

Church of the Good Shepherd  
140<sup>th</sup> Annual Meeting  
January 31, 2021

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

140th Annual Meeting- January 31, 2021

*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 – Kathy Blair

Marcie Byrd

John Lewis

John Rowntree

Karen Desjadon

Vestry Youth Rep- Sinead Macaraeg & Audra Robinson

Interfaith Council – John Rowntree, Karla Tolomeo

Diocesan Delegates – John Townsend (D)

Election of Sr. Warden & Treasurer

Election of Vestry

Election of Diocesan Convocation Delegates

Election of Representatives to Interfaith Council

Appointment of Youth Representative to Vestry

3. Minutes of 139th Annual Meeting- 2020
4. Presentation of 2020 budget performance
5. Presentation and Endorsement of 2021 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

**139<sup>th</sup> Annual Meeting**  
**Church of the Good Shepherd, Nashua, New Hampshire**  
**January 26, 2020**

**1. Call to Order:** A call to order of the 139<sup>th</sup> Annual Meeting of The Church of the Good Shepherd in Nashua, New Hampshire was made by Pastor Mike Greene on Sunday, January 26, 2020 at 11:35am. The meeting was introduced with an opening prayer.

- a. **Pastor Mike thanked** the Fellowship Committee and those who brought, prepared and helped set up the meal which was to be enjoyed after 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 Mike 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 Mike. These were Trudy Yelton, (Lead) and Youth Teller Maddie Fluckinger.

**2. Election of Parish Officers:**

- a. **Thank You!** Pastor Mike, along with the Wardens, expressed deep gratitude for all those who have served CGS the prior year as their terms ended: Brian Taylor – Jr. Warden; Chris Chadbourne, Clerk; Kate Binder, Sue Corman, Steve Isaacs, and Lila Monahan, Vestry; Youth Representative Nancy Desilets; Interfaith Council Representatives John Rowntree and Karla Tolomeo; and Diocesan Delegates Howard Titus and Karla Tolomeo.
- b. **Report of the Nominating Committee:** Jill Rosier, Sr. Warden, thanked the Nominating Committee who were our “mid-year” vestry team members and who led the efforts for candidate nomination. She thanked those who considered running, and were willing to run, in 2020 for the various open positions.
- c. **Jr. Warden:** Jill Rosier recommended the nomination of Sandy Desharnais for the position of Jr. Warden for a two-year term.
  - i. The motion was made by John Rowntree and was seconded by Wayne Blair.
  - 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 Marcie Byrd.
  - iv. The Clerk then cast one ballot for the election of Sandy Desharnais to the position of Junior 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. **Clerk** – Jill Rosier then recommended the nomination of Sue Corman for the position of Clerk for a two-year term.
  - i. The motion was made by Rick Gelinias and was seconded by Dave Insley.
  - ii. There were no additional candidates nominated by the floor.
  - iii. A motion to close the ballot was made by Howard Titus and seconded by Trudy Yelton.
  - iv. Clerk Chris Chadbourne then cast one ballot for the election of Sue Corman to the position of Clerk.
    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-** Jill Rosier then recommended the nomination of Richard Binder, Paige Schaller, Marybeth Snow, and Don Yelton for the position of Vestry for a term of three years. There were four open slots for these four candidates to fill.
  - i. The motion was made by Paige Schaller and seconded by Steve Isaacs.
  - ii. A motion from the floor to nominate Karen Desjadon for the position of Vestry was made by Joanne Emus and seconded by Sandy Desharnais. The motion carried, and as such Karen was added to the ballot as a fifth nominee. Pastor Mike reminded the attendees that there were now five candidates for the four open slots.
  - iii. A motion to close nominations was made by Kate Binder and seconded by Jean Templeton.
  - iv. Votes were cast and collected by the Lead Teller for counting and validation by the Tellers.

The results were that Richard Binder, Paige Schaller, and Don Yelton achieved the most votes; and that a TIE existed in the number of votes between Marybeth Snow and Karen Desjaton. As a result, a second ballot was cast for the fourth slot with candidates Karen and Marybeth. Again, there was a TIE in the results. After much deliberation, it was determined that as a result, both Karen and Marybeth would serve on Vestry, with Karen acting as an alternate Vestry representative. All were elected to three-year terms. Pastor Mike congratulated the new vestry members and asked that they provide the Clerk with their address, email, and phone numbers after the meeting. Congratulations all!

- f. **Election of Convocation/ Diocesan Delegates/Alternates** - Jill Rosier nominated Kate Binder and Marybeth Snow for the positions of Diocesan Convocation Delegate.
  - i. The motion was made by Paige Schaller and seconded by Maureen LeGallo.
  - ii. There were no nominations from the floor.
  - iii. A motion was made by Chris Chadbourne to close the ballot. This motion was seconded by Dave Anderson.
  - iv. The Clerk cast one ballot for the election of Kate and Marybeth 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 Missy Carnevale and seconded by Richard Binder.
  - ii. There were no further nominations from the floor
  - iii. A motion was made by Sandy Desharnais to close the ballot. This motion was seconded by Don Yelton.
  - 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 Mike appointed both Audra Robinson and Sinead Macaraeg as the Youth Representatives to the Vestry. Welcome Sinead and Audra!

### 3. Minutes of the 138<sup>th</sup> Annual Meeting (2019):

A motion to approve the minutes of the 138<sup>th</sup> Annual Meeting of Church of the Good Shepherd as submitted was made by John Rowntree. The motion was then seconded by Jean Templeton.

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 138<sup>th</sup> Annual Meeting are to be included with the parish record files.

### 4. Presentation of 2019 budget performance:

- a. Copies of the FY 2019 financial report were made available to those present.
- b. Pastor Mike, Becky Lentz, Treasurer, John Rowntree and Marcie Byrd of the vestry commented on the report and were available, with assistance from the Executive Committee, for questions regarding both the 2019 report and the 2020 proposed fiscal budget.
  
- c. A motion to accept the 2019 fiscal Year Report, subject to financial review, was made by Rick Ruo.
  - i. The motion was seconded by Howard Titus.
  - ii. All who were in favor raised their hands.
  - iii. There were none opposed. The motion carried unanimously.

### 5. Presentation and Endorsement of 2020 Budget:

- a. Copies of the FY 2020 proposed budget were distributed prior to the meeting.

- b. The Executive Committee specifically asked the attendees to review the “two scenarios” for the budget (Budget A and Budget B) based on both the existing pledge situation as well as an alternate scenario given the consideration to fund the hiring of a Curate.

The discussion revolved around the obvious need for additional clergy to support the parish and Pastor Mike. Unfortunately, the current budget as pledged and prepared left little if any room for even a Curate to be hired/funded. As a result, there is a proposed “Budget B” that would include funding (presumably partially provided by the diocese in the form of an approved grant) to offset the cost of hiring a Curate as an assistant for the Church. However, it was also noted by Pastor Mike that this potential diocesan funding is not ‘evergreen’ and that we would need to be mindful of that as we move towards 2021.

Pastor Mike opened the discussion with a request for comments or questions.

- Lila Monahan noted that there was not any fat in the budget; that the Vestry worked diligently in preparing the materials that led to these scenarios.
- Barbara Binder recommended that we need to better illustrate to the congregation at large our fiscal challenges, so that everyone understands that their commitments and continued support are vital.
- Kate Binder noted that we need more active members of the Church in order to help generate more pledge support and that we can’t continue to rely on the same people to offer a lion’s share of our pledge dollars. Pastor Mike affirmed this and noted that we should consider ourselves as Jesus considered the Apostles, as “Fishers of People”.
- Jean Templeton noted that in the past, Carl Swenson made it a point to be very vocal about our financial situation during services.
- Rick Ruo asked how many “pledge units” were submitted as part of the 2020 budget. Pastor Mike noted that 197 units were pledged; with a range from \$1.00 to \$15,000.
- Kate Binder asked if more specific information could be provided about any income and expenses occurring as a result of the CGS Women’s effort. It was noted that this would be considered for the future.
- Dave Insley made an appeal to the meeting attendees that additional Stewardship volunteers is needed in order to maximize our opportunities for improved budget funding.

Even assuming an approved Diocesan Curate Grant, the Budget B scenario would still result in a \$35k budget deficit unless we were to successfully campaign for additional funds to support the hiring of a Curate.

As a result of this dialogue, a motion was made by John Rowntree to tentatively adopt Budget B, on the consideration that a campaign be initiated to fund the \$35k deficit that was illustrated in the Budget B column of the proposed 2020 budget. The motion was seconded by Michael Reinke. Pastor Mike asked if there were any questions from the floor on the motion.

Maddie Fluckinger asked, “what is the campaign about, and how are we going to kick it off?” Mike Reinke offered that a 60-day period should be considered, by which we set up a “campaign for a Curate” and publicize our efforts across the parish, in parish notices, during services, and the like. Marcie Byrd concurred with this recommendation. Other back and forth dialogue ensued which further affirmed this recommendation.

