

**Church of the Good Shepherd
Vestry Meeting Minutes
Tuesday, April 18, 2023**

The regular meeting of the Vestry of the Church of the Good Shepherd, Nashua, New Hampshire was held on April 18, 2023. Attending in person were Pastor Kathy Boss; Deacon Nancy Meyer; Sue Corman, Senior Warden; Sandy Desharnais; Junior Warden; Susan Nutting, Clerk; Beth Derderian; Missy Carnevale; Kathy Cormier; Doug Liles; Jackie Marshall; and Jane Wilkins. Absent was Amey Fuller, Amy Cooley, Sarah Patton, and Howard Titus.

1. The meeting was called to order at 7:02 p.m. by Sue Corman. Susan Nutting then shared a Prayer for Guidance from the Book of Common Prayer recommended by Amy Cooley.
2. Susan Nutting then led the Vestry in a discussion based on Chapters 2 and 3 of Signs of Life, based on the RenewalWorks program. The group shared insights on leadership and also their stories about coming to CGS.

After the sharing was completed, Pastor Kathy asked that the Vestry vote in support of bringing the RenewalWorks program to CGS in the fall. After discussion, it was unanimously voted to sign up for RenewalWorks for the Fall cohort launch date.

3. **REPORTS**

Rector's Report	<i>Received and attached to minutes</i>
Deacon's Report	<i>Received and attached to minutes</i>
Sr. Warden's Report	<i>Received and attached to minutes</i>
Jr. Warden's Report	<i>Received and attached to minutes *</i>
Clerk's Report	<i>Received and attached to minutes</i>
Treasurer's Report and Financials	<i>Received and attached to minutes</i>

STANDING COMMITTEE/MINISTRY REPORTS

Finance Committee	<i>Nothing to report</i>
Nominating Committee	<i>Received and attached to minutes</i>
Stewardship Committee	<i>Received and attached to minutes:</i>
<i>Communications, and Church Yard Gardens</i>	
Personnel Committee	<i>Nothing to report</i>
Property Committee	<i>Received and attached to minutes</i>
Fellowship Committee	<i>Received and attached to minutes:</i>
<i>CGS Women</i>	
Fundraising Committee	<i>No report received</i>
Christian Education Committee	<i>Received and attached to minutes:</i>
<i>Childrens Education (Sunday School), and Harless Scholarship</i>	
Outreach Committee	<i>Received and attached to minutes:</i>
<i>CGS Concerts, and Front Door Agency</i>	
Welcome and Support Committee	<i>Received and attached to minutes</i>

OTHER REPORTS

CGS Ushers (Worship & Music)	<i>Received and attached to minutes</i>
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MOTION: Hearing no objections, the reports were accepted and placed on record.

Financial Reports and Treasurer's Review.

Pastor Kathy addressed a question from Missy Carnevale regarding the Music program line items. She explained that this is a one-time occurrence that will resolve itself as the year goes on. Brett was given four weeks pay when he resigned, and the interim staff was also being paid during the same reporting period.

Pastor Kathy also reported that the Easter offerings were up which will help with the cash flow slowdown that generally occurs after Easter and through the summer. The Diocese will also forgive up approximately \$10,000 of the Diocesan Adjustment so not making that payment this month will help the cash flow as well.

Pastor Kathy also noted that the Youth Director and Sunday School director are only paid through the school year (9 months). There is also one annual gift from a parishioner that has not been received for this budget year so that has impacted the budget as well.

\$2000 will be taken from the Book of Remembrance gift made in memory of Emily deGuzman to be used to fix the stove in the kitchen. Monies will also come from the Book of Remembrance made in honor of Kate Binder for signage to rename the library in her memory.

MOTION: *A motion was made by **Sandy Desharnais** to accept the financial reports as submitted, subject to financial review, seconded by **Jackie Marshall**. The motion carried unanimously.*

5. BUSINESS

A. Vacation time.

John Budzyna – 4/25 – 5/1 and 6/25-7/2

Pastor Kathy – 6/25-7/2

P/T office coverage for the last week of June is being discussed. The alternative is to close the office for a week.

B. Personnel Update.

- The Sexton position is still open. A cleaning company has been hired for the interim and we are now looking for a landscaping company.
- Johanna Graves has been hired for 5-10 hours during the school year for such projects as a monthly newsletter; curating photographs, social media, and other special projects and general organization.
- Susan Moyle and Emily Adams continue to keep the music department running smoothly. Feedback about the choir has been positive. Pastor Kathy is in discussion with Emily about potentially becoming our new Choir Director and permanent Organist when she becomes more available for those positions

C. CGS trip to Jerusalem in 2025. Mary O'Reilly has been working with the tour company to set up a trip to Jerusalem in 2025. It is anticipated that the trip will cost \$3000-\$3500 pp. If anyone is anxious to go at the end of the year, the VT Diocese is sponsoring a trip in November.

- D. 4 Pillars Update. Pastor Kathy provided a handout (see attached) to update the Vestry on the 4 Pillars. She suggested that after CGS completes the RenewalWorks program, next spring would be a good time to revisit the goals and strategies.
- E. Membership List Update. Pastor Kathy asked the Vestry to expect an email regarding updating the membership list. Missy Carnevale asked that the Communications Committee be looped into the updating process.
- F. Lay Worship Leader Licensing. Having completed her coursework with Bexley Seabury on Worship Leader Training, Susan Nutting asked the Vestry to approve forwarding her licensing application to the Bishop. She is also asking for licensing as a LEM and Eucharistic Visitor as she hopes to begin those activities later this fall. Upon motion made by Kathy Cormier and seconded by Jackie Marshall, it was unanimously voted to approve her application.
- G. CGS Women's Dine Out in May. Upon motion made by Missy Carnevale and seconded by Sandy Desharnais, it was voted unanimously to approve responsible consumption of alcohol at the CGS Women's Dine-Out in May.

