

ALL SAINTS 'VESTRY MINUTES

Location: Zoom Meeting
Date: August 17, 2021
7:00-9:15 p.m.
Acting Rector: Rev. Jessica Holthus

Present: Jill Browning, Jody Deveney, Jim Filson, Scarlett Gibb, Mark Gibson, Cathy Guzauskas, Dan Huebner, Aimee Isaac, Rev. Jessica Holthus, Michael King, Lorraine Kituri, Darryn Naylin, Sharon O'Rear, Hillary Pettigrew, Roseann Russo, Leslie Skyrms

Excused: Waymon Wright

Opening Prayer – Roseann Russo

Discussion: CCD – Rev Jess and Jill Browning

One of our quandaries is the staff is over functioning and is headed to burn out. The congregation is under functioning. Some of this is the result of COVID times. Unhealthy pattern of behavior in the congregation and looking for a better way to organize ourselves.

Discussed our communication level and we will be identifying where we think we are in communication size.

Organizational roles levels were discussed next. Vestry was asked to offer their opinion of our current level.

Jill reminded this is more of a cookbook not a specific recipe. We use this program not as a specific following a recipe to get to the end.

Question: What we are trying to achieve?

More common ground on where we are, so we can come together and be more in sync as leaders to move forward.

One thought is the leadership is over functioning and the congregation is under functioning, the goal is to determine where we are currently, to better communicate to the congregation where we are and how we need to move forward.

Question: Specifically in what way is the congregation under functioning? Part of this process is identifying this.

Treasurer's Report – Sharon O'Rear

We were joined by Jay Boggs from Cornerstone who will be helping us with bookkeeping and financial side of our church. He presented our new reports. Were shown the new forms. See Treasurer's report in Trello.

For those who are more interested, a great volunteer opportunity is to join the Budget and Finance Committee

Action Item: Virtual Tellers needed for the last part of the year. Please sign up for this volunteer position.

Consent Agenda –

The Vestry approved the following consent agenda by acclamation unanimously.

- Rector's Report
- Assoc. Rector's Report
- Senior Warden's Report
- Junior Warden's Report
- Treasurer's Report
- Minutes from the June 15, 2021, Regular Vestry Meeting

Discussion from the consent agenda: Not Applicable

Buildings and Grounds – Cathy Guzauskas

Cathy will be resigning for the last 1.5 years of her term. Dan Huebner will be replacing her for the rest of the term. He will pull double duty as vestry and Jr. Warden until the next elections where he will be replaced by vote.

Fire system was inspected during inspection month. The sprinkler heads were sent out for approval, and we hope they will all be approved if not we will need to replace. Elevators have been inspected. Maintenance repair stuff has been continuing. More cameras have been installed. A crack has been detected in the arch of the Historic Church and we will not know the severity of this until after Thursday. This could put the Historic Church in a non-use status. Also, a new copier contract has been negotiated and we will save some money.

A hardy thank you was given to Cathy for all her work as Jr. Warden.

Jr Warden Affirmation – Dan Huebner was affirmed by unanimous approval.

Welcome Forward Update – Mark Gibson

Update is detailed on Trello. As the positivity/case rate is rising, the diocese has moved into Orange. We decided it was best to wait for the celebration. Will be pushing this back to October 3 and combine it with the celebration with welcoming back Mtr. Adrien from her sabbatical.

We will kick off the program and worship scheduling and formation offerings on September 12th. Things will need to stay flexible.

Personnel Recommendation for New Hires – Lorraine Kituri

The recommended policy for COVID policies is posted on the Trello Board. Some edits have been suggested and considered. Please refer to Trello for specific changes. Reasonable accommodations are not specific.

Motion: Michael King motions to approve the recommended policy, Roseanne Russo has seconded. Unanimously approved by the vestry.

Truth and Reconciliation – Aimee Isaac

Reparations team is now the Truth and Reconciliation Team. Lots of plans for 21-22 program year. Some things are exclusive to the vestry. Would really like to have more vestry participation on the team. Contract Aimee to be added to Slack Group. Invited Cannon Chris to preach on Sept 19th. Also has offered to do some exclusive workshops. Want to develop a spiritual formation year-round behind the concepts of inclusivity. Reviving book clubs. Monthly movie nights associated around racism and affects to the community. This will be dependent on COVID.

Assessments are important and an Intercultural Development Inventory is a tool to assess. Ariane Davidson is the person who developed this tool and CCD. It gives an individual assessment and a group assessment, that also allows for coaching and counselling options. Comes with a development plan resource (person). Would like to bring this into our vestry to utilize.

Will place more information on the vestry Trello.

Vestry Vitality Day – Jill Browning

Saturday October 2, 9-12:30 virtual meeting. Looks at practices for Vestries and sounds like a great opportunity for learning and growth. Jill will post the information.

Genesis II Update – Jill Browning/Michael King

Michael King will put up a report on Trello and they will be reporting back every month to the vestry. They will be continuing to work on the Genesis II project to develop leadership throughout the country.

Historic Church space visioning update - Rev. Jess

Rev Jess, Mark, Dan and Cathy met with the team. The team will update regularly. Jim Filson will be reporting back. The team has met and will be assessing the needs. Prioritizing these needs. Working to involved congregation members to join in. Hilary has reached back to the archivist to get history. Jay will be giving an undercroft tour tomorrow and look at moving the choir room.

Looking to visit St. Marks a church that has gone through this previously, to get lessons learned.

Evaluation -The Vestry

Very packed agenda and this means sometimes we do not get enough time on all items. Great Feed back and great input.

The overview of the budget was excellent and quite easy to understand. The key metrics were good as visuals.

Appreciated the members working and reporting back on CCD, Genesis II and IDI.

Appreciated the preparation of the agenda items.

Appreciated the engagement of everyone and energy.

Appreciated the high attendance.

Closing Prayer - Roseanne Russo