

Church of the Good Shepherd
139th Annual Meeting
January 26, 2020

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

139th Annual Meeting- January 26, 2020

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

Jr Warden- Brian Taylor

Clerk- Chris Chadbourne

Vestry – Kate Binder

Sue Corman

Steve Isaacs

Lila Monahan

Vestry Youth Rep- Natalie Desilets

Interfaith Council – John Rowntree, Karla Tolomeo

Diocesan Delegates – Howard Titus (D)

Marybeth Snow (D)

Election of Jr. Warden & Clerk

Election of Vestry

Election of Diocesan Convocation Delegates

Election of Representatives to Interfaith Council

Appointment of Youth Representative to Vestry

3. Minutes of 138th Annual Meeting- 2019
4. Presentation of 2019 budget performance
5. Presentation and Endorsement of 2020 Budget
6. Approval of various financial reports
7. Appendix- Various Ministry Reports
8. Old Business
9. New Business
10. Senior Warden's Report
11. Rector's Report
12. Blessing and Dismissal

138th Annual Meeting
Church of the Good Shepherd, Nashua, New Hampshire
January 27, 2019

1. **Call to Order:** A call to order of the 138th Annual Meeting of The Church of the Good Shepherd in Nashua, New Hampshire was made by Priest in Charge Pastor Alanna Van Antwerpen at 12:45 pm on Sunday, January 27, 2019. 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. Pastor Alanna also welcomed Canon Gail Avery from the Diocese of NH and thanked her for her attendance with us during this 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 on the table in front of the Clerk for the meeting 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 Pastor Alanna. These were Trudy Yelton, (Lead), Rick Gelinis, and Youth Teller Susanna Binder.

2. **Election of Parish Officers:**
 - a. **Thank You!** Pastor Alanna, along with the Wardens, expressed deep gratitude for all those who have served CGS the prior year as their terms ended: Jill Rosier (Sr. Warden-Elect); Becky Lentz (Treasurer-Elect); Vestry Members- Dave Anderson, Karen Desjadon, Maureen LeGallo (one-year term fulfillment -Elect), and Karla Tolomeo. Pastor Alanna also recognized Youth Representative Devon Rosier; as well as our Interfaith Council Representatives - John Rowntree and Karla Tolomeo; as well as our Diocesan Delegate Kathy Olson.
 - b. **Report of the Nominating Committee:** Brian Taylor, Jr. Warden, thanked the Nominating Committee (made up of Lila Monahan, Kate Binder, and Sue Corman) who were our “mid-year” vestry team members led by Brian. Brian thanked those who considered running, and were willing to run, in 2019 for the various open positions. Brian noted that there were more than 30 people contacted and there were four who were willing to serve if elected.
 - c. **Sr. Warden:** Brian Taylor recommended the nomination of Jill Rosier for the position of Sr. Warden for a two-year term.
 - i. The motion was made by Wayne Blair and was seconded by Karla Tolomeo.
 - ii. There were no additional candidates nominated by the floor.
 - iii. A motion to close the ballot was made by Lila Monahan and seconded by Carole Sawdon.
 - iv. The Clerk then cast one ballot for the election of Jill Rosier to the position of Senior Warden.
 1. All in favor were asked to raise hands, and a slew of hands were raised.
 2. There were none opposed, and so, the motion carried.
 - d. **Treasurer** – Brian Taylor then recommended the nomination of Becky Lentz for the position of Treasurer for a two-year term.
 - i. The motion was made by Judy Mulligan and was seconded by John Rowntree.
 - 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 Howard Titus.
 - iv. The Clerk then cast one ballot for the election of Becky Lentz to the position of Treasurer.
 1. All in favor were asked to raise hands, and a slew of hands were raised.
 2. There were none opposed, and so the motion carried.
 - e. **Vestry-** Brian Taylor then recommended the nomination of Maureen LeGallo, George Walker, Lisa Macaraeg, and Dave Insley for the position of Vestry for a term of three years.
 - i. The motion was made by Paige Schaller and seconded by Steve Isaacs.

- ii. There were no additional candidates nominated from the floor.
- iii. A motion to close nominations was made by Kate Binder and seconded by Wayne Blair.
- iv. Votes were cast and collected by the Lead Teller for counting and validation by the Tellers.

The results were that Maureen LeGallo, George Walker, Lisa Macaraeg, and Dave Insley were elected to the Vestry for 3-year terms. Pastor Alanna congratulated the new vestry members and asked that they provide the Clerk with their address, email, and phone numbers after the meeting.

f. **Election of Convocation/ Diocesan Delegates/Alternates** - Jill Rosier nominated Kathy Olson for the position of Diocesan Convocation Delegate.

- i. The motion was made by Chris Sherman and seconded by Trudy Yelton.
- ii. There were no nominations from the floor.
- iii. A motion was made by Lila Monahan to close the ballot. This motion was seconded by Lisa Anderson.
- iv. The Clerk cast one ballot for the election of Kathy Olson 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 made by Kathy Blair and seconded by Kate Binder.
- ii. There were no further nominations from the floor
- iii. A motion was made by Richard Binder to close the ballot. This motion was seconded by Trent Smith.
- iv. The Clerk cast one ballot for the election of John and Karla 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 Natalie Desilets as the Youth Representative to the Vestry. Welcome Natalie!

3. Minutes of the 137th Annual Meeting (2018):

A motion to approve the minutes of the 137th Annual Meeting of Church of the Good Shepherd as submitted was made by Lila Monahan. The motion was then seconded by Richard Binder.

There were no recommended edits to the minutes.

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

A copy of the approved minutes of the 137th Annual Meeting are to be included with the parish record files.

4. Fiscal Year 2018 Financial Report:

- a. Copies of the FY 2018 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 2018 report and the 2019 proposed fiscal budget.
- c. The Executive Committee specifically asked the attendees to review Designated Pledges and Non-Pledge Givers lines of the income budget; as well as Clergy components of the expenses.

Were there questions on Income or Expenses?

- *Question #1 was raised by Julia Gower about the cost of the RSC for 2019 – Pastor Alanna provided detailed guidance and indicated that the detailed breakout was available at the Clerk’s table for review after the completion of the meeting.*

- **Question #2: What is the difference between designated pledges and non-pledge givers. People who plan to give, but do not wish to designate specific amounts of giving. Those go to ‘undesignated’.** Pastor Alanna noted that the difference between the 2018 budget for non-pledge givers was \$17k and we received more than \$27k; which was great! Pastor Alanna also noted that we did not want to over-estimate non-pledge givers.
- **Question #3: Keith Reeder asked a question about the cost of the St. Patrick’s plowing.** Pastor Alanna provided an update on the costs associated with the St. Pat’s plowing contract, and the value that we now pay represents a portion of the total cost based on the number of spots we have, and the common driving space. Keith asked about the supplier for the plowing and will we have a say in the future about who is selected? GREAT QUESTION. Perhaps the 2019 Vestry will take that question up!

There were **NO ACCOUNTS PAYABLE** at the end of the year.

- A motion to accept the 2018 Fiscal Year Report, subject to financial review, was made by Rick Ruo.
 - The motion was seconded by Howard Titus.
 - All who were in favor raised their hands.
 - There were none opposed. The motion carried unanimously.

5. Fiscal Year 2019 Budget:

- Copies of the FY 2019 proposed budget were distributed to those present.
- Pastor Alanna indicated that the Vestry has already approved the 2019 budget, and the commentary to be had was to provide context and detail, and to allow Q&A, regarding the approved budget.

BUDGET DISCUSSION:

- Chris Sherman asked a question about the logic in non-pledge givers for 2019.** Pastor Alanna noted that this is based on historic giving during this interim period. This was based on a very careful and conservative projection for giving in 2019.
- Judy Mulligan asked about the average Sunday attendance;** Pastor Alanna indicated that average Sunday attendance in 2018 during this interim time was in the 220’s which is quite good for an interim time!

Pastor Alanna noted that the Executive Committee met in early January to discuss the budget deficit. We decided to use some funding from the BOR which was undesignated (\$11k) for our annual budget. The Vestry voted to approve use of those undesignated monies. Still, monies that are undesignated are left in the BOR for 2019.

Julia Gower asked about the Front Door and our actions related to reducing the spending in 2019. Historically we’d given \$35k to FDA and balance of ‘budget tithe’ to other agencies. Pastor Alanna responded by indicating that as much as we have striven to maximize our fiscal outreach to the FDA as well as “Other Organizations” we’ve simply not had the pledge giving or other income to support that sustained level of commitment. We do not want to make the commitment and be unable to support it; especially given that non-profits such as the FDA create their own budgets based on commitments made to them. It is really all about the Income deficit and trying to manage the extra expenses in 2019 – including the Search Committee and the pending WC & Health Insurance increases given the likelihood of a new Rector towards mid-year 2019.

c: Pastor Alanna recommended a motion to affirm the 2019 Budget as approved by the Vestry.

