


The Shepherd's Staff

February 2022



Annual Meeting!
Time to
Herd on Over!

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Episcopal Diocese of
Massachussets

Church of the Good Shepherd

Our story inside these pages

Feb. 6 at 8 & 10 am - Holy Eucharist with Guest Speaker Jadi Taveras from Esperanza

Feb. 13 at 9 am - Holy Eucharist followed by **The Annual Meeting**

Feb. 16 at 7:30 -9 pm - Hop, Skip and Jump Bible Study

Feb. 20 at 8 & 10 am - Holy Eucharist with a visit from Martha Hubbard, Regional Cannon

March 2 at 7:30 am & 7:30 pm - Ash Wednesday

March 6 - **Lenten Program begins, time TBD**

Important Annual Meeting information inside on Page 2

Leadership Candidate information begins on Page 12

A Word from the Fold

Dear People of Good Shepherd,

We, the Vestry, are respectfully asking you to consider making a supplemental pledge to Good Shepherd now so that we can balance the 2022 budget. We ask that you prayerfully consider an additional pledge of \$15 per week (or \$785 total) for 2022. If we all pledge that additional amount, we



will BALANCE our budget, at the beginning of the year. The entire focus of this year could then be on our ministries and our lives together in community.

We are roughly \$40k below what we need to operate the church. As before, Good Shepherd is reliant upon pledges for a significant portion of our budget (90%). Fixed costs, which include personnel, building, etc., mean that there is not much that can be cut from our budget. How have we arrived at this position? As is the case for many organizations, there is a lagging effect of the pandemic in terms of finances. It has been difficult to welcome new people to the fold with so many restrictions on gatherings. We have not had any rental income since the beginning of the pandemic. Other reasons are not directly related to the pandemic. Costs across the board have increased steadily. We've given basic cost of living raises for staff and have invested in an excellent music ministry. On the income side, we cannot count on the substantial one-time gifts that came in last year happening once again and there have been decreases in some pledges due to economic hardships and others moving away. We do not want to alarm you, but we want to be completely transparent about the situation that we face. It is sobering but not insurmountable.

There is good news. The Vestry has pledged that there will be no additional appeals for monies in support of the operating budget this year. In keeping with this pledge, the Vestry also intends to hold back on all capital improvement fundraising. (Note that there may still be mission fundraising, for those who are called to participate.) We have built momentum with Rev. Ellie's energy and focus during this, her first year with us, and we want all the staff to be secure and supported in their missions. We are emerging (God-willing) from the pandemic.

We want to maintain our focus on building – on Resurrection, as Rev. Ellie has so eloquently framed it. If we had to focus on money throughout the year, it would drain energy away from mission and growth. You will see that there is no fundraising line item in the balanced budget to be presented at the Annual Meeting. The budget does include a children / youth staff position starting later this year, reflecting our commitment to youth and families.

We are very aware that \$785 is no insignificant amount of money. We do not make this request lightly. It might be less overwhelming when considered on a weekly basis – \$15 (three lattes from Starbucks). Or \$65 a month. We are not asking for a lump sum but rather a pledge increase. Some people will be unable to afford an additional \$785 this year. Please commit to giving what you can, whatever that additional amount may be. If you can give above \$785, that will help those who cannot give as

much. Together, we CAN do this.

This year can be about faith, worship, growth, outreach, mission, and abundance. Please make this additional pledge now. Please do so, ideally, not later than Sunday, February 6. The Vestry will vote to approve the 2022 Good Shepherd budget at their meeting on Tuesday, February 8. To pledge an additional amount, please complete this [form](#). Alternatively, e-mail our Treasurer, [Denise Kelly](#), with the details. Thank you.

God Bless You All,
The Vestry of the Church of the Good Shepherd

Annual Meeting

Please join us for the **Annual Meeting** of the Church of the Good Shepherd on Sunday, Feb. 13 following 9:00am Eucharist

We encourage all parish households to attend our Annual Meeting. This year, in light of ongoing COVID concerns, you may attend our Annual Parish Meeting on February 13 in person or via Zoom. The in-person meeting will take place in the Sanctuary in order to have the benefit of the video setup and of more space for social distancing. The meeting will immediately follow the one worship service that Sunday at 9am. Those who attend via Zoom, and wish to vote at the Annual Meeting, must complete a proxy authorization form prior to the start of the meeting.

***A note about voting at the annual meeting

We were recently informed by the Diocese that the special authorization of the Legislature of the Commonwealth which allowed members of incorporated parishes to vote remotely in parish meetings expired on December 15, 2021. Parish members are, however, permitted to vote by proxy if they are not in attendance, with

proper authorization

Proxy Voting Authorization:

If you intend to attend our Annual Parish Meeting remotely on Zoom, and you would like to vote on the measures before us,* you must complete and return the proxy form according to instructions no later than the beginning of Annual Meeting (approximately 10am on February 13). This will allow you to vote “unofficially” on Zoom and have your vote “officially” recorded in person by proxy, as indicated by your Zoom vote. To submit your proxy form, please print it out, sign it and either bring a paper copy to church prior to 10am on Annual Meeting day, Feb 13, OR take a photo of your signed form and email it back to [Harry Peebles.com](#). You may not vote by proxy unless you attend via Zoom.

