



Grace Notes January 2021

Our Mission Statement:
To know Christ & make Christ known
Grace Episcopal Church
106 Lowell St.
Manchester, NH





Illustration by Barnaby Thomas

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The Kindness of Strangers

"I have always depended on the kindness of strangers." - Blanche Dubois *A Streetcar Named Desire*



In early September I read a Facebook message sent by a total stranger. A fellow Episcopal priest who resides in Arizona wrote saying she hoped she hadn't offended me when posting some advice in a public form. I replied, "I have no idea what comment you mean. But you are thoughtful to have reached out." We messaged back and forth a bit. My friend observed, "I noticed you are a potter." I then explained I had given up that hobby; work and family responsibilities prevented me from embracing that particular passion at this moment in time. My new friend replied, "I have a brand new pottery wheel I never use. Can I mail it to you?"

And so it came to pass that four days before Christmas a brand new pottery wheel appeared at my door. I still am stunned by the generosity of this once stranger, now dear friend. Why did Holly decide to help a total stranger? Why did she take time out from her own stresses to bless another? Why would she send something so valuable to someone she had never met?

The answer is found in the words of Mother Teresa: "Three things in human life are important. The first is to be kind. The second is to be kind. The third is to be kind."

People of faith, specifically followers of Jesus, strive to be kind. Jesus modeled, all the time, going out of his way to heal, to help, to preach, to feed others. We are people who believe, not just in being kind to those we know, but to those we do not know.

I continue to be grateful to be part of a parish that believes in being kind to all - great and small, friends and strangers alike. Because of your generosity children across Manchester had a brighter Christmas because of your donations towards the Mitten Tree. Because of your phone calls, notes, social distance visits, and cookie drops Grace Church family have drawn closer together. Because of your desire to focus on others and not just self during this pandemic time, souls continue to be lifted up towards light and hope.

Lord, may all of us continue to find strength and energy to reach out to those we know and do not know and simply choose to be kind. At a time when so many are anxious, may we be deep wells of care and compassion. Amen.

Much love,
Marjorie +

“And the Word became flesh, and lived among us...”

We hear those words on the first Sunday after Christmas day every year. Yes, Jesus was a real flesh and blood human, who lived in a very different culture, in a very different time.



The first picture we have of Jesus is as a baby, a little White baby boy. As an adult he is depicted by most artists' renditions as a young White man, with long wavy brown hair, wearing a long white robe. That's all I ever pictured, until I went to Haiti the first time. I was a chaperone for a group of teens from the diocese of Massachusetts, whose mission it was to perform a variety of work projects. One of the first things we did was finish a mural at an orphanage. It had been started by a native man, who died before he was able to complete it. He had only outlined the background, but he had completed Jesus, sitting on a rock, with children at his feet, and they were all Haitian. After our initial surprise, we realized that it made perfect sense. How could Haitian children have related to a Jesus who looked nothing like them?

My husband has a painting of Jesus, sitting beneath a tree, with his disciples at his feet, and they are all Asian. I have a framed batik work of art from Nigeria of the Last Supper, and Jesus and his friends are all Black. In countries in Latin America and South America, and in Vietnam, Cuba, and the Philippines – in every church where I worshipped, I saw not the likeness of the Jesus I grew up with, but rather a likeness that mirrored the people of that culture. The same was true in Native American reservations in the Southwest, and in Minto, an Indian village in Alaska, where I worked one summer.

It matters not whether we see Jesus as Asian, or Black, or Hispanic,

or Indigenous. I believe that it is the message Jesus brings that he would have us heed. A message of love, and welcome, and justice.

When we renew our baptismal vows, we pray that we may seek and serve Christ in all people. May we remember that promise, as we pledge to love our neighbor, who may be different from us. May the Christmas story live in our hearts, now and always. And may the Word who became flesh, and lived among us, be as alive now, as the Word who lived so long ago.

Jane W Van Zandt+

December Drive-By Eucharist



Thank you to the 65 participants who drove by our parish and received communion on Sunday, December 20th (Advent 4) following our online service of Holy Communion.

Thank you also to our fearless leaders who volunteered to help that day: David Roy and Hank Gagnon (who handed out offering envelopes), Greg Gagnon, Brian Guimond, Christopher Messier, the Reverend Mike Andres, the Reverend Jane Van Zandt, and our rector.

Our next Drive by Eucharist will take place on Sunday, January 10th (the day our parish will celebrate Epiphany).

Making Our Zoom Services Sound Better!