There being no other business, upon motion made by **Kathy Cormier** and seconded by **Sandy Desharnais**, the meeting was adjourned at 8:37 p.m., followed by the Lord's Prayer.

Respectfully submitted
Susan Nutting
Clerk, CGS Vestry
Attached: Reports

Four Pillars

Update April 18, 2023

Goal A: Optimize Building

It has become clear over the last year that our building needs some TLC and some investment in handicapped access before we begin to open it up to wider public use. And the property committee has been making some significant progress on this.

We continue to host 14 Recovery meetings a week—a significant ministry to the recovery community and good use of our building.

This Spring upstairs got a lot of use as we held both a Kerygma class and Sacred Ground, in addition to the youth programs. The Youth Room is getting a beautiful uplift with a mural by Denise Thompson.

We will be fixing the stove this year, thanks in part to the generosity of those who gave in memory of Emily deGuzman.

Areas of potential: Possibility of hosting meals for our congregation, for public events, and for marginalized communities.

What you can do to help:

We are currently without a Sexton and are paying a cleaning service to clean. If you know of anyone who might be interested in being Sexton, please let Pastor Kathy or John B. know. We're also looking for someone to do mowing and general lawn care this summer.

And, as always, honor our building, pick up trash you see, let property committee or John B. know if there is something that needs attention.

Goal B: Growing Community Outreach

Strategy a: Provide a safe haven for LGBTQ+ youth and young adults

- Pastor Kathy is in conversation with one of our members who is interested in helping to get this going.
- We have changed the sign in front to include open and inclusive language and imagery and have put the pride flag on our website.
- We had high visibility at the pride parade. Pastor Kathy was one of the faith leaders who led the prayers.

Areas of Potential: More visibility at the Pride Parade. Clearer messaging of welcome on website, in media materials and around building. Leadership participating in local advocacy for LGBTQ+ community.

What you can do to help

We need folks to participate in Pride Parade again this year. Pastor Kathy is planning a renaming liturgy for sometime in June and would welcome help with that. We'd also like

to have better signage on windows, and possibly a flyer welcoming folks who are LGBTQ+ into a safe place where they can worship and grow spiritually.

Strategy b and c: Provide services and resources to underserved populations, and advocate and educate around poverty.

Our relationship with FDA continues to thrive. They have purchased a new building and will need help getting it cleaned up and supporting the women that move in there. We have a new liaison for the NSKS in Lila Monahan. Together we are working on ways that CGS can best support NSKS, We now have parishioners volunteering at the Day Café. We are holding a monthly Recovery Dinner Church.

Areas of Potential: Possibly sending a team once a month on a Sunday to NSKS to serve meals. More volunteers at the Day Café. Collaborations with local organizations and government. Youth Enrichment and Support Program.

What you can do to help:

- *Encourage people to volunteer at the Day Café*
- *Become educated on issues of classism, homelessness and poverty*
- *Help Lila get a team together for NSKS*
- *Become involved in launching a Youth Enrichment and Support Program in Nashua*

Goal C: Deepen Christian Formation

Strategy a: Offer Formation for Life programing

Deacon Nancy is currently running her Aging and Spirituality Course. We successfully ran a few Adult forums based around "Life Questions." Pastor Kathy is in conversation with several parishioners in the 22-35 age range about how we can support them.

Areas of Potential: More robust Adult Forum. Small Circle Groups/Trust Circles.

What you can do to help:

Would be good to have more input from parishioners on possible subjects and speakers (including them speaking themselves)

Strategy b: Incorporate learning about CGS and the Episcopal Church into Children and Youth Programming

We have now incorporated the Episcopal curriculum Weaving God's Promises into our Sunday School curriculum and Family Eucharist is going strong with kids learning about all of the roles folks play in worship (including giving a homily!)

Areas of Potential: More information on the website for kids and adult on being Episcopalian.

Ways you can help:

It would be nice to have people who are not parents of Sunday School kids doing some of the teaching, and filling in. Please keep your eye and ear out for folks you think might be interested and good teachers.

Strategy c: Offer more intergenerational programming for Christian Formation

Our CGS Connects Intergenerational Program was a success. We hope to do it again next fall.

Areas of Potential: Messaging for all ages around formation — materials available...

Ways you can help:

Provide ideas for films, books or programs on faith and spirituality that would cross generational boundaries.

Goal D: Cultivate Lay Leadership

There has been a lot of movement here. Two of our recent formation programs, Sacred Ground and Kerygma, were led by lay leaders. We now have several Morning Prayer Sundays led by lay leaders, including Susan Nutting and John Rowntree. Pastor Kathy is currently in conversation with a couple of other people about discernment. We have a strong Companion group led by Deacon Nancy. Youth are participating in all aspects of worship.

Areas of Potential: Creation of a set of resources about discernment. Clarify committee and leadership roles. Cultivate more lay leaders to give homilies. Bring more people into morning prayer preparation.