- The motion was made by Leo Brunk.
- The motion was seconded by Don Yelton.
- All who were in favor raised their hands.
- There were none opposed. The motion carried unanimously.

6. Approval of Various Financial Reports

- Book of Remembrance Annual Report:** Copies of the FY 2018 CGS Book of Remembrance Annual Report were distributed to those present.
 - Note:** A question was raised by Keith Reeder regarding the BOR account; where do the finances sit - in a CD, an interest-bearing account? Pastor Alanna noted that the BOR funds sit in a “good-’ol” bank

account. Perhaps it would be possible for the finance committee in 2019 consider leveraging an interest-bearing account for the BOR.

- ii. **Carole Sawdon indicated that it ‘sounds like the funds need to be relatively liquid?’** Pastor Alanna responded – “absolutely.”
- iii. **Pastor Alanna** stated that BOR funds are for long-term items that will last 5 years or more (“capital” projects)
- iv. **Pastor Alanna** recommended a motion be made to accept the FY 2018 *Book of Remembrance Annual Report* as submitted, subject to financial review.
 1. A motion was then made by Page Schaller.
 2. The motion was seconded by Richard Binder.
 3. With a raise of hands, the motion carried unanimously.
 4. A copy of the FY 2018 CGS BOR Annual Report will be included with Parish record files

b. **CGS Endowment Fund Summary Annual Report:** Copies of the FY 2018 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.

The 2019 CGS budget allocated the maximum legal percentage designated by the State of NH; 7%.

- ii. Pastor Alanna requested that a motion be made to accept FY 2018 CGS Endowment Fund Summary Annual Report as submitted, subject to financial review.
- iii. Barbara Binder noted that the yearend balance of the Endowment fund was extremely low and indicated that the market took a bit of a dive at the end of 2018 and that most of these funds are recovered as of the timing of the Annual Meeting.
 1. To accept the Summary, a motion was made by Jeff Cooley.
 2. The motion was seconded by Paige Schaller.
 3. By a raise of hands, the motion carried unanimously. There were opposing votes.
 4. A copy of the FY 2018 CGS Endowment Fund Summary Annual Report is included with the parish record files.

7. Old Business:

There was no old business.

8. New Business:

Rector Search Chairs Judy Mulligan and Chris Sherman provided presentation content to the attendees regarding the “current state” of our Rector Search as well as a summary of the timeline already provided during mid-2017 after Pastor Odie’s retirement. Chris and Judy asked those present if there were any questions about the RSC process or current state. Questions were raised as follows:

Lila Monahan asked Judy if the parishes of candidates who are on the list of interviewers know about their search? Judy indicated that from our perspective it is confidential, and it is ‘completely up to the candidate’ if they have or have not informed the parish. Canon Gail indicated that the diocesan leadership is aware (for example, the Bishop of the candidate’s diocese) knows that the candidates are in the process of the search. She indicated also that ‘we want to make sure there is a good fit, and that everyone thrives’.

Wayne Blair asked about how the RSC approaches the candidate? We know what the parish profiles are but how do we interact with the candidates? Judy noted that there is a profile and list of questions that have been discussed, vetted, and provided as part of the interview process. Judy noted that the questions we ask the candidates are questions that the Committee

came up with – these questions are asked to all candidates, not just some. Also, there are SPECIFIC questions that are asked, in addition to the general questions, based on the profile and results of the review of their application information.

Joanne Emus commented about her and a friend visiting congregational churches; and as a result, how important the coffee hours are in understanding the health of the parish; and that this is especially true not only in this time of transition but when a potential Rector candidate comes to CGS!

Judy noted the RSC provided commentary to the interviewees about ‘what it means to be part of CGS’.

Frances Rodier asked if we are meeting the spouses? The answer is that both the Candidates and the spouses who are “short-listed” for visits to CGS will visit; so... “Yes”.

Kathy Olson asked if the candidates that hail from Massachusetts have already visited CGS? **Judy** replied: “MAYBEEEEEEEE” (all laughed heartily at **Judy’s** response)!

Pastor Alanna granted a “Huge Thank-You” to Chris and **Judy** and the parish responded with resounding applause for their efforts and that of the entire Search Committee.

9. Senior Warden’s Report

Jill Rosier, Sr. Warden, thanked all attendees, the Fellowship committee, and especially **Karen Desjadon** and **Maureen LeGallo** - and she thanked all attendees for hanging in there during this transition as well as the Annual Meeting. **Jill** noted how much ‘wonderful work’ it is to be part of the Vestry, and to GO FOR IT – GET INVOLVED. **Jill** also thanked the outgoing and incoming Vestry members for their past and future service. **Jill** noted all the new initiatives (*for a parish in transition!*) in which we’ve been blessed to partake:

- CGS Cares Day.
- The Nashua Community Garden.
- Newcomers cards in pews (with special thanks to **Marcie Byrd**).
- Mass on the Grass with Brass!
- All the we do to support the FDA in addition to our financial giving:
 - Supplying filled Easter Baskets.
 - Supplying filled School Backpacks.
 - The Christmas Giving Tree; the gifts we provide for the children of so many families.
 - Food donated by parishioners and delivered weekly for the FDA food pantry.

Jill noted that she had a great conversation with **Maryse Wirbal**, CEO of the Front Door Agency, who has been incredibly supportive and understanding of the challenges we face. **Jill** noted that we’ve seen new families coming to the Church. **Jill** noted that **Pastor Kate’s** community passion is wonderful! Being a mentor to the confirming youth, the Garden, Caffeinated Christians, to name a few.

Jill also thanked **Canon Gail** for her presence here with us during this transitory time.

Next, **Jill** looked over at **Pastor Alanna**, who just a short 8.5 years started at CGS as Assistant Rector. **Jill** worked closely with **Pastor Alanna** from the START as part of the Search Committee that brought **Alanna** here, as coordinator of our Sunday School program, and now as Sr. Warden. **Jill** noted how much she has seen **Alanna** grow during this time – from nervous new assistant to our LEADER – Priest-In-Charge! **Jill** thanked **Pastor Alanna** for her compassion for, and her commitment to, this parish which is nothing short of outstanding. **Jill** mused that “**Alanna** loves a good meeting now and then” but that they are always productive! **Jill** also wanted to thank **Franklin** and **Norah**, as well as the extended **Ryan** and **Van Antwerpen** families.

Jill also thanked **Mary O’Reilly** and our Sunday School teachers. **Jill** appreciated **Nancy Madeira** stepping up as our Youth Leader and **Leo** and **Eileen Brunk**, and **Calann Hertel** for their unwavering support, especially the youth mission trip to NJ. **Jill** noted with deep respect and emotion the impact that the Sunday School and Youth programs have had on the well-being her own children.

Jill thanked **Brett** for his brilliance, dedication, and passion for his work and for being such a strong steward of the musical equipment of this Church. **Jill** lauded **Laurie** and **Abbie** for their “being the glue” that holds CGS together during all the year, through the ‘daily grind’, parish emergencies, finances, events, and communications. We’re blessed to have **Laurie** and **Abbie**! **Jill** provided a resounding thanks to the Search Committee, to all give their time and talent. CGS is a “A wonderful busy place - Active, Vibrant, and Strong. *CGS Strong.*”

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

Pastor Alanna yielded the floor first to Pastor Kate for “Curate Remarks”

Pastor Kate introduced her dialogue by asking “*What is a curate? It’s not a carrot, or a Keurig! A curacy is a teaching opportunity by taking a recently ordained priest to become involved in the Church and in the Community.*” Pastor Kate knew she wanted to be work for a priest who was... “Good Lord – a Woman!” - and a *Leader* (Pastor Alanna) and to undertake the privilege of someday claiming her own voice as a leader. Pastor Kate told us that she knew she wanted to be at CGS from the first moment she heard from Pastor Alanna.

Pastor Kate said – “*Pastor Alanna – as a pastor and mentor, you’ve gone above and beyond in each and every way. You’ve been a model and an inspiration. You taught me how to be courageous and vulnerable. Taught me to “give it your all at the altar”. And...laughing together has been a highlight! The priest that I am is because of you. Saying goodbye is going to be so hard but you have prepared us well!*” Pastor Kate noted that she is so grateful for all that Pastor Alanna has given to herself and to CGS.

