

Episcopal Church of the Epiphany

Vestry Meeting Minutes

March 19, 2023

In Attendance:

Vestry - Bert Bender, Lisa Daily, Peter Dodge, Kaylie Gibbs, Paige Howell, Susan Ashmore, April Maa, Matthew May, Andrea Strahan, & Judy Jarady
Clergy - Amy Dills-Moore
Ex officio - Erin Braden, Randy Shearin, & Sherry Wallace

Absent: Liefy Smith & Sally Walker

Meditation: Amy led with a meditation on the beloved community and racial justice.

Consent Agenda:

Approval of the January 2023 vestry minutes, the Annual Meeting minutes, and gifts over \$100 were included as part of the consent agenda. All voted to accept.

Priest in Charge's Report:

Amy reported that the Associate Rector position has been posted.

Amy was part of the clergy who went to the capitol to support people protesting GA SB 140, the bill banning most medical treatments that help transgender children and youth affirm their gender identity.

Adult formation classes will vary as to the space used. Sometimes they will be in a room with walls while at other times they'll be in an open space, depending on the perceived size of the group.

Amy's days off are generally Friday and Saturday. On these days, she tries to not check email. Vestry should text her if you have something urgent that needs attention before Sunday.

Parish Priorities:

Lisa led the discussion on how to move forward on priorities. We have a list based on an amalgamation of priorities based on the CAT surveys plus others from general input. First, we need to decide if these are the priorities on which we want to focus. We will advertise these to the parish. Then, different committees will determine which priorities relate to their committees and how they will adjust committee activities to integrate them. Lisa will work on talking points.

Financial Report:

Bert and Randy presented "Parish Finances 101," a 15-minute review which they had prepared for vestry members.

New Business:

April discussed the need to have formal medical emergency procedures in place. We have the required AED (automated external defibrillator). We should have pediatric pads in addition to adult ones. We are required to have a stop the bleeding kit. If we don't have one, we should get one. We also need to have people trained on this equipment. This could be included as part of a basic life support class or we could have separate training just for this equipment.

The next vestry meeting will be on Tuesday night, April 18.

The meeting ended with evening prayer.

Online Resolutions:

On March 13, Bert made the following motion via email: that the Parochial Report compiled by Parish Staff and the Junior Warden entitled "Parochial Report 2022" and shared with Vestry on March 13, 2023, is approved for submittal to the Diocese of Atlanta as required. April seconded the motion. There were nine votes in favor and none against, and the motion passed.

Respectfully submitted,
Sherry Wallace
Clerk of the Vestry

Vestry Reports for March 19, 2023

Parish Priorities — Lisa Daily

Proposed plan to address parish priorities and achieve a healthy balance in parish activities, volunteering and participation

Parish Priorities (this list includes CAT Priorities and one Core Value that was not reflected in CAT Priorities)

- 1) Make necessary changes to attract families with children and youth to our church. (CAT Priority)
- 2) Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church. (CAT Priority)
- 3) Work toward environmental, racial, gender, LGBTQ+ and economic justice and equity. (Core Value)
- 4) Develop ministries that work toward healing those broken by life circumstances and those living on the margins of society. (CAT Priority)
- 5) Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.). (CAT Priority)

Proposed Plan

- Vestry agrees on Parish Priorities (starting at March Vestry meeting, wrap up at April Vestry meeting)
- Vestry Liaisons, Committee chairs and committees to meet to discuss: (Lisa would be happy to facilitate/participate in these meetings) May/June
 - What committee activities meet Mission, Core Values, and Parish Priorities?
 - What has emerged from Parish discussions about Committee work?
 - What gives joy, what could be done differently, what could be stopped, what interest is there in doing new things?
 - Is Committee interested in taking on activities identified as priorities from Parish discussions (for example, is Parish Life interested in Parish Potlucks or Foyers or whatever the Committee wants to call it.)?
 - What support is needed from Church for current and new activities?

Above questions and notes from Parish discussion (2/26) provided to Vestry Liaisons/Committee Chairs for distribution to committee members in advance of meeting. Meetings are held in May/June. Meeting results reported back to Vestry.

- If a current committee is not interested in a Parish Priority, Vestry and Clergy solicit interest from parishioners in leading work on Priority. June/July
- Vestry and Clergy host a thank you meal for Committee chairs.
- Vestry and Clergy engage on how to manage parish expectations, based on results from meetings with Committees. Summer Vestry Retreat
- Vestry begins discussions on healthy boundaries. Use “Healthy Congregations” Lombard Mennonite Peace Center materials. Summer Vestry Retreat
- Lisa communicates regularly with Parish about these efforts. Ongoing.