Hearing no further comments, Chris Chadbourne, with the help of John Rowntree and Michael Reinke, suggested the motion be slightly amended...that Budget B be conditionally approved conditioned on a successful 60-day campaign to be kicked off to enable the deficit in Budget B to be erased - a 60 day “Campaign for a Curate”. Adrienne Marshall seconded this amended motion. Pastor Mike asked for a raising of hands for the attendees of the meeting to affirm this a 60-day campaign be kicked off to enable Budget B to be solidified in lieu of a successful 60-day campaign. A slew of hands was raised. No hands were raised in opposition. As a result, the motion affirming 2020 “BUDGET B” given a successful campaign to offset the deficit, was carried.

## **6. Approval of Various Financial Reports**

- a. **Book of Remembrance Annual Report:** Copies of the FY 2019 CGS Book of Remembrance Annual Report were distributed to those present.
  - i. **Pastor Mike** recommended a motion be made to accept the FY 2019 *Book of Remembrance Annual Report* as submitted, subject to financial review.
    1. A motion was then made by Sue Corman.

2. The motion was seconded by Richard Binder.
3. With a raise of hands, the motion carried unanimously.
4. A copy of the FY 2019 CGS BOR Annual Report will be included with Parish record files

b. **CGS Endowment Fund Summary Annual Report:** Copies of the FY 2019 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.

It was noted that our year end endowment balance at YE 2019 was in substantially better position than many prior years. Contributors include a lesser draw from the Fund in 2019 and help from gains in the positions the Fund has in the market. Pastor Mike noted that we need to be continually mindful not to “over-reach” in pulling from the Endowment Fund as it is a strong financial vehicle for the Church and that we need to be mindful of keeping it healthy for the long term.

- ii. Pastor Mike requested that a motion be made to accept FY 2019 CGS Endowment Fund Summary Annual Report as submitted, subject to financial review.

1. To accept the Summary, a motion was made by John Rowntree.
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 2019 CGS Endowment Fund Annual Report is included with the parish files.

**7. Appendix: Various Financial Reports:**

Other financial reports were provided in the Appendix materials from the 2020 Annual Meeting Handout.

**8. Old Business:**

There was no old business to report.

**9. New Business:**

There was no new business to report.

**10. Senior Warden’s Report:**

The Sr. Warden’s remarks were provided as part of the 2020 Annual Meeting Handout.

**11. Rector’s Report**

The Rector’s Remarks were provided as part of the 2020 Annual Meeting Handout.

**12. 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 12:55pm after a closing prayer by Pastor Mike.

*Respectfully Submitted*

Chris Chadbourne, Clerk of the Vestry

## CANDIDATES FOR ELECTION TO VARIOUS OFFICES

### **Karla Tolomeo– Sr. Warden** (two-year term)

I am a cradle Episcopalian and have been a member of CGS for over 30 years. I have served three terms on the vestry, the last time being the transition from Odie's retirement to Alanna as Priest-in-Charge. I am a Lay Eucharistic minister, taught the Kerygma Bible study and a number of Sunday Adult Forums, and have chaired and been a member of a number of parish discernment committees over the years. I continue to chair Regional discernment committees, exploring a call to the ordained ministry with those who experience a calling. In addition, I have served on the diocesan Commission on Ministry for over 8 years and am currently the Chair. My husband and I also enjoyed singing in the 8:00 choir and I continue to enjoy singing with the virtual choir in these strange times. I would be pleased to be the next CGS Senior Warden.

### **Sue Corman– Sr. Warden** (two-year term)

My wife Mary and I have been living in Merrimack for 29 years, and have 16-year-old twins, Anastasia and Ross. We have been members of CGS for 18 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 worked for the Merrimack School System as a Lunch Lady for several years. 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 am currently Clerk of the Vestry, and on the Worship and Fundraising Committees. Additionally, I am an Usher and participate in a foyer group. I help with the Scrip program and have been co-coordinator for the Parish Photo Directory. In the past I have been on the Fellowship team and Stewardship Committee. 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 Senior Warden. I will work hard to help our parish to re-connect and grow as we move forward through the end of the Pandemic. I look forward to exploring ways to grow and support our many ministries, expand outreach, and meet the needs of congregation from youth and families to our eldest parishioner. 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.

### **Chris Chadbourne – Treasurer** (two-year term)

After spending my first 10 years of life in upstate NY, I have been living in the greater Nashua area for more than 40 years, currently residing in Merrimack. I joined CGS in 1993 as my interfaith relationship would not allow us to be married at my RC parish, and so my wife Karen and I were married here in 1994. We recognized CGS as an amazing, inclusive place where we could 'be ourselves'. Our three daughters were all baptized at CGS. I started to become "more involved" in the mid-2000's - shoveling in the winters, mowing in the summers, any way I could. Then...was recruited to run for Vestry in 2007 and really never looked back! I've sat on the Vestry between 2007 - 2009, 2011 - 2013; and 2015 - 2019 - as a vestry member and also on the Exec. Committee as Clerk (three terms) and also a brief stint as Treasurer in 2015. I have been active as a LEM, Usher, and "other duties as required". I love CGS and it has been an honor to serve in any capacity!

## **VESTRY CANDIDATES** – (elect four for three-year term, and one for a two-year term)

### **Jennifer Atherton**

Bio was not available at time of print.

### **Amy Cooley**

I grew up a New England Conservative Baptist and found my way to the Episcopal Church during my college years. My husband Jeff and I were both confirmed shortly after we were married, and later joined Christ Church Glendale which became our home and family for ten years in Cincinnati. Shortly after our second son was born, we moved back to NH and joined CGS more than eleven years ago. The four of us have been active members at CGS, and my own service has included singing with the choir, chairing the Fellowship Committee, teaching Sunday School, and I recently served on the Personnel Committee when we hired our new curate, Pastor Greg. I currently serve on the Worship Commission. In my professional life, I am a business consultant with expertise in recruiting and staffing, HR compliance, customer service, writing, and training. For me, serving and participating in the community life of CGS is meaningful for my own spiritual practice, as well as for the good of my own family, my church family, and the broader community in which we find ourselves.

### **Beth Derderian**

I live in Merrimack, where I also grew up, with my husband Mike and our three sons, Lincoln (11), Silas (9), and Otto (6). I am a lifelong Episcopalian and have been a parishioner at CGS since elementary school. Throughout Junior High and

High School, I played with The Bellringers here at CGS, and I've previously served as a youth advisor in the former J2A program. I currently teach Godly Play, as I have been for upwards of 8 years. My family and I also enjoy working in the CGS Community Garden to provide Front Door residents with fresh, local produce. In 2020 we were able to help support the Soup Kitchen gardens nearby as well. I am a passionate hobby gardener with an interest in sustainable local food production, and I see protecting the environment as part of my spiritual responsibility. I also enjoy birding, hiking, quilting, and baking. I am a University of New Hampshire graduate, and currently work at Optum supporting specialty medical care coordination for Military Veterans. I am excited about the potential to collaborate with other Vestry members and look forward to understanding the interests and priorities of my fellow parishioners. I welcome your consideration to serve on the Vestry, and the opportunity to support CGS and our ministries in a new way!

### **Aurora Flores-Reisman**

Bio was not available at time of print.

### **Susan Nutting**

Our friend, Meg Hess, would not be wrong in describing my Southern Baptist faith upbringing as "Christian terrorism," so when I started my own family, I found a safe haven at UUNashua for many years. However, in 2010, I realized I needed an active Christian based faith community and found my way to CGS. The Episcopal Church has provided me with opportunities to live a Christian faith based on love, not fear. In 2016, I completed the 4-year EfM program which has provided me with a firm foundation in Christian history, the Bible, and coached me through my discernment towards my personal ministry. Last year I was admitted as a Companion in the Society of the Companion of the Holy Cross. Being a Companion has deepened and strengthened my faith journey in ways I had not believed possible. Since joining CGS, I have volunteered as an usher and also serve as LEM. I also attend the CGS Women's Retreat and the monthly meetings when I am able. I am also a member of the Personnel Committee. In the past, I have been a part of the Prayer Shawl group, and during the annual Gingerbread Village construction afternoon, you can find me in the kitchen mixing icing. For the past 22 years, I have worked for a local Nashua attorney focusing on probate and trust administration and estate planning. I am also a Certified Zentangle® teacher, SoulCollage® Facilitator, Reiki II practitioner, and End of Life Doula. I am a lifelong adult Girl Scout volunteer and was a troop leader, adult trainer, and Nashua Service Unit Manager for many years while my two daughters were Girl Scouts. I was also active in Cub Scouts and Boy Scouts, serving on troop committees and training, as my son worked his way up the ranks from Tiger Cub to Eagle Scout. While a member at UUNashua, I was chair of the Religious Education Committee, Sunday School teacher, retreat organizer, and Executive Board member. I believe that many hands make light work, and because I have been given so much through my life here at CGS, I would welcome the opportunity to give back by serving on the Vestry again. This would be my second term. During the last part of my previous term, I was fortunate to work with a wonderful group of Vestry members as we prepared the transition plan that would see us through Odie's last year of ministry at CGS as he prepared for his retirement. That we rise to every challenge we face as a community and continually strengthen our commitment to our faith, and each other is one of the reasons I am proud to be a part of CGS.