Pastor Kate indicated that this church has been an incredible teaching congregation, a parish that lives so fully into the teachings of the Church, literally living our ministry. This was Jesus’ central mission – love, justice, and openness. We all have something to learn, and we all have something to teach. Whether it be those seeking confirmation, our book groups, Caffeinated Christians, CGS Grows – it all stems from a strong desire to know and help our neighbors - which makes us who we are. We’ve also enabled a “Visioning Team” whose mission is to ask ourselves how we might continue to build relationships with God and the community.

Pastor Kate closed by stating: “As we enter this next chapter – as we say goodbye to Pastor Alanna, as we say “Hi” to a new Rector, we are moving forward together as a new family. After 138 years, we are stronger than ever, blessed by those who have gone before.”

Pastor Alanna then took the podium.

“I find myself in this moment of holy anticipation with a sense of excitement in moving forward as well as reflections on the past. Yesterday, I opened a Dove Dark Chocolate, and the wrapper had a message written on it: ***‘THINGS HAVE TO FALL APART FOR THEM TO FALL TOGETHER.’***”

Pastor Alanna relayed to us that her mother has been in treatment for lung cancer for over a year. That is an example of things falling apart. However new patterns and inspirations have come out as a result. That is an example of things falling together.

Pastor Alanna outlined the many phases of her time with us. Parts of it are the ‘falling apart’ (such as Patrick Hagen’s death), some of them are the ‘falling together’ (such as Brett Greene’s service to us!). Another phase was learning the practices of ministries at CGS, and how she developed her own gift for ministry. There have been so many stories of faith. Her incredible reliance on, and gratitude for, the Sunday School program with Jill and Mary are an example of that.

Pastor Alanna noted how incredible it was to be part of the retirement transition of Pastor Odie and how he “laid out the plan” – slowly but surely handing over the responsibilities needed to run the parish so that we would not be left blinded by the gap in leadership. Amid saying goodbye to Odie, we were laying the roadwork for a new curate and a new rector via Search Committees.

Finally, in this interim period, Pastor Alanna quipped that “life has changed, but not ended”. We have an INCREDIBLE staff who have gone ABOVE AND BEYOND. Not only with the “regular” work, but also the TRANSITION work. It has been emotional and spiritual work. What about our Executive Committee and Vestry? They’ve been so solid as we strive to understand and pave the way for our own CGS future. And everybody who attends this church and celebrates with us have bonded us together. This parish has established a resiliency for

dealing with change. The appendix of the 2018 Annual Report shows how our ministries have evolved. Have “Fallen Together.” So, she said, that it turns out the Dove chocolate wrapper was right!

Alanna will depart CGS four Sundays before the new rector arrives. As soon as the end of March, but dependent upon start of the new rector. Either way, no later than May 26th. Though not eligible for FMLA, she noted that she will be taking time off with family between now and then. Pastor Alanna noted that the rhythm of her and her family’s life is evolving. Time and space need to be had. Pastor Kate will help. Binders, files, ideas for meetings, and Pastor Alanna will be available to the person called to be our new Rector and of course the Vestry and parish will be there along side the person chosen to the call.

In closing, she expressed tremendous gratitude for all of us, for our companionship, for our help in her formation as a priest, and for our mutual ministry together. ***“This love is real, the love that I have for you is so real. I am SO thankful for Franklin and Norah, my heroes. They and my parents and our families are all life partners. I know that in faithful service to God, that sometimes things fall apart for them to fall together, and that always, God will be our compass and our guide.”***

A standing ovation (and a few tears) ensued.

11. Adjournment and Dismissal:

A Motion to Adjourn was made by Jeff Mulligan. and seconded by Rick Ruo. The motion carried unanimously. The Meeting ended at 2:40 pm after a closing prayer by Pastor Alanna.

Respectfully Submitted

Chris Chadbourne, Clerk of the Vestry

CANDIDATES FOR ELECTION TO VARIOUS OFFICES

Sandy Desharnais – Jr. Warden (two-year term)

I am a cradle Episcopalian; grew up in Medford, Massachusetts; graduated from Burdett College and U.S. Army College and continued my education with courses at Boston University, Hesser College and N. H. Technical College. I am retired from the Defense Contract Management Agency where I was a Quality Engineering Supervisor and then worked part-time for the City of Nashua Treasurer. At CGS, I have previously been involved as Sunday School teacher, Craft Fair Coordinator, Outreach Committee, Stewardship Committee, four-year Vestry member and Vision Team. Currently I am a member of the Prayer Shawl and Scrips teams, Lay Companion, food delivery to FDA, Treasurer of CGS Women, and Usher Coordinator. I volunteer at Southern New Hampshire Medical Center where I am a Past President of the Auxiliary Board and I am Treasurer and Service Officer of the National Association of Federal Retired Employees Nashua Chapter. In my spare time I enjoy reading, yoga, travel and attending Rivier's Senior Education (RISE) programs. I originally joined vestry to learn more about the inner workings of our Church. I am now looking forward to being a positive asset in CGS's growth and feel I can accomplish more through the position of Jr. Warden.

Sue Corman – Clerk (two-year term)

My wife, Mary and I have been living in Merrimack for 28 years, and have 15-year-old twins, Anastasia and Ross. We have been members of CGS for 17 years. Like many at CGS we came from a Roman Catholic background, looking for an open and welcoming Church to raise our children in. I have a teaching degree in Physical Education and Health Education. However, after applying to dozens of school systems around New England, I became a Baby Photographer. I quickly became a photo manager within the region and five years later moved on to work in Retail Management which I did for another ten years. I then began my own woodworking business and after five years gave that up to take on my greatest challenge of staying at home with the twins. When the kids got into school, I used my experience of cooking, cleaning and getting meals prepared on time and worked for the Merrimack School System as a Lunch Lady. I have been involved in the CGS Church Community over the years by being on the vestry for two separate terms and loved it (learned lots!). I was on the Fellowship team. Currently on the Stewardship Committee, Usher team and included in a foyer group. I help with scripts and have been co-coordinator for the Parish Photo Directory. I have cherished being a part of the CGS Community and look forward to continuing my involvement by giving back to CGS through Vestry service in the Parish. It would be an honor and a privilege to represent you all as Clerk of the Vestry at this pivotal time for our Parish Community. Please consider me as you vote for new vestry members. I wish the other candidates the best of luck, they are all a great choice for Vestry.

VESTRY CANDIDATES – (elect four for three-year term)

Richard Binder

Richard Binder has been a CGS member for about nine years, since he and his wife Barbara discovered CGS and found it to be a wonderfully welcoming place of worship. Before retiring in 2015, Richard and Barbara ran their own business selling, repairing, and customizing vintage and modern fountain pens. Richard served in previous parishes as an acolyte, as a Lay Eucharistic Minister, and on parish councils; and he is a LEM and choir member at CGS. He has been a professional writer; and he was a member of the Rector Search Committee from 2017 to 2019. His most valuable skill is that he knows how to run the CGS kitchen's dishwasher and coffee maker.

Paige Schaller

I am a cradle Episcopalian, baptized at three weeks old in Virginia. My father was career military so we moved around. Upon moving to New Hampshire in 1991, we joined Church of the Good Shepherd. Growing up I would help my mother with her Altar Guild duties and shadow Dad while he ushered. As an adult I have been involved in the church in a myriad of ministries, including a term on Vestry from 2008 - 2010. I am a Sunday School Teacher, a member of Altar Guild, CGS Women, and Foyer Group. For most of my life I was an 8:00er, sitting 5 rows back on the eagle side. As life has evolved so has my choice of service and pew. My mother and I now attend the 9:45 service several rows back on the pulpit side. In 2012 I began working for UMass Lowell and am now the Associate Director of Hospitality & Event Services. As you can see, I am no stranger to adapting with change. I feel this would be an exciting to have a voice on the vestry, helping Pastor Mike make his vision for CGS a reality.

Marybeth Snow

I grew up in a large Roman Catholic family. I've been married to Jeff for 42 years and we are blessed with three children and five grandchildren. I was confirmed in the Episcopal church as an adult in April of 1990. We raised our children at Church of Our Saviour in Milford NH where I was active as an usher, youth coordinator for group work camp mission trips, fellowship coordinator, and a member of EFM. We transferred to CGS in the early 2000's where I am a past participant/member of EFM and the rector search committee. I currently serve as an usher, alter guild member, handbells member, Southern Convocation representative, and supporter of youth teen mission trips.

Don Yelton

My wife Trudy and I have been members of CGS since 1997 when our daughter Aimee was married in the church. Our granddaughters Kayleigh and Mackenzie attended Sunday School and J2A. I was baptized and confirmed in the Presbyterian Church, but I've found my permanent home here at CGS. We have been ushers and are both members of the Adult Bell Ringers. I was on Communications Committee when the CGS website was first created. I served one 3-year term on the Vestry and have been a LEM for 10 years. I have completed the 4-year Education for Ministry (EfM) program. We have been active members and leaders of the Stewardship Committee and have participated in and supported many fellowship events over the last 22 years. I look forward to supporting the church in this new decade with new leadership from Pastor Mike.