The Grace Church Music and Liturgy Planning Team has always met periodically in person to look at items which help our worship be at its best. Since March, Zoom has become one of the preferred ways for folks to meet, worship, discuss business, and so forth. This fall, our planning group began meeting weekly (via Zoom) to stay on top of things and became aware of the rise of the current “Zoom Culture” with its “Zoom Humor.” The reminder to Mute/Unmute, for example, seems to have entered the realm of popular culture.



Thus, the rest of the Team conspired to buy me a black T-shirt with the message “MUTE THYSELF” in big, white block letters. A holy message indeed, and an act of “speaking the truth in love” as the Apostle Paul reminds us. Yes, I am guilty as charged of playing a hymn introduction or such and then singing along with gusto and forgetting to Mute. There may be another message in there...

We think improvements made as we’ve gone along have helped, especially in the music part of things. We hope that they have enabled each of you to participate more and enjoy more. These include 1.) choosing hymns that are very familiar and easy to sing, 2.) Mark’s organizing and rehearsing soloists from the choir to lead hymns and such, often alternating between male and female voices, 3.) adding a full play-through introduction for hymns, just as we normally would do in live worship, and 4.) using music sung by all both before and after the Gospel reading for the

morning. Surely, the use of many voices singing and speaking has enriched our Zoom worship time together.

What has given us the most trouble is sound quality itself, especially concerning the keyboards. Note: Carter uses his fine grand pianos on both sides of the Atlantic, while I use an electronic Yamaha Clavinova and recently brought home the church's little foot-pumped harmonium for added musical color. The Clavinova has three types of piano sound plus harpsichord, vibraphone, church organ, strings and a choral sound. Our frustration was that the sound was not coming through to all of you the way we were hearing it at home.

Thanks to a resource sent to us via Don Walker, he of the Tenor section of the Choir and soloist, we think we have made a breakthrough and hope you notice the difference. The tutorial video had a lot of helpful information for us! The first thing we learned was that Zoom was made primarily for speaking voices and has trouble coping with music, especially long, sustained sounds. As Zoom has improved its platform (Amy tells us that we get updates on the last day of each month), specific settings for music sounds became available and better. We learned how to change the settings to musical advantage and were encouraged to use headphones. Together, all of this helps the fidelity and also avoids feedback that causes the sound to just quit or become "grainy" or "choppy." Another note: Your feedback to us is always welcome and is helpful!

Carter and I then had two private Zoom meetings and tested these new options. Imagine our surprise when he said that my sounds were so clear that it was almost like sitting in the same room; the same was true on my end for his instruments and locations! The Second Sunday of Advent was the test, so for the Postlude, I used the Clavinova's string sounds to play a version of Handel's "And the Glory of the Lord" from *Messiah* accompanied by a visual graphic containing the Scripture quote. I then blocked my camera, leaving only that visual. Apparently the sound quality was good enough that some people thought I had played a recording. (Flattering, I suppose, but not true!)

The bottom line for our Zoom services is content, quality, and connection. Zoom worship has offered us a wonderful new dimension for the time being. The care that many people have taken in making it better has made a big difference. This is where we must give a shout out to Amy, our chief engineer! Enjoying a sermon has become more like sharing a

cup of coffee with all of our fine preachers: Marjorie, Mike, Sandi, and others. All readings are clear and come through as very thoughtful, personal, and allowing the message and meaning to come through. Many in the parish have taken advantage of and enjoyed this format. The attendance and enthusiasm would seem to bear this out: a good thing since we may be using it for quite a while yet. Zoom may not “work” for all of us, but it is a great resource and is a 100% safe way to go at this time. Some have even commented that they will miss the personal contact, intimate feel, and lively “Coffee Hour” that has developed! We all wait for the right and safe time to come to worship again to celebrate God’s great Mercy and Love and enjoy each other face to face.

Ken Grinnell

Thoughts and Reflections

A Confirming Message

Last month, I described how Nancy-Ann and I were introduced, and how I was given a sign that I had made a good decision to ask her to a dance, and to not have gone with someone else. That was our junior year in high school, and it would be almost six more years before we got married. During those years, there were some additional events that I think are worth mentioning.



After we graduated from high school, we both headed off to different colleges. We would now be separated from each other for days, weeks, or months at a time. Part way through our freshman year, I talked with Nancy-Ann about the possibility of our dating other people while we were apart. She agreed we could give it a try.

