

**CHURCH OF THE GOOD SHEPHERD
DISCERNMENT COMMITTEE MINUTES
AUGUST 9TH, 2022**

A virtual meeting of the discernment committee of the Church of the Good Shepherd was held on Tuesday, August 9th, 2022. Discernment committee members present: Cindy Cobb, Amy Eschelbach, Felicia Martineau, Philip Moros, Marjorie Strong and Linda Webster. Also, present Cindy Willis, Minute Taker.

The meeting was opened at 5:39 PM by Phil Moros with Cindy Cobb reading the opening prayer.

Approve Minutes: Cindy Cobb moved approval of the minutes, Phil Moros seconded, motion carried.

Linda Webster read questions that govern approach to discernment process. Those questions are listed in agenda. The big thing is reviewing who we are, where we are at and can we be sustainable. Do we have a plan to continue that for next three to five years, including having fulltime priest in place?

Linda Webster checked in to see if anyone has data to review tonight. Felicia Martineau has building information – physical plant. Resources for shared ministry was a group effort so may spend some time on that later tonight. That leaves missions statement, demographics and people resources/finance for next time. Demographics for Barre City available but need Washington County (broader area) because we draw from bigger community than Barre City. Discussion about whether mission statement should be done by group rather than one person.

Demographics of Church and Community:

Marjorie Strong said there will be a lot of statics, but she can type up in report format.

Population ten years ago and population as of 2020. In 2010, Barre was 9052 – in 2020 8482 – lost about 500. Unusual because city is usually very stable. County has not lost population.

City has become more expensive to live in. Ages: under 5 years of age=4%; under 18 years of age=21%; over 65 years of age=14%. Barre City population about 52% female. Barre Town more evenly split. Poverty level of Barre City is 22.7% which is big. 80% of people in Barre City have broadband which is high. Racial is 91% white, 2% black, 0.3% Asian, 2% Latino-Hispanic, 4% mixed race. Education: 87% have high school education and 27% have BA or higher.

Marjorie will look at numbers more closely. Question: has there been growth in any age bracket? Marjorie wants to dig further into age brackets and find religious demographics. It would be good to find out population that makes up city so know what dealing with to shape outreach for them

Physical Plant:

Felicia Martineau talked with Earl Kooperkamp, Leo Martineau and Bill Crowther. Earl provided detailed report broken out into four categories; church, parish hall, garden and grounds and rectory. Similar reports from all three. Church generally in very good shape with recent upgrades. Concern is winter ice buildup on driveway side – there is a plan to address. Inside, 5-

7 windows open because latches are not in good shape – both heat loss and security issue. Undercroft is better but still moisture or maybe leaking on garden side. Also, windows need to be painted and maybe a couple replaced. Exterior side stairs need work and will need to be replaced in 5-10 years. Parish hall built in 1996-97 and is in pretty good shape with improved outside lighting, recent painting in stairway and fellowship room. Concerns are shingles on roof will need to be replaced in five years. Gutters need to be cleaned out for better drainage. Furnace has had problems in the last year. Hot water tank was replaced seven years ago. The foundation has some algae growth as does some windows. Rotting clapboards on side, carpeting is worn and dirty. The back door has rust, needs new sweep and some insulation to stop cold air leaks. Bathrooms are a little shabby and should be cleaned up a bit and have better signage. Gardens and grounds looking good. Parking lot may need new gravel. Space under side stairs and bordering the driveway needs some attention and treatment. The main concern on grounds is granite retaining wall by garden. We should contact city to see what can be done. Rectory in good shape per Earl. Several people think the rectory is dated and shabby. Some improvement to the roof a couple years ago but when old shingles removed, there was rainstorm and plastic sheeting blew off. Water leaked on west wall over stairway. Solid house with good insulation with some rot on front porch. Windows not in great shape- storm windows getting tattered. 2021 roof worked on, and new roof put on. Flower boxes need to be removed. Driveway needs to be leveled and new gravel. Heating system is good – good candidate for heat pump. Exterior needs to be painted and fascia is rotting. Generally, church has things that need to be done but overall, in good shape. Rectory has been ignored. There is money available for capital expenses and vestry needs to set up plan to address. Could we come up with an estimate of amount to bring rectory up to snuff? If we want it to be a sound building, maybe get building inspector perspective. Consider a new kitchen cost in the budget to get a new priest so we can work with the new priest to provide what the new priest wants/likes rather than try to do ahead of time and then find out it is not what the new priest likes or wants.