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

Kate Binder

Kate is a former Midwestern Roman Catholic who much prefers being a New England Episcopalian. She's served on the vestry, the Web Team, the Library Team, and the music director search committee. She can frequently be found in the guise of a LEM or a kitchen minion and, in short, is annoyingly ubiquitous around here. The idea that lay people have a say in the church's goings-on is still novel and precious to her after almost 10 years on this side of the Tiber.

Marybeth Snow- See Above.

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 2020. 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

I am a cradle Episcopalian and my husband, and I have been members of CGS for over 30 years. I have served 3 terms on the Vestry and have been a Eucharistic Minister as long as I've been at CGS. Since retiring I've been able to be more involved in daytime activities, and this includes 5 years of representing CGS on the Nashua Interfaith Council, which I will be happy to do again.

Church of the Good Shepherd Narrative Budget

2019 Budget Performance

INCOME: Items of Note

- Pledges this year were OVERPAID. CGS has averaged a good return on pledges made at in between 95 and 98% for the past five years. This year we met our pledge with about a thousand to spare. Well done!
- Additional money was budgeted from the Book of Remembrance, but only \$3,000 was spent. Endowment spending was at 7.3%, up from previous years and up from the recommended rate of 4% for stable growth.
- Fundraisers were down 17% from expectations, unpledged income was down 25%

EXPENSES: Items of Note

Staff has continually worked hard and given much in order to bring expenses down, especially with decreases in revenue. New prospects for decreasing expenses are always being explored

- Clergy Expenses (stipend, insurance and pension) were 29,750 less than expected. Due partially to not having an associate on payroll for four months, and partially to Pastor Michael opting for private insurance with his wife's business.

- Office overhead and staff compensation were right on target
- Diocesan apportionment was reduced by \$10,000 by grant from the diocese.
- (E) In 2019 CGS gave 3% 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.

2020 Budget Commentary

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 \$369,366 from 192 Households, down 29 units from last year
- Non-Pledge Givers \$30,000.00 from 51 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 2019. Their giving trends are presented here for projected giving in FY2020
- There are 19 new members since last year, and 12 new pledges

EXPENSES

A-CLERGY SALARIES

- The two proposed budgets reflect two different strategies for balancing the budget and meeting the need for additional clergy.

The total minimum diocesan expense to the parish for hiring a full-time priest is \$72,450, inclusive of stipend, housing, pension, and insurance.

The diocese has proposed a grant that may help offset the cost of hiring additional clergy. This grant is contingent on us meeting our diocesan apportionment fair share and hiring an appropriate candidate.

The budget for the 2-clergy model reflects the costs for 11 months. This will go down as the months go by but will need to be reflected as 12-month in the 2021 budget.

The budget for the 1-clergy model includes an additional line item for administrative and pastoral support at the discretion of the rector.

B-CHURCH OVERHEAD

- Insurance rates are based on actuals from Pastor Greene's marketplace insurance, not from the national church rates.

D- DIOCESAN ASSESSMENT

- Expenses to the diocese now includes apportionment, and programmatic costs for clergy development and vocational discernment.

F- WORSHIP

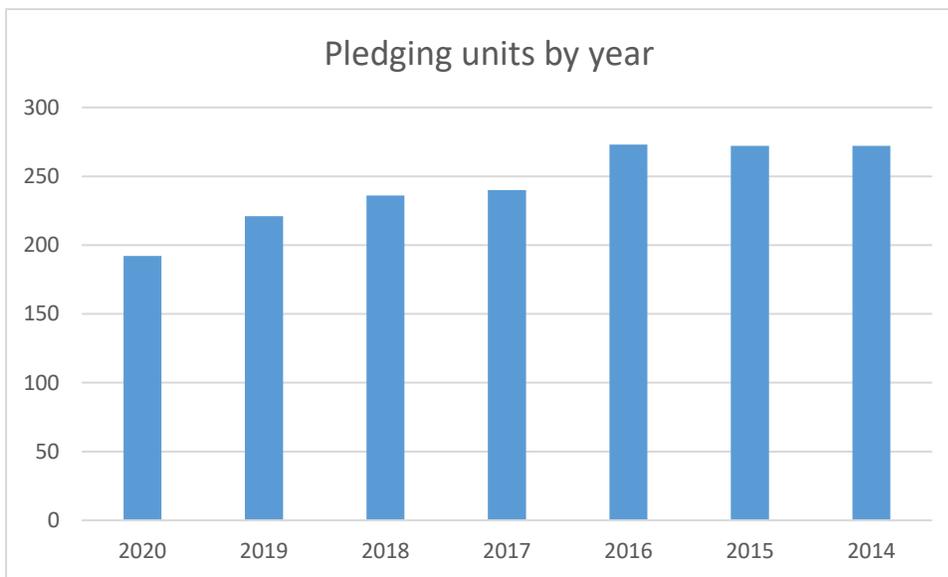
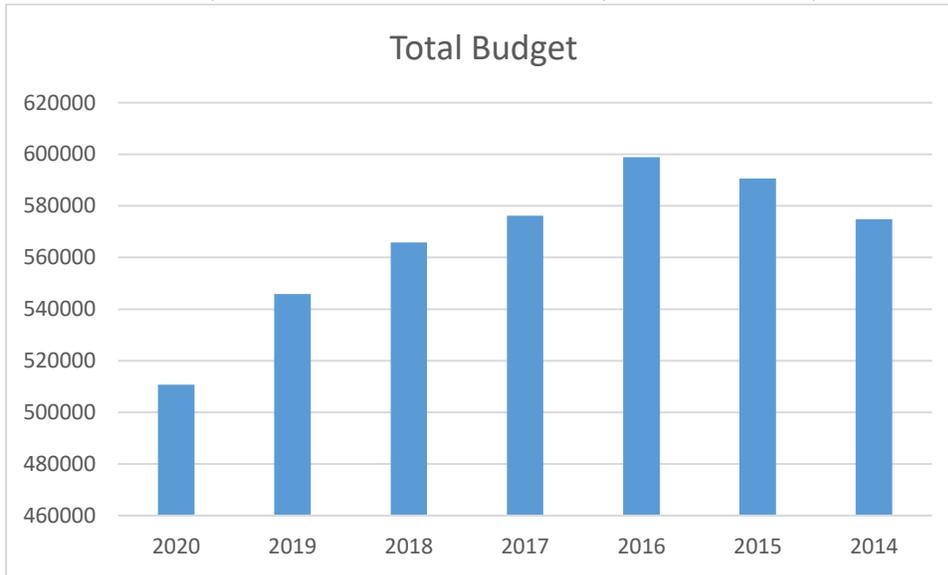
- The worship budget includes a planned increase in the music budget to help wean us from a specific memorial in the book of remembrance that has sustained the program for several years. The music director resigned as the handbell choir director, and the salary for the position was decreased commensurately. A new line item was opened for a separate handbell director.