I went to a movie with one other girl, but it wasn’t the same as going with Nancy-Ann. I called Nancy-Ann and asked when she would be coming home for semester break, which also coincided with her birthday on January 29. She guessed (correctly) that I would be waiting for her at the bus stop when she arrived. Our relationship became a little stronger. About two years later I asked her if she would be willing to marry me. She said she would, and we got a ring for her to symbolize our engagement.

We thought about how to best announce our engagement, and decided that we could do it on Christmas Eve during a gathering of our families at her parents' house. We put the ring in a box under the tree. During dinner, I got the box and made the announcement as I put the ring on her finger. I'll never forget her father's comment: "It's about time. I've been tripping over him at the back door for years."

Now something amazing happened. A couple of minutes after we brought out the ring and made the announcement, the doorbell rang. It was a group of carolers singing as a light snow fell. We enjoyed listening, and after a few minutes, they went on their way. I realize that being serenaded by a group of carolers is not in itself amazing, but the timing was amazing.

Carolers had never come to the Cards' house before that day, and there have never been any since then. The fact that the only time they appeared was just moments after we announced our engagement tells me that it was a special acknowledgement that we belonged together.

Dick Feren

GEC Monthly Book Group Update

Reading is a form of prayer, a guided meditation that briefly makes us believe we're someone else, disrupting the delusion that we're permanent and at the center of the universe. Suddenly we're saved, other people are real again, and we're fond of them. -- George Saunders

Our parish book group continues to have a consistent, strong showing of avid readers each month when we gather on the third Tuesday of each month at 12 noon via Zoom. Continued thanks and praise to Amy Brumfield, our amazing parish Warden and tech deacon who schedules these monthly meetings for us. Kudos also to the Reverend Jane Van Zandt who always constructs a list of thoughtful questions and statements for our monthly discussions.

This past December eleven Grace Church parishioners and friends gathered together to discuss a novel published in 2019 by the writer

Ann Patchett titled *The Dutch House*. Those of us who listened to the book on Audible were impressed that the actor Tom Hanks narrated the novel in the role of an adult Danny Conroy, one of the main characters of the story. The story tracks the impact of a mother leaving her children suddenly and eventually being replaced by a cruel stepmother. Many reviewers have called the novel a modern day retelling of Cinderella. The novel did a remarkable job of teaching how the absence or presence of various family members and household workers shapes the future lives of children. Though the novel was primarily focused on everyday secular affairs and family life, the Conroy family were active in their local Roman Catholic church. This fact prompted us to respond to a comment in the novel by Maeve Conroy: "I like believing in God, community, kindness. I buy into the whole thing." Many of us shared our own experiences of whether or not we attended church as a child and what we thought of the experience of attending church as children.



Our next GEC Book Group gathering will take place on Tuesday, January 19th at 12 noon to discuss the book *But Few Are Chosen* by Mi-

chael Connolly, Richard Olive, and John Tuohey. This book tells the story of three boys coming of age in the mid 1950's. Growing up in working class Irish Catholic neighborhoods in the Northeastern part of the United States, they are desperate to escape lives of loneliness, petty crime, and violence. At the age of thirteen, ready to enter high school each boy comes to the same life changing and possibly life-saving decision to enter a seminary and begin their journeys towards the priesthood. The book chronicles Mike, John, and Ollie as they evolve into becoming lifelong friends who are deeply impacted in a positive way by the structured, orderly, and caring life of attending seminary. Take note that parishioner Linda Chamberlain knows one of the authors (John Tuohey) and has invited John to be a part of our Zoom discussion in January.

Please contact our parish office if you are interested in participating in this month's discussion.

Congratulations to our resident author, Nancy-Ann Feren

Kudos to Nancy-Ann Feren for not one, but two articles penned by her being published online via Manchester Ink.

Parishioners Linda and Doug Chamberlain, and Nancy-Ann and Dick Feren have spent their pandemic time wisely by visiting various historical sites and markings throughout our state. Hopefully these articles will inspire all of us to get out and appreciate the history and beauty found in the great state of New Hampshire.

Nancy-Ann's first article, "Marking Time: Exploring Roadside Markers on New Hampshire's Seacoast", published online on Sunday, December 20th, 2020, can be accessed through this link:

<https://manchesterinklink.com/marking-time-exploring-roadside-markers-on-new-hampshires-seacoast/>

Nancy-Ann's second article, "Marking Time: Roadside Markers in New Hampshire's Monadnock Region", published online on Sunday, December 27th, 2020, can be accessed through this link:

<https://manchesterinklink.com/marking-time-roadside-markers-in-new-hampshires-m Monadnock-region/>

Racial Equity Learning Challenge

As The Episcopal Church in New Hampshire prepares to move into a conversation about racial justice, there is a wonderful opportunity to better equip ourselves to participate in this holy work.