### **Howard Titus**

I am a "cradle" Episcopalian, baptized in St. John's Episcopal Church, Winthrop, Massachusetts, in 1941. I attended public schools in Winthrop and graduated from Northeastern University, Boston, in 1964. I have remained an Episcopalian all of my life, but my attendance at church was interrupted by travel during my service in the Army and as a result of my job. I have been retired from BAE Systems for the past 11 years, and I also worked at Westinghouse in Baltimore, MD, and for the US Naval Engineering Service Unit. I am married to Gail Titus, and we have 1 son, Prescott, who was baptized in Good Shepherd in 1989. Our family has lived in Japan, Egypt, and several parts of the USA, and this has given me the opportunity to experience the Episcopal and Anglican Faith in many places. I first attended Good Shepherd in 1986, but because of the nature of my job, I was reluctant to take an active part in Good Shepherd until about 15 years ago. Since then, I have been graduated from EfM, served as a Reader, Lay Eucharistic Minister, and I am currently serving proudly as one of our Vergers. I have served 2 terms as a Vestry member, representing the Vestry with the Youth Group, and I have been an alternate, and later a delegate to the Diocesan Convention and the Southern Convocation. I have also been privileged to accompany the Youth Group to 4 work camps. It has been my great pleasure and reward to have served Good Shepherd, and I look forward to the possibility of continued service as a Vestry member.

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

### **John Townsend**

Just completed a three-year term as Delegate to Diocesan Convention and Convocation.

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

**Karla Tolomeo- See Above.**

## 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.

## Church of the Good Shepherd Narrative Budget

In general, our estimates for the 2021 budget were based on normal performance for half the year and pandemic restrictions for half the year. The sooner we are able to return to worship and hosting community activities, the better it is for our budget.

### INCOME: Items of Note

- Due to the pandemic, total receipts were down for the year, with fundraisers, building use and plate offerings at the top of the list of missing income.
- The congregation received a PPP loan/grant from the Small Business Administration in the amount of \$43,287.
- The Diocese of New Hampshire waived fair share/apportionment fees for May and June.

The Endowment outperformed expectations for the year, with substantial increases by year's end. Current draw, even before a probable payback is substantially down from previous years percentagewise, in spite of the fact that it's a higher dollar amount.

We anticipate successful application for another PPP loan/grant, which has recently been passed by congress. The amount is not included in the budget because the application is still incomplete, but the short appendix to the budget indicates the proposed adjustments to the budget should the grant go through.

### EXPENSES: Items of Note

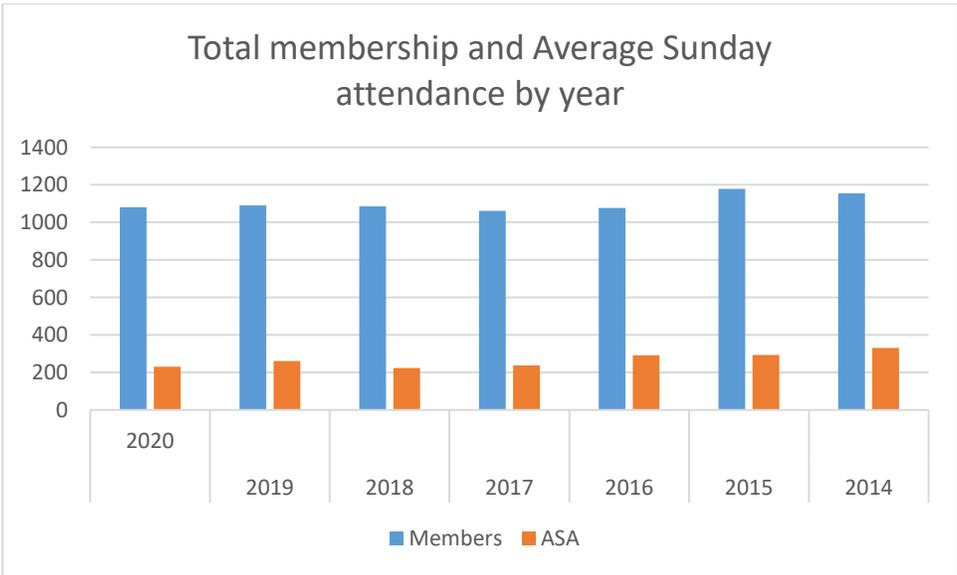
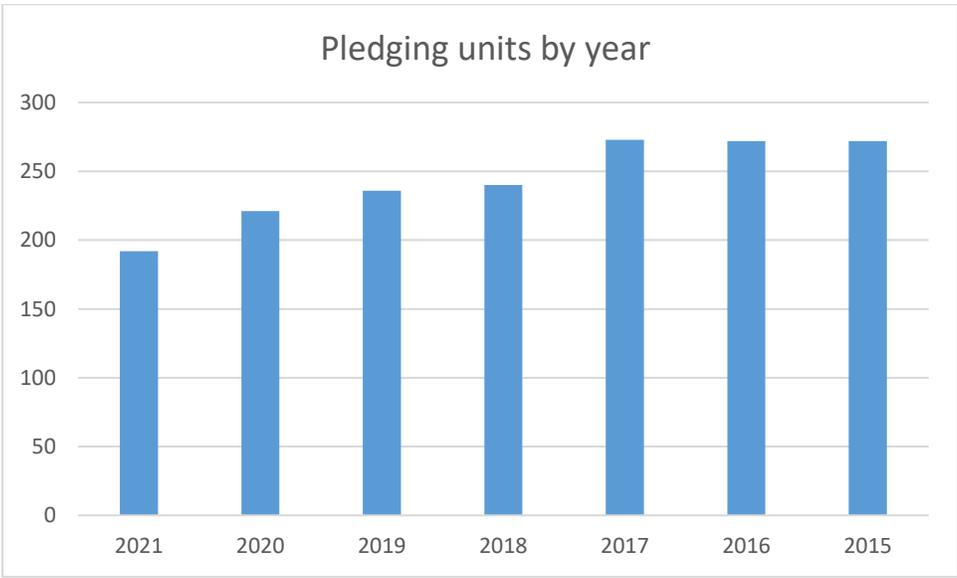
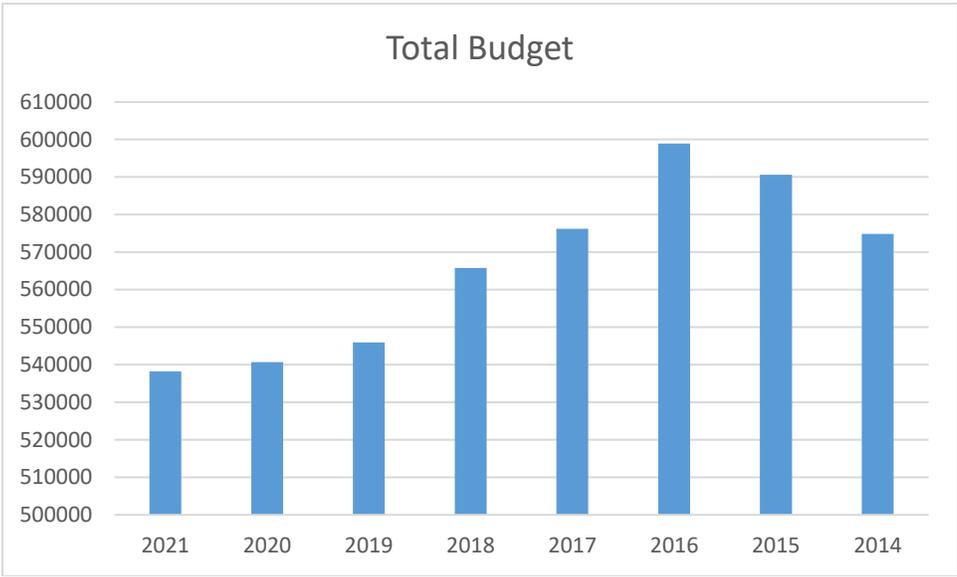
Our staff has worked very hard this year to be flexible and adaptive to the pandemic and has worked to keep office expenses at a minimum because of the likelihood of shortfall.

- Clergy Expenses (stipend, insurance and pension) were lower than expected because the original budget anticipated a curate in April. Pastor Greg joined us on July 1.
- Office overhead was lower than expected, but that was balanced out by unbudgeted expenses that arose from the pandemic relating to office operations.
- A substantial security renovation took place over the summer which was not originally budgeted for the year. Funding was secured from a grant from the Hubbell foundation, supplemented by the book of remembrance.
- We received a grant from the diocese in 2020 for an upgrade to our audio/visual technology, all payments for the first stages of this upgrade have been paid through the admin fund rather than the budget.