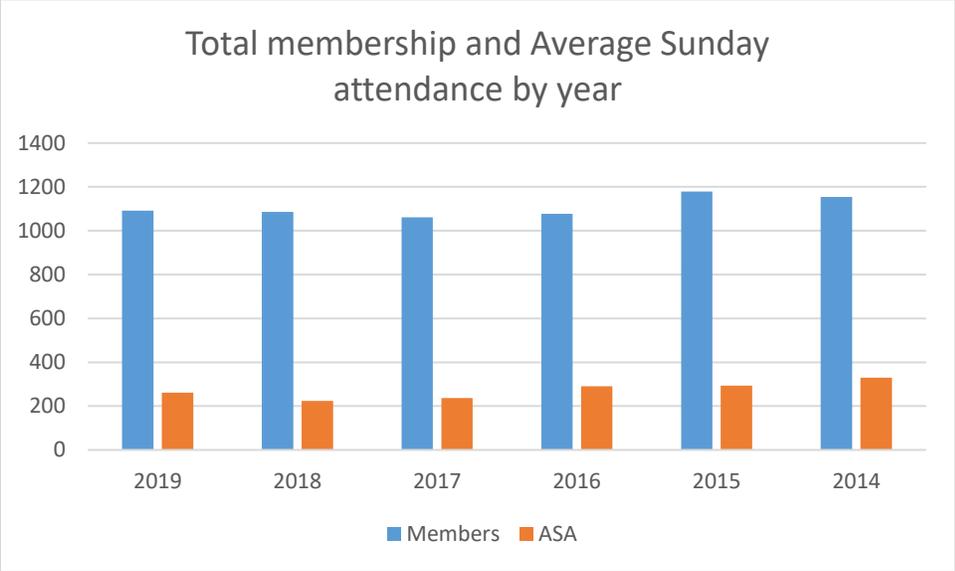
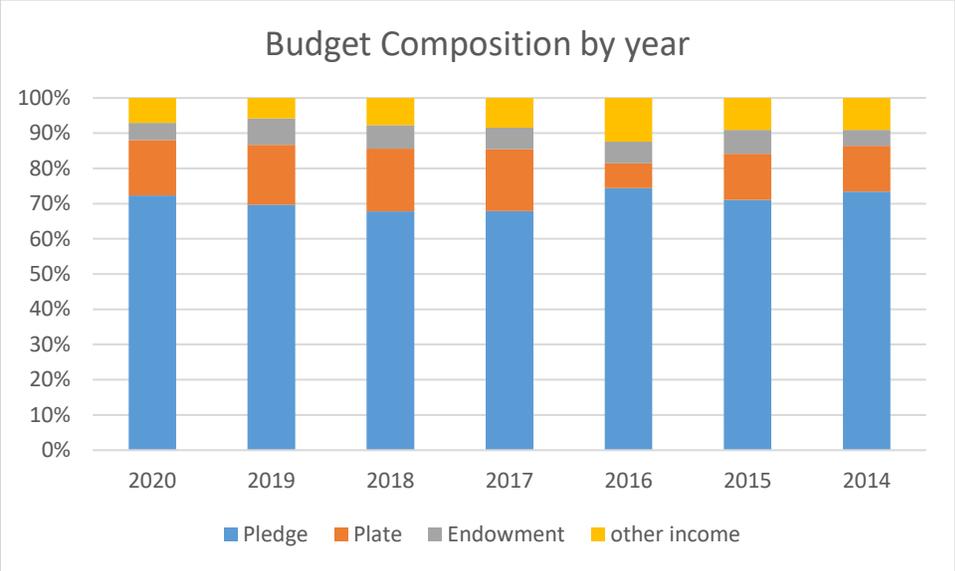
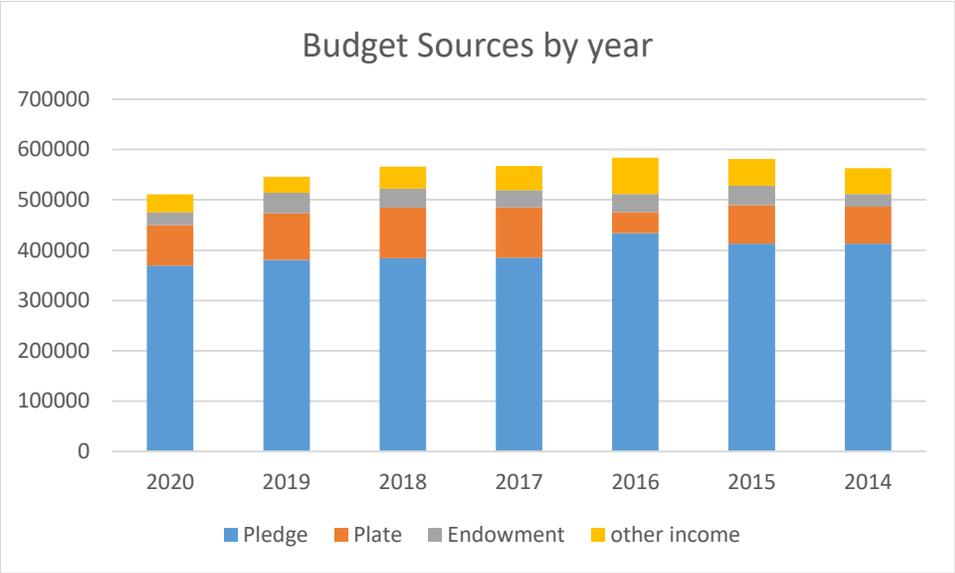
Staff Salaries

All staff salaries were augmented by a 2% cost of living and a 1.25% merit-based increase.

Helpful Figures & Charts

	Pledge	units	Plate	Endowment	other income	Total Budget
2020	\$369366	192	\$80311	\$25000	\$36000	\$510677
2019	\$380410	221	\$92774	\$41000	\$31734	\$545918
2018	\$383741	236	\$100391	\$38180	\$43498	\$565810
2017	\$385221	240	\$99534	\$34500	\$48079	\$576195
2016	\$434125	273	\$41449	\$36000	\$72225	\$598910
2015	\$412858	272	\$76462	\$39000	\$52844	\$590620
2014	\$412858	272	\$73485	\$25000	\$51270	\$574835





CGS - PROPOSED 2020 BUDGET

	BUDGET	ACTUAL	BUDGET A	Budget B
	2019	2019	Single clergy 2020	Two clergy 2020
INCOME				
1-COMMITMENT	\$ 424,003.95	\$ 414,217.30	\$ 401,177.00	\$ 401,177.00
2-SPECIAL COMMITMENT (Lent, Easter, Christmas)	\$18,200.00	\$22,004.92	\$21,500.00	\$21,500.00
3-LOOSE OFFERING	\$10,000.00	\$9,383.12	\$10,000.00	\$10,000.00
4-SPECIAL CONTRIBUTIONS (Baptisms, Weddings, Funerals, etc.)	\$12,100.00	\$13,870.00	\$13,000.00	\$13,000.00
5-ENDOWMENT	\$41,000.00	\$41,000.00	\$25,000.00	\$25,000.00
6-BOOK OF REMEMBRANCE	\$11,608.28	\$3,000.00	\$0.00	\$0.00
7-BUILDING USE	\$11,000.00	\$11,747.00	\$12,500.00	\$12,500.00
8-FUNDRAISERS	\$24,250.00	\$19,987.32	\$23,500.00	\$23,500.00
9-GIFTS & BEQUESTS	\$4,000.00	\$3,950.00	\$4,000.00	\$4,000.00
10-DESIGNATED GIFTS	0	\$259.00	\$0.00	\$0.00
11-DIOCESAN CURATE GRANT	\$0.00	\$0.00	\$0.00	\$20,000.00
12-LINE OF CREDIT	0	\$6,500.00	\$0.00	\$0.00
TOTAL INCOME	\$ 556,162.23	\$ 545,918.66	\$ 510,677.00	\$ 530,677.00
EXPENSES				
A-CLERGY SALARIES	\$ 163,300.67	\$ 150,687.74	\$ 116,867.75	\$ 150,935.00
B-CHURCH OVERHEAD	\$ 93,289.70	\$ 72,993.15	\$ 70,412.25	\$ 92,188.42
C-OFFICE OVERHEAD	\$ 60,453.93	\$ 63,265.25	\$ 65,243.00	\$ 65,243.00
D-DIOCESAN ASSESSMENT & Expenses	\$73,680.42	\$80,346.74	\$81,795.00	\$81,795.00
E-COMMUNITY ACTION	\$ 16,500.00	\$ 17,408.95	\$ 17,000.00	\$ 17,000.00
F-WORSHIP	\$ 56,427.65	\$ 55,552.58	\$ 58,965.00	\$ 58,965.00
G.- BUILDINGS AND GROUNDS	\$ 70,715.00	\$ 76,672.76	\$ 74,242.00	\$ 74,242.00
H-CHRISTIAN EDUCATION	\$ 19,494.86	\$ 19,489.72	\$ 21,862.00	\$ 21,862.00
I-OTHER PROGRAMS & ORGANIZATIONS	\$ 2,300.00	\$ 3,858.72	\$ 4,290.00	\$ 4,290.00
J-LINE OF CREDIT	\$0.00	\$6,575.98	\$0.00	\$0.00
TOTAL EXPENDITURES	\$ 556,162.23	\$ 546,851.59	\$ 510,677.00	\$ 566,520.42
DIFFERENCE	\$0.00	(\$932.93)	\$0.00	(\$35,843.42)