New Hampshire Businesses for Social Responsibility is sponsoring a comprehensive program designed to create awareness of how racism has played a role in New Hampshire history, how it manifests in the community today, and how we can use that understanding to dismantle it in favor of healthier ways of being together in the world.

This 21-day program which consists of daily (M-F) emails with ideas to reflect on and links to various resources that can be explored independently, weekly online dialogues in the form of a facilitated Zoom meeting, and action planning calls that provide space to consider concrete action we can take to promote equity in our communities.

The next session begins on January 18. Grace Church is already forming a group to participate in this virtual learning experience, and we want YOU to be part of it. Whether you are already passionate about this work and excited about what the diocese is undertaking, if you aren't sure about it, or even if you are downright uncomfortable with it, this learning opportunity is for you! Just bring the inquiring and discerning heart for which we pray at baptism, and open yourself to an ever greater understanding of how we can respect the dignity of every human being as the body of Christ.

Read more about it at nhbsr.org/equity, then let Shelley Kesselman, Julie Scala, or Marjorie know if you would like to take part.

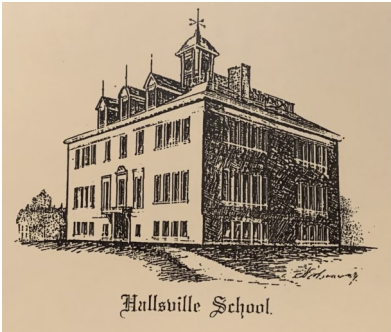
Thanks Sent From Hallsville School

This lovely Thank You was sent to our parish community to thank us for our support of their students with this year's Giving Tree gift card drive:

Dear Members of the Grace Episcopal Church,

Hallsville School would like you to know how thankful we are for the generous gift cards you supplied to some of our students. The families

are so appreciative for your help to be able to provide presents for their children during this holiday season. It is with the support of community members like you that keeps the joy of Christmas alive. So on behalf of our community to yours, we say **THANK YOU!**



Wishing you a healthy and happy 2021!

*Sincerely,
Stacey Evans,
Hallsville Social Worker*

Children’s Christmas Eve Liturgy



Special thanks to the Muir family: Ian, Davan, Kelley and Mannix, for their amazing technological leadership that enabled our parish to do its first ever virtual, Children's Christmas Eve liturgy. Kelley and Mannix especially spent many hours filming, collecting, and curating recordings and videos to make this service happen.

Thanks also other videographers, readers, parents, musicians, and parishioners who helped make this service come to life: Ken Kjellander, Ken Grinnell, the Turner family, the White family, the Frost family, the Cline family, the Atkinson/Brumfield family, and our rector.

You can view this service and the placement of our Christmas crèche at this address: https://m.youtube.com/playlist?list=PLFv6cZr3P3OL8dGIVP7vsWm_vgbsCY6Mr&fbclid=IwAR3cPcZakLYZudm4lh6G7SAFZP5pFCjkwpyz-xp_zCwgkO_z64DbJpGqnJo

Decking the Church Doors

Grateful to parishioners Susan Tonnar, Christine Stevens, and Sue Bochinski who made sure our parish doors were all decked out for Christmas.

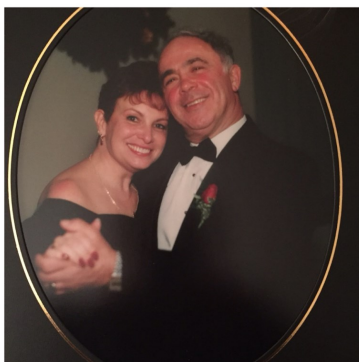
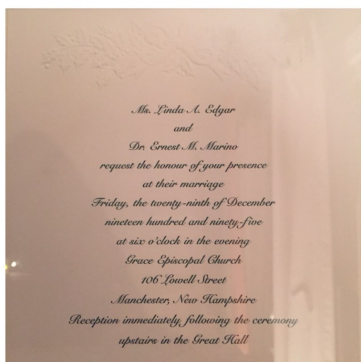
Special thanks to Ken Grinnell and Emery Freethey for hanging the wreaths our amazing decorating team secured!