All staff were given a 1.5% cost of living and 1.5% merit increase for their exemplary work in an incredibly difficult year.

## Helpful Figures & Charts

	Pledge	units	Plate	Endowment	other income	Total Budget
2021	367083	188	57750	53878	62142	538203
2020	369366	192	80311	25000	36000	540677
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 2021 BUDGET**

<u>INCOME</u>	<u>BUDGET 2020</u>	<u>ACTUAL 2020</u>	<u>BUDGET 2021</u>
1-COMMITMENT			
Pledges	\$ 369,366.00	\$ 378,520.67	\$ 367,083.00
Undesignated Pledges	\$ 1,811.00	\$ 1,097.00	\$ 1,100.00
Non-Pledge Givers	\$ 30,000.00	\$ 27,587.00	\$ 20,000.00
2-SPECIAL COMMITMENT (Lent, Easter, Christmas)	\$ 21,500.00	\$ 10,718.00	\$ 17,000.00
3-LOOSE OFFERING	\$ 10,000.00	\$ 1,849.00	\$ 4,000.00
4-SPECIAL CONTRIBUTIONS (Baptisms, Weddings, Funerals, etc.)	\$ 13,000.00	\$ 12,760.00	\$ 13,000.00
5-ENDOWMENT	\$ 25,000.00	\$ 25,000.00	\$ 53,878.00
6-PREVIOUS BUDGET SURPLUS	\$ -	\$ -	\$ 18,642.58
6-BUILDING USE	\$ 12,500.00	\$ 3,170.00	\$ 6,000.00
7-FUNDRAISERS	\$ 23,500.00	\$ 5,653.82	\$ 21,150.00
8-GIFTS & BEQUESTS	\$ 4,000.00	\$ 3,850.00	\$ 3,850.00
9-DESIGNATED GIFTS	\$ -	\$ 1,500.00	\$ -
10-DIOCESAN CURATE GRANT	\$ 20,000.00	\$ 6,250.00	\$ 12,500.00
11-SBA LOAN	\$ -	\$ 43,287.00	\$ -
LINE OF CREDIT		\$ 10,000.00	\$ -
<b><u>TOTAL INCOME</u></b>	<b>\$530,677.00</b>	<b>\$531,242.49</b>	<b>\$538,203.58</b>
<b><u>EXPENSES</u></b>			
<b>A-CLERGY SALARIES</b>			
1-Rector	\$95,435.00	\$ 95,435.00	\$98,298.00
2-Curate	\$52,500.00	\$ 26,826.00	\$55,262.00
3-Search Committee & moving	\$0.00	\$ 2,518.03	0
4-Clergy development	\$3,000.00	\$ 1,375.00	\$3,000.00
<b>TOTAL CLERGY SALARIES</b>	<b>\$150,935.00</b>	<b>\$126,154.03</b>	<b>\$156,560.00</b>
<b>B-CHURCH OVERHEAD</b>			
1-Staff Social Security	\$19,470.40	\$17,607.87	\$20,212.07
2-Clergy Pensions	\$28,277.82	\$22,809.06	\$29,755.32
3-Staff Pensions	\$9,772.20	\$9,772.24	\$10,065.33
4-WC & Health Ins.	\$33,668.00	\$29,195.58	\$32,362.92
5-Supply Clergy	\$1,000.00	\$1,100.00	\$0.00
<b>TOTAL CHURCH OVERHEAD</b>	<b>\$92,188.42</b>	<b>\$80,484.75</b>	<b>\$92,395.64</b>

<u>EXPENSES</u>	<u>BUDGET 2020</u>	<u>ACTUAL 2020</u>	<u>BUDGET 2021</u>
<b>C-OFFICE OVERHEAD</b>			
1-Telephone	\$3,600.00	\$ 3,849.16	\$4,100.00
2-Postage	\$2,000.00	\$ 2,626.11	\$2,470.00
3-Paper Products	\$1,000.00	\$ 547.83	\$800.00
4-Misc Office Expenses	\$5,400.00	\$ 5,920.14	\$6,000.00
5-Parish Administrator (pt-25hours/wk)	\$28,016.00	\$ 27,438.00	\$28,856.00
6-Communications Secretary (pt 20 hrs/wk)	\$16,927.00	\$ 17,115.60	\$17,435.00
7-Computer Expenses	\$5,700.00	\$ 7,592.69	\$7,400.00
8-Financial review	\$1,000.00	\$ 1,000.00	\$1,000.00
9-Safe Church Personnel Safety	\$100.00	\$ 180.00	\$300.00
10-Lay staff development	\$1,500.00	\$ -	\$1,500.00
<b>TOTAL OFFICE OVERHEAD</b>	<b>\$65,243.00</b>	<b>\$66,269.53</b>	<b>\$69,861.00</b>
<b>D-DIOCESAN ASSESSMENT</b>			
1-Misc Diocesan Expenses	\$81,295.00	\$67,459.26	\$78,873.00
	\$500.00	\$0.00	\$0.00
	<b>\$81,795.00</b>	<b>\$67,459.26</b>	<b>\$78,873.00</b>
<b>E-COMMUNITY ACTION</b>			
1-The Front Door	\$15,000.00	\$15,000.00	\$15,000.00
2-Seminaries	\$500.00	\$0.00	\$500.00
3-Soup Kitchen/Shelter	\$1,500.00	\$50.00	\$1,500.00
<b>TOTAL COMMUNITY ACTION</b>	<b>\$17,000.00</b>	<b>\$15,050.00</b>	<b>\$17,000.00</b>
<b>F-WORSHIP</b>			
1-Music Program	\$6,000.00	\$5,999.29	\$4,000.00
2-Music Director	\$47,225.00	\$47,225.04	\$48,642.00
3-Bellringer Director	\$4,000.00	\$1,600.00	\$1,600.00
4-Altar Flowers	\$870.00	\$586.00	\$430.00
5-Candles, Bread & Wine	\$870.00	\$626.20	\$430.00
<b>TOTAL WORSHIP</b>	<b>\$58,965.00</b>	<b>\$56,036.53</b>	<b>\$55,102.00</b>
<b>G.- BUILDINGS AND GROUNDS</b>			
1-Property Maintenance	\$18,250.00	\$26,522.59	\$20,700.00
2-Utilities	\$31,132.00	\$26,608.60	\$28,831.60
3-Insurance	\$7,900.00	\$8,578.00	\$8,500.00
4-Sextons	\$6,000.00	\$4,636.36	\$4,500.00
5-Cleaning Company	\$10,960.00	\$3,494.01	\$5,500.00
6-Covid related expenses	\$0.00	\$5,866.10	\$2,500.00
<b>TOTAL BLDG. &amp; GROUNDS</b>	<b>\$74,242.00</b>	<b>\$75,705.66</b>	<b>\$70,531.60</b>

<u>EXPENSES</u>	<u>BUDGET 2020</u>	<u>ACTUAL 2020</u>	<u>BUDGET 2021</u>
<b>H-CHRISTIAN EDUCATION</b>			
1-Adult	\$2,000.00	\$412.00	\$1,000.00
2-Children	\$1,100.00	\$875.29	\$1,100.00
3-Youth	\$1,000.00	\$836.87	\$1,000.00
4-Youth Director (1/4 time)	\$8,206.00	\$8,206.00	\$8,452.00
5-Sunday School Coordinator (pt- 300 hours)	\$8,206.00	\$8,206.00	\$8,452.00
6-Nursery	\$1,350.00	\$0.00	\$600.00
<b>TOTAL CHRISTIAN EDUCATION</b>	<b>\$21,862.00</b>	<b>\$18,536.16</b>	<b>\$20,604.00</b>
<b>I-OTHER PROGRAMS &amp; ORGANIZATIONS</b>			
1-Fellowship & Special Events	\$2,000.00	880.78	\$1,000.00
2-Stewardship	\$1,090.00	921.79	\$800.00
3-Mileage and transportation	\$ 1,200.00	155.25	\$600.00
<b>TOTAL OTHER PROG. &amp; ORG.</b>	<b>\$4,290.00</b>	<b>1957.82</b>	<b>\$2,400.00</b>
1-Line of Credit	\$0.00	\$10,040.39	\$0.00
<b>TOTAL EXPENDITURES</b>	<b>\$566,520.42</b>	<b>\$517,694.13</b>	<b>\$563,327.24</b>
<b>DIFFERENCE</b>	<b>(\$35,843.42)</b>	<b>\$13,548.36</b>	<b>(\$25,123.66)</b>
ANTICIPATED SBA LOAN			\$ 69,492.51
DIFFERENCE			\$ 44,368.85

