

St. Paul's Vestry Meeting Minutes

Date: November 15, 2022

Present: The Rev. Jadon Hartsuff, Joe Lathrop, Dana Burkey, Dennis Marsh, Elaine Themm, Barney Rudolph, Christie Swanson, Tom Bowman, Jan Osborn, Deanna Leicht, Romelle Frey.

Absent:

Recorder: Alice Mulhearn, Vestry Secretary

Agenda	Discussion	Action/Responsibilities
Call to order, prayer	Meeting called to order by Father Jadon with prayer at 6:30 pm.	
Review and approve October board minutes	No changes noted.	<i>Minutes approval: Joe 2nd: Deana Motion: Approved</i>
<p>Finance Report: The October financial statements were sent out via email before the meeting to the Vestry by St. Paul's treasurer Marco Shehab</p>	<p>Discussion:</p> <ul style="list-style-type: none"> The Rector's Discretionary Account is low. We will have to turn away requests for financial assistance from the community until the balance is higher. Q: Dana asked about the grant from the Jackson Community Foundation? A: Joe advised that it has been submitted but no decision made yet. 	<p>Action: Future discussions are needed on how the Rector's Discretionary Fund be funded in the future.</p>
<p>Warden's Reports:</p>	<p>Co-Sr. Warden Barney reported:</p> <ul style="list-style-type: none"> The cement and rail work needed will be done next year. Bids received so far are high. Closets have been organized, items distributed, and old documents no longer needed were shredded. <p>Jr. Warden Elaine reported:</p> <ul style="list-style-type: none"> The new St. Paul's slogan picked from the contest was, "Be You, Be Loved, Belong". Two banners will be ordered, for the front and back of the building. 	
<p>Rector's Discussion: Leadership During Transition - Differences, Similarities, Priorities</p>	<p>Fr. Jadon passed out copies of the Vestry Covenant and had the vestry members read and discuss it. Questions were raised and discussed by various members.</p>	<p>Action: Fr. Jadon asked that any edits to the covenant be emailed to him and they will be discussed at the next meeting.</p>

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<p>Leadership During Transition - Differences, Similarities, Priorities (cont.)</p>	<p>Titus 1:1-5 was read and discussed as to how it relates to an Interim Pastor and elders of the church.</p> <p>Q: What does the Vestry think that an Interim's time is for?</p> <ul style="list-style-type: none"> ○ Jan advised that we need to keep the momentum going that we lost during Covid. Change may be needed; we shouldn't do things the same way just because it's "the way things have always been done." ○ Romelle said momentum was kept going during the last time an interim was at St. Paul's and work doesn't have to wait for a permanent priest. ○ Joe said we need to look at what "best practices" are going forward. How does our parish compare to others? <p>Q: How should an Interim Pastor lead differently?</p> <ul style="list-style-type: none"> ○ Jan said that communication to the congregation is key, more is needed. ○ Tom said that it is a time for opportunity, measurable goals, and experimentation. ○ Other discussion followed. <ul style="list-style-type: none"> ● The "Nature of Transitions: A Guide for Vestries" was passed out and discussed <ul style="list-style-type: none"> ○ Vestry members agreed that they (and the congregation at large) have moved past the "Letting Go" phase and are excited for next steps. 	<p style="text-align: center;">Action:</p> <p style="text-align: center;">Fr. Jadon is planning to start a monthly "Rector's Forum" for the parish community between Sunday services that that will be transition oriented and discuss topics that the congregation deem important.</p>
<p>Old Business:</p>	<p>Q: What is the status of the Interfaith Shelter Warming Center?</p> <p>A. Fr. Jadon said that he attended meeting at the Jackson Interfaith Shelter regarding this topic and currently the shelter is working with the City to plan for any overflow from the shelter or what to do with individuals who are unable to stay at the shelter due to various reasons.</p>	

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<p>New Business:</p>	<ul style="list-style-type: none"> ● Safe Church Training <ul style="list-style-type: none"> ○ The Vestry and all ministries who are in the building need to update their certification ○ Two adults are required to be in the nursery and other spaces for safety reasons 	<p style="text-align: center;">Action:</p> <ul style="list-style-type: none"> ● The Vestry and staff need to do their training first. Plans were discussed to do a group session. ● An annual safe church audit is required and needs to be done by March. ● Another staff member or volunteer is needed for the nursery. ● A Vestry “Safe Church Coordinator” is needed.
<p>New Business:</p>	<ul style="list-style-type: none"> ● Vestry elections are coming up for 2023 Romelle and Dana’s terms will be expiring this year. Per the by-laws a nominating committee is needed. 	<p style="text-align: center;">Action:</p> <p>Co. Sr. Warden Barney will put together a nominating committee. Tom, Dana & Deanna volunteered to be on it, and Barney will recruit 2 other members from the congregation.</p>
<p>New Business:</p>	<ul style="list-style-type: none"> ● Banners and Hangings: Complaint, Potential Gift(s): <ul style="list-style-type: none"> ○ Fr. Jadon has received complaints regarding the quilted hangings in the nave, both in terms of questions about process/permission when they were added to the church and intentional or unintentional association of their content with the “Seven Mountain Mandate,” which has current-day religious and political associations that are hurtful to some people. ○ A policy is needed regarding gifts to the church going forward. Should there be vestry approval? 	<p style="text-align: center;">Action:</p> <p>Vestry will make a decision about the complaint at the December meeting. A process is needed for future gifts received.</p>
<p>New Business:</p>	<ul style="list-style-type: none"> ● Pre-Budget Conversation re Music Program Q. Historically St. Paul’s has had a paid core of staff singers to fill out the choir. Does the vestry want to include this in the budget for next year? A. The consensus by the vestry was yes, a solid music program can be a draw and we want to keep the momentum going in our choir and music program. 	<p style="text-align: center;">Action:</p> <p>This expense will need to be included in next year’s budget.</p>

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<p>Executive Sessions requested at 8:30 pm:</p>	<p>Vestry member Dennis Marsh made the motion to call an Executive Session. A 2nd was made and the vestry voted to move into Executive session. Vestry secretary Alice excused herself and left the meeting.</p>	
<p>Adjournment:</p>	<p>No further business so the Executive Session was closed and the meeting was adjourned at 8:50.</p> <p><i>Minutes taken by Alice Mulhearn, Vestry Secretary</i></p>	<p>Action: The next Vestry meeting will be on Monday, December 12th. (Date moved due to the original date being the week of Christmas.)</p>