**BOOK OF REMEMBRANCE
YEAR TO DATE
1/1/19-12/31/19**

BEGINNING BALANCE 1/1/19		\$ 83,710.68
INCOME:		
Donations 1/1/19-12/31/19	\$ 1,375.00	
 TOTAL INCOME	 \$85,085.68	
 EXPENSES:		
Hoover's Pipe Organ Service	\$ 200.00	
Noack Organ	\$ 400.00	
Spencer Organ Co.	\$ 2,984.16	
Timothy Smith (organ)	\$ 1,000.00	
Cathedral Bookstore (hymnals)	\$ 39.95	
Cokesbury (hymnals)	\$ 672.00	
Hendrickson Rose (bibles)	\$ 2,631.20	
Brandywine (wifi upgrade)	\$ 650.00	
The Bulkhead Man	\$ 1,950.00	
Kathryn Wilkles (choral scholar)	\$ 1,665.00	
Stephanie Perkins (choral scholar)	\$ 175.00	
David Rooney (choral scholar)	\$ 175.00	
Stanton's Music	\$ 36.00	
Hudson Trophy (legacy plaque)	\$ 300.00	
First Rate Moving	\$ 550.00	
J Lawrence Hall (choir room heat)	\$ 3,100.00	
CGS Operating	\$ 3,000.00	
Melissa Piantedosi (choral scholar)	\$ 200.00	
Nickerson (organ)	\$ 4,500.00	
Gate City Electrica (choir room heat)	\$ 662.18	
Russell Fontaine (piano)	\$ 225.00	
Piano Showcase (piano)	\$ 350.00	
Country Brook Farms (Nash tree)	\$ 242.50	
 TOTAL EXPENSES (minus)	 \$25,707.99	
 Ending Balance 12/31/19		 <u><u>\$59,377.69</u></u>

CHURCH OF THE GOOD SHEPHERD ENDOWMENT FUND SUMMARY

	12/31/2017	12/31/2018	12/31/2019
TOTAL	\$563,000.17	\$ 537,202.14	\$ 659,934.44

Ballot

Junior Warden

(Vote 1 for 2-year term)

Sandy Desharnais

Clerk

(Vote 1 for 2-year term)

Sue Corman

Vestry

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

Richard Binder
Marybeth Snow

Paige Schaller

Don Yelton _____

Diocesan Delegate (Two Delegates are needed)

3-year term (Vote 2)

Kate Binder

Marybeth Snow _____

Interfaith Council

1-year Term (vote 2)

John Rowntree

Karla Tolomeo _____

Church of the Good Shepherd
139th Annual Meeting
Appendix

CHURCH OF THE GOOD SHEPHERD, NASHUA, NH

2020 RECTOR'S ANNUAL REPORT

Pastor Mike

Dear Brothers and Sisters at CGS:

In the few short months that I have had the privilege of serving as your rector, I have been overwhelmed by your warmth, love, and gracious welcome. I have a very deep sense of joy that springs from the fact that I am sure that I am in the place that God has called me to be, and I am grateful beyond words. Thank you for calling me and thank you for your enthusiastic welcome.

During these few months I have focused mainly on developing pastoral relationships with as many of you as possible. This has included working to get myself settled and organized in the office and establishing a productive routine so that I have the time needed to make myself available to all. I am grateful to all of you who have helped walk me through my first celebrations of the time-honored traditions of this place, and have tutored me on the institutions and routines, and who have been patient with my way of learning and experimenting. I am particularly grateful for those who helped to coordinate our wonderful social and outreach events, as these have made a wonderful opportunity for getting to know people and learning how to be their pastor. I am also particularly grateful to our executive committee, who have served as a council of advice for me on pretty much all matters; I'm very grateful to our wardens Jill and Brian for such patient and sage advice, and to the search committee, led by Chris and Judy, for all their help in a complicated transition; and to Pastor Kate, Pastor Alanna, and Pastor Odie, for leaving the garden so well-tended that I could focus on people and not on problems for these formative months.

A lot has happened in those months. I have implemented some listening structures that I hope will make our worship, education programs, pastoral care and fellowship more accessible to all. I am particularly interested along with the Vestry in making our worship life a bit more accessible to those who aren't so familiar with our tradition. This is work that I cannot conduct on my own, however, as the worship that we share is an expression of the way God speaks to each one of us. I have recently called together a worship commission, made of our worship leaders and anyone else with interest, to help expand and diversify our worship so that all feel welcome and comfortable. I am also calling together a group to help facilitate better pastoral care within the parish, so that we remain connected with those who can't make it to church on Sunday. I have also worked with the vestry to organize committees and establish goals that will help us best live into our mutual vocation to know Christ and to make Christ known.

There are many other places where my ministry will have a particular focus in the upcoming months, and where preparation work has already begun. I am developing plans for an expansion of our Christian Education programs that will help all of us better articulate the faith in us and the faith of this place—for all ages and all levels of interest. I am deeply committed to working with our youth and young adults to help continue to form them into a thriving group here. I will continue to help the vestry develop a vision for our ministry and common life and work to equip them to bring it to fruition. I will continue to support our staff in the development of their own service to the congregation, and work to organize our record-keeping and financial structures to make our resources as accessible and as transparent as possible. I will continue to be involved in various Diocesan and Convocation programs, as well as local Ecumenical ministries.

Not only have I been blessed by your warm welcome, but also by a wonderful team of employees and volunteers: a creative and passionate team in Mary and Nancy to shepherd our young folks; a music team led by Brett that is the envy of every other congregation in the diocese; a sexton, Brian who genuinely cares about this place and serves with a ready and willing heart; and an office team in Abbie and Laurie who not only always get the job done well, but who make it fun and joyful to be here. And that's on top of a world-class altar guild, vergers, altar ministers, ushers, teachers, and countless volunteers, all of whom work tirelessly and without complaint to help keep the parish alive and growing. I continue to look for new ways that I can reach out to those who need the ministry of the church, and new ways which I can deepen my commitment to God's people.

Yours in Christ,



2020 Senior Warden Annual Report

Jill Rosier

2019 was an exciting year at CGS. On July 1st we welcomed our new Rector, Michael Greene, his wife Hope and children Aidan and Miriam to CGS. This was the culmination of a 2-year transition since Pastor Odie's retirement in 2017. Pastor Mike quickly settled in, and from the beginning has been very busy as Pastor Kate was called to be Rector of Grace Episcopal and to form an Episcopal ministry in Franklin NH departing CGS the 1st week of August. I feel Pastor Mike has done an amazing job in these 6 months juggling all the responsibilities of being Rector and learning about all the goings on here at CGS and getting to know parishioners.

Looking back on 2019, I want to thank all of the parishioners for continuing to support Church of the Good Shepherd actively volunteering in the many roles available and necessary, continuing your financial support and continuing to worship in this beautiful space. The thing that is most evident to me is that over the past 2 years and in the past 6 months especially as Mike settles in, people have stepped in and continued to keep the many programs and ministries at CGS humming along. In my humble opinion we have not missed a beat in keeping the many programs going during all of the clergy transition. Events and activities have continued to thrive, and new events this year including the Harvey Shaw Memorial Car Show were a great addition and wonderful tribute to one of our late parishioners. As is typical of a time of transition, we have had some dips in attendance and giving but we are now trending back up. I am confident under Pastor Mike's guidance and leadership we will continue to grow and strengthen our many programs.

In May 2019 we said goodbye to Pastor Alanna, Franklin and Nora, after 9 wonderful years as assistant, associate and interim Rector. Pastor Alanna was a gift to CGS and we were blessed to have her leadership during the transition. I know that she was instrumental in keeping this place humming along for the 2-year interim period.

I would be remiss not to thank the Rector Search Committee, Vestry and Executive Committee for every minute they devoted to calling our new Rector. Thank you! Job well done!

Our children and youth education programs continue to thrive under Mary O'Reilly and Nancy Madiera with immense thanks to all of the Sunday School teachers and Youth advisors. The Music department also continues to provide us with beautiful music at services. In 2020 we can look forward to a concert series on select Sunday afternoons. Many thanks to Brett Greene for creating beautiful music for us every week. We are grateful to Hope Greene for stepping in to lead the Handbell Choir this fall.

There are two people that are unsung heroes here at CGS. Since we do not see them on Sunday mornings it is easy to overlook all of the hard work that happens Monday through Friday in the office by Abbie Law and Laurie Ascani. And especially this year with the departure of 2 clergy and the arrival of our new Rector, Abbie and Laurie have done an amazing job of helping Pastor Mike get up to speed on all the ins and outs of CGS and keeping CGS running. My simple thanks seems not nearly enough in recognizing dedication to this parish.

Thank you to everyone for all you give to CGS; time, money, food, companionship, worshipping, that continue to make this parish a vibrant, active and strong community. It is the people of this parish that make CGS great.

2020 FELLOWSHIP COMMITTEE ANNUAL REPORT

Committee Members: Maureen LeGallo, Lisa Macaraeg

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

- Coordinated the Lamb Supper during Holy Week (led by Don Fluckinger)
- Coordinated Pastor Alanna's Farewell Luncheon
- Coordinated Homecoming Breakfast Volunteers
- Coordinated food for the Celebration of Pastor Mike's institution
- Coordinated Deck the Halls Spaghetti Dinner

- Coordinated the second annual “Home for the Holidays” Fellowship/Coffee hour for returning CGS Alumni. Several college students helped out and the CGS community enjoyed catching up with them.
- Coordinated the Luncheon for the annual meeting

The Fellowship Committee would like to thank everyone who was involved with these wonderful ministries. It is truly appreciated. We continue to look for new hosts for our Coffee Hour. If you are concerned about how it works, we would be happy to set up some training for you (and your friends!). Without our wonderful volunteers, coffee hour cannot happen.