**BOOK OF REMEMBRANCE  
YEAR TO DATE  
1/1/20-12/31/20**

BEGINNING BALANCE 1/1/20		\$59,377.69
INCOME:		
Donations 1/1/20-12/31/20	\$ 33,696.01	
TOTAL INCOME	\$ 93,073.70	
EXPENSES:		
Harland Clarke (checks)	\$ 26.25	
B&H Sound (microphones)	\$ 414.14	
Spencer Organ Co.	\$ 2,605.35	
Nickerson Pipe Organ	\$ 4,000.00	
Schroeder Construction (organ wall)	\$ 1,885.00	
Gate City Electric (security upgrades)	\$ 186.76	
Integrated Security (security upgrades)	\$ 14,322.76	
Sarah Ryman (choral scholar)	\$ 80.00	
Crosby Goshgarian (choral scholar)	\$ 150.00	
David Rooney (choral scholar)	\$ 120.00	
Melissa Piantedosi (choral scholar)	\$ 840.00	
Piano Showcase (piano)	\$ 158.63	
TOTAL EXPENSES (minus)	\$ 24,788.89	
Ending Balance 12/31/20		<u><u>\$68,284.81</u></u>

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**CHURCH OF THE GOOD SHEPHERD ENDOWMENT FUND SUMMARY**

	<u>12/31/2018</u>	<u>12/31/2019</u>	<u>12/31/2020</u>
TOTAL	\$537,202.14	\$ 659,934.44	\$ 800,227.32

# Ballot

**Senior Warden**

(Vote 1 for 2-year term)

Karla Tolomeo  
Sue Corman

**Treasurer**

(Vote 1 for 2-year term)

Chris Chadbourne

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**Vestry**

Four to be elected to 3-year term, (vote for 5, no more and no less!)

Amy Cooley  
Howard Titus  
Beth Derderian

Jennifer Atherton  
Aurora Flores- Reisman  
Susan Nutting

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**Diocesan Delegate** (One Delegates is needed)

3-year term (Vote 1)

John Townsend

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**Interfaith Council**

1-year Term (vote 2)

John Rowntree

Karla Tolomeo

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Church of the Good Shepherd  
140<sup>th</sup> Annual Meeting  
Appendix

# CHURCH OF THE GOOD SHEPHERD, NASHUA, NH

## 2021 RECTOR'S ANNUAL REPORT

Pastor Mike

Beloved Brothers and Sisters at Church of the Good Shepherd:

I hope all of you understand when I report that 2020 was like no year in ministry that I've ever encountered. It was an incredibly full year, with gripping news events and restrictions on movement and gathering that faced us all with a sudden need to adapt. In the midst of these challenges, though, there have been blessings and gifts and opportunities that have been unique to our mutual ministry in this place in a year full of uncertainty and grief. I have now been Rector of the congregation in pandemic longer than I was before the pandemic, which is a strange and surreal thought, but I continue to be amazed at all the warmth and grace that is shared among us, even when we cannot be in the same place. Always, but especially in time of need, it is up to us who recognize this gifts to respond with our best and brightest efforts to serve one another and the whole world as Christ has taught us. Following the pattern established in the Scriptures, my life and work here is about 'arming the saints for the work of the kingdom', that is, providing the people of this parish with the opportunities and resources necessary to do the work that God is calling you to do. Below is an outline of the ways that I have worked to do so.

**Worship and Fellowship:** Worship is at the very center of everything that we do, where we gather to celebrate God's presence among us and encourage one another in our various ministries, according to the patterns of prayer and sacrament that we have received. This year, for the first time perhaps ever, our regular sacramental worship was interrupted for some time, as we were prohibited access to the church for some months, including most of Eastertide. We nonetheless have adapted our worship to be able to include weekly online worship and as many opportunities for in-person worship as the situation and season would allow for. During this time, we implemented plans for the reopening of the church for in person worship, but have yet to have the opportunity to fully implement them. In addition to online worship, we have worked to gather together for fellowship as part of our weekly worship, and on occasional feasts or commemorations that give us a chance to share something of the fellowship that is so essential to our life here. Through the warm months, we managed a few in person events with distancing protocols. While this year has been notable for its challenges for our ability to worship together, we have adapted well and continued to faithfully meet every week in relatively undiminished numbers.

It has been a wonderful blessing to be able to include Deacon Greg and Deacon Nancy in our worship leadership and planning this year. Their insight and enthusiasm have been wonderful to include in our common prayer and praise. We have worked together with a Worship Commission to identify ways to adapt and grow our worship life together. Unfortunately, much of our progress was thwarted by the pandemic, but we will look forward to some ideas that we hope will revive and diversify our worship together in a way that is both welcoming and innovative.

**Mentoring:** As I indicated above, it has been a delight to be able to work with my clergy colleagues here, and to welcome Deacon Greg onto the team. It was a very rewarding experience to go through the search and selection process and to have our hard work fulfilled midyear with a new curate. Since his arrival, Greg and I have meet regularly to help introduce him to ministry, to this congregation, and to the community around us, all in a time of isolation and insecurity. I am always happiest when I'm able to work collegially with a team that shares a common vision and is energized by the same spirit, and I'm grateful that our relatively new team here has bonded so quickly.

In addition to our new curate, we have a candidate for ordination in Michael Reinke who has been working to discern this call and preparing with long hours of education and prayer. It is a joy to see the Spirit at work in our congregation calling people to new ministries, and a good barometer for the health of a Christian community. I continue to provide mentoring for other clergy and those in discernment as needed, mostly continuing with existing mentoring or Spiritual Direction relationships this past year rather than taking on new ones.

**Administration:** This past year has continued to be a time of transition for the congregation in terms of our administration. We have welcomed a new Curate, and I've seen my first full cycle of church events and festivals. The learning curve for these communal patterns takes time, and this year, so many of our regular patterns have been thrown into disarray. We have done a good amount of work to adapt to new ideas and systems, but for the most part, we have been stretched by the need to adapt that the past several months have consistently presented us with. I am very grateful to a staff that always goes the extra mile to make sure that things are done well.

**Pastoral Care:** Apart from our worship, my time and effort are mostly directed toward pastoral care. I work to be available to everyone, most especially to members of our parish family, but also to people in the community and the wider church. Visits have naturally been difficult to arrange this year, but I have been allowed to be with people during many of the most critical times, and have found some creative solutions to be able to visit with people in other cases. I have been very glad of the help of the vestry and other clergy in constantly reaching out to the whole congregation by phone, email, and letter, when we have been unable to meet in person. There have also naturally been increased needs for help with balance, mental health, elder care and child care since the pandemic began. The need for clergy services with local funeral homes was increased this past year as well. In colder months, the need of the homeless and helpless in the downtown area has become painfully clear.

**Education:** Our parish education programs have continued, even in the midst of pandemic, and we have settled into a pattern on Sunday mornings and throughout the week that seem to have worked for a fair few people. They have included Bible study, discussion groups, private and group prayer, a weekly fellowship forum and periodic special events. Our youth programs and Sunday school have continued to meet through the pandemic to offer fellowship, worship and education to our younger members. The bishop inaugurated a diocesan school for ministry this past year, which is intended to help prepare people for ministry who cannot undergo the traditional residential training graduate course that is usually required for priestly ordination. I have been teaching an Anglican and Episcopal History class for the finalist cohort, and have been a regular teacher and mentor at the monthly gatherings of the school. All of our meetings this year have been online.

**Stewardship: Financial, Ecological, and Facility:** This past year, some major strides were taken to bring our physical plant into better security and repair. This included a large project to upgrade our security and surveillance systems, and some long-deferred maintenance on our HVAC system. While our building use was down, support from our congregation continued throughout the closure, and we were able to economize many regular building expenses. Our green team has picked up momentum and we hope to have projects that will help to keep costs down while minimizing our environmental impact in the coming year.

**Wider Church and community ministry:** I have continued to work with other congregations and dioceses to prepare, teach and preach on issues where I have a strong interest or background, like ministerial formation, literacy, environmental theology and scientific theology. I have also worked to strengthen relationships with partners on a global scale, which have included relational work with the Tariro mission to orphans in Zimbabwe, and laying the groundwork for future visits from colleagues from Durham and Canterbury cathedral, as well as the Community of the Resurrection.

I continue to be very involved in developing our local ecumenical and interfaith relationships. This past summer I was nominated and elected as the Vice President (and presumptive future president) of the Nashua Area Interfaith Council, and I worked extensively with local efforts for local witness and prayer through the Council and its partner agencies.

**Personal:** I continue to work to balance my call to serve here with my call to serve within the larger church, and to balance my life with the parish family and with my personal family, and while the course has been incredibly challenging this past year, I am generally pleased with the results. The pandemic has put me into a better discipline for personal care and health, and has revitalized my contemplative and intercessory prayer life, which I devote time to each day. Hope and I have been challenged as most parents have with the school situation, but we decided to home school from the summer forward and the results have been very positive. I certainly value the work of teachers with a renewed appreciation as I see how much time and effort it takes to teach. It has been challenging to guard time for Sabbath and to get away, but I think that has been common to many in the season of COVID. I feel like I am well nourished by what I do, and I feel fairly treated by this community; mostly I feel privileged to be able to serve in such a wonderful place among such loving people. I am deeply grateful to the Vestry and our Task Force for their tireless efforts, and to our wonderful staff and deacons. My ministry here is blessed by the work of countless dedicated volunteers, all of whom give selflessly in order to help the congregation live into its full potential for ministry and service. I am grateful for the opportunity to serve among you, and my life is blessed and enriched by the love that we share in the fellowship of the Holy Spirit.