Finance — Andrea Strahan

Financial summary for February 2023:

February 2023	Budget	Actual
Income	\$57,256.42	\$57,431.03
Expenses	\$57,749.00	\$39,669.37
Net	(\$498.52)	\$17,761.66

February had a MTD surplus of \$17,762, bringing YTD surplus to \$64,925. MTD total revenues of \$57,431 essentially matched the budget. MTD expenses (\$39,669) were well below the budgeted amount of \$57,749, mainly due to not paying an Associate Rector and not making a Diocese pledge payment in the first months of the year.

Clergy and staff compensation was increased 5% in the March 1, 2023 pay cycle and the 5% increase for January/February will be paid in March. The Diocese pledge (for January through March due to the late notice of the final pledge owed) and current office expenses (approximately \$3,000) will be paid in March. Also, mission support payments under Community Engagement have not started in 2023. These items will make a significant dent in the February YTD surplus of \$64,925, when they are paid.

Susie has transferred the loan proceeds from account 3000 (which represents Operations "fund") to account 8203 to align internal reporting with Vestry's intention for obtaining the loan (HVAC). The approved 2023 budget and 2022 year end results were posted to the website (under 'Publications and Forms' at) and noted in the e-newsletter. The auditor has been contacted about scheduling the annual audit later in the spring/early summer.

Membership + Newcomers — Liefy Smith

Our first Newcomer Gathering of the year will be April 26th at 4:00.

Kaylie Gibbs is a new “Connector” and has already contacted two new families with children to help them with “Connection”.

Pastoral Care — Lisa Daily

On February 19, the Community of Hope presented an afternoon of Reflection and Soul-Nurture with Carl McColman. About 30 parishioners attended.

The Pastoral Care Committee is planning to send Easter cards to parishioners 75 years and older.

The Community of Hope continues to meet monthly. Its annual retreat will be held on Saturday March 25 and will be facilitated by the Rev. Buddy Crawford, the interim Rector of St. Anne’s Episcopal Church.. Parishioners in need continue to receive visits, calls and cards.

Members of the Pastoral Care Committee are Cecelia Democko, David Draper (Chair), Susan Moody, Nancy Thompson and Sherry Wallace.

Community of Hope’s Leadership Team is comprised of Jessica Burns, Lisa Daily, David Draper and Ann Fowler. Additional members are: Barbara Belcore, Laura Gary, Lisa Gray, Paul Hinson, Chris Miller, Katie Pederson and Annie Strahan.

Building and Grounds — Matthew May

Issues on Front Burners (FB), Back Burners (BB) and On The Counter (OTC): The list of projects and issues showing ups ↑ and downs ↓ since last time.

- 1) (↑ from 10) **Courtyard Fence (FB)** Partial demo scheduled for March workday. If you have comments on this, email thetechcpa@gmail.com

Other March 25th (9:30 am to 12:30pm) work day activities planned if time allows: Spread pine straw, wild flower planting, weed the island in the gravel parking lot, pull ivy back from trees, feed blueberries, weed around shrubs at the end of paved lot, weed in the pet cemetery, cut brown leaves from the Aspidistra around big oak tree, add wood chips, weed whack areas behind church that are not reached by the lawn crew, weed and pull up ivy around azaleas at the point, trim shrubs at edge of the paved parking lot and next to our neighbors fence on Ponce, trim pyracantha, fix muddy ruts, replace fire department signage.

- 2) (↑ from 8) **Byrdland (FB)** There are ideas about use of Byrdland proposed by Earth Guild in collaboration with B&G – pending endowment approval, then Vestry approval. If you have ideas on this or want to be part of the conversation, email thetechcpa@gmail.com.

- 3) (↑ from 5) **Lighting (FB)**: New contractor visited 3/17 to prepare estimate to install side chapel pendant lights after prior contractor ghosting.
- 4) (unchanged) **Front Door Physics (FB)**: Something happening here. Various parties looking at conundrum of the front doors: sometimes doors gap, sometimes doors stick. Next? Better door code security system (video)?
- 5) (new) **Flower Guild Room Improvements (OTC)** - waiting on endowment.
- 6) (new) **125 Anniversary Improvements (OTC)** - waiting on a plan
- 7) (new) **Choir Room Wall Repair (OTC)** - need to repair and repaint choir room wall from water damage
- 8) (↓ from 6) **Building an' Grounds (BANG) Structure, or Emerging Endless List of "Things to Do" (BB)**: Circulated in March of 2022, remains possible template pending Chair(s). Grounds function in fairly good shape. Realm might help. Maybe hold a Buildings reception in the Undercroft to see the new Unit.
- 9) (↑ from 7) **Maintenance Contracts (Inventory of Systems) (BB)** Will be updating HVAC list after McKenney's Punch List labeling is confirmed.
- 10) (↓ from 9) **Asphalt Patching (BB)**: Comment: shouldn't we patch cracked asphalt parts at entrance and exit drives, maybe starting with temporary volunteer fix? Answer: maybe, but if we need professional help, let's focus on that part and develop a plan of (a) where? (b) anywhere else? (c) who should do it? and (d) ensure good price. All comments invited. If you have a special paving contractor you like, email thetechcpa@gmail.com.
- 11) (unchanged) **Sexton Services (OTC)** Is informal volunteer sexton approach for identifying maintenance issues, handling minor repairs, coordinating minor contractors sustainable?
- 12) (unchanged) **Landscaping Company (OTC)**: When more urgent stuff addressed, can seek input and review.
- 13) (↓ from 1) **Roof Leaks / Gutters (FB)**: Leak in Gallery near Narthex when it pours – some concern also about gutters. Repair contractors vetted and to be invited to inspect/estimate.