* Votes at the 2022 Annual Meeting include: accepting the minutes of the 2021 Annual Meeting, accepting the agenda for the 2022 Annual Meeting, accepting the 2022 Annual Report, and electing the slate of officers and members of the Vestry and our representatives to Diocesan Convention.

Click here for a copy of the [warrant](#).

Here is the [proxy form](#) if you decide to attend via Zoom. Read it carefully so you can submit it in a timely fashion.



Jr. Warden's Message



Howdy folks!

You may be interested in what's going on in the back of the sanctuary. It's an attempt to make the church service Zoom experience as close to the in-person experience as possible. The in-

tent is for people in Zoom-land to feel like they are on equal footing with their fellow parishioners. In some ways, Zoomers actually have a better view of the action. Here are production details about how that is accomplished.

Audio mixing:

Tom is stationed at a pretty-cool-looking console. His primary focus is creating a pleasant mix from 8 microphones (Ellie, Ken, pulpit, organ, piano, Ellen, choir, ambient) to Zoom. Tom's "chain-saw"-style ear protection allows him to use regular ear buds to isolate the mix that goes out to Zoom. He also creates a different mix using fewer mics for the sanctuary. This second mix is what allows people in the sanctuary to hear Ellie, Ken, and lectors so clearly. The wifi-router on the top of the console is how the wireless mics connect.



Video mixing:

Denise has the brightest toys. On the big screen, the horizontal row of four images is from the four available cameras. Two cameras are stationary. In her hand is the remote that controls two more cameras. The top-right image is what's live on Zoom. The lit-up black switching box next to her coffee is for camera selection. The laptop is the main computer combining everything that goes out to Zoom. Above that, the blackish screen is used for displaying still images for Zoom and the prelude/postlude composer information. If necessary, she can monitor the incoming Zoom feed via that iPhone on the little stand.



Zoom hosting:

Harry is annotating his copy of the service leaflet with production notes. He's monitoring the Zoom audio after it has made the round trip back from the internet. He periodically spot-checks that throughout the service. Harry frequently has his earphones off, because he's also monitoring the in-sanctuary audio. The iPad on the right is a remote control for the audio-mixing board. Harry uses it for tweaks. The laptop on the left is used for Zoom moderating. He'll let folks in Zoom-land know when the prelude is about to begin, mute folks who forget to mute, and invite them to speak up for announcements and to unmute for virtual coffee hour after the postlude. The laptop in the middle controls what Ken and Ellie see on the TV Monitor. That gives them a sense of who's online, and lets them interact "face-to-face" with Zoomers. In this role,



Harry is also responsible for the Parish Hall Zoom setup in case there are overflow in-person attendees.

Fun toys! The team takes turns serving in



each of these roles. Everyone is welcome to learn how! This is a wonderfully satisfying ministry.

Harry Peebles,

Worship

Guest Speaker on Feb. 6th

For 14 years, our CGS Mission Outreach initiative has supported Esperanza Academy, a tuition-free Episcopal identity middle school for girls in Lawrence. **Jadi Taveras, the Head of Esperanza Academy, will join us via Zoom for worship on February 6.** We hope that he will be here in person, but if conditions prevent that, he will make a Zoom appearance. In either case, he will have Good News to share about the school.



Martha Hubbard, Regional Cannon, Visits Feb. 20th

Many of us may remember Canon Martha, who was there to help us during our Rector search period and who visited us frequently. She will be back for another visit on Sunday, February 20th; you won't want to miss her. Canon Martha will be here to officially welcome the Rev. Ellie Terry as our Rector, Deacon Ken and Pastoral Associate Ellen Oak. She will bring prayers and greetings from the Diocese.



Combined 9:00 am Eucharist on February 13

We will have a combined a Eucharist at 9:00 am on Sunday, February 13rd. This will be followed by the **Annual Meeting** which will take place in the Sanctuary and on Zoom. In order to have the benefit of the video setup and of more space for social distancing the sanctuary provides a much better space than the Parish Hall.



Ash Wednesday

Ash Wednesday is coming up on Wednesday, March 2. We will have two services that day at 7:30 am (on Zoom) and at 7:30 pm (in-person and on Zoom). Ashes will be made available for those parishioners participating from home. Unfortunately, due to the ongoing pandemic, we will not be able to offer 'Ashes to Go' at the commuter rail stations again this year. Watch the weekly eblast for further details as we get closer to the date.

Sing a Spiritual Path This Spring

Ash Wednesday is just a month away. The journey through Lent, Holy Week, the Easter season, and Pentecost offers an awesome opportunity to immerse ourselves in the paschal mystery—the dying and rising of Christ. Singing our way step by step can be a powerful, grace-filled way to integrate body, mind, and soul on this journey. All are invited to participate in choir as a spiritual practice this spring. Rehearsals are Thursday evenings 7-8:30 pm. If this time commitment does not work for you, but you are interested in exploring singing as a spiritual practice this spring, please speak with Ellen Oak, and let's create some other opportunities together.

