

Grace Memorial Episcopal Church

Vestry Meeting

October 24, 2017

Minutes

Members of the Vestry

Gale Beagle, Jr. Warden
Elyssa de la Cruz
Andrew Eschleman
Robin Gault
David Goodrich
Steve Lovett, Sr. Warden
Peyton Snead
Rebecca Wong

Members of the Vestry Absent

Phillip Koop
Charlene McGee
Nora McLaughlin

Clergy

The Rev. Martin Elfert
Ken Powell, Deacon

Others

Curt Germundsen, Treasurer
Alicia Perkins Lehrle, Clerk

1. Formation

1.1 Opening Prayers

- The meeting was called to order at 6:02pm, and there was reading from Acts in an abbreviated form of lectio divina, followed by an opening prayer by Martin.

2. Minutes

2.1 Approval of the Minutes

- Andrew noted a correction needed to the spelling of his last name in the September minutes. Becky moved the minutes be approved as corrected and Dave seconded the motion. There was no further discussion, and the motion passed unanimously.

3. Items

3.1 Consider Paula Benjaminson for Grace Institute Board

- The GI Board has approved Paula as a new member of the Board, and Becky asked the vestry for confirmation of Paula's appointment. There was some discussion of Paula's impressive resume, and Robin moved the vestry confirm Paula as a Grace Institute Board member. Andrew seconded the motion; there was no further discussion and the motion passed unanimously.

3.2 Follow-up on MMR/10 Rules for Respect

- Martin thanked everyone for their time at the Close recently for the MMR and thought it had been a good conversation. The emerging theme was that of the vestry taking on more between vestry meetings and being more vocal overall. Martin received feedback he doesn't visit people, which concerned him as he does actually do visitations. This brought up the question expressed by one of his colleagues as to what longing is being articulated when feedback of this nature is received. It's possible the person providing the feedback simply wants a visit by Martin, and he asked the vestry to let him know if they learn of someone wanting a visit from him.
- "Stealth ministries" – ministries taking place in the background – were brought up by Robin who urged liaisons between the vestry and congregation be reinstated with monthly reports on a ministry. She also suggested articles in the newsletter about ministries for further awareness, and there was discussion regarding the possibility and merits of once again having a printed newsletter as well as an online one.
- Martin also received feedback he doesn't listen, and a discussion of the possible longing behind this feedback was discussed without coming to a conclusion. To have the vestry help with this issue, Martin asked to have a vestry member who is told Martin doesn't listen to ask the person to talk to Martin. The 3 types of feedback were briefly discussed: praise, evaluation and coaching.
- There was also discussion on the change of the "feel" of the church. Grace is possibly becoming a program church, but there are currently not enough members to make this type of parish organization work.
- A ministry board was suggested noting names and the ministries to which vestry members are associated. Also, Martin was asked to share part of his week at vestry meetings, which he will do. He commented he does a lot of sermon writing while walking the dog or doing dishes. Updates for people on the prayer list was requested.
- The possibility of a printed newsletter came up again as not everyone reads their e-mail. An informative newsletter helps tie people together and keeps them up-to-date on what is happening in the parish. The current E-notes were also praised and the wish is for E-notes to continue. Martin thought Jackie might be able to manage a quarterly newsletter, and Robin said she could write some articles for it.
- It was asked if there is an annual ministry round table to plan the coming year. Martin said he would appreciate such a planning session so he will be aware of what's ahead on the church's calendar. Jackie will be asked to e-mail all the ministries to ask what each has planned for the year.

- The vestry reviewed the 10 Rules for Respect, and Martin suggested the vestry model behavior based on the rules. An addition to the rules to remove conflict from e-mail was suggested. There was discussion on the pros and cons of the rules. Steve suggested the Rules be the vestry code of conduct and to also consider spreading the Rules more widely in the parish with some elaboration along with information the Rules have been adopted by the vestry. Peyton moved to have the vestry adopt the 10 Rules for Respect as the vestry code of conduct, and Dave seconded the motion. There was additional discussion regarding the feasibility of keeping all the Rules, and the motion passed but consensus was not reached. The vestry agreed to reconsider this in future.

3.3 Vestry Criteria and Recruiting

- Charlene and Becky will both be leaving the vestry at the end of the year, and the hope for Andrew and Robin to stand for full terms in 2018 was expressed. 3 new vestry members are needed with 9 returning. One will be a 1-year term and the other 2 3-year terms. Martin provided a breakdown of the current vestry make-up, noting recruiting ideally should focus on people of color, women, retirees, and an 8 am service attendee to create a more representative view of the parish. Someone with business experience is also needed. Ideally, prospective vestry member information will be shared in the Annual Meeting report, and Martin will also share this information in e-news but consistent with the by-laws. Martin would be happy to have suggestions for vestry candidates, hopefully in time to include in the Annual Meeting report. Becky asked if the new vestry should elect a liaison for the GI Board, and this was generally agreed to be a good idea.

3.4 Consecration Sunday Plan; Other Financial Stewardship

- Martin thanked Demetria for her help with organizing the luncheon on Consecration Sunday and added additional help is needed for serving the meal, which will be done as it is for the Friday dinners. During the service on Sunday, Martin will offer his family's pledge card to start the collection of pledges and asked the vestry follow suit to encourage the rest of the congregation to come forward with their pledges.
- The cash counting policy has been revised, and Curt explained the changes more fully. The policy now addresses all types of cash collections and not just those occurring during a service. Privacy concerning checks was discussed, and Martin will ask Jackie if there is a privacy policy in place. After some additional discussion, Gale moved to accept the revised cash management policy, and Peyton seconded the motion. There was no further discussion, and the motion passed unanimously.

3.5 Moment of Grace

- Elyssa read a favorite poem of hers to the vestry for a moment of grace.

3.6 Rector's Report

- Martin reported the campus planning committee will meet next week to discuss the best way to share with the parish more information about the campus development project.
- The College for Congregational Development team from Grace has discussed their welcoming plan in greater detail.

- Rick Malin and Martin are in the process of fixing the railings in the Halsey House, thus saving the parish a great deal of money over the cost of having a contractor make the repairs.
- Matthew David Morris (who is ill tonight and cannot report in person) has a whiteboard in place now by the office for noting presence in the building. The hope is this will aid in the campus being consistently secured and locked up at the end of the day.
- Security cameras will be installed with the record going to the cloud. Once the cameras are set-up, screen shots of individuals who should not be on the campus will be able to be shared with all user groups for everyone's safety. Signage about the cameras will also be posted.

3.7 Jr. Warden's Report

- Gale reported shrubs have been cut down on one corner as needed and both the upstairs bathroom and downstairs men's bathroom have been painted. The parish work day resulted in a thoroughly cleaned sanctuary.

3.8 Treasurer's Report

- Curt reported there is nothing really concerning him in the financial report although the auction proceeds need to be moved to September's report, which he will discuss with Jackie. The payroll system is changing, and this is a good opportunity to move to ADP who will do all the initial set-up.

3.9 Other Business

- Ken said he would be glad of a follow-up on MMR and wondered if plans were in place for further discussion. Demetria will write up the notes from the meeting and distribute them to the vestry. Visioning is a topic for more exploration.
- Becky noted a number of holiday classes including an Art of Recycling Fair.
- Dave said he thought next month's agenda should include initial talks about next year's auction to allow for adequate preparation time.
- Becky stressed the importance of communication, both with each other as well as the vestry to the parish.

After a closing prayer by Martin, the meeting was adjourned at 7:45pm.

Respectfully submitted,

Alicia Perkins Lehrle, Clerk