Marino Anniversary

In the fall of 1981, my general dentist recommended I see Dr. Ernest Marino for a periodontal evaluation. That was the beginning of a multi-faceted relationship. Fast-forward to October 1989: During that interim period, I was divorced from my first husband, widowed by the death of my second husband, and lapsed from my routine periodontal care. As luck would have it, one of my teaching colleagues needed gum surgery and decided to see Ernie on my recommendation, since I found him extremely competent and kind. Now Ernie used IV sedation for his procedures, so my friend needed a ride. I had a free first period at school, and I volunteered to drive her to his office in Nashua. Everyone there remembered me, even though I hadn't been back for years; so, being Italian and a recovering Catholic, I felt guilty and made an appointment for an exam and a cleaning.

During my exam, Ernie was sympathetic regarding my drastic life changes. He asked me if I was currently “seeing” anyone, to which I replied that all the good men were either married or gay! “Look at you,” I teased. “You’re a great guy, and you’re married!” There was silence. He finished the exam and left the operatory.



A week later, Ernie called me at home and asked me out for dinner. I refused. “May I ask why not?” he said. “Sure,” I replied. “You’re married.” Well, he wasn’t. After a long courtship and engagement – we’ll save that story for another time! – we finally were married on Friday evening, December 29, 1995. Grace Church was still decorated for Christmas. Richard Crafts played and Lisa Wolff sang as their wedding gift to us. The Rev. David Robinson married us, and his wife Priscilla mobilized the Hospitality Committee and organized our reception in the Great Hall. I think a good time was had by all.

Both Ernie and I agree that God saved the best for last. Hallelujah!

Welcome Desmond Scott Riley

Congratulations to Greg and Hank Gagnon who became great-grandfathers for the third time on Christmas Eve. Blessings on their newest grandchild Desmond Scott Riley who was born at 12:30am on December 24th,2029. Desmond weighed in at 6 pounds, 14 ounces and 20 inches long.



Milestones

Happy Birthday to the following January birthday celebrants!

- | | | | |
|----|-------------------|----|-----------------|
| 1 | John Yen | 25 | Hank Gagnon |
| | Rebeka Beek | 27 | Linda Jacobson |
| 3 | Carolyn Richmond | 28 | Mary Blevens |
| 9 | Kaydance Lassonde | 29 | Nancy-Ann Feren |
| 12 | Patrick Gillick | | Charles White |
| 14 | Leona Thomas | 30 | Melissa Roy |
| 18 | Ken Porter | | James Fox |
| 24 | Betty Arel | | |
| | Brooks Stantial | | |

O God, our times are in your hand: Look with favor, we pray, on your servants as they begin another year. Grant that they may grow in wisdom and grace, and strengthen their trust in your goodness all the days of their lives; through Jesus Christ our Lord. Amen.

Book of Common Prayer, page 830

If you don't see your birthday listed that means that we do not have it. Please call the office so that your special day can be acknowledged – or if we have it wrong, please let us know that also.

Special Notice To Communicants of Grace Church

The Annual Parish Meeting will be held on Sunday, January 31, 2021 via Zoom during our Morning Prayer service. The sermon will be the rector's annual report to the congregation followed by the election of officers and vestry members, election of lay delegates and lay alternates to Southern Convocation/Diocesan Convention; presentation of the budget and annual reports, amendment to the by-laws and to conduct such other business as may properly come before the meeting.

The following slate of officers will be presented for election at the meeting: Warden (3-year term): Amy Brumfield; Vestry (3-year term): Valerie Anderson, Barnaby Thomas, and Henry Gagnon; Delegates to Southern Convocation/Diocesan Convention (3-year term): Julie Scala and Shelley Kesselman; alternates to Southern Convocation/Diocesan Convention (2 year term): Ann Hewins, and (1 year term): Matthew Richards to fill out unexpired term of Julie Scala.

PROPOSED AMENDMENTS TO BY-LAWS

The "Bylaws of the Rector, Wardens and Vestry of Grace Church in Manchester", was last reviewed and amended in January of 2011. We were tasked by the Diocese to review our bylaws and have them comply with the "Model Bylaws for Congregations" that the Diocese had revised in June of 2020. The Vestry has reviewed our bylaws document and has made and approved the changes/additions/deletions that are included below. The "Bylaws of the Rector, Wardens and Vestry of Grace Church in Manchester" must be reviewed and approved by the congregation at the Annual Meeting (which will take place on January 31, 2021). If you would like to review the entire document please contact the church and a copy will be sent to you.