Ellen Oak



Service Schedule

Sunday

8:00 am Holy Eucharist
10:00 am Holy Eucharist, also live streamed on Zoom

Wednesday

7:30 am Morning Prayer via Zoom

Thursday

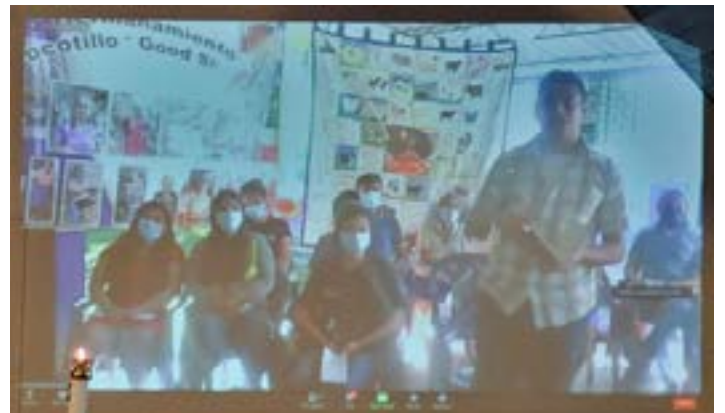
8:00 pm Compline via Zoom





Some of our readers

Epiphany Lessons
& Carols with
El Ocotillo



Our musicians in both locations



Christian Formation

Adult Forum in Lent: What is Truth? An Embodied Lenten Series



This 6-session Lenten study, prepared by our Diocese's Racial Justice Commission, invites congregations, small study groups and individuals to go deeper into Pilate's question "What is truth?" and the truths we've learned about our history, our personal truths in relationship to the broader community, and national truths that have been told and, in some cases, need to be untold and then retold.

In light of our Vestry and Mission Outreach Committee's commitment to exploring racial justice as a congregation, we invite you to join Rev. Ellie and Deacon Ken in this provocative Lenten forum.

Each session will include a theological reflection; suggestions of a short reading, online video or other media; a discussion guide; suggestions for group action in response to the content and discussion; and suggestions for individual and household follow-up reflection, study and action during the week. For more information, [visit here](#).

The program will be held on **Sundays from March 6 (1 Lent) through April 10 (Palm Sunday)**. Details about time and location will be published in the eblast. Please join us!

Ellie

Hop, Skip, & Jump through the Bible Wed., Feb. 16, 7:30-9 pm

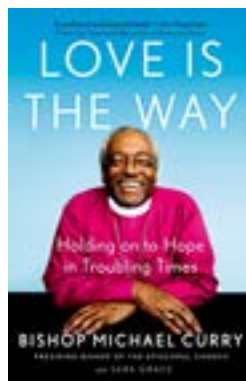
Exploring the Scriptures — Gratitude

We are a thankful people. "Be joyful in the Lord...Enter his gates with thanksgiving" (Psalm 100).

All through the *Old and New Testament* there are admonitions, invitations, and encouragements to be thankful in our daily lives. And every Sunday we celebrate "The Great Thanksgiving," The Holy Eucharist. This month, we will look at ways to show and express our thankfulness, our gratitude. Scriptural references are too many to list here, but you may look at the [website from Parade](#) magazine for some, or choose your favorites to share in our discussion.

Join via [Zoom](#). Each session is a stand-alone meeting so join us for whatever sessions you can fit into your schedule. All are welcome.

Bev Ridpath, Neal Ogle



Held over by Popular Demand Love is the Way Book Group

Are you a fan of Bishop Michael Curry (the Presiding Bishop of the Episcopal Church)? Please join Rev. Ellie and Deacon Ken in a conversation about his latest book, *Love is the Way: Holding on to Hope in Troubling Times*.

Inspiring conversation. Makes me dig down deep about what "Love is the way" really means, I leave the discussion energized. Carolyn

We have found the book is full of wonderful discussion topics and are learning and discussing very poignant topics. Several members have already discussed it a another book group and came back for more. It is full of life, God and love lessons, while addressing race issues and history.

It has been decided to slow down the number of chapters read each week and continue until the book is finished, or until the Lenten Program begins on March 6th. Sunday, Feb 6th with will be dicussing chapter 6 & 7.

It is a deep, but easy read with great topics to plumb, and even if you haven't caught up to the chapters, you'll be able to enjoy and contribute to the discus-

sion. So, join us please!

Margaret

We'll continue to meet on **Sundays at 11:30 am in person in the Library, and on Zoom**. The book is available online and by order from the [Silver Unicorn](#) and other local bookshops, at your local library, and in audio format from Amazon.

The Way of Love is a must read.. So many sentences and whole paragraphs are full of wisdom and insight. One sentence that popped out to me was "Faith is taking your best step, and leaving the rest to God."

Ellen H

Join the Book Group; it's not too late!

Margaret Geanisis

"Racial Justice and Communal Safety: Cultivating MLK's Legacy"

This is the Rachel Rollins presentation on Martin Luther King Day at Temple Beth Elohim. She is the new US Attorney for the District of Massachusetts. Many messages are consistent with our Mission Outreach. It was attended by 200 local participants. CGS folk can pick up this fabulous presentation on U Tube. at: [MLK Day Speaker](#)

Andy Platt

Church School Calendar

February 13 at 9 am - Church School & Holy Eucharist

February 27 at 10 am - Church School & Holy Eucharist

Mission Outreach

"We are called to be the change we want to see in the world by honoring human dignity and seeking to improve the rights and conditions of people locally, nationally, and globally."

Mission Outreach Calendar

February: Esperanza Academy

March/April: Lenten Food Pantry

May: Creation Care

**Education is quite simply peace building
by another name.**

Kofi Annan

Thank you to everyone who shared this month in the Epiphany service with El Ocotillo, partook in our Pupusa Truck meal, or contributed to the El Ocotillo scholarship fund. Your participation in this sister relationship and generosity is helping a student reach his or her potential.