Mission Statement:

Amey reviewed samples from big companies – mission statement needs to be brief – ours is wordy. Mission statement has not changed – has not been updated for several years -needs to be revisited and agreed on by congregation. Is this still our mission? Is it realistic? Mission statement should be concise. There was discussion about whether we have set goals to accomplish mission statement, should we revisit it now if things may be changing, or do we need to have it in place for this process. Could we review other mission statements for homework? Diocese wants us to see if mission statement accurately reflects our understanding of ourselves, how is the congregation living out our current mission statement and what barriers exist that hinder the fulfillment of mission statement. The mission statement defines us and directs us – may need to broaden it. We can identify the things we are doing that relate to current statement, but we are growing in different direction and want to be able to explore additional things further.

Resources for Shared Ministry:

If we are looking at merging or establishing a constellation, how close is the next Episcopal congregation? Within 30 miles radius, Christ Church in Montpelier closest, but can add Northfield and Stowe. Do we have a relationship with any other congregation in the community? Have we ever been in shared ministry setting in past? No shared ministry in past. We have had strong

ecumenical services in Barre and strong relationship of our pastor with other pastors in area. We do have a relationship with Christ Church – rotate Easter vigil with Christ Church. Deaneries quite some time ago. In a relationship with Christ Church, towns are very different. We have a relationship with Stowe as priests swap pulpit stuff – more equal in size to us as is Northfield. Question if Randolph is close enough- probably not. If we merge, we give up one of the buildings. Constellation share priest at minimum but do not have to give up building. If sharing priest, may split up priest time but could also do morning prayer every other Sunday with lay people. Or we could come up with our own plan as long as we can show that we can maintain and grow towards a full-time priest. Realistically, we have not grown with Earl and all that he does, so growth seems almost impossible. Fulltime priests for all churches seem very unrealistic. Can we present something to the diocese with a good mission statement with long term goals and do this for ourselves- the discernment process is good for us to figure out our direction in the next few years. We are a strong church in so many ways and our heart is what makes this church work. Give us time to show that we can make it work without a full-time pastor. We can't keep doing what we are doing – we will maintain but we won't grow. This is an opportunity for us to figure out how we are going to grow to get what we want. There are other congregations that have done local ministry and done it successfully. Maybe we could talk to them. They split up roles and people do pieces. They were trained and there are training dollars available.

Next meeting:

We will cover people resources and finances. Marjorie will add more demographics. Cindy Cobb will report on own town – the people aspect. She will talk with Earl and Beth Mueller – maybe Barre Partnership or the All About Barre report. Try to wrap up data collection. Starting in September use the two meetings to come up with the plan. Phil and Linda have come up with three questions so far for diocese. Think about additional questions for diocese. Three questions so far are: what is diocese doing to grow younger people to the church – what are their recommendations; what is Maine and NH doing to attract a stronger population; what happens if we merge or establish a constellation and we don't like it?

For next time:

1. three areas that we have started to talk about: areas needing improvement, how do we learn from experiences from church history and looking to future – building new populations and new ministries.
2. Look at mission statement examples.
3. Like to know why people on books aren't coming to church. Could we send a diplomatically worded mailing (send by Earl first) to see why they aren't coming?
4. Look through areas started and build on that.

Thank you to Linda to for moderating. Phil will make statement during announcement to bring congregation up to date on where we are. Marjorie will post minutes and agenda on web site.

Meeting ended at 7:26 PM with all saying the Lord's prayer.

Respectfully Submitted,

Cindy Willis

Good Shepherd: conditions report by Earl Kooperkamp

1). Church: generally in very good shape. 8 years ago we did an engineering survey and it was all good. There is one arch brace that is out of alignment, about 10-15 degrees, but Wolfe Engineering said that was not a problem. They were concerned about the snow load capacity for the shallower part of the sanctuary (under the standing seam roofing). Vermont Timberframes sistered in additional beams to bear a heavier load. Six years ago Barstow roofing replaced the roof, adding 1 inch of solid insulation (in addition to the one inch already in place), new sheathing and 25 year shingles. The awning over the entrance was replaced 3 years ago, by Otter Creek Awnings. They replaced some of the framework and the new awning is vinyl, which seems to be longer lasting and better at shedding snow in the winter. The standing seam roof was repainted 2 years ago. The driveway was repaved 2 years ago.

