

St. Luke's Episcopal Vestry Meeting
February 16, 2020

I. Welcome New Vestry Members & Opening Prayer

In attendance: Sara Cosca-Warfield, Laurel Hart (Deacon), Lainey Johnston, Deborah Dobrenen, Cynthia Markum, Linda Simmons, Kathy Terry, Sid Welch, Raven Herrington, Linda Meade, Ginger McIntyre, and Marcy Ross. Marci Welch attended representing the Finance Committee.

Absent:

II. Approval of Minutes from January meeting - Sid Welch motioned to approve, Linda Simmons seconded it, all in favor.

III. Approval of the Agenda – Linda Meade motioned to approve, Sid Welch seconded it, all in favor.

IV. Finance Team Report – Marci Welch
Marci went through highlights of the attached financial report.

V. New Acts

A. Mutual Ministry Review (MMR)

- Lainey read prepared Annual Review, a compilation of Vestry feedback
- Sara spoke to what she wants to pursue. She feels she has been doing groundwork for greater involvement in outreach. She hopes to empower others to do what they are called to do. Finding balance in hands on/hands off, appropriate involvement in supporting others. She appreciates that her review recognizes her limited time and the church doesn't want her to burn out. Rest is restorative.

Feedback:

Lainey said she appreciated Sara's Stewardship Drive recently. She invited the church to invest in their church, to take ownership. It was successful in a way Lainey hasn't seen a lot in previous church involvement.

Raven appreciated how Sara is approaching how to bring others into the church building. Sara wants to recognize where energy already lies, that is what to be nurtured.

Deb appreciates the freedom to try new things.

Sara mentioned that she thinks this congregation goes deeper emotionally and spiritually with one another than many parishes. Laurel thinks this is partly due to our small size.

Sara shared her evaluation of the Vestry. This has been a big learning year for not just her and Lainey but the vestry. There are many new vestry members. We're learning how to perform our tasks. It has been a year of discernment. Hopes for the future

include 1) to understand core values of St. Luke; 2) understand the roles and duties of the vestry (vestry training is coming up), better orientation for vestry members; 3) understand and assist in the financial condition of the church, must be a contributing member of the church, are legally responsible, 4) focus on long-term goals of the church, become more strategic; 5) vestry members should attend activities of the church, to participate, to be involved beyond worship. The vestry is finding their place and growing. Sara has a list of twenty goals for the next year.

Diocese will provide a facilitator next year for the MMR.

- B. Covenant of Ministry – Discussion & Vote
 - 1. Changes in Covenant - See attached.
 - 2. SHU-the Episcopalian pay chart.
 - 3. Housing Allowance - Salary going up per diocese standards. Has already been approved in the budget. Insurance has gone up. Kathy Terry motioned to increase Sara's salary. Ginger McIntyre seconded the motion, all in favor.
 - C. Ministry Team – Discussion and Choosing
 - 1. Buildings and Grounds – Sid Welch continues to take care of the buildings. Kathleen & Jeff Booren want to take care of the grounds!
 - 2. Outreach/Mission – Deborah Dobrenen, Marcy Ross, Linda Meade
 - 3. Welcome – Marcy Ross, wants to work with Outreach.
 - 4. The Ark Children's & Youth Ministry – Kathy Terry and Raven Herrington.
 - 5. Finance/Stewardship – Linda Simmons has been de facto representative on Finance.
 - 6. CARE (new this year) – Lainey Johnston. What is a CARE team? Spiritual? Physical/Health? Sara would like this ministry to be comprised of vestry members and other church members, be a ministry team. She will guide and support but the vestry member would "own" it. Bring major decisions to vestry meeting. Prayer shawl would fall under this category.
 - 7. Adult Formation/Education (new this year) – Sara will manage for now.
 - 8. Worship (new this year) – Ginger McIntyre
 - D. Columbarium Representative – Laurel would like back-up. Perhaps this would fall into the CARE team. Linda Meade offered to be a back-up.
- VI. Ongoing Acts (of the Apostles)
- A. Vestry Training – March 7, be sure to sign up! Linda S. and Raven are willing to drive, take passengers.

VII. Ministries Check-Ins - No check-ins this month

VII. Items to share with the congregation: MMR, renewed Sara's contract; Ministry Teams have been added and they will be talking to congregants; growth in things we are doing.

Lainey a great communication liaison, Jr. Warden (Linda Simmons) warden of the people the congregation.

VIII Adjourn with prayer

Minutes by Cynthia Markum, Secretary