We are sponsoring eight students in 2022 who range from ninth grade to university. In El Salvador, ninth grade (\$25/month) is considered junior high, high school (called *baccalaureate*) (\$45/month) can be 2-3 years depending on the path a student chooses, and university (\$100-120/month) is typically five years with the last year being a thesis year. Our financial support, as noted in parenthesis, is usually 50% of the cost of education with the exception of one full university scholarship (\$240/month) for a student who cannot afford the family portion.

Let me share the profiles of three of our students:

Idania Patricia Martinez Perez is Claudia's granddaughter. Claudia and her husband were the community leaders instrumental in settling the village of El Ocotillo after the war. On our 2006 trip to El Ocotillo, Idania was a little two-year-old sweetly dropping pebbles in each of our hands while we had a meeting with her grandfather. She is now 17 years old and a freshman at the University of El Salvador studying computer technology.

Edith (pronounced "Edeet") Martinez

Rodriguez is 22 years old. She is in her thesis year at university and will graduate *magna cum laude* in June with a degree in agronomics. We are so proud of her and can't wait to see what she does with her degree!

Roselia Araceli Martinez is 27 years old. Her education was interrupted four years ago by a terrible accident that required surgery and an arduous recovery. Roselia lives in a house down a very long steep path with her husband and two young children. Her loved ones carried her in a hammock up that path to get her to medical appointments. She is fully recuperated and will graduate in June with a nursing degree.

The Good Shepherd community shares in the pride that the students' families feel for what their sons and daughters are accomplishing. Thank you for your part in supporting their hard work and providing a culture of possibility for all of the children in the village.

The Acton Area Interfaith Partnership

In our fall meeting, the Mission Outreach Committee discussed seeking ways to collaborate with other congregations in the Acton area for local community outreach. Within days Rev. Cindy Worthington Berry from UCC, Boxborough, reached out to us and several other congregations about coordinating a response to the pending arrival of Afghan refugees. The Acton Area Interfaith Partnership has grown from that original



endeavor to include South Acton Congregational Church, First Parish Church of Stow and Acton, St Matthews United Methodist Church, Apple Valley Catholic Collaborative, Church of Good Shepherd, and Trinity Chapel of Shirley. UCC Boxborough and Temple Beth Elohim have partnered together to sponsor an Afghan family, providing an apartment in Marlboro and wrap-around support for 2 adults and 4 children.

The group meets on Zoom most Thursdays from 6:00-7:00 pm to share experiences and coordinate upcoming needs. Up to this point the Partnership has supported the startup of a Halal food pantry in Lowell and food deliveries to homes, clothing and home goods collections, and our own gift card and winter clothing drives. It has worked with both IINE (International Institute of New England) in Lowell and ICNA Relief (Islamic Circle of North America).

“It is exciting getting to know the people engaged in community outreach and justice work in our neighboring places of worship. We are planting a seed that has the potential to grow into nourishing fruits!”

Barb Magee

Afghan Refugee Settlement



We received this letter this week from Jeff Thielman:

On behalf of everyone at IINE, I want to thank you for your donation.

The International Institute of New England is committed to resettling more refugees in our communities

this year, with the support of compassionate donors like you. Together, with your support, we can create a better resettlement experience that serves refugees and supports the communities that welcome them.

Thank you for believing in refugees and immigrants and for supporting the important work we have been doing for more than 100 years at the International Institute of New England.

*With gratitude,
Jeff Thielman*

Did you know?

- In the fiscal year 2020 there were 26 million refugees worldwide.
- Prior to 2017 United States resettled 75,000-85,000 refugees per year.
- Beginning in 2017 numbers were reduced and by the year 2020 US resettled only 11,800 refugees.
- Between the years 2017-2021, 150 resettlement agencies in the United States closed. There are now 200 agencies.
- In the fiscal year Oct 2020-Sept 2021 IINE resettled only 104 refugees.
- This year IINE will resettle 800 new refugees including 500 Afghans.
- Most Afghan refugees arrive with only a two-year visa and need to apply for more permanent status.

If you'd like to get a current update from IINE on the progress of Afghan resettlement this meeting held on January 19th, [Virtual Town Meeting](#), recording is very interesting. It includes an interview with the rector of St. Paul's Episcopal Church in Newburyport that is housing two families.



Events

Save the Date For a Joyous Concert

Saturday, April 23, at 4:00 pm

Good Shepherd will host a performance by the a cappella octet NOTA (which stands for None of the Above). Pastoral associate for liturgy and music Ellen Oak sings with this group. The repertoire spans classical, jazz, pop, and folk genres. All proceeds will be donated as micro loans through KIVA, supporting the development of new entrepreneurial projects run by people of color in the US. Fun, beautiful, and uplifting live music enjoyed in community, and resources shared outward—it will be a grand occasion!

The Good Shepherd Pupusa Truck Stopped By To Support the El Salvador Scholarship Fund



If you missed the truck, please send your donation to CGS,
w/Scholarship Fund on the memo line.

Committee News

Creation Care

Can I Recycle This??



I had some black plastic take out containers that I was planning on recycling. Then I remembered the RECYCLOPEDIA on recyclesmartma.org. All I had to do was type in “black plastic” and here’s what they said:

Trash:

Bottom: Put this item in your trash bin.