Off the list/projects completed: Nave and Office/Bathroom HVAC Construction Work, relocation of benches to courtyard, undercroft awning repaired, attic leaks over choir room repaired.

Adult Formation — Peter Dodge

The Adult Formation Committee, chaired by Paul Hinson, met on March 2 via Zoom. Attending were members Lalor Cadley, Judy Jarady, Patricia Price and Peter Dodge (Vestry Liaison). What we can offer with regard to adult formation will likely be shaped by the (hopeful) hiring of a second clergy person.

We recently concluded a multi-week Sunday morning formation series presented by Carol Bartlett and Marion Curry entitled "Love one Another: Jesus, St. Francis & Earth Care." The series focused on earth care as an act of spiritual expression, and learning how to expand our circles of compassion to the whole of creation, loving bigger and broader.

Also offered in February was a Sunday afternoon session entitled "Contemplative Prayer and the Joyful Season of Lent: An Afternoon for Reflection and Soul-Nurture," organized by Ann Fowler and featuring author Carl McColman. McColman is local to Atlanta and is the author of numerous books on the Christian contemplative path.

Beginning March 12, we began our Sunday morning Lenten adult formation class "Reimagining Lent," led by the Rev. Bobbi Patterson, in which we use compassion as our guide in our period of Lenten self-examination.

Amy, Bobbi Patterson and others continue to lead us in our Second Sunday Contemplative Practice sessions each month, in which we're invited into a time of reflection, meditation instruction, and gathering with others seeking a more grounded way of being in the world.

On our immediate agenda is a need to identify what we'll be offering during the Sunday formation hour for adults beginning the Sunday after Easter (Sundays from April 16 through May 14). Amy is pursuing possible guest presenters and topics and will likely soon have some news soon for that series.

Other suggestions briefly discussed by the Committee for future classes included a "sharing our stories" series similar to what we did 2-3 years ago. Lalor Cadley is looking at the possibility of offering a small group that would meet weekly addressing issues spiritual and otherwise that we generally all face in the final third of our lives. Paul has made several suggestions in our committee meeting, including a possible small group bible study focused on the book *Seven Stories: How to Study and Teach the Nonviolent Bible*, as well as another alternative focusing on the theories of Rene Girard. Paul has also reached out to several long-term members to research what resources among our parishioners we might be overlooking with regard to talents and interests which might be employed in adult formation.

Reference was also made to the possibility of drawing upon on-line educational resources made available and accessible through the Diocese of Atlanta and identifying and inviting presentations by guest speakers from the Candler Theology School, as well as possibly doing some programming using representatives of our parish's community partners.

Endowment — Kaylie Gibbs

Jessica Boatright has graciously agreed to chair the Endowment Committee this year. The committee (Jessica Boatright, Jeanette Hanson, Julia Dodge, Doug Runnion, and Craig McDonald) met on March 6th to review and discuss the merits of the 2023 grant applications. We have received six applications and are gathering some additional information on a few requests. We hope to bring forth the recommended approvals at the April vestry meeting.

Stewardship — Kaylie Gibbs

Nothing to report at this time.

Technology — April Maa

Everything going smoothly. Now we are trying to make incremental improvements in Livestream broadcasts. Shea worked on additional placers and April will be working on where to put the new placers, update the camera list, and then train the AV Guild volunteers on the nuanced changes. After that will plan to see if we can involve youth in our guild!

Worship — April Maa

Nothing to report

Parish Life — Judy Jarady

This is quite the busy season for Parish Life Committee. Meetings were held in February and March. The agendas were full of detailed planning for:

- 3/30 Amy's Installation/Reception - 150 people are estimated to attend- Polly has asked several other groups including youth, to help in providing food, also another group to help with clean up
- 4/6 Agape Dinner - Joel will manage the preparation of the fish - attendees will sign up to bring other food items for individual tables
- 4/9 Easter breakfast – Parish Life will provide ham and biscuits - attendees will be asked to bring other breakfast goods - the breakfast will take place between services at 09:45.