Statement of Activities CGS Jan-Mar 2023.xlsx

	Actual Mar 2023	Budget Mar 2023	Actual Jan- Mar 2023	Budget Jan- Mar 2023	Actual Jan-Dec 2022	Annual Budget 2023	Budget remaining Apr- Dec less Actual Jan-Mar
Revenues							
Commitment Income	\$ 32,087.79	\$ 29,166.67	\$ 83,402.41	\$ 87,500.01	\$ 333,409.59	\$ 350,000.00	\$ 266,597.59
Non-Pledge Income	\$ 1,940.64	\$ 1,039.00	\$ 6,770.88	\$ 5,246.16	\$ 34,863.84	\$ 24,516.00	\$ 17,745.12
Special Commitments	\$ 750.00	\$ 1,617.00	\$ 1,034.00	\$ 2,617.00	\$ 7,538.44	\$ 7,617.00	\$ 6,583.00
Loose Offerings	\$ 313.55	\$ 200.00	\$ 852.30	\$ 637.00	\$ 3,631.12	\$ 3,158.00	\$ 2,305.70
Special Contributions	\$ (525.00)	\$ 545.00	\$ 1,628.00	\$ 980.00	\$ 5,748.02	\$ 5,397.00	\$ 3,769.00
Endowment	\$ -	\$ -	\$ -	\$ -	\$ 61,806.00	\$ 61,806.00	\$ 61,806.00
Building Use	\$ 1,440.00	\$ 1,080.00	\$ 3,875.00	\$ 2,990.00	\$ 12,912.74	\$ 12,429.00	\$ 8,554.00
Fundraising	\$ 266.00	\$ 100.00	\$ 266.00	\$ 100.00	\$ 2,147.27	\$ 4,000.00	\$ 3,734.00
Diocesan Grants	\$ -	\$ -	\$ -	\$ -	\$ 26,250.00	\$ 5,000.00	\$ 5,000.00
Line of Credit	\$ -	\$ -	\$ -	\$ -	\$ 40,000.00	\$ -	\$ -
Total Revenues	\$ 36,272.98	\$ 33,747.67	\$ 97,828.59	\$ 100,070.17	\$ 533,516.02	\$ 473,923.00	\$ 376,094.41
Expenses							
A) Clergy & Staff Salaries							
1) Rector	\$ 14,400.70	\$ 10,235.15	\$ 32,245.96	\$ 27,987.95	\$ 24,574.50	\$ 111,952.00	\$ 79,706.04
4) Parish Administrator	\$ 5,782.54	\$ 5,066.08	\$ 15,069.85	\$ 15,198.24	\$ -	\$ 60,793.00	\$ 45,723.15
5) Communications/Outreach	\$ -	\$ 1,250.00	\$ -	\$ 3,750.00	\$ -	\$ 15,000.00	\$ 15,000.00
Total A) Clergy & Staff Salaries	\$ 20,183.24	\$ 16,551.23	\$ 47,315.81	\$ 46,936.19	\$ 130,862.42	\$ 187,745.00	\$ 140,429.19
B) Church Overhead							\$ -
1) Staff Taxes	\$ 1,942.80	\$ 1,404.32	\$ 6,054.77	\$ 4,212.96	\$ 26,526.11	\$ 16,852.00	\$ 10,797.23
2) Clergy Pensions	\$ -	\$ -	\$ -	\$ -	\$ 23,162.83	\$ -	\$ -
3) Staff Pensions	\$ 747.67	\$ -	\$ 429.11	\$ 1,045.16	\$ 10,164.85	\$ 6,271.00	\$ 5,841.89
4)Health,WC, Disab, Life Ins.	\$ -	\$ -	\$ -	\$ -	\$ 25,037.05	\$ 850.00	\$ 850.00
5) Staff Development	\$ -	\$ 166.66	\$ -	\$ 500.06	\$ -	\$ 2,000.00	\$ 2,000.00
Total B) Church Overhead	\$ 2,690.47	\$ 1,570.98	\$ 6,483.88	\$ 5,758.18	\$ 84,890.84	\$ 25,973.00	\$ 19,489.12
C) Office Overhead							\$ -
1) Telephone & Internet	\$ 629.77	\$ 416.66	\$ 994.18	\$ 1,249.98	\$ 4,940.28	\$ 5,000.00	\$ 4,005.82
2) Postage	\$ 402.76	\$ 220.83	\$ 742.17	\$ 962.49	\$ 3,164.44	\$ 3,200.00	\$ 2,457.83
3) Copy & Print	\$ 1,781.77	\$ 158.33	\$ 2,551.91	\$ 1,574.99	\$ 5,885.31	\$ 6,200.00	\$ 3,648.09
4) Office Expenses	\$ 834.21	\$ 749.99	\$ 1,395.43	\$ 2,250.05	\$ 5,403.42	\$ 9,000.00	\$ 7,604.57