Instructions:

Top: Rinse and recycle clear plastic lids.

Why are the lids okay but not the black plastic?

The reason we say no to black plastic is because recycling facilities sort plastics by bouncing a beam of light off them. Since black plastic absorbs light, it can’t be sorted and goes straight through the system and off to landfill or incineration. Most current (and past) black plastic uses carbon to make the black, which absorbs the beam so the reader can’t identify the resin. The same is true for really dark colors in general (dark grays and sometimes navy).

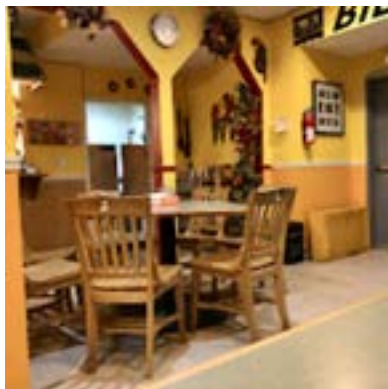
It’s fun and clears up recycling confusion.

Ask your kids to do it! Try it!

recyclesmartma.org

With Abundant Gratitude to:

- members of the Mission Outreach Committee are who constantly present us with opportunities to love and care for neighbors. **Bev Duncan, Helene Gagliano, Dawn Hill, Barbara Magee, Kate Ogle, Andy Platt, Carolyn Platt, Bev Ridpath, Deacon Ken Schmidt, Ed Stockbridge, Rev. Eleanor Terry, Chuba Udokwu, Helen Young**
- A SHOUT OUT to **Fuente de Vida**, our wonderful pupusa restaurant at 1159 Main St., Worcester, for giving us a 25% discount and being so flexible about moving our date to Sunday. If you are in Worcester please give them your business!
- and heart felt thanks to **Jon Panek and Tom Hoch** for their long term, constant, and inspiring contributions to the tech team.



- all those who made our Epiphany Lessons & Carols such a wonderful event, including **Rafael Pupo, Ellen Oak, Rev. Ellie Terry, David Argueta and the village of El Ocotillo and their musicians, our Tech Team, Ray Lyons and our choir.**
- Andy Platt, Paul Zinn and Harry Peebles** for keeping the entry walk clear of snow and ice.
- Rev. Ellie Terry, Ellen Oaks, Laura Brock, the Tech Team, Pat Kosicki** for working so hard and the time put in for Eleanor Mendes’s funeral; and **for those who visited her and supported us in prayer.** With love, from the Mendes and Geanisis families.



- our **Altar Guild**, they are wonderfully faithful

servants, quietly and constantly making sure that the colors, dishes, wafers and wine are just exactly right. Thank you all so very much!

- those who have served wonderfully in leadership positions: **Lydia Tolley**, Warden; **Dawn Hill**, Clerk; **Paul Zinn, Nora Mendoza, Brendon Bates, and Peggy Ornell**, Vestry.
- **Dave Hazen, Gail Lyons, Chris O’Leary, Ronnie Diesl** for their work on the Stewardship Pledge Drive this year.
- the **Finance Committee** and **Denise Kelly** for all her work with the 2022 budget
- **Wendy Feddersen, Alex Flores, Tim Laurion, Ellen Harland, Chuba Udokwu, John Link, Rafael Pupu, Anna Browning, and Peter Church** for saying yes to God’s call to serve in leadership positions this year.
- **Deacon Ken Schmidt and Rev. Ellie Terry** for leading *Love is the Way: Holding on to Hope in Troubling Times* Book Group.
- **Nancy Brown** for being the “keeper of records” for many years. She helps to keep track of old

photos, old Shepherd Staffs and copies of all our Directories!

- **Rafael Pupo** for acquiring the salt/sand tub for the front walkway
- **Harry Peebles** for his responsiveness in taking care of and arranging Rectory maintenance and upkeep projects.
- **Diane Zimmerman-Decker** for advice and work on the annual financial audit.
- **Diane Cooke** who makes sure we have weekly flowers and that they get delivered to people who could use cheering up.
- **Josh Conway, Jessie Panek, and Ray & Gail Lyons** for taking down the Epiphany environmental decorations.
- **the members of the Vestry** for their faithful leadership and commitment to our parish as they strive to present a balanced budget for our life and ministry in 2022. They have shown courage and willingness to embrace brave change as we work to come out of the Covid pandemic in a place of strength.

Administration

2022 Good Shepherd Leadership Slate

Senior Warden, 2 Year Term Wendy Feddersen

Both native Californians, Wendy and her husband Jeff moved to Massachusetts in 1987 and made Harvard their home. She joined Good Shepherd around 2011, as Rev. Gareth Evans came to us as a Priest-in-charge. Before this, she was a member of Peace Lutheran in Wayland, MA.

Wendy convinced Gareth and the Vestry to launch the ‘Ashes to Go’ ministry at Good Shepherd. This inevitably coincided with a snowstorm. Gareth, Wendy, and later Rev. Melissa Buono gamely braved the cold at both the Acton and Littleton train stations each Ash Wednesday to offer disembarking commuters ashes and a blessing. She is also active



as a LEM-C, and previously served on the Vestry as a member, the Junior Warden, and Clerk.