Concerns:

- In the winter, ice can build up in the valley between the shallow roof and the roof on the driveway side exit. This has been happening for over a 100 years (there is an old photo of the church that shows this condition). The ice gets very heavy, and can cause the roof to sag. In the past, I have hired a person to go up on a ladder and chop it out. Very dangerous! We have a plan to put ice melting electrical tape to help clear up the problem (and we need to get on this now before next winter!) I do not see any other solution because this valley is on the north side and never gets sun in the winter.

- 5 of 7 windows open. The latches are not in great shape. Also, they do not close as tightly as they should, so we might have heat loss, and a couple can even blow open in a strong wind. All the stained glass seems to be in great shape.

- The Undercroft is in much better shape, but still we can get a small amount of moisture or even a little leaking on the Garden side. Also, the windows need to be painted at a minimum, and perhaps a couple should be replaced.

- The exterior side stairs were repainted 2 years ago, but the screws are rusting out and bleeding through. This will all need to be replaced in 5-10 years I think.

2). Parish Hall: The Parish Hall was built in 1996-1997 and is in great shape. There is no settling of the foundation, no cracks or other concerns. All the siding and windows remain tight and in good shape. Cellulose insulation was blown into the space above the ceiling 10 years ago to prevent heat loss. The Fellowship Room was repainted 4 years ago and the entryway and stair case were repainted 1 year ago. The lift was given an extensive worker 5 years ago and is in good shape. During the past year, outside lighting was extensively upgraded and is very good now.

Concerns:

- The shingles on the roof are my main concern. They are all still good, but approaching the end of their life and will most likely need to be replaced in 5 years or so. Also, the gutters over the sidewalk and the porch at the backdoor need to be cleaned out for better drainage.

- The furnace is about 25 years old. It is a concern of the Vestry and the Junior Warden, also in the larger context of decreasing the use of fossil fuel. It is in good shape, but has required a fair amount of maintenance this past year. The hot water tank (water is heated year round by the furnace) was replaced 7 years ago.

- On the east side, at the foundation level, there is a bit of algae growth on the foundation and windowsills. Also, a little further around, there was some rotting clapboard that was removed but never replaced (but some ice/water shield was put in place).

- The carpeting is getting a little worn and dirty. Not bad, but I would predict it only has 5 - 10 years before it needs to be replaced.

- The back door has a bit of rust and needs a new sweep. Also, some insulation to stop cold air leaks.

- The screen on the entryway window is missing.

- The restrooms are getting a little shabby: new paint, better lighting and vents, and especially some new floor tiles could brighten them up considerably. We should also put up better signs to direct guests and visitors to the restrooms, etc.

3). Garden and grounds: Thank God, the Garden is lovely and very well cared for! The rest of the grounds are in decent shape, but maybe some new gravel could be put on the parking lot. The space under the side stairs and bordering the driveway needs some attention and treatment (any good ideas?)

Concerns:

- The granite retaining wall below Spaulding Street on the east side of the Garden looks a little scary. We should be in contact with the City Engineer about this situation.

4). Rectory: The Rectory is in good shape, but there are several concerns. A new roof was put on in 2021. However, when the old shingles were removed, there was a rainstorm and the plastic sheeting blew off and there was a water leak on the west wall over the stair way. Also, some of the old wallpaper is now peeling off throughout the upstairs. It was built in 1890 and is a solid structure. There is good insulation in the walls a a 12” bed of cellulose in the attic. There is some rot on the front porch and the stair on the back porch needs to be replaced. The windows are not in great shape and the storm windows are getting pretty tattered. There are several flower boxes under the windows that need to be removed. In 2015 the water pipe from the City main froze and split, The old galvanized line running from the main to the house was dug up and replaced with copper. The driveway needs to be leveled and needs new gravel. The heating system is good (fuel oil) and this system is a great candidate for a “spilt” heat pump unit that can use the existing ductwork to heat the house. The exterior really needs to be painted in the next year or

sooner. Also, some amount of selling in the facia will be needed, especially under the valleys where the rain and snow drain off.