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5) Parish Administrator	\$ -	\$ -	\$ -	\$ -	\$ 51,985.77	\$ -	\$ -
7) Computer Expenses	\$ 1,035.39	\$ 962.25	\$ 3,206.16	\$ 2,886.75	\$ 10,329.07	\$ 11,547.00	\$ 8,340.84
9) Safe Church Personnel Safety	\$ -	\$ -	\$ 20.00	\$ 100.00	\$ 30.00	\$ 500.00	\$ 480.00
Total C) Office Overhead	\$ 4,683.90	\$ 2,508.06	\$ 8,909.85	\$ 9,024.26	\$ 81,738.29	\$ 35,447.00	\$ 26,537.15
Total D) Diocesan Assessment	\$ 5,412.00	\$ 6,197.00	\$ 16,236.00	\$ 18,591.00	\$ 66,396.00	\$ 74,364.00	\$ 58,128.00
F) Worship							\$ -
1) Organist/Music Program	\$ 3,289.50	\$ 533.33	\$ 2,891.50	\$ 1,200.03	\$ 8,346.00	\$ 5,000.00	\$ 2,108.50
2) Music Director	\$ 4,251.20	\$ 4,531.82	\$ 12,836.52	\$ 12,998.06	\$ 51,631.50	\$ 51,632.00	\$ 38,795.48
3) Supply Clergy	\$ 225.00	\$ 250.00	\$ 675.00	\$ 750.00	\$ -	\$ 3,300.00	\$ 2,625.00
4) Altar Flowers	\$ 170.00	\$ -	\$ 350.00	\$ -	\$ 960.50	\$ -	\$ (350.00)
5) Candles, Bread & Wine	\$ 318.19	\$ 135.60	\$ 354.15	\$ 233.64	\$ 997.19	\$ 659.00	\$ 304.85
Total F) Worship	\$ 8,253.89	\$ 5,450.75	\$ 17,107.17	\$ 15,181.73	\$ 61,935.19	\$ 60,591.00	\$ 43,483.83
G) Building & Grounds							\$ -
1) Property	\$ 2,766.11	\$ 3,959.57	\$ 9,227.46	\$ 10,845.63	\$ 30,852.86	\$ 27,000.00	\$ 17,772.54
2) Utilities	\$ 2,971.89	\$ 3,424.02	\$ 11,832.72	\$ 9,883.45	\$ 34,747.41	\$ 37,573.00	\$ 25,740.28
3) Insurance	\$ 2,622.50	\$ -	\$ 2,622.50	\$ -	\$ 9,489.00	\$ 9,500.00	\$ 6,877.50
4) Sexton Salary	\$ 430.00	\$ 1,050.00	\$ 2,228.00	\$ 3,150.00	\$ 4,614.27	\$ 12,600.00	\$ 10,372.00
5) Cleaning Company	\$ -	\$ -	\$ -	\$ -	\$ 7,639.88	\$ -	\$ -
Total G) Building & Grounds	\$ 8,790.50	\$ 8,433.59	\$ 25,910.68	\$ 23,879.08	\$ 87,343.42	\$ 86,673.00	\$ 60,762.32
H) Christian Education							\$ -
1) Adult	\$ (154.43)	\$ 12.00	\$ 143.85	\$ 173.46	\$ 505.54	\$ 600.00	\$ 456.15
2) Children	\$ 24.95	\$ 200.00	\$ 551.26	\$ 200.00	\$ 820.82	\$ 700.00	\$ 148.74
3) Youth	\$ 187.87	\$ -	\$ 187.87	\$ 99.00	\$ 602.93	\$ 500.00	\$ 312.13
4) Youth Director Salary	\$ 895.02	\$ 908.50	\$ 2,685.06	\$ 2,725.50	\$ 8,512.51	\$ 9,085.00	\$ 6,399.94
5) Sunday School Coordinator	\$ 895.10	\$ 895.10	\$ 2,685.30	\$ 2,685.30	\$ 3,580.40	\$ 8,951.00	\$ 6,265.70
6) Nursery	\$ -	\$ 83.33	\$ -	\$ 250.03	\$ -	\$ 1,000.00	\$ 1,000.00
Total H) Christian Education	\$ 1,848.51	\$ 2,098.93	\$ 6,253.34	\$ 6,133.29	\$ 14,022.20	\$ 20,836.00	\$ 14,582.66
I) Other Programs & Org.							\$ -
1) Fellowship & Special Events	\$ -	\$ 216.66	\$ 400.90	\$ 650.06	\$ 202.95	\$ 2,700.00	\$ 2,299.10
2) Stewardship	\$ 138.43	\$ -	\$ 138.43	\$ 337.00	\$ 492.40	\$ 410.00	\$ 271.57

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3) Mileage/Travel	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ -	\$ -
Total I) Other Programs & Org.	\$ 138.43	\$ 216.66	\$ 539.33	\$ 987.06	\$ 795.35	\$ 3,110.00	\$ 2,570.67
Total Expenses	\$ 52,097.31	\$ 43,027.20	\$ 129,421.14	\$ 126,490.79	\$ 531,915.28	\$ 494,739.00	\$ 365,317.86
Net Total	\$ (15,824.33)	\$ (9,279.53)	\$ (31,592.55)	\$ (26,420.62)	\$ 1,600.74	\$ (20,816.00)	\$ 10,776.55
		Adjustment for Stoll donation					
		Adult Education Fees to be offset by expenses in April					
		Copier contract due earlier than budgeted					

Operating Cash Balance as of Mar 1 ,2023	\$ 23,422.09
March Income	\$ 37,297.38
March Expenses	\$ (51,023.31)
March Expenses not cleared	\$ 4,208.44
Operating Cash Balance as of Mar 31, 2023	\$ 13,904.60

Book of Remembrance				3/31/2023	
Undesignated	Hall	Nash	Newman*	Solar	Total BOR
\$ 2,365.14	\$ 16,759.10	\$ 6,965.81	\$ -	\$ 36,196.00	\$ 62,311.05
				Unrestricted:	\$ 2,365.14
				Restricted	\$ 59,945.91

Admin Fund		3/31/2023
Unrestricted	Restricted	Total Admin
\$ 10,623.83	\$ 28,938.78	\$ 39,562.61

Total Unrestricted \$ 12,988.97

Commitment Income	Budget	Actual	Diff	(Ahead)/ Behind YTD
Jan	\$ 29,167	\$ 24,992	\$ 4,175	\$ 4,175
Feb	\$ 29,167	\$ 26,323	\$ 2,844	\$ 7,019
Mar	\$ 29,167	\$ 32,088	\$ (2,921)	\$ 4,098

* Paid down credit line with 20,500 Newman, 4,500 Undesignated (25K Total)

	Balance		
Assets	3/31/2023		
Operating Checking	\$ 23,422.09		
Book of Remembrance (Unrestricted portion)	\$ 2,365.14		
Admin Fund (Unrestricted portion)	\$ 10,623.83		
Short term Receivables (60 Days)	\$ 81,498.14		
Outstanding checks	\$ 4,208.44		
Total Assets	\$122,117.64		
Liabilities & Net Assets			
Liabilities			
Building Loan with Diocese	\$20,000.00	\$12,112 available	
Line of Credit	\$13,232.95		
Total Liabilities	\$33,232.95		
Net Assets			
Book of Remembrance (Restricted)	\$ 59,945.91		
Admin Fund (Restricted)	\$ 28,938.78		
Total Net Assets	\$ 88,884.69		
Total Liabilities & Net Assets	\$ 122,117.64		

APRIL 2023 REPORTS TO VESTRY

APRIL 2023 REPORTS TO VESTRY

The Rev. Kathy Boss

Rector

Church of the Good Shepherd

Vestry Report

April 17, 2023

1. Worship Thanks to the work of many hands and hearts, we had a lovely Holy Week. The Sunday after Easter, April 16 both services were Morning Prayer led by Susan Nutting, with a sermon from Rev. Nancy.