Yours in Christ,



## 2021 CURATE'S ANNUAL REPORT

Pastor Greg

It is hard to believe that I have been here at Church of the Good Shepherd for 7 months now. The time has passed so quickly, and yet I feel like I have gotten to know this place miraculously well despite only serving here during the pandemic. 2020 was hard for everyone in their own ways but having the privilege to serve you all as curate was certainly a highlight for me. Below you will find a short summary of my work with you all, structured around the responsibilities set out in my Letter of Agreement. Much of the first month was spent getting to know members of the community, given the strange circumstances in which I found myself beginning ministry. Hosting a number of community small group sessions helped to meet parishioners, as well as coffee hour time during the week and after services on Sunday.

**Worship:** Many of my duties are related to directly assisting the rector in a range of tasks, including conducting worship. I've had the privilege of preaching 10 times since I began at CGS and have assisted in the liturgy of Morning Prayer and Holy Eucharist each Sunday. I have also performed two outdoor funerals, one in August and one in October, as well as help lead the planning and execution of several special services: All Souls Evening Prayer, Advent Lessons and Carols, Christmas Lessons and Carols, the Christmas Eve Drive-In service, and Christmas Eve Children's Service. House visits, including Eucharistic ones, have taken place as COVID allows.

**Education:** Another major involvement of mine was in the regular teaching of Christian formation. There were a wide variety of topics we covered at adult forums, from the psalms to political theology to the lives of the saints. Putting together the adult formation for the fall – Christian Discipleship and Anti-Racism – was a delightfully exciting experience. We worked through the Episcopal Church's history, from its inception in the 18th century to the present day, while reading texts by black theologians and framing our whole conversation through the Episcopal Church's framework for "Becoming Beloved Community," which is in turn rooted in our Baptismal Covenant. What was most exciting to me was watching a community develop over the course of the fall as we met. I'm looking forward to continuing this adult education work with Sacred Ground this year.

For my own education, I attended a number of one-off trainings around anti-racism and bystander training, as well as attending the remote annual conference of the Society of Catholic Priests from Oct. 6-7.

**Community Outreach:** Even before I was called to serve at CGS, I was excited about community involvement that would be possible to engage in as a member of the community here. One of the prospects that's most exciting is the new shelter being put next door by NSKS. The NSKS/CGS exploratory committee which I chair has met to prayerfully discern monthly (with a small break over the holiday period) how CGS can best engage with – and love – our new neighbors. We have established a clear vision alongside folks at NSKS of how to serve the shelter when it opens, providing childcare and instruction, life skill classes, and moral support through volunteers. In the meantime, we continue to discern how we can serve NSKS as they partially open the shelter through the winter.

Just in the last month, a new opportunity ministry engagement has opened up for CGS – immigration. Through attending meetings of the Granite State Organizing Project, as well as the Immigration Solidarity Network, I have been able to connect with a few organizers around the state and there will be opportunities this winter and spring to be involved in. I look forward to seeing how the seeds that have been planted sprout in the coming months.

**Community/Diocesan Life:** I sit on the Long-Term Committee for diocese, per invitation by Bishop Hirschfeld early in the fall. We meet roughly every 6 weeks for the foreseeable future and discern what the church might, or even should look like, in the coming years – especially in a post-COVID world. It's been an honor to serve our wider diocese in this capacity. Weekly clergy calls to assess the pandemic and build comradery have been a worthy investment of time as well, as they have often resulted in offshoot conversations which have led to trading ideas about ministry in this strange time. I already mentioned involvement in GSOP, but I have also participated in the monthly Nashua Area Interfaith Council meetings, which have also been a wonderful opportunity to engage with the wider Nashua area and familiarize myself with what work is being done by who in our community.

I look forward to the full year of ministry at CGS ahead, as well as to where some of these budding projects might lead us.

2021 Senior Warden Annual Report

2020! A year that we will not quickly forget. We started the year off like any other, watching Pastor Mike settling into his role as our Rector. We had just enjoyed celebrating our first Christmas with him and his family. In late January I was blessed to join my mother on a 2-week pilgrimage to the Holy Land. I returned on February 12, with murmur of this new coronavirus infection getting louder. Little did I know at that time how much my recent trip would completely feel like the trip of a lifetime, so grateful to have traveled to this special part of the world with my mom and to return home healthy. I do hope that when travel can resume, we can plan a pilgrimage trip from CGS!

CGS was humming along and then came March 13th (a Friday!) when we learned that closings were being advised. We had a planned Vestry retreat the next day which quickly became our first of many Zoom Vestry meetings determining that we needed to close the church building and move to Zoom services. Pastor Mike worked so hard with the assistance of staff and parishioners to set this up. Yes, the first few weeks were glitchy, we couldn't always hear, but in these times, we were still able to join together to worship. We have continued with Zoom services that although nothing close to being together in our beautiful church do give us the opportunity to stay connected. I want to give a huge thanks to Pastor Mike and Pastor Greg since he joined us in July. They have worked tirelessly to improve the technology giving us Zoom services, adult education programs, prayer, and reflection times. We have had Zoom meals and services, the creativity and commitment to allow us to keep going has been unwavering. A big thanks to Wayne Blair, he has been present almost every Sunday making sure the sound aspect of the Zoom services is working. Many thanks to Pastor Mike's family. His wife Hope stepped in to direct hand bell choir for a time and work tirelessly to help with the Zoom services and making them available online for parishioners. Aidan and Miriam continue to bring great energy to our parish family too!

As this unprecedented time continued with the Stay-at-Home order the Vestry was meeting weekly to stay abreast of all the developments and plan events as best we could. The Vestry called each member of our parish in the spring, and then in late summer and sent Christmas cards in December. All of these, steps to help us stay connected and to learn of any parishioners that might need any sort of support. I want to say an immense thanks to all members of the Vestry and other volunteers who helped with these phone calls and Christmas cards. As well your dedication to CGS with more frequent meetings, challenging issues – thank you.

One incredible event of this year was that we were able to hire a curate, and on July 1st Greg Baker joined us as curate. (July 1st has become a day of good fortune for CGS, 2 years in a row!) Greg jumped in with 2 feet, despite the challenge of not being able to meet people in person he was committed from the beginning to get to know as many of us as possible. He has developed a number of enriching programs for us. I know Pastor Mike is grateful to have a colleague and they have developed a great working relationship.

Thank you to all of the parishioners for continuing to support Church of the Good Shepherd actively volunteering in the many roles available and necessary, especially in this past year, and continuing your financial support of CGS.

Thank you to Mary O'Reilly and Nancy Madiera who without hesitation made adjustments and with their incredible talent and creativity have kept the Children's and Youth's education program vibrant and fulfilling. Many thanks to all of the Sunday School teachers and Youth advisors assisting them.

In 2020 Brett had planned a wonderful concert series on select Sunday afternoons. Two very enjoyable concerts took place before the pandemic forced us to close. Many thanks to Brett for creating music for us every week despite all the challenges. Brett has worked so hard during this upside-down time to ensure music is part of our services which is such an important part of our worship. He has worked tirelessly creating prerecorded pieces, we have had guest musicians from our parish, and it is my hope this can continue, many thanks Brett.

There are two people that are unsung heroes here at CGS. Each year I witness them work harder and harder, and 2020 was no exception. They have been flexible and accommodating as they have kept on top of all things CGS, moving from the office to work at home and back and forth and back and forth! Laurie was instrumental in us receiving a PPP loan last Spring. Since we do not see them on Sunday mornings it is easy to overlook all of the hard work that happens. My simple thanks once again is not nearly enough in recognizing Laurie and Abbie's dedication to this parish and their jobs.

As I complete many years of serving as Junior and then Senior Warden I am so grateful to be a part of this special place. Thank you for your support of me, thank you for your kind words, thank you for your confidence in me,

thank you for coming to me with your concerns and trusting me with your worries. All of this has allowed me to grow as an individual in ways I could not have otherwise. I hope that I have served CGS well.

## **2021 COVID-19 REOPENING TASK FORCE ANNUAL REPORT**

**Committee Members: Pastor Mike, Pastor Greg, Deacon Nancy, Jill Rosier, Richard Binder, Beth Barker, Dave Insley, Lila Monahan, Frances Rodier, Paige Schaller, MaryBeth Snow, Kathy Olsen and Dawna Bills-Dellea.**

The committee started meeting on June 2 to create CGS guidelines about reopening the church and office during the summer. Using protocols developed by our Diocese and other churches, we prepared a set of guidelines for the use of our church, office area and parish house. Our task force is regularly monitoring CDC and N.H. public health guidelines and adjusting our approach accordingly. The CGS guidelines are available on the church "closure page" of our website and paper copies are posted on the doors to the church building. Over the summer plans were made to allow staff to return to the office with proper distancing and a protective shield for the communication secretary's area. Anyone needing to come into the office must make an appointment. One morning a week time was set aside for 1-2 people to come into the church for private prayer/meditation time but there was not much interest. Plans were made to purchase sanitizing materials.