The Feddersens’ younger son Graham lives in the San Francisco Bay area, employed at a robotics start up. Older son Ian lives in Plymouth, MA, and works for South Shore Industries.

Wendy maintains a lively home that includes a large hairy dog, Lucy, 12 laying hens and a state-ly rooster, enjoys cooking, music, needle arts and landscape design. She and Jeff maintain an ever-expanding vegetable plot, dubbed “Fedderfarms”, that keeps them busy during the growing season.

In her professional career, Wendy has founded and successfully sold three companies focused on distribution, services, and manufacturing, and has held senior finance and sales positions for emerging markets, education, and software organizations.

Clerk, 1 Year Term Alex Flores

Alex Flores moved to Littleton, MA in August of 2020, becoming a member of Church of the Good Shepherd, Acton at that time. They are a middle



school teacher by day and enjoy weightlifting, time in the great outdoors, and singing. Alex is passionate about social justice, and particularly as it pertains to the LGBTQIA+ community. Alex uses they/he pronouns.

Vestry - 3 Year Term
Tim Laurion

Tim Laurion has lived in Acton for the past 31 years and has been a member of Good Shepherd for three years. He has two adult daughters, both of whom attended the A-B schools. A graduate of Bowdoin College, Tim has spent his entire professional career at Bank of America.



Chuba Udokwu

As a life-long Anglican, I reflect on my spiritual journey that now presents me with this opportunity to serve God and the Church of the Good Shepherd as a member of the Vestry.

Just to introduce myself, I live in Hudson, MA, with my wife, Emmanuela. We have four children: Adamma, Ndubuisi, Chinemenma, and Nnamdi, and two grandchildren: Meliha and Franz-Leopold (Germany). I have been a member of The Church of the Good Shepherd since 2000. Along with participating in many church activities, I have been a vestry member, senior warden, and an usher. Over the years, the wonderful friends and family of this church have supported us, and we have made it our spiritual home.

I am currently Managing Partner at Equitas Tech Advisors. Before that I was a Vice President



at Technicolor and at Alcatel-Lucent. In addition, I have held previous senior leadership positions at Sonus Networks, Cisco Systems, and AstralPoint Communications. My hobbies include jazz, and movies.

Ellen Harland

I have been a member of CGS since 1977, coming at the invitation of friends. I have been married to Bill for over 51 years, and we have 3 adult children and 7 grandchildren. I am a retired nurse, having worked at Emerson Hospital for 47 years, and several of the young people in church are “my babies”!

I also am very involved in the Mass. Episcopal Cursillo Ministry, serving as Lay Director. I am really looking forward to serving this wonderful church family as a member of the vestry, hoping to be part of the Post-Covid growth.



Vestry - 1 Year Term
John Link

I have been a member of Good Shepherd for about 15 years now. A regular member of the 8 am congregation, at which I have been blessed to be a LEM for many years. I served on the Vestry for several years back when Gareth was rector. A regular in the Bible study group and Thursday Compline gathering, I always try to participate in the Adult discussion gatherings. I am currently the Tree and Shrub buyer at Russell’s Garden Center, sing in the Acton Community Chorus, and live in Stow.



Rafael Pupo

My wife Karen and I began attending Good Shepherd soon after we married and built a home in Acton in 1992. We found a welcoming community of faith who helped us raise our 2 children. Alix, our 26 year-old son and his wife Lillian, currently live with us pending the next steps in their careers. Our



daughter Isa, 23, lives and works in Boston. Our extended families are in Florida and Texas so we have especially cherished the love and support of our church family over these past 30 years.

I was born in Cuba, educated in Florida and Texas, and spent my entire career in medicine as a practicing dermatologist in nearby Chelmsford. I recently retired and among many other things, I'm looking forward to remaining an active member of our church. Since first coming to Good Shepherd, I have served in a variety of ministries including the choir, liturgical arts, parish life, Rector search committee and 5 previous years on vestry.

My greatest passion has been mission outreach, specifically our El Salvador ministry since 2001. As a physician I had the privilege of being able to help my patients each day. Now that I have retired, I am looking for opportunities to continue "giving back". This invitation to serve on the vestry is that prayer answered. It is one way of thanking God for the great gift Good Shepherd continues to be in my life.

Anna Browning



Hi everybody, my name is Anna Browning, and I was called to serve for an additional year on the vestry. It was an honor to get to serve for the past year, and it did not feel like my time had quite come to a close, so when the opportunity presented itself for me to continue, it felt like it was the perfect thing for me to do. I have loved getting to work so closely with

such an incredible team, and I hope we can continue to serve all of you to the fullest extent.

Outside of the time I spend at Church, I am currently working as a fitness coach and assistant manager at Orangetheory Fitness. Additionally, I am in the process of applying to Law School, which I am hoping to start this fall. One of the funny benefits of the pandemic is no matter where I end up, I will still

be able to carry out my next term with the vestry, which is why it felt like it was meant to be. Here is to another great year!

Diocesan Representative - 1 Year Term

Wendy Fedderson

See first biography

Peter Church

Peter Church has been a delegate to the Diocesan Convention for the past three years. He is the Director of Forest Stewardship at Department of Conservation and Recreation for Massachusetts. He and his family, Jen, Ben Caleb and Eleanor live in Littleton and have been CGS members for twenty years. Peter has also served on the vestry and is a lector.