Susan Moyle and Emily Adams did a lovely job on the music for Holy Week, no small task considering that they only had weeks to get it prepared.

On May 7th, Celeste Hemingson will be here to preach and co-preside as I spend some time with the Sunday school children. And on May 14th we will hold another Family Eucharist. The Bishop will be here on June 11th for both services and will be confirming youth and adults who have taken the confirmation class. That will be our last 2 service Sunday for the 2022-23 program year. On June 18th we will move to one service at 9am

We held our second monthly Recovery Dinner Church on March 25th. The next one will be April 29th.

2. Formation, Fellowship and Outreach Our Lenten Kerygma Course was a success and Robin Hertel plans to lead another for Advent this coming November/December (possibly with two time choices). Sacred Ground continues going strong. A movie night featuring the film "Traces of the Trade" is now being planned thanks to influence from Sacred Ground. More to come on that. Deacon Nancy has begun her course on Aging and Spirituality. Sixteen people signed up. It promises to be a great class. I will be leading one of those sessions. Adult Forum continues to thrive. On April 30th we will be hosting an information session on Afghan Refugees, including a family several of our parishioners are working with. There will be pillows and other crafts made by Afghani refugees available for sale at coffee hour that day.

I will be leading a course for adult confirmands beginning the week of April 26 in anticipation of the Bishop's visit on June 11.

We now have a liaison for NSKS, Lila Monihan. She and I met following her meeting with NSKS and are in discussion around ways we can be helpful to NSKS. I continue to work with our FDA liaison, Mary O'Reilly. See her report for some of the great work being done there.

I meet regularly with Nancy Madeira and Kate Engle to discuss our Sunday School and Youth formation and am there for the confirmation classes. On May 7 I will be going to visit the Sunday School to answer questions and spend some time with the kids. I was there for the 30 hour fast to celebrate Eucharist as they came out of the fast, and also participated in activities.

3. Pastoral I make regular visits and calls to several parishioners and work with Deacon Nancy to ensure that pastoral needs are met. Please be sure to reach out to me or Deacon Nancy if there is any one you think needs a clergy visit or call, or would just like some companionship from one of our companions.

4. Diocesan Connections I continue my work as a member of the Our Kids Commission, and the Diocesan Commission. I attend a monthly Fresh Start program for clergy new to their congregations (this is a two-year program), and am on the Clergy Formation Committee.

Respectfully submitted,

The Reverend Kathy Boss, Rector

Deacon's Report to Vestry April 2023

Rev Nancy R. Meyer

I continue to serve at the 10am service on Sundays as well as the 4:30pm service of The Word and Communion from the Presanctified at The Huntington. We have from 3 – 6 people attend. I would like to invite Vestry members to join us at The Huntington at 4:30pm on a Sunday of their choice to meet the residents who attend that day as well as to see what we are doing. I will give you a tour of The Huntington after the service if you would like.

I served at Maundy Thursday, Good Friday, Easter Vigil, and both the 8am and 10am Easter services. On the Second Sunday of Easter, April 16, I will preach at both the 8am and 10am services.

The Companion Ministry Team met in March. We talked about Easter flower pick up and delivery to their homebound person. We will meet April 23. There are 12 people serving on the team who have assigned people to visit. 1 member who is taking a break from active visitation due to personal health issues and 2 who are for flower delivery only and 1 waiting for the Lay Eucharistic Visitor program to get underway. We had one person withdraw due to personal and health issues and another who is no longer attending Good Shepherd. We are currently serving 14 homebound parishioners. Documentation of visits/calls continues to be a challenge. Monthly Report is compiled and sent to Pastor Kathy at the end of the month.

The Aging & Spirituality course began April 11 and runs for six weeks. There are 14 people taking the course.

I continue to work in the CGS office on Tuesdays and Thursdays with particular attention to pastoral care and the Aging & Spirituality course.

I serve on a Regional Discernment Committee for the Diocese.

I attend the monthly Nashua Area Interfaith Council and Bishop/Clergy meetings and attended the Clergy Lenten Quiet Day with renewal of vows.

I continue serving on the Nashua Home Host Network assisting an immigrant family from the Congo relocate to Nashua.

I have joined the Contemplative Prayer Group and book discussion.

I attended the CGS Vestry Retreat on March 18, 2023.

I continue to be actively engaged in continuing education and reading.

March 27, 2023 Teach Us to Pray, Part 5, Scottish Episcopal Institute, 45 minutes.

April 3, 2023 Teach Us to Pray, Part 6, Scottish Episcopal Institute, 40 minutes.

Your servant in Christ,
Nancy

Senior Warden Report, April 2023

I would like to begin by thanking our clergy as well as all those involved in our worship services as we moved through Lent and Holy Week to a most joyous Easter Sunday Morning. It has been a relatively quiet month for the Vestry and committees as our clergy and parish focused on Lent and Holy Week.

It has been a busy time for our parish with many wonderful and enlightening formative programs offered. I personally have attended both Kerygma and Sacred Ground. I wholeheartedly encourage everyone to try to join these classes when offered again, these programs are both enlightening and inspiring, they offer the opportunity for us to learn more about the Bible, and ourselves.

Many thanks go out to Robin Hertel and Karla Tolemeo for volunteering to organize and moderate over our Hosanna Kerygma program. I would also like to thank Susan Moyle and Sara Patton for offering their time to lead the Sacred Ground program as we delve into the history of racism in America and ourselves. As we move forward through this Easter Season there are many wonderful formative programs being offered.

Many thanks to Pastor Kathy and the Executive Committee, Sandy Desharnais, Junior Warden, Susan Nutting, Clerk, and Amey Fuller, Treasurer for picking up the slack as I continue to recover from foot surgery.

Respectfully Submitted,
Sue Corman, Senior Warden

Clerk's Report

I have been very busy with church admin work, but I am not sure how much falls under Clerk responsibilities.

