misuse are at the point that they should be replaced. Smaller, yet significant concerns in the coming years are bell pads (that are soft and sit on the tables) and bell pad covers (the attractive corduroy outer) that are ready to be replaced.

The **CGS Brass** continues to grace us with appearances on high feast days as well as three weeks of “Mass on the Grass with Brass” starting this past summer.

The **organ** will soon be seeing improvements! Through a Book of Remembrance gift, we’ve begun work to repair the west (back) organ. And we look to start regular maintenance on the organ this spring.

We’ve reached the point where we have a coherent music mass setting to sing for each of the seasons in the church year. We look to introduce new* hymns from a hymnal supplement, *Lift Every Voice and Sing II*.
*not new hymns so much as the beloved gospel hymns from the second half of the 19th century.

The music program at Good Shepherd is volunteer-driven and volunteer oriented. Thank you to all who have participated and will be participating in the music program of the Church of the Good Shepherd.

Ballot

Senior Warden

(Vote 1 for 2-year term)

Jill Rosier

Treasurer

(Vote 1 for 2-year term)

Becky Lentz

Vestry

Four to be elected to 3-year term, (vote for 4, no more and no less!)

George Walker

Dave Insley

Lisa Macaraeg

Maureen LeGallo

Diocesan Delegate (One Delegate is needed)

3 year term (Vote 1)

Kathy Olson

Interfaith Council

1 yr. Term (vote 2)

John Rowntree

Karla Tolomeo