By-laws Revision Committee,
Nancy Johnson and Lyn Marino

(Amendments to comply with MODEL BYLAWS – Red=deletions, Yellowed=additions/changes)

**BYLAWS
OF THE RECTOR, WARDENS AND VESTRY
OF GRACE CHURCH IN MANCHESTER**

2.2 Voting Membership. Every adult member of the congregation who has been faithful in corporate worship, unless for good cause prevented, and who has for the past six (6) months regularly contributed to the support of the congregation, whether personally or as family member, shall have the right to vote. **The membership list shall be posted, published, or distributed for inspection by the congregation in advance of each meeting.** The clerk shall keep a list of qualified voters and only those members listed shall be allowed to vote. Before voting proceeds, any question concerning a person's eligibility to vote shall be decided by the rector and wardens in consultation with the clerk and treasurer, and such decision shall be final for the purposes of that meeting and any adjournment thereof. *NH 13.6*

5.3 Duties.

(a) The wardens shall assist the member of the clergy in charge in promoting the general interest of the congregation; take care that church buildings and grounds be kept in good condition; ~~provide prayer books and hymnals, vestments, and furniture; make the collections; furnish the bread and wine for the celebration of the Holy Eucharist; procure a suitable book for keeping the records of the congregation; preserve order during divine service; secure, when necessary, in accordance with the canons of The Episcopal Church and of the diocese, supply clergy or lay readers;~~ **facilitate the selection of a rector subject to the Bishop's call; assist the clergy in developing and maintaining a mutual ministry and trust to promote the spiritual wellbeing of the congregation; ensure regular worship services for the congregation by securing in accordance with the canons of the Episcopal Church and of this diocese, the services of clergy or qualified lay worship leaders or lay leaders; transact the**

temporal business pertaining to the congregation; assist the preparation of and approve an annual parochial report; collect and pay to the diocese the monies committed for the support and budget of the diocese; and in general assist the clergy in promoting the general interest of the congregation. In consultation with the rector, the wardens shall divide their duties between themselves as they see fit and may delegate such duties as necessary or appropriate in accordance with applicable canons and these bylaws. *NH 14.1*

(c) The clerk shall take and record minutes of all vestry, annual, and special meetings; give notice of all such meetings; report the names of delegates to diocesan convention to the secretary of the convention; furnish to the office of the Bishop the text of duly adopted parish bylaws including any amendment thereto; and keep a current list of all voting members of the congregation. The assistant clerk(s), if appointed, shall assist the clerk in the performance of his or her duties, and in the absence or incapacity of the clerk shall, to the extent (and, if more than one be appointed, in the order) prescribed by the vestry, perform such duties in the clerk's stead.

6.1 Composition. The vestry shall consist of the rector, two (2) wardens, clerk, treasurer, nine (9) other vestry members and, if appointed, any assistant treasurer(s) and/or assistant clerk(s). As vestry appointees, by canon ~~treasurer and~~ any assistant treasurer(s) and/or assistant clerk(s) shall have voice but no vote.

(c) The ~~Mutual Ministry~~ Human Resources Committee or some other committee commissioned to oversee personnel shall recommend to the vestry policies affecting staff members, recommend salaries and wages to the finance committee, and assist the rector in hiring and evaluation of staff.

6.10 Removal. A member of the vestry, other than the rector, may be removed at any time for due cause by the votes of a two-thirds (2/3) majority of the entire vestry, ~~other than the treasurer,~~ provided notice of the proposed removal and the reasons for the same shall have been given to the said vestry member at least seven (7) days in advance of the meeting. Grounds for removal shall include, without limitation, conduct in violation of the Canons of the Episcopal Church or the Constitution and Canons of the Diocese of New Hampshire or otherwise detrimental to the mission and best interests of the congregation; failure to disclose and, if appropriate,

abstain from vestry deliberations and determinations by reason of conflict of interest; absence without excuse or good cause shown from three (3) consecutive duly convened vestry meetings or from five (5) such meetings within one calendar year; breach of confidentiality with respect to matters discussed or acted upon by the vestry in a duly convened executive session; ineligibility for office; failure to support the congregation by regular pledging or failure to honor the pledge once made, in either case without excuse or good cause shown; failure to attend with reasonable diligence to his or her duties as a vestry member; failure to attend divine services with reasonable frequency and otherwise participate in the corporate life of the congregation, in either case without excuse or good cause shown.