Thank you all so much for your prompt response to approve the March Vestry meeting minutes.

I continue to work on making our Vestry notebooks user friendly and encourage you to bring them to each meeting. If you are unable to attend a Vestry meeting, your handouts will be in your mailbox in the office.

I have been sending out reminders to the Vestry members who have signed up for Announcements and providing them with a template/cheat sheets. We've been receiving very positive feedback from the parish.

I was able to catch up with Chris Chadbourne, former Vestry member, Clerk, and Treasurer, after Morning Prayer yesterday and we discussed some projects he could help with from a distance while he is still working from Ohio. One of the projects is creating a definition of "member" and "membership" which is missing from our Church Bylaws, and impacts our membership list and lay leadership opportunities, particularly for our younger members. Chris

will be reviewing our By-laws, and looking at the NH Diocesan Model By-laws as well By-laws from other congregations to provide us with recommendations. He is also helping to create short descriptions of the various elected positions for use by the Nominating Committee. I am so grateful that he continues to be involved in the life of our church, and is willing to share all his historical knowledge.

On a personal note, I completed my coursework for Worship Leader Training and will be applying for Lay Licensing from the NH Diocese. I appreciate all your support as I lead Morning Prayer, and I would be remiss not to thank Deacon Nancy for her guidance and mentorship as I settle into this new to me role, and also thanking Pastor Kathy for her vote of faith that I can do this.

Susan Nutting, Clerk

PARISH STEWARDSHIP - BUILDING & GROUNDS

2023 Project List:

1. Window gasket replacement agreement has been signed and we are waiting on Marvel to schedule project. [UPDATE per Sandy Desharnais - the gasket replacement is complete and will no longer be reported]
2. Carpeting for entry stairs and hallway to fellowship hall is in agreement stage and should be approved shortly.
3. Base of two light posts are corroding. We are communicating with Empire Sheet Metal regarding repairs.
4. Cleaning of floor of the fellowship hall has been discussed with a couple of contractors with quotes received.
5. Water access to the rear garden area has been discussed with Morin's Irrigation; we are currently waiting for an appointment for them to evaluate what needs to be done.
6. Repointing touch-up of the exterior brick and granite will be complete this Spring.
7. Upgrading the kitchen and the associated financing is being discussed separately.

The Grounds & budget for 2023 is, at most, \$5,500 for all projects
As the budget is shared with all issues that arise within the Church property.

Submitted by Sandra Desharnais, Property Committee Chair

PARISH STEWARDSHIP - Nominating Committee

In January Sue Corman agreed to run as Senior Warden for six months hoping someone would step up to the plate. Sue has recently informed Pastor Kathy and the Executive Board, she will continue on as Senior Warden until the next annual meeting in January 2024. Thank you, Sue!

This completes the 2023 Nominating Committee actions.

Thank you Nominating Committee members Amy Cooley, Beth Derderian, Susan Nutting, and Howard Titus.

Sandy Desharnais, Chair

PARISH STEWARDSHIP - Personnel Committee

Nothing to report

Sue Corman

PARISH STEWARDSHIP - Finance Committee

Has not met yet.

Sue Corman

PARISH STEWARDSHIP - Communications Committee

CGS Communications Committee had their monthly meeting March 28th. In addition, there were several additional meetings to formalize social media, analytics and continue development on the new website. The social media content schedule and responsibilities were reviewed with the committee. Currently CGS has posts to FB and Instagram 3-5x week in addition to what John Budyzna does routinely. Julia Gower, Missy Carnevale, and Wayne Blair share the posting responsibilities.

There was a social media “training” meeting with John Budyzna, Missy Carnevale, Julia Gower, and Wayne Blair to teach posting to FB and Instagram.

The impending switch of Google Analytics from Universal Analytics (or UA) to G4 was discussed. A meeting is scheduled with a representative from Google assisting us. At the meeting will be Stephen Bailey, Julia Gower and Missy Carnevale

April 2nd Julia Gower, Missy Carnevale and Stephen Bailey met for several hours to review the recommended changes from Pastor Kathy on the site design that was shared with her. The team reworked the design, while also adding site guidelines to the pages. The next meeting will be Sunday, April 16th to finalize the updated designed pages with Pastor Kathy.

Our next meeting is Tuesday, April 25th at 7:30.

Melissa Carnevale

PARISH STEWARDSHIP - Church Yard Gardens

Spring cleanup of gardens began this past week. We will continue to tend gardens every other week through the growing season.

A mulch order has been submitted for 6 yards of cedar bark mulch to beautify the gardens and protect plants, shrubs, and trees. Our team of retired CGS members, will need assistance from younger church members to shovel, carry and spread

the mulch again this year. We will be spreading mulch on Saturday, April 29 th from 10-12 PM.

Diane Temple

WORSHIP & MUSIC - CGS Ushers

The usher teams are fully staffed, with plenty of people volunteering to usher at the Easter, funeral, and church special events. We are always looking for more ushers so that we have a roster of 3 for each team, hopefully we can work towards that in 2024.

Sharmini Peiris

COMMUNITY ACTION OUTREACH - Front Door Agency

This past month CGS connected with the Front Door Agency (FDA) to provide Easter baskets for their families. This was CGS' 8 th year CGS has organized this Easter tradition. We delivered 28 Easter Baskets to the Front Door Agency prior to Easter. Every child, ranging from 3 months to 16 years old, received a basket. The congregation was very generous in their giving and made many children and families very happy on Easter morning.

