

St Philip's

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October 25, 2021
St. Philip's Episcopal Church
Vestry Meeting Minutes

Opening Prayer and Reflection, Create In Me a Clean Heart - Maryann Younger

Vestry in Attendance: Leigh Egeghy, Adam McClellan, Richard Ammons, Connie Semans, David Shumate, Leigh Bordley, Gail Albergo

Vestry Via Zoom: Amanda Fratrick, Treat Harvey, Freda Tucker

Clergy in Attendance: Maryann Younger, Game Lamazares

Guests in Attendance: Chester and Annie Woyee, Steve Pike

Consent Agenda

- Minutes of the September 27,2021 meeting
- Rector's Report
- Interim Assistant Rector's Report
- Treasurer's Report
- Senior Warden's Report
- Junior Warden's Report

Motion to approve by Richard Ammons. Second David Shumate. Motion passed

New Business

1. Pastoral Care - Chester and Annie Woyee

Long standing members of St Philips, Chester and Annie Woyee, presented their experiences and concerns regarding the lack of connectedness and care of the parish by the church during the pandemic. The pandemic combined with the departure of our clergy exposed a real weakness in our parish network. Church should be a place of support and St Philips failed to keep up with many of its members. We need to be attentive to those experiences and devise a new approach and build better systems. One thing that became apparent during the crisis is the parish directory is not to be very up-to-date. Only about 1/3 to 1/2 of phone numbers worked. Due to the clergy transition, outreach also had to be put in the hands of volunteers and that was sporadically successful. If we can get our data cleaned up, the implementation of REALM can be immensely helpful. Regardless, we do need to be intentional, strategic and systematic with these efforts.

2. Observations - Maryann Younger

The Saint Philips' community has experienced triple elements of grief: COVID (the loss of people, jobs, life experiences, community), Jonah, and Sally. The fact that the interim served during a pandemic made it close to impossible for the Stephen to be effective in helping the parish let go, remain connected, heal from wounded expectations, and prepare to receive new clergy. Before we do anything else, the parish needs to talk and go through the mourning process. All Saints Day (Nov 7) will be the beginning of this conversation during the adult forum. Maryann will lead this with the support of Leigh Egeghy.

3. Investment Manager Recommendation - Ginny Bowman

Hamilton Point is the firm recommended by the finance committee. On the whole, it seems to be a great fit. There is some question as to whether or not the firm's adequate diversity represented on their own rolls. We should leverage our contract/relationship with them to do more that reflects our values on gender, equity, diversity, and sustainability. After approval of the recommendation, we would sign their basic service agreement which includes a mutual 30-day dissolution clause.

Motion to approve investment manager recommendation by Adam McClellan. Second Newman Aguiar. Motion passed

Motion to formally thank Steve Pike and Tom Murray for managing our funds for years on a volunteer basis made by Richard Ammons. Second by Leigh Bordley. Motion passed.

Old Business

1. Saint Philips In the Trees Update

Elizabeth Newman

Site improvements to date involve modest amounts of furniture, some replacement of doors, and renovations to driveway and parking. Second phase of driveway improvement will happen in the month of November. Very excited for the \$20,000 anonymous donation to renovate the basement into a proper outdoor education space. Improvements will be a sink, bathroom, and either canvas or drywall to block off the crawlspace.

Emily sparks held 3 camps there over the summer. Youth programming is still happening on a regular basis. EYC also meets at StPT monthly and that gathering includes a Eucharist. LEAP has been out a couple of times and is planning to be onsite monthly (perhaps more). Gabe held a retreat there this past weekend. The 9am Sunday service will move to the site for the 7-8 weeks of the garden close renovation.

DCI, St Titus, and a few other groups have been out and are assessing how they might be able to use the space. Onsite residency concept was put on hold earlier in the year due to COVID, but it is time to revisit. Also continuing investigation into the conservation easement. Committee would like to involve parish in some more visioning, and we are going to continue to invite the community as part of our discernment. It's very exciting and gratifying to see that the property is being used and becoming a resource for the larger community.

Ryals gift continues to fund the operating fund which to date has come in under budget because we haven't been using the interior very much due to COVID therefore reducing utility bills.

Motion to approve the payment of the 2021 tax bill by Leigh Egeghy. Second by Amanda Fratrick. Motion passed.

2. Technology Update - Adam McClellan

To date, we've been making ad-hoc decisions outside the scope of an integrated strategy/platform. Would be helpful to have a standing committee that is cross-sectional so that we understand and can accommodate needs across the parish, systems and processes, as well as consider the end user, application, and broader strategy. The communications committee was doing some of this work and need to touch base with them. Mary Karcher needs to be involved as well as folks from the administration. Also folks who are working on the website, REALM, etc.

3. Garden Close Update - Maryann Younger

We are working on our communication campaign that will be presented over the next several weeks. We have pursued every avenue over the last two weeks from delaying to various locations to hold the children's programming. We need to tread carefully, thoughtfully and with deep empathy this is just one more "loss" for some of our kids and

small families. We need to communicate that the whole 9am service and formation is moving out there and not just parking young families out there. We are fast tracking more parking improvements and we need to communicate that information along with the new destination so folks aren't seeing car issues as a road block.

Need to recognize the catechists who have worked very hard over the last year and are getting burnt out. This is another hurdle. Would be great if we can provide some additional support and recognition. Think there are 5 catechists right now. We can't underestimate COVID stress and its impact on families and teachers. We don't need more casualties.

4. Exercise on identifying gaps in systems and processes led by Maryann.

5. Staffing Update:

Jill Staton-Bullard is taking a sabbatical. Her last day is the Sunday before Thanksgiving. She will be gone through January 2022. Diocese has waived mandatory retirement for Deacons and is encouraging her to stay. Hopefully her sabbatical will give her adequate time for this discernment.

Nia's contract is up this week. She has agreed to renew and take on the job permanently. Gabe is also going to stay on as our official Associate Rector.

Pastoral Concerns - Gabe Lamazares

Closing Prayer - Gabe Lamazares

Dismissed 8:31pm.