

St. John's Episcopal Church
Vestry Meeting

Tuesday, January 8, 2019

Minutes

In attendance: Fr. Sanford Key, Olive Grant, Terrence Green, Beth Ford, Kathi Bacchi, Sandra Clarke, Chris Mehan, Ann Mavor, Melody Wagstaff, Danielle Sullivan, Aldrich Wright

-Rev. Lee Ann Tolzmann for portion of meeting

Meeting with Reverend Lee Ann Tolzmann, the Canon for Mission Leadership of the Episcopal Church in Connecticut

- Rev. Tolzmann will be retuning Sunday February 3, 2019 to address the congregation
- Handouts provided:
 - guidelines for mutuality, what is a parish in a new missional age / spiritual practices in new missional age
- We will have a consultant working with us to ensure we are working along the guidelines listed in the handouts
- Provisional Priest in Charge (PPIC):
 - appointed by bishop for a time certain, doesn't appoint without consulting Vestry;
 - 2-3 year term; can be considered for permanent rector position (unlike priest in charge);
 - provided when there is other work the parish needs attending to before new Rector is brought in
 - Bishop identified our relationship with Iglesia Betania and L'Eglise De L'Epiphanie
 - Rev. Tolzmann stated the PPIC needs to work in conjunction with other Vestries and Clergy and changing circumstances in Stamford
 - We do not have a choice in deciding whether we want an interim or a PPIC
- Discussion re Changing Circumstances in Stamford
 - Christ the Healer closed, St. Andrew's struggles, St. Francis is in a distant location
 - St. John's is seen a good strong parish, will be an anchor in the community
- Vestry members raised their concerns:
 - discussed role of St. John's in Stamford and the pressure that comes with it; use of our resources
 - discussed need to fix ourselves first, what we need to work on: our transition, work that was started with Betania and Epiphanie
- Question from Vestry: is PPIC's role going to be split between St John's needs/concerns and the other parishes in area's needs and concerns?
 - Answer from Rev. Tolzmann: not our intention; no expectations that they will be serving in a clergy capacity in other parishes; if something happens in other parishes, that parish has to figure out what happens next but they

- may invite St. John's to join in a collaborative relationship: ie. use of assets, space
 - nothing will be forced on us, nothing will take away from PPIC's primary role w St. John's
- Comments from Vestry:
 - need to make sure whether we want the PPIC to go out in the community and spend that time, despite that person's intentions or agenda
 - St. John's is viewed as a pillar already, and other churches will look to us anyway; we will dictate time and effort on how we will do that
- Discussed Canonical Compliance for Parishes
 - Rev. Tolzmann did not see anything of concern with St. John's, other than completion of our audit
- Discussed "Helpful Resources for Canonical Leaders"
 - provided handout; Rev. Tolzmann's assistant can provide us with links to websites
- Role & Ministry of the Provisional Priest in Charge
 - Reviewed and discussed list of possible circumstances calling for transition led by PPIC, as provided in handout:
 - Rev. Tolzmann stated our applicable category would be "parish may be in a position to consider significant collaboration with surrounding parishes"
- Process of PPIC:
 - new PPIC will come in and get settled; at 3/4/5 month mark, the PPIC consultant will start working with us
 - Consultant fees: church only responsible \$500/year
 - consultant's job is to keep the PPIC's eye on bigger picture, to not just fall in Rector role, that there's other work to be done here;
 - PPIC consultant works with Vestry and parish as a whole with goal setting;
 - discernment day: parish thinks about goals, Bishop will review and approve goals;
 - consultant checks in at 18 months;
 - Bishop, PPIC and congregation all can decide whether or want they want to keep the PPIC in the position
 - note: Bishop can pull PPIC out, Bishop can't pull out Rector
- Discussion re Rectory
 - Rev. Tolzmann suggested having the rectory in order by March 1st
- Advertisement for PPIC
 - our website is key;
 - encouraged to let our network know we are looking for candidates for this position
- Transition process:
 - no separate committee; Vestry is the transition team under PPIC
- Discussion re Vestry Members
 - Question from Vestry: we are electing a new Vestry on January 27th, how do you suggest we proceed?

- Answer from Rev. Tolzmann: Vestry that is seated can participate in transition process

Transition Update by Father Key

- Services:
 - Fr. Ives was celebrant and preacher on January 6th
 - Father Jim and Father Sandy will participate in January 13th mass
 - Fr. Eddie will handle 3rd Sunday of the month
 - Fr. Sandy will handle 2nd and 4th Sundays of the month
 - Rev. Tolzmann to handle Feb. 3rd mass
 - discussed staffing issues with Saturday 5PM services
 - 5PM services have been put on temporary hiatus
- Meetings with Fr. Sandy, Fr. Eddy, and Fr. Ives two times a month
 - thanks to Fr. Ives and Fr. Eddy for providing their time gratis to St. John's

Budget by Chris Mehan

- continuations of conversations started in email re budget
- discussed loan payments and issues when we finally paid off the loan
 - transition time should not be the time to spend that money
 - should set up a committee, 2 year period to determine allocation
- discussed balance between outreach and inreach
- discussed staff increases: 2.4% guidance from diocese
 - discussed cost of living vs. merit increases
 - increase should be warranted/merited
- Motion: to present budget as it is to congregation at annual meeting
 - only change with adjustments as a result of revisions to with salaries
 - motion seconded; all in favor
- Motion: implement the total increase in salary by the 2.4% diocese recommendation, that the increased be merit based
 - motion seconded; all in favor

Annual Meeting:

- Fr. Sandy presented idea: meeting would begin at 10:15AM with call for any nominations on the floor; Fr. Sandy's Annual review will be given as sermon;
 - systemically, allows it to be what it supposed to be, clergy report is pastoral and spiritual;
 - then we leave church, no dismissal, no post communion hymn, go to dining room; report by senior warden and treasurer, then we close with final hymn and blessing
 - Vestry comfortable with that approach

Elimination of Charge Cards

- Discussed elimination of administrative charge cards
- Fr. Sandy proposed that the staff meetings on Tuesdays be used to approve expenses for the week

Minutes of December 4, 2018 Vestry Meeting:

- Motion: to accept the minutes;
 - Seconded; all in favor; approved

Nominees for Members to Foundation

- Fr. Sandy to replace Fr. Jim
- Nomination committee to ask two other parishioners
- discussed that it is not St John's obligation to find a non-member

Vestry Membership

- request for continuity for Vestry members to stay on during transition period; when we are in transition, we can maintain the current Vestry board, given permission in transition period to hold steady
 - Danielle Sullivan volunteered to stay on
- Discussion re Junior Warden candidates

Committees:

- Discussed need for committees to get back in order
 - review and confirm who is heading them up, who is on them, and are they operating the way we want them to

Other Parish Business and Concerns:

- Fr. Sandy reported that a bible that St. John's had given to St. George in NYC in 1858 will be returning to St. John's
 - Bible will be placed in the library

Closing Prayers