The previous month it was reported that CGS supported the Get-Well Buddy Bag drive for the Front Door Agency (FDA). We received two thank you notes from the residents:

Thank you for your generous donation to my son and I at the Front Door Agency. It was perfect timing for the sick season. We appreciate you! Love Mom C and Son

Thank you so much for all the thoughtful gifts that we have been blessed to receive. My son and I are so grateful to be thought of, supported, and know that we are in someone's prayers. Because of your warm wishes, I am inspired to do better, and I cannot wait to one day be in the position to pay your kindness forward. "Thank you" is not enough, however thank you! ~Son and Mom T

Upcoming in the next few weeks we will be having a cleaning supply drive called "Fill a Pew (or two) of Cleaning Supplies". The Front Door Agency (FDA) has recently purchased another property, called "Mary's House" which stands for: Ministry Alliance For Regaining Your Safety House, and was owned and operated by Southern NH Services. It is a property that serves 40 homeless women, aged 18-100+. These women are struggling with many issues: medical, developmental, extreme mental health, violence, substance abuse, and all of whom have had some form of physical, mental, and verbal abuse. They apply for this program through the Nashua Housing Authority - NHA who will then refer them to the FDA after they have determined that they qualify (homeless, low income, etc.). An announcement will be in the April 19 parish newsletter.

Mary O'Reilly

COMMUNITY ACTION OUTREACH - Concerts

We present our second spring concert on Sunday, May 7 th at 4 PM, when The Raymond Street Klezmer Band will have us all dancing in the aisles. Two ushers will greet guests, and donations at this free concert will benefit our CGS Mission Team. The concert will be followed by a reception in the parish hall.

Setting up the stage for our musicians was greatly improved by the generous efforts of the CGS Property Committee. Last fall, they facilitated installation of a new choir stall attachment system. Moving choir stall furniture still requires strong volunteers prior to and after each concert.

Preparations for two fall concerts are underway. The Concert Committee plans to apply for a grant, again, from the New Hampshire Arts Council. Funding from the council would help us pay musicians performing at these free concerts open to the parish and the public. Parish donations have paid for all the 2022-2023 Concerts.

Diane Temple

PASTORAL CARE - Welcoming and Support Committee

We continue to reach out to new members. Since mid March we have been providing a few meals a week to the de Guzman family which have been very appreciated by the family. The committee is grateful to all the parishioners who have provided meals.

Jill Rosier

EDUCATION AND FAITH FORMATION - Children's Education (Sunday School)

Sunday School has continued steady over the past month, with attendance numbers going up with the nicer weather. We had three weeks with stories, and a week off for Easter Sunday. Many families attended the 10am Easter service. We'll have an Easter Egg hunt during Sunday School on 4/16.

Kate Engle

EDUCATION AND FAITH FORMATION - Harless Scholarship Committee

Harless Scholarship information has been distributed to high school seniors with a closing date of 20 May 2023. There are four seniors eligible this year.

Anyone interested in working on this committee please contact Sandy Desharnais, Jr. Warden.

Sandy Desharnais
Harless Scholarship Committee Chair

PARISH LIFE - CGS Women

Church of the Good Shepherd Women's Group mission: The CGS Women's Group plans monthly social events to promote fellowship among the women of Church of the Good Shepherd.

CGS Women's Group Leaders:

Jan Lambert - Planning (jmimil@aol.com)

Diane Temple - Hostess (templediane@icloud.com)

Sandy Desharnais - Treasurer (desh.nashua@gmail.com)

Linda Mayer - Communications (lmayerrdh@gmail.com)

Events Report:

March 2023 - no event planned in consideration of the busy Easter season.

April 2023 - A Pizza and Painting Party at "Express It Art" studio in Hudson, NH is planned for April 23, 2023 at noon. Denise Thompson, who is a member of our church, will be the art instructor for our party. CGSW and Denise have hosted parties like this in years past and they were well received.

The event will be limited to 20 participants.

Linda Mayer

New Statement of Activities CGS Apr 2023

	Actual Jan-Apr 2023	Budget Jan-Apr 2023	Actual Jan-Apr 2022	Budget Jan-Dec 2023
Revenues				
Commitment Income	\$ 109,440	\$ 116,667	\$ 103,642	\$ 350,000
Non-Pledge Income	\$ 8,125	\$ 6,287	\$ 7,492	\$ 24,516
Special Commitments	\$ 5,869	\$ 4,617	\$ 3,338	\$ 7,617
Loose Offerings	\$ 1,228	\$ 787	\$ 1,183	\$ 3,158
Special Contributions	\$ 2,016	\$ 1,430	\$ 2,458	\$ 5,397
Endowment	\$ -	\$ -	\$ -	\$ 61,806
Previous Budget Surplus	\$ -	\$ -	\$ 5,130	\$ -
Building Use	\$ 5,130	\$ 4,130	\$ 4,630	\$ 12,429
Fundraising	\$ 693	\$ 100	\$ -	\$ 4,000
Diocesan Grants	\$ -	\$ -	\$ 20,000	\$ 5,000
Total Revenues	\$ 132,500	\$ 134,018	\$ 147,874	\$ 473,923
Expenses				
A) Clergy & Staff Salaries				
1) Rector	\$ 41,262	\$ 36,864	\$ 24,575	\$ 111,952
2) Curate	\$ -	\$ -	\$ 25,164	\$ -
3) Priest in Charge	\$ -	\$ -	\$ 20,322	\$ -
4) Parish Administrator	\$ 19,448	\$ 20,264	\$ -	\$ 60,793
5) Communications/Outreach	\$ -	\$ 5,000	\$ -	\$ 15,000
4) Clergy Development	\$ -	\$ -	\$ 1,487	\$ -
Total A) Clergy & Staff Salaries	\$ 60,710	\$ 62,129	\$ 71,547	\$ 187,745
B) Church Overhead				
1) Staff Taxes	\$ 7,483	\$ 5,617	\$ 10,626	\$ 16,852
2) Clergy Pensions	\$ -	\$ -	\$ 11,493	\$ -
3) Staff Pensions	\$ 2,092	\$ 2,090	\$ 1,429	\$ 6,271
4)Health,WC, Disab, Life Ins.	\$ 168	\$ -	\$ 13,406	\$ 850
5) Staff Development	\$ -	\$ 667	\$ -	\$ 2,000
Total B) Church Overhead	\$ 9,743	\$ 8,374	\$ 36,954	\$ 25,973
C) Office Overhead				
1) Telephone & Internet	\$ 1,389	\$ 1,667	\$ 1,304	\$ 5,000
2) Postage	\$ 892	\$ 1,183	\$ 1,260	\$ 3,200
3) Copy & Print	\$ 2,901	\$ 2,833	\$ -	\$ 6,200
4) Office Expenses	\$ 1,672	\$ 3,000	\$ 4,135	\$ 9,000
5) Parish Administrator	\$ -	\$ -	\$ 16,038	\$ -
7) Computer Expenses	\$ 3,931	\$ 3,849	\$ 2,557	\$ 11,547
9) Safe Church Personnel Safety	\$ 20	\$ 200	\$ 10	\$ 500
Total C) Office Overhead	\$ 10,804	\$ 12,732	\$ 25,304	\$ 35,447
D) Diocesan Assessment				
1) Diocesan Assessment	\$ 16,236	\$ 24,788	\$ 23,100	\$ 74,364
Total D) Diocesan Assessment	\$ 16,236	\$ 24,788	\$ 23,100	\$ 74,364

