

Roll Call: Mitch Palmer, Sue VanderZicht, Karen Lekas, Janet Oliver, Melanie Brundage, Donna Chiacchia

Guest(s): Reverend George Warren, Cathy Warren

Apologies: Jay Taintor, Karen Lekas, Jerry Snook

Disposition: Meeting was held as usual (day/date/time) but quorum was not met. Voting on February Meeting Minutes, Financial Reports and presentation of March Financials was deferred to April.

Vestry Meeting

1. Open in Prayer: Reverend George Warren
2. Devotions: Janet Oliver- Lesson on St. Patrick and Bible Verses to provide Guidance & Support
 - a. Bible Verses to provide Guidance & Support will be issued in the March 17th Bulletin and will be steady state as we traverse through our time of transition and search for a new priest
 - b. Mitch Palmer will also be providing a steady state Rector Discernment prayer
3. Devotions for April: Mitch Palmer
4. Confirmed next meeting dates for Vestry (April 11th) and Executive (As Required)
 - a. April Vestry meeting was moved from April 9th to April 11th per the request of the Senior Warden
 - b. Present Vestry members approved the move; the meeting will be held at the usual time (7:00PM)
 - c. Executive meetings are conducted via teleconference on an as needed basis
5. Minutes from February 2019 Meeting
 - a. Deferred to April - Motion to approve (Name) Second (Name)
 - b. Senior Warden complimented contents of meeting minutes
6. Senior & Junior Warden Notes
 - a. Mitch & Vestry thanked Sue for the letter to the parish
 - b. Janet Oliver thanked Rev. Warren for a beautiful service for her mother
7. Treasurer's Report and Financial Matters: Karen Lekas
 - a. Deferred to April - (Name) makes a motion to approve the Treasurer's Report and (Name) second
 - b. Reports (Financial & Parochial) may be approved by email
8. Diocese and Regional Ministry
 - a. Letter to parish – Sue VanderZicht, Author
 - i. Vestry congratulated Sue on the excellence, expression and intent of the letter
 - ii. Father Warren said he would read in detail, but his cursory review was very positive, and he supports the Vestries efforts towards a positive outcome
 - iii. It was suggested that the letter be put in the Easter Sunday bulletin to ensure that the largest audience is captured and “in the moment” of the Easter Sunday Service
 - b. Warden's Meeting
 - i. Clerk met (on February 21) with the two Senior Wardens to discuss the composition of a Business Transformation Strategy document as a necessary accompaniment to the letter sent out by Sue VanderZicht.
 - ii. Business Transformation Strategy documents are based upon an IOPEC (**I**ntention, **O**bjectives, **P**lan, **E**xecution, **C**adence)
 - iii. Discussion of overall intention with three scenario options; Wardens agreed to explore two (A & B) of the three scenarios
 - iv. The third scenario is a variation of our current state
 1. **Overall Intention:** Build a parish community sufficient to support and sustain a full-time permanent priest.

- a. **Intention Scenario A: Collaborate** (Equal participation of all parties within the collaboration; share a full-time perm priest between the two parishes)
- b. **Intention Scenario B: Separate Participation** (Specific participation for a parish to build a community sufficient to support and sustain a full-time (Trinity) and a part-time (St. John's) priest)
- c. **Intention Scenario C: Separate & Unique Participation** (Specific participation for each parish to build a community sufficient to support and sustain a team of clergy and lay ministers to perform the primary functions of the church, i.e. Sunday Services with Eucharist, Other Holy Day Services, Sacraments, Music & Choir, Morning Prayer, Sermons, Pastoral Care, Administrative, Christian Education, and Outreach)
- c. Tactical Plan (Step by Step of what we will do and how)
 - i. Clerk will create a draft and facilitate work sessions with each parish to customize the strategy and the tactical plan, specific to each parish
 - ii. "Intention and Objectives" will be universal to both parishes
 - iii. "Plan, Execution, and Cadence" is customized and specific to each parish
- d. Father George commented on the "2019 Realities regarding Congregational Vitality" citing that this is as much a societal problem as a "corporate" problem for all Episcopal churches across the nation – many of our churches have very low attendance
- e. Time, talent, and treasure is no longer prioritized for church, but it is prioritized for other pursuits, mainly sports
- f. The meeting with Pam Mott clearly stated that we need to raise \$175K in order to be a parish viable to support a full-time rector
- g. This dollar amount has as much to do with the Diocese being able to support themselves as it does with attracting a Master degreed resource (full-time priest); the Diocese cannot support itself on annual assessments from parishes that have total budgets of less than \$175K, therefore they "enthusiastically" urge parishes to "merge".
- h. Parish discussion on March 31, 2019 instead of homily; may or may not be videoed - TBD
- i. There will be a follow-up to Sue's letter in three forms:
 - i. Phone calls to Parishioners
 - ii. Email to Parishioners
 - iii. Invitation to Fellowship via US Post (Enhanced Coffee Hour on March 31)

Committees and Reports

1. Buildings and Grounds: Sue VanderZicht – No Report
2. Outreach/ Stewardship & Contributions/ Time and Talent Program/ Evangelism
 - a. 2019 Pledges have decreased by 8 due to parishioners relocating or downsizing
 - b. Dollar amount is approximately \$11K less than 2018
3. Search Committee
 - a. Incorporated with the Business Transformation Strategy
4. Capital Campaign
 - a. All activity deferred; focus will be on business transformation strategy
5. Communications (Website, Tidings, Bulletin, FB, Correspondence to the Parish)
 - a. Tidings went out early – great issue

6. Worship/ Music/ Altar Guild/ Acolytes/ Ushers/ Readers/LEMs
 - a. Father George provides the sacrament on a weekly basis; we are no longer on task to “search” for supply clergy
 - b. Janet Oliver will be selecting the music, carrying on in her mother’s tradition
 - c. Acolytes are non-existent due to other commitments (See item 8e)
 - d. Attention All Trinity Parishioners: Ash Wednesday service was attended by 11 people; St. John’s out numbered Trinity; we can and need to do better
7. Pastoral Care
 - a. Make phone calls to shut-ins and others about the letter to the parish
 - b. Father Warren will take communion to shut-ins
 - c. We need a locked ombre for host and anointing oil – Sue VanderZicht and Nancy Piper to research
 - d. Bulletins to be mailed on a weekly basis, especially to shut ins and parishioners that have relocated; Timing to be determined
 - e. Bulletins and video of readings and sermons can also be posted on website and FB page
 - f. Will need a “team” of at least two people to perform that consistently
8. Hospitality
 - a. Janet Oliver mentioned that the coffee hour teams have been a bit inconsistent
 - b. Overall, we have managed but must be diligent now that we are combining services
9. Christian Education (children, adults)
 - a. Father George mentioned that he would be willing to do a Bible Study
 - b. Regular cadence for this will be discussed
10. Admin and Office
 - a. Cathy, Father George, and Mitch Palmer have been meeting consistently
 - b. Many administrative duties have been worked on and caught up
 - c. Trinity’s parish office is “run” similar to a parish twice its current size; this is due to the professionalism of the Parish Secretary
 - d. Plants in the office look beautiful

Closing Prayer – Lord’s Prayer – Meeting adjourned at 8:20PM

“After Meeting”: For 15 minutes Vestry members and Father George conducted a “getting to know you” session.