November Vestry Vignettes

We began with prayer and then a check in on God's abundance and generosity; Vestry members were invited to share their personal experiences of God's abundance since our last meeting.

Stewardship Update:

Chris O'Leary has joined the stewardship committee. As leaders of the Parish, Vestry members are encouraged to get their pledges in early. There will be options for mail-in and electronic pledges, and we will have weekly messages with different themes each week. They would like Vestry members to help make calls for any late pledges. There will be a pastoral focus to these calls when appropriate.

Finance Update:

We are still on track to meet our budget, though by year end we may end approximately \$2,000 behind, which isn't bad given the challenges of 2021. The appeal for the sound system more than covered the deficit; we are about \$500 in excess of what we needed. We truly appreciate that contributions were so generous.

Sound System & Elevator:

We are working on wiring for the speakers; however, due to supply chain challenges, we may not get the speakers until after Christmas. We're looking for ways to simplify the setup, moving the table to the back of the sanctuary. We'll be able to move the camera from the middle aisle which will make equipment less intrusive.

We are making progress on the elevator: the shaft has been widened, and the elevator order has been placed and will arrive after Christmas.

Regathering:

We are averaging over 80 people across the 3 congregations every Sunday (8 am, 10 am in person and Zoom), with 8 consistent new people attending each Sunday. The overflow space is up and running and is a regular option so people no longer need to sign up in advance for a service.

We are starting to get requests for use of the building; Cub Scouts on Fridays and Girl Scouts on Sundays are now regular users. We are looking forward to bringing people into our building as a means of community outreach.

Advent and Christmas Planning:

A Blue Christmas service is scheduled for December 19. On Christmas Eve we will have a 4:00 pm in-person Holy Eucharist/Family Service, and 5:30 and 7:30 pm Candlelight Vigils in the parking lot. Christmas Day will be a pre-recorded, family-oriented service on YouTube. On January 9 we will have an Epiphany-themed Lessons & Carols in person. We may invite the El Ocotillo community to participate through Zoom.

Vestry Membership/Nominations:

We are looking for 5 new vestry members, a Clerk, and a Senior Warden. Ellie discussed that we may need to consider fewer members to provide continuity.

Other Business:

The parking lot needs to be repainted, and cracks repaired.

Closing Prayer and Dismissal.

December Vestry Vignettes

For Opening Prayer, Ellie read from Poems by Jan Richardson, "*Blessed Are You Who Bear the Light*". The Vestry did an Advent Meditation on "*A Blessing for traveling in the Dark*".

Upcoming Services:

On the fourth Sunday of Advent, December 19, there will be Holy Eucharist at 8 & 10 am. Our Blue Christmas Liturgy will be that afternoon at 4 pm, and will be followed by the Greening of the Church.

On Christmas Eve, we'll have a Festive Candle-lit Eucharist at 4 pm (in person and on Zoom), with Christmas Eve Candle-lit Vigils at 5:30 pm and 7:30 pm. Christmas Day will have a recorded service online, accessible at any time. Sunday, Dec. 26 will be Christmas 1 with HE at both 8 am and 10 am. On January 2, Christmas 2, Deacon Ken will lead Morning Prayer at both 8 am and 10 am. Epiphany Lessons & Carols with Eucharist will be on January 9 at 10 am, one service live-streamed with El Ocotillo.

Regathering:

Since we began indoor services on 9/19/2021, our Average Sunday Attendance (ASA) is 94.75, which is about where it was in 2020 pre-Covid.

Sound System:

Speakers are still delayed, but all the infrastructure has been installed and is ready for the speakers.

The Tech Team has moved its table to the back to improve safety and aesthetics, additionally making set-up easier.

Elevator:

The Elevator is here! Installation could take up to 5 days to complete. We can't use it until it is inspected, and currently inspections are being scheduled into January.

Deacon's Report:

Ken went to First Connections which is doing diaper pantry donations with other area churches. They provide a full range of programs for new parents in Acton and the surrounding communities. He will connect with Barb Magee about Good Shepherd's collecting diaper donations for them.

Finance Update:

2021 YTD we are in a good place. Net income is positive \$27,000, but we expect by year end to break even. Pledges will be a little bit behind budget, but close we hope. We are using the 2021 income number as a placeholder for the 2022 budget. Current pledge numbers are around \$240,000 and we need them to be closer to \$293,000, and so the Finance Committee is looking for places where we can cut line items. It was decided that the Finance Committee will create 3 different budgets based on

different pledge scenarios.

We believe we need to have a year-round Stewardship Committee.

The Vestry approved a Motion for staff salary increases to move from each staff member's anniversary year to a single annual increase date, with 3% increases for 2022. The Vestry approved a Motion to designate \$56,000 of Ellie's Total Cash Compensation as Housing Allowance.

Warden's Report:

Lydia has been working on publicity for the church. There will be an article on our Blue Christmas service in the Acton Beacon.

We need to think about sidewalk safety as we approach winter, as the walkway can be very icy, Harry will be asking for volunteers to just stop by for a few minutes and spread salt and sand on an as needed basis.

We need to put service times on the signs that hang on Newtown Rd

Wendy Fedderson will be the new Sr, Warden

Harry Peebles took care of the first floor gutters on the Rectory; the Rectory furnace needs to be serviced for winter.

Closing Prayer and Dismissal.

January Vestry Vignettes

Opening Prayer was followed with a reflection on the budget.