We met at the church several times to:

- remove all kneelers, bibles, prayer books and hymnals and store in the parish house
- decide how to accommodate 10-25% capacity in the church and close off the necessary pews
- rearrange chairs in the auditorium and mark the floor for 25 folding chairs, 6 feet apart; remove the tables
- plan how to set up for Morning Prayer on the front lawn

Discussion was held about using the church for special services (baptisms, weddings, funerals) with a limited number of people, no singing and last about 1/2 hour. Several were held and appreciated by the families. Some parishioners asked about resuming Sunday services at the church in addition to those on Zoom while others are not yet ready to return. In August a Morning Prayer service was set for 8am on Zoom and another at 10am on the front lawn which was also on Zoom and was well received. Starting All Saints Sunday (November 1) the services are all in the church on Zoom: 8am Morning Prayer and 10:30am Eucharist. People desiring to receive communion can drive down to the church after the service to receive a consecrated wafer at the front door.

The task force also reviewed plans for Advent, Christmas and Epiphany as presented by the clergy. A very successful drive in 1 pm Christmas Eve service was held at the Nashua High South parking lot. The school was willing to not only let us use the space but also waived the usual fee.

The Task Force continues to meet every 1-2 weeks with ongoing monitoring of the pandemic to assess when we can safely return to church in person. Our reopening policies and procedures have been approved by the Diocese however we cannot open until Hillsborough County has lower COVID-19 numbers.

## **2021 STEWARDSHIP COMMITTEE ANNUAL REPORT**

**Committee Members: Kathy Blair, Sue Corman, Don Fluckinger, Dave Insley, Don Yelton**

The year like no other in Stewardship started at the 2020 Annual Meeting where we mobilized around the desire to return to a two-clergy model and created the "Campaign for a Curate". We all rallied and raised the necessary \$35,000 to meet our budget all while forming a new team. Guided by Pastor Mike, we set out to create a plan to make Stewardship a twelve-month activity. COVID pushed us all to meet virtually and in the summer, we began planning for the traditional stewardship season. We held a virtual Time and Talent Fair in September and then we then turned our attention to the pledge card drive knowing we needed something unique to match the times we are in. The Pledge Drive Like No Other was launched, in a Time Like No Other for a Place Like No Other. Kate Binder contributed an amazing design to the new Pledge Cards, and we printed them in October. A package was sent by mail to all parishioners including letters from Pastor Mike, Pastor Greg, and your Stewardship committee. Pledge card collection was very different this year since we did not gather in the church. Volunteers were stationed at the church for three consecutive Saturdays in November. 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. To date, we have received pledges from 184 families for a total of \$357,083. We are currently about \$68,000 short of our goal and about \$20,000 behind last year's commitment. 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!

## **2021 FUNDRAISING COMMITTEE ANNUAL REPORT**

**Committee Chairperson: Jill Rosier**

As we are hearing from most committees, 2020 was very different and challenging, as we continued along with our ministries. The Fundraising committee was no different. In March the annual Comedy Show which assists in raising funds to support the Front Door Agency was initially postponed and then cancelled due to the shut down. It is evident that this event will not be happening this March either, as we had hoped, but it will return when it is safe for us to gather in person again. It is a wonderful night of fellowship and fundraising. We will all need a few good laughs when we are on the other side of this pandemic.

One event that was able to happen, under the creative and dedicated leadership of John Rowntree, was the Harvey Shaw Car Show, which became the Car Tour. This event was a huge success and one of the few that allowed CGS members and friends to see each other in person as we began and ended at Greeley Park. It was a beautiful fall day, with a large number of participants, and culminated with a lunch provided by Fred Manheck and Celebrations Catering. John and the committee already have great plans for the 2021 Harvey Shaw Car Show and Tour!

The pandemic and shut down found many of us cooking and baking more, so it is fitting that 2020 also saw the publication of the "CGS Feed My Flock" cookbook. Huge thanks to Kate Binder, Barbara and Richard Binder for their tireless effort to create and edit this cookbook, and then bring it to print! We know there are many great cooks at CGS, and it is wonderful to share some of these recipes with each other. Just as special is how this cookbook is designed, with memories and descriptions of many of the events that occur at CGS. The cookbook is available in the Parish office for \$20 each. (Please call first to confirm access).

2020 also saw the cancellation of the HarvestFest, our largest fundraiser. 2021 presents the committee with many opportunities and challenges to continue to adjust and adapt fundraising events as we continue through this pandemic while meeting the needs of CGS and our Community Action organizations. The committee will be meeting soon to start work for 2021 fundraising. New members are always welcome! Contact Jill Rosier at [fjker@comcast.net](mailto:fjker@comcast.net) if interested.

## **2021 HARVEY SHAW MEMORIAL AUTO TOUR ANNUAL REPORT**

**Committee Members: John Rowntree**

In this pandemic challenged year, planning for the second annual event had to pivot from the Car Show format held last October to an Auto Tour, to provide a safe event that would gain approval from the City of Nashua. This gathering of about 65 participants and volunteers gave us a rare opportunity for face-to-face contact. Many of our CGS community were able to meet Pastor Greg in person for the first time. On a perfect 75-degree Saturday, October 10, 2020, we gathered at Greeley Park. The tour route took us on back roads through several villages and towns between Nashua and Peterborough. We stopped at All Saints Church in Peterborough for a mid-point rest break, where we had use of their parish hall for rest rooms. Our three groups were in Peterborough at the same time giving us the best photo opportunity. We also took a short break at the Amherst Common to stretch and take a few pictures of this quintessential New England village. Of the total of 28 cars driving the tour. One group was Italian cars (and one Porsche 365) led by John Rowntree. Two other groups of CGS families and friends had staggered departures and ran the route in different directions. The tour concluded at the starting point and we gathered for a picnic lunch. Participants came from Maine, Massachusetts, and other towns in New Hampshire.

## **2021 FELLOWSHIP COMMITTEE ANNUAL REPORT**

**Committee Members: Maureen LeGallo, Lisa Macaraeg**

This has been a different year for fellowship. Unfortunately, many of the CGS events that are usually coordinated by the Fellowship Committee have been cancelled this year due to the pandemic. In this new year, we are in a unique situation, to reimagine some of these special activities and create new ones that bring the wonderful CGS Community together. The Fellowship Committee continues to seek a varied representation of the CGS community to assist in various Fellowship events. 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.

### **2021 WELCOMING AND SUPPORT COMMITTEE ANNUAL REPORT**

**Committee Members: Marcie Byrd, Sandy Desharnais, Cheryle Insley, Becky Lentz, Jill Rosier,**

2020 presented challenges for most groups and committees at CGS, but as we have witnessed it did not keep us from continuing our ministries including Welcoming and Support. As the pandemic unfolded the committee had to cancel an upcoming Newcomer gathering as we could not gather in person. We look forward to when this in person event can be rescheduled. CGS has had a number of new parishioners during this unprecedented time and we have done our best to reach out to these members by telephone and email. We were able to meet a few newcomers at the outdoor services held last summer and fall which was wonderful to have in person interaction. Pew cards continue to be available for newcomers to complete both hard copy and online which has been very helpful. Abbie Law, Communications Secretary, has been instrumental in compiling the newcomer data base for the committee, we are grateful for her excellent work.

The Support arm of this committee did provide meal support to a few parishioners during a time of need. In such a challenging time, it has been comforting to find ways to continue to help our neighbors. We will continue to be available to coordinate support in 2021 for any parishioners needing this type of support.

2021 brings plans to have a committee Zoom meeting to remain connected and ensure that we are reaching out to all of our newcomers giving them a familiar face or two at CGS.

If you are interested in joining this committee or know of support that is needed for a parishioner, please reach out to any of the above members.

### **2021 USHER ANNUAL REPORT**

**Leadership: Sandy Desharnais, Usher Coordinator**

During 2020, 34 Ushers assisted parishioners during worship services by greeting parishioners, assisting the communion flow, operating the liturgy board, and organizing the church after each service. This year we ushered for several funerals and two community concerts prior to COVID closing the church for services. Ushering is open to all - youth and adult; working one service per month with a one-year commitment.

### **2021 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 2020 we started with a Sunday Jazz Brunch at the Currier Art Museum in February and a potluck dinner and Lenten program with Jeff Cooley in March. With the pandemic all planned in person activities were canceled. Meetings on Zoom were held beginning in September when we had a chat with our new Curate Greg Baker; October we did painting on glass with Denise Thompson; November Amanda Blair showed a PowerPoint program on her Service Corps experience in the Dominican Republic and December a virtual Christmas party with music and a carol sing with Cindy Hayes, Christmas message from Deacon Nancy and a Christmas trivia game. All women are welcomed to come when they can.