2020 STEWARDSHIP COMMITTEE ANNUAL REPORT
Committee Members: Sue Corman, Dave Insley, Lila Monahan

Brainstorming for stewardship started in the spring and was followed by several meetings of the committee in late summer. We hosted another very successful and well-received Time and Talent Fair during coffee hour September 15 followed soon thereafter by the official start of the stewardship season 9/29/19 with a pancake breakfast and slide show also held during coffee hour. The committee worked in parallel with the finance committee throughout the fall as we needed to anticipate the needs of the parish going into the next budget year. Activities of the committee behind the scenes included deciding on a “theme”; how to handle traditional “ministry minutes” presentations during select Sunday services in the fall; designing the updated art work for the pledge cards as well as writing and re-writing the letter that accompanies the pledge cards (trying to make it interesting and yet still convey the need to increase pledging families as well as dollars pledged in order to continue the wide-ranging ministries we all hold dear here at CGS). Final drafts were given to Abbie for printing in October. Abbie makes the labels and preps envelopes and gets the ministry minutes scheduled. With the help of volunteers who checked off helping with stewardship during the time and talent fair, the envelopes got stuffed with the pledge letter and card went to each parishioner via old-fashioned mail in November. Pledge card collections happened in the traditional way during all three services on 11/10 and 11/17. Starting in December and wrapping up as we submit this report were follow-up calls from Vestry members to those CGS parishioners we didn’t hear from via pledge cards or electronically.

Our sincerest thanks go out to all those who helped with stewardship this year as well as every member of our parish who gives of their time, talent and pledging dollars!

2020 FUNDRAISING COMMITTEE ANNUAL REPORT
Committee Chairperson: Chris Chadbourne

On behalf of the Fundraising Committee, thanks for participating in great fundraising events this year – whether new, re-vamped, or the classics! We introduced a new fundraiser led by John Rowntree – the **Harvey Shaw Memorial Car Show** (HSMCS); - very stressful to get off the ground (!) but came off perfectly under beautiful October skies. This will become a growing fundraiser, raising ~\$1,500 in its inaugural year. Thanks also to Kate Binder for the great media and graphics that helped communicate the event.

Marcie Byrd and Sue Corman launched a revitalization of **Scripts!** It’s now much easier to receive gift cards for use, the expansion of opportunities to participate is great, and the benefit of linking CGS with *Amazon Prime* was reinforced. Some Scripts partners have big percentages of giving back which was reinforced. We can ALL leverage Scripts to raise funds for CGS.

2019 was the best Comedy Show ever, in a new venue - the Courtyard Marriott. Robbie Prinz helped generate laughter and funds in a great new setting. Let’s not forget the growing Gingerbread Village, linked to the Holiday Stroll! Thanks to John Lewis, Adrienne Marshall, Denise Thompson, the Arpins and many others for their dedication and drive. Harvest Fest was also a blast - Pastor Mike and Hope’s first large scale fundraising event with us.

We’re confident 2020 will bring continued ideas, energy and effort will generate a year-long opportunity for us to connect with the community and drive our fundraising to new heights.

2020 WELCOMING AND SUPPORT COMMITTEE ANNUAL REPORT

Committee Members: Marcie Byrd, Cheryle Insley, Becky Lentz, Jill Rosier, George Walker

In 2019 a rebuilding of this committee took place, with 5 members we have met several times throughout the year developing processes and programs to strengthen these very important ministries at CGS. In January 2019 a Newcomer's gathering was held and one is being planned for early in 2020. New pew cards for newcomers to complete were designed and are in all pews every Sunday. We continue to fine tune the process for follow up with newcomers. Welcome gifts with popcorn, mugs, and children's packets were developed and are distributed as needed. The most recent activity is a Newcomer's table each week at Coffee Hour, this was set up as a way to connect with people and also to make people feel welcome and comfortable during this social time.

The Support arm of this committee is also getting some fine tuning as we continue with the very important ministry of providing various kinds of support including meals, rides, yard work when a parishioner is going through a challenging time. A major task in 2020 will be improving the communication process both in asking for assistance and also in getting word out to those wanting to help. Keep an eye on your email and Good N'ewes in the coming months.

If you think this is a committee you would like to become more involved with reach out to a committee member and we will welcome you into the fold.

2020 CGS WOMEN ANNUAL REPORT

Leadership Team: Jan Lambert, Diane Temple, Sandy Desharnais, Frances Rodier, Adrienne Marshall

All women of the parish are welcome to our meetings held the 2nd Monday of the month, September - December, March - May. We are a fellowship group and gather for potluck suppers followed by a program. In 2019 they included: a Lenten program with Jeff Cooley, hearing about the Search Process with Amy Kelly, meeting the new clergy - Pastor Mike in September and Deacon Nancy in November. In October we had a talk on "Staying Safe" dealing with all aspects of fraud. In May we dined out at Takumi Hibachi Japanese Restaurant and in December we held our annual catered Christmas dinner and Yankee Swap. We start each year with a program on a Sunday afternoon in February. In 2019 we had a pizza lunch and made ceramic plaques at Denise Thompson's studio in Hudson. All women are welcomed to come when they can.

2020 ALTAR GUILD ANNUAL REPORT

Leadership: Leona Clough, Beth Barker

Altar Guild work is a vocation with a ministry of preparation for church services and rites. Members are in partnership with the clergy in making the worship life of the parish run smoothly. 2019 was a year of anticipation and discovery as we served under Pastor Alanna & Pastor Kate in preparation for the arrival of a new Rector. Change is sometimes hard, but we tried to prepare to assist Pastor Mike as he settled in at Good Shepherd during the summer. The past 2 years we experimented with various altar decorations under the inspired designs of Betty Mazzaro. Our Guild is open to all parishioners - men and women - who wish to serve.

2020 HARVEY SHAW MEMORIAL CAR SHOW ANNUAL REPORT

Committee Members: John Rowntree

CGS hosted our first annual Harvey Shaw Memorial Car Show on Oct. 13th. Fifty-one cars, including a mix of European and American classics, participated in this successfully fund raiser as we honored the memory of Harvey with his family and friends. Our six sponsors covered all of the fixed costs including insurance, and the police detail to close our block for four hours. The sponsors were Edward Jones Investments, Crossroads Animal Hospital, Gurney Automotive, Triangle Credit Union, Eaton Berube Insurance and LeDoux Autobody. The event raised about \$1500 from raffles, food sales and participant fees.

2020 EDUCATION FOR MINISTRY ANNUAL REPORT

Committee Members: John Rowntree

This program of The University of the South, School of Theology is hosted at CGS. We have had an active group for about 25 years. Each group begins in January and meets for two hours a week for 35 weeks. The program offers a four-year cycle of content. We completed our year in early December, celebrating with Peggy Hammer as she completed her fourth year. The mentors of the CGS group are John Rowntree and Robin Hertel.

2020 SUNDAY SCHOOL ANNUAL REPORT

Sunday School Coordinator: Mary O'Reilly

Attendance:

The Sunday School Attendance Tally for the end of the year in June 2019 was an average of 22 Sunday school children, which was an average of 60% of the children registered (41 children out of 69 children). At the end of December 2019, the average was 22 children and 68% of the children registered (33 out of 44 children).

Sunday School Teachers:

We currently have 14 regular teachers who have all participated and completed Safe Church, that teach 3-year old to 6th graders (Risers) each Sunday mornings from 9AM-10:15AM. We also have a list of 16 substitute teachers that are available to cover for a regular teacher if a need arises.

The teachers attended a workshop in early September and regular teachers' meetings throughout the year. This is a dedicated, motivated and energized group of teachers that teach, mold and mentor our children in the Stories of the Bible through Godly Play. If anyone is interested in joining this team, please contact the Sunday School Coordinator. Through our collaboration, our kids will learn life-long skills which will be assets to them as they develop into adolescence and young adults.

3 Stages of Sunday School:

“Godly Play” (3-year old – 2nd Grade)

Godly Play is based upon the recognition that children have an innate sense of the presence of God. All they lack is the appropriate language to help them identify and express it so it can be explored and strengthened. The Godly Play approach teaches classical Christian language in a way that enhances the child's authentic experience of God so it can contribute to the creative life of the child and the world.