Recap over Advent, Christmas, & Epiphany:

Attendance Christmas Eve over the three services was approximately 150 people, The Tech Team did a great job with the quick last minute move for the 4:30 pm service to be outdoors, as did the choir.

Deacon's Report:

Starting this Sunday, Ken will lead a book group discussion of *Love Is the Way* by Bishop Curry. We dropped off 4-5 boxes of diapers with First Connections.

Wardens' Report:

Lydia: The Nominating Committee met on Sunday and made progress. Rafael and Anna will each continue on for 1-year terms each. Wendy Fedderson will be the new Senior Warden.

Harry: Speakers arrived on December 26. Please ask people if the sound in the sanctuary is meeting

their needs. The elevator is ready for use once it has been inspected.

Annual Meeting Planning:

Ellie forwarded the e-mail from the Diocese prior to the Vestry meeting. The Governor's exemption for an in-person meeting has expired, therefore we have two options: the first is to postpone the Annual Meeting; the second is to hold the Annual Meeting via Zoom and give every parishioner the opportunity to vote by proxy. The Vestry agreed that postponing the Annual Meeting was not the desired option, so we will send the Proxy notice with the Warrant via email and invite parishioners to complete an online form designating a proxy vote.

Laura drafted the Warrant which Vestry approved.

Finance:

2021 Budget and year end status: On the income side, pledges were slightly behind for the year, but we received a lot of gifts which helped to offset the difference. We are behind in other income areas (Easter, Plate, Christmas), but our total income was only \$1400 less than originally budgeted. Total expense savings were around \$17,000 which enabled us a year ended with a positive Balance of \$16,500.

It was recommend that we set aside \$6,304.75 of the overage for Rectory Real Estate Tax, and the motion was approved.

Finance:

2022 Budget: Finance Committee prepared three budgets with three different assumptions about pledges, all of which had negative year end balances. Best case scenario is -\$29,500. The Vestry agreed to meet on Jan 25, after all the late pledges should be in to discuss the budget.

Closing Prayer and Dismissal.

Passages

Deaths

James Kinicki,

35 years old, passed away in December while living in Estonia. The Kinicki family were members of our church for over 25 years, during which time James was a member of our Church School and Youth Group as well as serving as an acolyte throughout his teenage years.



Growing up James was a dedicated Boy Scout, earning his Eagle Scout rank. James thoroughly enjoyed the camping trips and the hikes with the Scouts. He was like a mountain goat clambering along rocky trails at full speed.

As an adult, James developed an interest in bicycling. There were many ambitious trips, but the most adventurous one happened about 6 years ago. James started cycling in Scotland, went through

Europe to Turkey, and then across the "Stan" countries in Asia. He received permission to bike around China



for a limited number of days, and then went south through Vietnam, Thailand, and Cambodia. His trip took 1-1/2 years. He came back with incredible photos and many wonderful stories to tell. He also blogged about his travels, [Where in the world is James?](#).

James was a software engineer who worked in Florida, NYC, and finally Tallinn, Estonia. He will be greatly missed, remembered for his interesting ideas, that mischievous twinkle in his eyes, and his adventurous spirit which led him to experience a full life and to attain his many accomplishments.

The Kinikis now live in Virginia but will bring him home to the Church of the Good Shepherd for a Memorial Service on **Saturday, Feb. 19 at 11:00 am**; his burial will be private this spring.

James was smart, adventurous, and quick to volunteer. He selected his activities and then participated with determination. At AB High School, James played trumpet with pizzazz in the marching



band. He was an accomplished competitive figure skater with the Colonial Figure Skating Club in his teen years. James carried these two activities with him to college, being a member of the University of Michigan Marching Band and the University Figure Skating Club.





Richard (Dick) E. Davis, founding member, formerly of Carlisle passed away peacefully on January 19, 2022 in Vero Beach, FL. Dick was the husband of Carol Hume Davis and the late Jean Davis.

Dick was born on December 31, 1927 in New York City and was raised in Scarsdale, NY along with his late brother, William Ros. Dick attended Cornell University and received his M.B.A from Harvard Business School. After starting at Cornell, Dick served two years in the US Army. Dick met and fell in love with Jean Raymond while in business school, they married in 1952 and raised their two children in Carlisle, MA. Unfortunately, Jean passed away in 1990. Jean designed our kneeling cushions at the Good Shepherd altar.



Dick was lucky in love again when he met Carol Hume Ditzler at Good Shepherd; they married in 1992, lived in Carlisle, MA and then moved to Vero Beach, FL in 2004 where he and Carol could play tennis all year long.

Dick and Jean were charter, founding members of Good Shepherd. During his many years of service Dick was an usher, served on the Vestry and as a Warden, was a Lay Eucharistic Minister and had made his Cursillo. Dick went to El Salvador with our first mission group. While he was a very quiet, private person, everyone who knew him said he was the nicest guy; one of the last true gentlemen, he could handle everything and everyone with



class and dignity.

He was predeceased by his daughter, Holly Davis Carner in October 2021. He is survived by his son Richard Ros Davis of Chatham, MA; son-in-law Larry Carner of Sebastian, FL; and four grandchildren: Matthew Ros, Todd Foster, Edward Raymond, and Marnie Livingston Davis.

No memorial service is currently planned due to Covid. Dick will be buried in Woodlawn Cemetery in Acton, MA.

