

St Philip's

episcopal church

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St. Philip's Episcopal Church Vestry Meeting Minutes June 28, 2021

Vestry Present: Amanda Fratrik, Dave Shumate, Adam McClellan, Kelly Ryan, Leigh Bordley, Leigh Egeghy, Connie Semans, Richard Ammons, Treat Harvey, Freda Tucker, Newman Aguiar, Gail Albergo

Clergy Present: Stephen Mazingo, Gabe Lamazares

Guests Present: Ginny Bowman

Call to Order: The regular monthly meeting of the Vestry of St. Philip's Church convened on June 28, 2021 at 6:00 pm the Interim Rector being the chair and the Clerk being present.

Opening Prayer

Led by Stephen Mazingo

Reflection on racial justice via the audit in the episcopal church.

Led by Kelly Ryan and Amanda Fratrik.

Consent Agenda

- a. Minutes - Meeting May 26, 2021
- b. Senior Warden's Report
- c. Junior Warden's Report
- d. Interim Rector's Report
- e. Interim Associate Rector's Report

Motion to approve minutes by Kelly Ryan. Second by Adam McClellan. Motion passed

Motion Richard Ammons moves to have an electronic vote for the election of the Diocesan Convention candidates. Treat Harvey second. Motion passed

Treasurer's report

Presented by Ginny Bowman and David Shumate

The online payment portal that was established last year for pledges did not alert the administrator to pledges made so that money was received but pledge data was not recorded. After discovering the error, we were able to recover \$41,924 in "lost" pledges. Migration to REALM should rectify the situation this year. We need to amend the budget to reflect the \$41,824 "found" pledges and propose to move the 1st quarter Harris bequest that was used to fill the budget gap and move it to the garden close project to rectify/balance the budget rather than having a large surplus.

Motion David Shumate moves to add \$41,824 in unaccounted pledge funds to budget to the pledge category and move the \$47,000 Harris bequest to the garden close project. Richard Ammons seconds. Motion passed.

The Finance Committee left the language in the spending policy little vague as to source of funds to allow flexibility. Committee recommends giving the Executive Committee a spending cap of \$15,000.

Motion Leigh Bordley moves to approve spending policy accommodating the two changes. Freda Tucker seconds. Motion passed.

Ministries Committee

Presented by Newman Aguiar and Leigh Egeghy

Goal is to move away from a rector centric/hierarchical system toward a lay leader oriented structure. The biggest issue we have now is the viability of these ministries due to a lack of leadership, poor recruitment, and reliance upon the same small subset of volunteers. Jonah instituted a 3 year cap on ministry leadership which helped with some issues but has not solved the recruitment issue. The lack of volunteers was exacerbated by the pandemic and is an issue across many churches and many ministries. Need to try and address how we can energize, authorize and empower lay leaders. Engaging new members and young members needs to be deliberate and intentional. Need to develop a

culture that is more than just coming to church on Sundays. Closing reflection: are we making disciples or consumers?

Racial Justice Audit

Presented by Kelly Ryan and Amanda Fratrick.

The national church racial audit report took 6 years to produce. The process included extensive Interviews with church leadership. The audit is highly contextual and the goal of the national level report is a model and should inform/inspire local work. A local (St Philips) audit can produce powerful stories and lived experiences of our own people who have experienced real biases and micro-aggressions.

Key questions that have come up: Is it fair to leave this work to the new rector? At the same time the changes in our immediate environment and neighbors/neighborhood are creating an urgency for this work. Are we going to be bystanders to the change around us or be engaged in a positive way? Can we move forward without an audit? Have we done enough gathering to inspire action? Is the history project part of this? Can we organize some thoughtful and deep conversations around their nine themes? Have we done enough in-reach on social justice?

Concerns regarding an audit: Anonymity of participants is a real concern. The process would be best served with a neutral and experienced third party who can help design an audit that fits our community but can also protect the folks providing the data. Would an audit provide anything new or would it just confirm what we think we know. Is the audit another stalling tactic born from good intentions but without real action?

New Business

Security Concerns

Presented by Richard Ammons and Adam McClellan

We need to think about how we want to address security within the larger scope of how we want to engage anyone who walks in the door. How open/available to do we want our campus to be? How we want to receive and be perceived? How do the neighborhood changes affect these goals? Would be helpful to have someone on hand who is trained to handle difficult situations with finesse, respect, and compassion. We must be prepared for situations/people who arrive with plans for disruption and, potentially, physical harm. We also don't have a good/consistent mechanism for responding to folks who are asking for

assistance: spiritual requests, financial assistance, mental health, first aid, etc. TROSA or UMD might be a good source of referrals?

Duke Divinity Intern

Presented by Stephen Mazingo

The summer intern has been really successful therefore Emily Sparks would like to keep a Duke Divinity Intern on through the whole year. Plenty more for an intern to do through the academic year and will help Emily become more strategic, work on curriculum development, groom youth leaders, etc. It's a great skill set for low cost and a valuable experience for the student. We do need to commit to both the fall and autumn semesters now, but we only need to commit/approve the \$4000 in funds for the fall semester. As the spring semester fee would be included in Emily's 2022 budget request. Dave pointed out that although we have a fairly significant budget request for the year, we won't be paying a rector in August so there are adequate funds to cover the intern.

Motion. Richard Ammons moves to fund the Duke Divinity Intern for the Fall semester. Adam McClellan seconds. Motion passed.

Vestry Role in Rector Search

Presented by Richard Ammons

Vestry needs to have faith in the thoroughness and discernment of the search committee. Any questions/concerns/critical questions about the candidate really should be directed to the committee sooner rather than later. When the candidate comes to visit, it's all about the chemistry and relationship building (not asking tough questions). We need to pay close attention to the family if they have one and bring them. It's important to listen, vision and dream with them. The candidate visit is more of a retreat than an interview.

Vestry Resolution on Stephen Mazingo

Presented by Amanda Fratrik

Whereas, St. Philip's Episcopal Church was searching for an Interim Rector in the middle of a global pandemic; and

Whereas, the last year has been a year of unprecedented change for St. Philip's as we have navigated the loss of our rector, our associate rector, and our parish administrator; and

Whereas, we have also navigated through the COVID-19 pandemic and returned to in-person worship; and

Whereas, we have also discerned the use of the generous gift of Jacqueline Harris; therefore be it

Resolved that the Vestry of St. Philip's Episcopal Church, on behalf of the parish, does now gratefully and heartily recognize the faithful service of Stephen Mazingo as our Interim Rector. We especially appreciate his service in navigating our path through continued online worship and steering us back to in-person worship. We also recognize his tireless work to organize our staff, ministries, and technology to put us in good standing to welcome our next Rector. He has also helped us faithfully steward our resources through this tumultuous time. Finally, we appreciate him bringing us an Interim Associate Rector who will provide us continuity and care as we navigate the final phases of this momentous transition. We wish Stephen the very best as he continues in his work to fulfill God's call for his life, and our prayers go with him and his family as they embark on their next endeavors.

Passed and Approved this 28th day of June, 2021.

Motion. Amanda Fratrick moves to accept the resolution. Unanimous second. Motion passed.

Vestry Adjourned by Stephen Mazingo at 8:49pm