“Godly Time” (3rd & 4th Grade)

“Godly Time” recognizes, both in name and spirit the shifting developmental needs for a stimulating environment as these students reach middle childhood.

“Risers Class & Godly Time” (5th & 6th Grade)

To meet the needs of our oldest Sunday School Children the 5th & 6th Graders participate in their own selection of “Godly Time” stories in addition to a dynamic, self-guided Sunday School Curriculum mentored by their teachers. This class will creatively explore the Bible, Episcopal Traditions and Church History throughout the year. They will have opportunities to begin teaching/mentoring younger students as they get ready for their teenage years.

Learning Focus:

All class sections have a specific Learning Focus that complement their Godly Play lessons. This year's sections are:

3-Year-Old & Pre-K: Songs of Sunday School

Kindergarten: Bedtime & Table Prayers

First Grade: Lord's Prayer

Second Grade: Sacraments

Third Grade: Learning the Liturgy

Fourth Grade: Books of the Bible/Beatitudes

Risers Class: Church History/Episcopal Tradition

Group Activities:

Throughout the year the children participate in larger group activities, when all of the age groups gather together, that encourage connections between faith and community service. Over the past year the children were involved in yoga, creating palm crosses, building Advent chains and experiencing a Nativity Journey new in 2019.

Toddler time:

This experience was introduced in 2019 and it involves our littlest members of our Congregation (birth to 3-year-old) to participate in a Toddler time. During this time, our teachers mirrored a typical Godly Play experience only it was shortened for this age group; stories were told, music was played, and movement was added to engage the children.

Other Sunday School Activities:

- Singing with the Pastor
- Monthly Children Eucharist's where the kids are involved as Junior Ushers, readers, and Gift Bearers.
- Special Visitor Sunday – each child brings a special someone to class.
- At-Home–Lenten Activity: Prayer Cube – each child received a pray cube to use at home each day.
- Recycling – kids volunteer to help empty recycle bins in the classroom.
- 3rd Graders and up receive a Bible
- Egg Hunt – introduced in 2019 as an activity during Sunday School.
- Community Day Celebration – a way for the children to give back to the Congregation at the end of the year a Story that they connect with during the year.
- End of the Year Picnic – annual event that involves all families coming together for a fun day of swimming, squirt guns, and fellowship.

2020 GOOD SHEPHERD MUSIC ANNUAL REPORT

Brett Greene, Music Director

The strife is o'er, the battle done, the victory of life is won; the song of triumph has begun. Alleluia! (Hymnal 1982 #208)

I write this report with a renewed sense of joy and optimism. We've held the course, weathered the storm, and made it through a challenging pastoral transition. For many of you, this has been the *only* transition like this you've experience. Though through the heartbreak, the disappointment, the anxiety over the unknown, you've persisted. You've stayed the course and looked forward with uncertain hope to the next leader at Good Shepherd.

And now we've arrived. Yet now is not a time for complacency, but a time to reenergize and look for new and expanded ways to do God's work here at Good Shepherd, in downtown Nashua, and in the world. Your gifts of time and financial resources have brought us to this place in the history of Good Shepherd, nearly 150 years after its organization. And 150 years from now, future generations will talk about this moment, the beginning of Rev. Michael Greene's tenure. And now, as we reflect with gratitude on our successful past, we must seek what God is calling us to do next. To resist the temptation to be content in our past successes, but to joyfully increase our involvement. This is the moment, *to give and give, and give again, what God hath given thee; to spend thyself nor count the cost; to serve right gloriously the God who gave all worlds that are, and all that are to be.* (Hymnal 1982 #9)

The **Senior Choir** continues to be the workhorse of the music program. 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. These folks are committed to doing their part to create a beautiful, uplifting environment in which we encounter the divine. Yet the Senior Choir's role is not limited to performance pieces in which the congregation is a passive listener, but also to support congregational singing of the hymns and sung portions of the liturgy.

One of the saddest realities of the time in place in which we reside is the loss of singing. Technology in popular music has grown to a place that the voices we hear on the radio are made to sound so good that the average and above-average singer alike feel that they can't measure up. Singing has disappeared from our public gatherings. We

used to sing in pubs. We used to sing at town meetings. And we've lost the standard of music education in schools that baby boomers enjoyed, resulting in a largely musically illiterate population.

But, we as Christians, see the value in singing. As Saint Augustine said, "To sing is to pray twice". Our scriptures regularly reference singing. We have a book of Psalms from which we use each Sunday. That book of the bible is a collection of songs. Heaven is described in the Bible in a way that is ambiguous and open to endless interpretation—with one exception: there is singing, constant singing. Those of you above a certain age will remember a parent or loved one singing to you as a child. Singing is intimate, something that comes uniquely from one's self, something that is deeply personal. And that is what we offer to God.

The Senior Choir is slowly growing. We welcomed a new member in 2018. And we've just welcomed a new member in the last couple months. This is a great cause for optimism, but I must stress that this is a volunteer group. While there are expectations for regular rehearsal and Sunday attendance, I understand that there are other important things in these people's lives. People have work responsibilities and family responsibilities. And sometimes people get sick or need to take time for undisclosed reasons. This is one of the reasons we started a choral scholar program in the 2018-2019 program year. We hire a musically literate college student with a good voice to sing with the choir. This provides them a little spending money, musical experience, something to put on a resume, and a taste of what do in the Episcopal Church, both musically and otherwise. This is often the first good church experience that these students have experienced in their life. While we were unable to find a choral scholar for 2019-2020, we've just hired a professional to join us for the remainder of the season. And through additional networking, I've been successful in finding other singers to help on occasion. I strongly believe that it is too much to ask even the best volunteer singer to sing their part alone. And I promise to the choir that I will do whatever is in my ability to create a singing environment when each person feels "safe" in that oh-so-vulnerable act of singing.

The repair of the west organ has begun. Unfortunately, the organ has suffered damage and with the exception of the visible trumpets, has been silent for years. Most of the internal pipes were removed quite some time ago for repair. And in November, the trumpets, front pipes, and part of the case were removed to facilitate removal of the chest (the big box the pipes sit on that controls which pipes get wind when). The chest is now also in Richard Nickerson's workshop being repaired. We hope to have it back for Homecoming Sunday this year.

While there's much to be excited about, there have been some losses and changes in the past year. The most lamentable is the **Junior Choir & Junior Bellringers**. The Junior Choir was low in numbers when I began in 2014. A few years ago, it became necessary to have Senior Choir singing with Junior Choir. The **Junior Bellringers** were started on my suggestion during either 2014 or 2015. When I took over directing the handbell portion in 2016, it was clear that neither the Junior Choir or Junior Bellringers could survive on their own and the two groups merged into one program. We've seen a little bit of aging out, but I believe most of it has to do with priorities of families changing. I hope for a renewal in interest. And if we desire at some point to invest a substantial amount of energy into the program, I believe it can be more successful than it's been in recent memory.

The **Eight O'Clock Choir** has returned. The primary goal of this choir is to support the congregational singing of hymns and liturgy at the 8:00 service, though they do sing occasionally during Communion. This is the "low commitment" choir, with rehearsals only twice a month.

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 is also, unfortunately, without any members. Decades ago, junior and senior high students would audition and compete for one of the coveted 12 spots with this group. It was on life support in 2016 when I re-invented into an elite quartet. We've some spectacular concerts over the past 3 years and were able to attract a non-parishioner to participate. Yet as of last spring, all participants have graduated high school. The recent alumni happened to be home at Christmas and we were fortunate to have them reprise their music at Christmas Eve this year. There are two ways we can take bring this group back. We can either find a dozen students that are able to make a commitment to the group. Or we can find four superstar musicians that can commit and have a quartet.

Adult Handbells is blossoming under the leadership of Hope Greene. It's been encouraging to see their growth and to hear them at our Lessons and Carols service and on Christmas Eve. They are welcoming new members. Any interested person should contact Hope for more information.

The **CGS Brass** continues to grace us with appearances on high feast days.

This spring, we will begin a **concert series** at Good Shepherd. The intention of this self-sustaining program is to both share the beauty of music, a gift from God. And to bring people into our beautiful downtown church. Those of you interested in giving of your resources of time or money, please contact me. This is quite the endeavor.

It's important to note that the music program has been partially sustained over the past two years by a generous bequest through the Book of Remembrance. Conversations during the interim have resulted in a four-year plan for yearly increases to a severely underfunded music budget. We look forward to continuing to address deferred maintenance and work toward building a sustainable, joyful music program at Good Shepherd.

Finally, I wish to express my gratitude to each one of you who have participated in the music program at Good Shepherd. And that includes those singing from the nave. When I hear your voices singing with passion, my heart leaps.