## **2021 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. Our Guild is open to all parishioners - men and women - who wish to serve. In 2020 we met the beginning of March to plan for the year. The arrival of Covid-19 and the closing of the building meant we are taking a sabbatical from our altar duties. The guild met on Zoom in May for our Annual Meeting and again in October for an update on the reopening. Now that a Eucharist is held every Sunday, MaryBeth has been cleaning the linens. Beth and Leona helped with the services on the lawn during the summer and fall. We look forward to returning to our usual Altar Guild duties.

## **2021 CGS GREEN TEAM ANNUAL REPORT**

**Committee Members: John Rowntree**

The Green Team came alive at the beginning of December and has been having short zoom calls every two weeks. Our initial focus is around the goal adopted in the 2019 Diocesan convention resolution around carbon reduction of all congregations – 25% by 2025 and 50% by 2035. This requires us to determine our baseline data and begin working on reduction. We are in the process of arranging for one or two energy audits of varying depth at varying costs. The initial audit will be a free audit available through Eversource. We are also working towards a no-charge light bulb exchange offered by the Earth Care Commission.

## **2021 SUNDAY SCHOOL ANNUAL REPORT**

**Sunday School Coordinator: Mary O'Reilly**

### **Attendance:**

The Sunday School Program for the school year of 2019-2020 was suspended on March 15, 2020 due to the COVID-19 pandemic. The Sunday School Attendance for up to that point was an average of 20 Sunday School children, which was an average of 62% of the children registered (34 children out of 45 children). With the pandemic still on the forefront of everyone's mind, at the end of December 2020, the average attendance via zoom was 11 children and 53% of the children registered (16 out of 30 children).

### **Sunday School Teachers:**

We currently have 6 regular teachers who have all participated and completed Safe Church, that teach 3 year olds to 5th graders (Risers) each Sunday morning from 9AM-9:40AM. We have had to adapt our Sunday School program to a virtual program which are taught by these dedicated, motivated and energized group of teachers. The teachers also attended monthly teachers' meetings throughout the year.

### **Activities During the rest of the 2019-2020 year (from 3/15/20-6/14/20):**

During the initial months of the pandemic, the Sunday School Coordinator sent out weekly e-mails to the Sunday School parents to keep the children and families connected to the Sunday School Program and the Church Community. These weekly e-mails contained a link to a YouTube Godly Play Story the parents could show the children, when it fit into their family schedule, as well as religious trivia questions, activity sheets, word challenges, and coloring pages.

### **The CGS Sunday School Current Curriculum (September 2020 – June 2021)**

This year's theme for Sunday School is "Find the Good in Everything!" Due to the pandemic, this has been a challenge, but we are always striving to "find the good" in all that we do. This year, the Sunday School Program was adapted to engage the children via zoom by teaching a Godly Play Story one week and a different activity the following Sunday. A Sunday School Buddy Bag was also created and delivered to each registered child, the bag contained different tokens and activities to engage the children during the week and during the Church season, such as:

- Backpack Tag
- Computer buddy bendy
- Thankful Pumpkin Craft Kit
- Bookmark
- Give Thanks Prayer Journal Craft
- "Jesus is My Rock" squish toy

- Nativity Wheel Color Your Own Craft
- Nativity Mason Jar Silhouettes Craft
- Lord's Prayer Craft Kit
- Story Sunday:
  - ❖ During this Sunday, the Godly Play Stories are picked up during the week by the Sunday School Coordinator and delivered to the teacher that would be teaching that particular Sunday. The teacher would then present the Story virtually, ask wondering questions to involve the children, and then incorporate the Feast with a short prayer.
- Activities Sunday:
  - ❖ During this Sunday, a different activity is presented to the children to challenge, engage, and uncover the word and actions of God. Below is a list of activities the children have been involved in. These include the following:
    - § Chalk Challenge
    - § Stump the Pastor
    - § Sunday School Trivia
    - § Show and Tell
    - § Pick a Word Discussion
    - § Mystery Bag/Detective Day
    - § A Journey to Jerusalem
    - § As well as the Children Eucharist's via zoom where the children read the lessons and prayers.

The CGS Sunday School program is comprised of 3 Stages which we will return to when we return in person, after the pandemic, and have separate classrooms:

**“Godly Play” (3 year olds – 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 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.

## **2021 GOOD SHEPHERD MUSIC ANNUAL REPORT**

### **Brett Greene, Music Director**

Parishioners of the Church of the Good Shepherd,

This past year was challenging, but considering the circumstances, rather successful.

On March 8, Good Shepherd offered a Choral Evensong, a nearly fully sung evening prayer service that dates back to the 1549 Book of Common Prayer. The choir for this service was comprised of not only Good Shepherd musicians such as Pastor Mike and the Senior Choir, but also singers from other parishes in the diocese who responded to my invitation. In recent decades, even as cathedrals and parishes see declining Sunday morning attendance, Evensong has proved effective in England and the United States to attract those who do not identify as Christian. This appears to be the first Evensong at Good Shepherd since 1990, thirty years ago.

And this Evensong was the last service held at Good Shepherd for months.

In the following week, we learned of imminent danger of COVID-19 and were forced to adapt our practice in the interest of the health of the congregation and the community. Over the last ten months, we've used a variety of approaches based on the level of concern. Prior to our present approach of clergy and a single musician present, I've played piano from home and played organ in an entirely vacant church. Choir resumed on Homecoming Sunday in September as a masked, distanced quartet. While other parishes discontinued music for at least a portion of the

pandemic, Good Shepherd, recognizing the importance of music in our worship, adapted to the necessary limitations and consistently provided music for the duration of the year, including our beloved Christmas services. The music never stopped.

Thank you, greatly, to members of the Senior Choir and other musicians who have not only continued to give of their time to make this year successful, but who have been willing to sing in such a difficult setting as a distanced group of four singers. In what is essentially a soloist role, these singers have been willing to sing, not only for their loving, supportive church family, but for the often-cruel world which frequents YouTube. This is a request that I would never dream of making under normal circumstances.

As you may recall from past annual reports and newsletters, two years ago, Good Shepherd started a choral scholar program to sustain the Senior Choir following the geographical relocation of some of its key members. With the additional support of hired choral scholars, choir rehearsals are more productive. The choral scholars' voices contribute to the beauty of the choir's sound. The hope is that this relationship is one that also benefits the choral scholar by providing them a modest compensation, professional musical experience in a safe, supportive environment, something to put on a resume, and a taste of what we do in the Episcopal Church, both musically and otherwise. For many, this is their first experience in a good, healthy church.

I was unsuccessful in finding a choral scholar for the 2019-2020 program years, but in January 2020 was able to hire Melissa Piantedosi as a professional chorister to support the choir. Melissa has been crucial to having a regular quartet in worship and has been willing to sing whatever I've asked of her in whatever circumstances.

It's important to remember that regardless how professional the Senior Choir may sound at any particular service, this is a volunteer group. While there are expectations for regular rehearsal and service attendance, the reality is that these singers have other work and family responsibilities. People get sick or need to take time away for other reasons. 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 I can to create a positive singing environment where each person can sing to their potential and feels "safe" in that oh-so-vulnerable act of singing.

Even amidst a pandemic, there is growth. Our Good Shepherd Brass has grown from a quartet to a quintet of standard instruments (including a tuba). This year, not expecting opportunities to play at Christmas, the Good Shepherd Brass took to the road on Sunday afternoons in December to play our beloved Christmas hymns outside the homes of parishioners. We played for over 100 people including residents at The Huntington. The quartets singing at services have included four singers who have not been a regular part of the Senior Choir prior to the pandemic.

It was a challenging budget year with a plethora of unexpected expenses and I'm proud to have not exceeded the music budget for 2020. Over the generations, Good Shepherd has built a sizeable choral music library though most of this music requires more than four singers to be successful. I've needed to seek out and purchase additional music for our quartets. This additional expense was countered by the unrelated need to postpone one of my 2020 vacation Sundays to 2021, reducing the total cost of organist substitutes for this year. We were fortunately able to take care of most of the regular organ maintenance as we completed some small, deferred organ repair projects funded through the Book of Remembrance.

As I've mentioned the past two years, it's important to remember that the music program has been partially sustained over the past three years by a generous bequest through the Book of Remembrance. Following a 2017-2018 study of what resources are required to run a music program like we have at Good Shepherd, the vestry created a four year plan beginning in 2019 for yearly increases to a severely underfunded music budget. Though I hope to continue the progress towards building a sustainable, joyful music program at Good Shepherd, considering the circumstances, I have requested that the 2021 music budget remain the same as 2020 and that the planned music budget increases for 2021 and 2022 be delayed until 2022 and 2023.

Gratefully,



Brett Greene, Music Director