New Statement of Activities CGS Apr 2023

	Actual Jan-Apr 2023	Budget Jan-Apr 2023	Actual Jan-Apr 2022	Budget Jan-Dec 2023
F) Worship				
1) Organist/Music Program	\$ 1,977	\$ 1,533	\$ 1,139	\$ 5,000
2) Music Director	\$ 17,962	\$ 17,291	\$ 17,290	\$ 51,632
3) Supply Clergy	\$ 675	\$ 1,000	\$ -	\$ 3,300
4) Altar Flowers	\$ 350	\$ -	\$ 60	\$ -
5) Candles, Bread & Wine	\$ 394	\$ 269	\$ 180	\$ 659
Total F) Worship	\$ 21,358	\$ 20,093	\$ 18,669	\$ 60,591
G) Building & Grounds				
1) Property	\$ 13,658	\$ 12,207	\$ 11,895	\$ 27,000
2) Utilities	\$ 14,280	\$ 12,623	\$ 13,143	\$ 37,573
3) Insurance	\$ 2,623	\$ -	\$ -	\$ 9,500
4) Sexton Salary	\$ 2,603	\$ 4,200	\$ 1,329	\$ 12,600
5) Cleaning Company	\$ -	\$ -	\$ 2,277	\$ -
Total G) Building & Grounds	\$ 33,163	\$ 29,031	\$ 28,644	\$ 86,673
H) Christian Education				
1) Adult	\$ 209	\$ 297	\$ 202	\$ 600
2) Children	\$ 551	\$ 200	\$ -	\$ 700
3) Youth	\$ 188	\$ 99	\$ 99	\$ 500
4) Youth Director Salary	\$ 3,634	\$ 3,634	\$ 3,142	\$ 9,085
5) Sunday School Coordinator	\$ 3,580	\$ 3,580	\$ -	\$ 8,951
6) Nursery	\$ -	\$ 333	\$ -	\$ 1,000
Total H) Christian Education	\$ 8,162	\$ 8,143	\$ 3,444	\$ 20,836
I) Other Programs & Org.				
1) Fellowship & Special Events	\$ 401	\$ 967	\$ 135	\$ 2,700
2) Stewardship	\$ 138	\$ 362	\$ 312	\$ 410
Total I) Other Programs & Org.	\$ 539	\$ 1,329	\$ 447	\$ 3,110
Line of Credit	\$ 762	\$ -	\$ 1,500	\$ -
Total Expenses	\$ 161,478	\$ 166,619	\$ 209,608	\$ 494,739
Net Total	\$ (28,978)	\$ (32,601)	\$ (61,735)	\$ (20,816)

Operating Cash Balance as of Apr 1 ,2023	\$ 13,904.60
April Income	\$ 34,671.00
BOR Gifts not included in P&L	\$ 6,549.73
April Expenses	\$ (32,056.00)
April Expenses not cleared	\$ (8,891.02)
Operating Cash Balance as of Apr 30, 2023	\$ 14,178.31

Book of Remembrance				4/30/2023	
Undesignated	Hall	Nash	Newman*	Solar	Total BOR
\$ 2,365.14	\$ 16,759.10	\$ 6,965.81	\$ -	\$ 36,196.00	\$ 62,311.05
				Unrestricted:	\$ 2,365.14
				Restricted	\$ 59,945.91

Admin Fund		4/30/2023
Unrestricted	Restricted	Total Admin
\$ 10,623.83	\$ 20,877.91	\$ 31,501.74

Total Unrestricted \$ 12,988.97

Commitment Income	Budget	Actual	Diff	(Ahead)/ Behind YTD
Jan	\$ 29,167	\$ 24,992	\$ 4,175	\$ 4,175
Feb	\$ 29,167	\$ 26,323	\$ 2,844	\$ 7,019
Mar	\$ 29,167	\$ 32,088	\$ (2,921)	\$ 4,098
Apr	\$ 29,167	\$ 26,038	\$ 3,129	\$ 7,227

	Balance		
Assets	4/30/2023		
Operating Checking	\$ 14,178.31		
Book of Remembrance (Unrestricted portion)	\$ 2,365.14		
Admin Fund (Unrestricted portion)	\$ 10,623.83		
Short term Receivables (60 Days)	\$ 77,998.47		
Outstanding checks	\$ 8,891.02		
Total Assets	\$114,056.77		
Liabilities & Net Assets			
Liabilities			
Building Loan with Diocese	\$20,000.00	\$12,112 available	
Line of Credit	\$13,232.95		
Total Liabilities	\$33,232.95		
Net Assets			
Book of Remembrance (Restricted)	\$ 59,945.91		
Admin Fund (Restricted)	\$ 20,877.91		
Total Net Assets	\$ 80,823.82		
Total Liabilities & Net Assets	\$ 114,056.77		