ARTICLE 9

Action by the ~~Congregation~~ Vestry; Agents

The vestry, acting on behalf of the congregation, may from time to time delegate to one or both wardens, the treasurer and/or the rector, generally or as to specific instances, or to any employee or agent of the congregation as to specific instances, due authority to execute and deliver, on behalf of the congregation, such contracts, deeds, mortgages, notes, bonds, checks, drafts and other instruments and documents as the vestry may deem necessary or proper. In the absence of such a general or specific delegation of authority, residual authority in this regard shall lie with the wardens or the treasurer, or any of them. The vestry may appoint such employees, agents and representatives of the congregation (including legal counsel) and delegate to them due authority to perform such acts and duties on behalf and in the name of the congregation as the vestry may from time to time see fit, consistent with these bylaws and with the Constitutions and Canons of the Episcopal Church and of the Diocese of New Hampshire. Except as provided herein or as specifically authorized by the vestry, no vestry member, officer or employee of the congregation or any other person shall have the power or authority to bind the congregation by any contract or transaction or to render it legally or financially liable for any purpose or in any amount.

ARTICLE 10

Conflict of Interest

10.1 Policy Governing Conflict of Interest. Any possible conflict of interest on the part of any officer, clergy member, or member of the Vestry (Bishop's Committee) shall be disclosed in writing to the Vestry (Bishop's Committee) and made a matter of record through the Vestry minutes, and reported to the Bishop.

10.2 Disclosure of Possible Conflict of Interest and Voting Requirements. Per section 1 above, any officer, clergy member, or member of the vestry shall disclose any conflict of interest when a specific issue or transaction comes before the Vestry (Bishop's Committee). Where the transaction involving a Vestry (Bishop's Committee) member or officer or clergy member (and/or any member of his or her immediate family or his or her employer) exceeds five hundred dollars (\$500) but is less than five thousand dollars (\$5,000) in a fiscal year, a two-thirds vote approving the transaction is required. Where the transaction involved exceeds five thousand dollars (\$5,000) in a fiscal year, a two-thirds vote approving the transaction and publication of a legal notice in the required newspaper is mandatory, together with written notice to the NH Charitable Trusts Unit. The minutes of the meeting shall reflect that a disclosure was made and that the interested officer or member (along with any other officer or member with a pecuniary transaction with the congregation) were absent during both the discussion and the voting on the transaction. Every new member of the Vestry (Bishop's Committee) will be advised of this policy upon entering the duties of his or her office and shall sign a statement acknowledging understanding of and agreement to this policy.

ARTICLE ~~10~~ 11

Convocation and Diocesan Convention Delegates

ARTICLE ~~11~~ 12

Amendments to Bylaws

Vestry Meeting

Wednesday, November 18, 2020

Present: Valerie Anderson, Gail Austin, Amy Brumfield, Carol Cote, Hank Gagnon, Nancy Johnson, Ken Kjellander, Teddi McIntosh, Christopher Messier, Gail Schuman, David Roy, Matthew Serge, the Reverend Dr. Marjorie Ann Gerbracht-Stagnaro, Meghann WhiteExcused Absences: Chris Turner

This meeting was conducted via Zoom. Rev. Marjorie opened the meeting at 7:02 PM with a prayer. We continued with the reading of the Norms.

VOTE: A motion to accept the reports with a consent agenda vote was made by Hank, seconded by Gail S, and was carried. The reports included are Clerk's Report, Rector's Report (Oct/Nov), Planning and Finance Reports (Nov 2020), Property Report (November 4, 2020), and the Endowment Committee Report (Oct 28, 2020).

Rev. Marjorie reported that we normally have had one newsletter for December/January, but in order to keep our parishioners up to date with what is happening (due to Covid-19 influences) we would have two issues; one for December and one for January. The deadline for submissions is November 22nd for the December issue and December 28th for the January issue.

She reported that Sandi Albom has been called to be interim rector of St. Mark's church in East Longmeadow, MA. Rev. Marjorie will send out an email to the parishioners informing them of Sandi's new position and informing them of how they could contribute to a gift for Sandi.

She reported that several windows (rector's office, alley, and library) which were leaking have been repaired at a cost of \$375. We are looking for estimates to install plexiglass coverings on the first floor windows; one estimate is for \$950.

There will be two Stewardship speakers this year; Ernesto Burden and Linn Krikorian will give their video testimonials in our Sunday Zoom services.

The Mitten Tree donations have met the goal. Knitted articles must be in the church by Tuesday the 24th.

Dave reported that we have \$95,000 pledged at this time for 2021. There is \$93,000 collected for the capital fund thus far. The number of envelopes were reduced from last year; he has revamped the numbers and are now ready for distribution.

