

Grace Memorial Episcopal Church

Vestry Meeting Minutes

December 17, 2019

Members of the Vestry

Elyssa de la Cruz
Andrew Eshleman, Sr. Warden
Robin Gault
Curt Germundson, Treasurer
Phillip Koop
Charles McGee
Nora McLaughlin
David Waldow

Clergy

The Rev. Martin Elfert
The Rev. Jeanne Kaliszewski

Others

Alicia Perkins Lehrle, Clerk

Members of the Vestry Absent

Cameron Denney
Peyton Snead
Louise Tippens
Ben Snead, Youth Representative

1. Formation

1.1 Opening Prayers

- The meeting began at 6:02pm with a reading from Acts in an abbreviated form of lectio divina, followed by an opening prayer from Martin.

2. Items

2.1 Consent Agenda Items

- The Consent Agenda Items were previously distributed via e-mail to the Vestry for consideration. These consisted of the November Vestry Minutes, the Grace Institute Report, The Rector's Report and the Jr. Warden's Report. Andrew asked if any items should be moved off the Consent Agenda and discussed. There were none, and Robin moved to accept the Consent Agenda Items as presented. Nora seconded the motion. There was no further discussion, and the motion passed unanimously.

2.2 Treasurer's Report

- Martin began a review of the report until Curt's arrival a few minutes later, and he noted the budget appears to be where it should be at this point in the year. He noted a capital campaign consultant will be hired and interviews are under way, with the new consultant possibly named in January. Grace Institute, PHAME and Grace Memorial will each need to contribute funds as a start-up to the capital campaign, and an amount of \$5,000 from each has been determined. Grace Memorial already has a \$2,000 grant from the Diocese, so only \$3,000 remains for the parish's portion. Curt was asked where the funds could best be found in the available resources. He noted there is investment money, which most likely came from an anonymous donor. This money was not added to the accounting books due to transitions in the office at the time of the donation. The money is now on the books, and Curt will do further research on the donation. He noted it may be possible to use some of this money for the capital campaign start-up costs. The wide range of costs for starting a capital campaign were discussed, and specific costs will need to be determined for a feasibility study. It's possible some of the consultant costs may be rolled up into the capital campaign. After some discussion, Nora moved to take the needed \$3,000 from the Vestry Reserve Fund, and David seconded the motion. There was no further discussion, and the motion passed unanimously.
- Curt commented on the budget overrun for music but believes there is undoubtedly a good reason for it. He will look into the cause. He also noted the roof repair was more costly than expected.
- He asked if Vestry members would like to receive the budget report electronically in the future, and, after a brief discussion, it was decided to add the treasurer's report to the Consent Agenda items.

2.3 Navigating Differences in Conversational/Conflict Styles

- Martin visually presented information he and Charles learned at the College for Congregational Development about the different styles of communication. Martin said he had some difficulties when he first arrived at Grace due to not understanding the preferred styles of communication within the parish. He talked about some of his past experiences with varied communication styles prior to his arriving at Grace. The challenges of navigating conflict, and understanding not everyone will be happy all the time, were discussed. Suggestions made to a group should be reviewed for possibilities instead of treated negatively. How to promote a healthy environment for conversation was explored. After some discussion, it was agreed Vestry members should be willing to call "time-outs" when needed and take a 5-minute break, if conflict arises. The purpose would not be to shut down conversation but to re-regulate the discussion. The concepts of "Likes-Concerns-Wishes" were discussed as a way to explore an issue.
- As an exercise to try out the information presented, the idea of Vestry ministry liaisons was discussed. It was determined the 3 goals of a Vestry ministry liaison would be to increase communication between the church and the ministry; increase access to resources for the ministry; and support and invite more people to the ministry. A Vestry ministry liaison organization could provide the structure needed for growth, and it is a system used successfully in many churches. Grace has used a similar method in the past, so the idea is not completely new. A question was raised if the ministries want this type of participation by the Vestry, and the benefits of a communication bridge between the Vestry and

ministries was discussed. There will be future discussion regarding Vestry ministry liaisons, and it was noted it's not necessary for each ministry to have a liaison. It was also agreed to start with the ministries interested in the 3 goals as described above.

2.4 Nominating Committee

- Martin reported there are 4 parishioners interested in becoming Vestry members, and one more is needed for a full slate. Also, convention delegates should be elected at the Annual Parish Meeting in January. The slate of new Vestry members will be voted on at the next Vestry meeting, which is in January, prior to the Annual Parish Meeting.

2.5 Scheduling Mutual Ministry Review

- Andrew noted the Mutual Ministry Review needs to be scheduled. Depending on the timing of the meeting, the possibility of including new Vestry members was discussed. The new members would be present as observers rather than as participants since they would not have had the previous year's Vestry experience. A Saturday meeting was suggested; possibly either January 18 or February 1. Andrew will send an e-mail to Vestry members with suggested dates and voting options for the preferred date.

2.6 Other Business

- There will be an e-mail sent soon to Vestry members regarding adding air conditioning in the sanctuary.

2.7 Designating Member for Vestry Update to the Parish

- Robin agreed to provide the monthly Vestry update to the Parish.

2.8 Moment of Grace

- Robin provided a Moment of Grace with a reading from A Book of Uncommon Prayer by Brian Doyle.

2.9 Closing Prayer

- Martin offered a closing prayer, and the meeting was adjourned at 7:45 pm.

Respectfully submitted,

Alicia Perkins Lehrle, Clerk