The Vestry had received the financial reports from Gail A., including the sheet reference/comment page.

- Pledge Income is favorable to budget \$7.0K on contributions of \$24.7K which included a \$3.8K stock gift in payment of 2021 pledge. This is the main reason for the favorable \$5.9K in Total Income against a \$23.1K budget.
- We received our anticipated annual return of \$0.8K from the NH Community Loan Fund
- Church Maintenance is unfavorable to budget by \$0.4K. Spending included the \$0.6K annual termite treatment, slate repair for \$0.5K on the back of the chapel and a \$0.6K plumbing bill to start the heating system and replace a thermostat in the Ladies Room
- Currently have a healthy Operating Fund balance of \$87.3K

VOTE: A motion was made by Gail A, seconded by Gail S to sell the recent stock gift of 35 shares of Apple stock. The motion carried.

VOTE: A motion was made by Valerie, seconded by Gail S to approve the October Financial Report. The motion carried.

Gail A reported that two items had changed on the 2021 proposed budget. Medical Insurance decreased by \$571 and Grace House Manager increased by \$600. She would like to wait to see how we are assessed for fair share and how the Diocese considers the PPP loan.

The Security Patrol which comes 3 times an evening on different times has been working well. We have fewer homeless on campus and much less trash and fewer needles. We will continue this service for the next month as well.

The tech consultant that Gail S, Amy, and Rev. Marjorie were to meet with concerning our wifi needs in the church declined to work with them. Rev. Marjorie and Gail S will continue to find someone else.

Hank reported that the drive by Eucharist was very successful. Sixty-seven people were served. He said that the people were so happy to see each other. The Vestry would like to have Eucharist once a month. It was suggested that it be held on the same Sunday each month. Rev. Marjorie will make a schedule for the next six months.

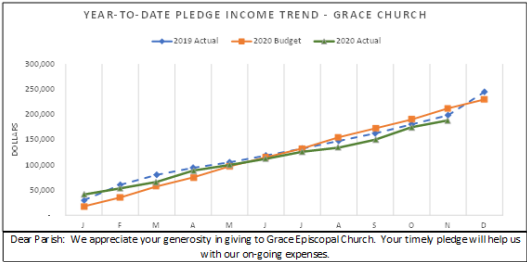
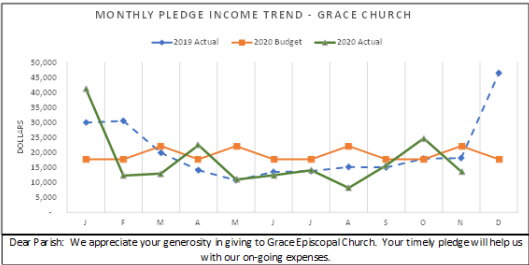
There will be three services via Zoom for Christmas. Kelly Muir will prerecord a service for families with some participating in the nativity. The Christmas Eve service will be Lessons and Carols. We would like to have a short service on Christmas Day as well. We will advertise our services in the December 17th Hippo (\$100) and the December 20th Union Leader (\$98).

There was a request to have a small wedding in the church in January. The Vestry could not approve having any private event (wedding/funeral/etc.) in the church until we are officially opened.

We need to inform our parishioners about the Annual meeting including all the items that we will be voting on (election, by-laws), the candidates and their bios, and the roster of parishioners who can vote. It was decided that we would send the roster to the parishioners via email only, the other information could also appear on our website. We will review and finalize all at the next meeting.

The meeting was adjourned at 8:35 PM. The next Vestry meeting December 16th.

Respectfully submitted,
Nancy Johnson, Clerk



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Clergy

The Rev. Dr. Marjorie Gerbracht-Stagnaro, Rector
The Reverend Mike Andres, Deacon

Vestry

Amy Brumfield, Warden
Christopher Messier, Warden
Nancy Johnson, Clerk
Gail Austin, Treasurer
David Roy, Assistant Treasurer

Valerie Anderson, Carol Cote, Hank Gagnon, Ken Kjellander,
Teddi McIntosh, Matthew Serge, Gail Schuman,
Chris Turner, Meghann White

Staff

Mark Cleveland, Director of Music
Ken Grinnell, Organist
Carter Beck, Organist
Marlene Thompson, Parish Administrator
Lyn Marino, Assistant Parish Administrator
Jill Porter, Bookkeeper
Emery Freethey, Sexton
Susan Senneville, Nursery Care Giver
Ann Hewins, Grace House Manager

Newsletter

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Next Newsletter Deadline

January 22, 2021