

HOLY FAMILY EPISCOPAL CHURCH
VESTRY MEETING MINUTES – MARCH 16, 2022

Attending: Carol Bruns, Gary Snyder, Tina Vawter, Stephen Beard, Fr. Bruce Gray, Betty Bogeman, Bob Murray, Katie Hamon, Scott Wilson, Dan Chillemi, Jon Manuszak (Zoom), Reba Ericksen (Zoom)

The meeting was called to order at 7:10 p.m. with prayer led by Father Bruce.

Old & New Business

Mediation Process:

- Fr. Bruce gave an opportunity for Dan or Scott to speak. Dan shared that a deep love for Holy Family compelled him to want to have difficult conversations about concerns several parishioners have expressed. He is interested and committed to being a part of future conversations but has entrusted the process to the hands of the Vestry. Scott agreed that the conversations came out of a love for the parish and that after pulling back for some time, he realized it was important to come back and to have open dialogue and see what could be done to address concerns. This resulted in conversations with parishioners, some previous Vestry members, and Bishop Jennifer.
- Stephen provided an overview of the mediation process. The meeting last Thursday with Bishop Jennifer and Brendan O’Sullivan Hale resulted in the recommendation for a mediation process. The mediator will come from out of state and is not connected with the diocese. The person will be identified within the next few days. Their role will be to talk to anyone from the congregation who is willing, and the time frame for the process is not set. He or she will make a recommendation at the end of the process. The diocese will be taking care of the financial requirement for this mediation.
- Fr. Bruce stated that this type of process could help all of us learn to communicate more effectively as well as to gain a better understanding of Holy Family in the post-pandemic setting.
- Bob expressed his view that communication has not always been done effectively with Vestry and other ministries. He sees a need for improved communication among all levels of Holy Family. He recommends basing our actions on the concept of mutual

ministry. He is hopeful that there can be an amicable conclusion but has felt concern about the Vestry's ability to govern in light of the Bishop's decision to go forward with the mediator. Dan agreed with Bob that it has been challenging to understand the Vestry's role. He also expressed concern about newcomers who feel positively about Holy Family and how the mediation process might affect them. Bob stated that it will be important to find out how the mediator will recommend communicating this to the parish and what type of messaging should be used.

- Fr. Bruce explained that the Bishop cannot remove a rector without a vote of the Vestry.
- Stephen read the Motion of Mediation: *We, the Vestry & Rector of Holy Family, appreciate the partnership with the Diocese of Indianapolis and its efforts to guide us through a mediation process between our parish and the Rev. Bruce Gray. We will dutifully see the process through with honesty and transparency, with an eye toward healing for all, as we determine the course of our paths forward.* Gary seconded, and the motion was passed.

Parochial Report:

- Fr. Bruce asked Bob to read the narrative essay response he submitted for the Annual Parochial Report. Bob motioned to submit the response in the report, and Stephen seconded. The motion was passed.
- Betty noted that she updated the financial details for the report. Bob asked if in the future the report could be made available earlier to allow time for the Vestry's input and so that it can be submitted on time.
- Bob made a motion to submit the parochial report. Carol seconded, and the motion was passed.

Church Land Use Committee:

- Fr. Bruce asked if any other Vestry members would like to be part of the committee and gave an overview of the purpose. We need to study our land use and future goals for the parish before we make any decisions about selling a portion of the land for development. Gary asked if we should extend the committee invitation to the parish, and Fr. Bruce agreed. The developer would like to attend the next Vestry meeting to discuss the potential development.

Vestry Working Groups Reports for March

- *Regathering:* Fr. Bruce shared that the Bishop anticipates the approval of sipping from the chalice for Communion to come very soon. He is also adding back some liturgical procedures to the service. Carol asked about the plan for Altar Guild during Holy Week. Fr. Bruce plans to have a session on Palm Sunday to give instruction about Holy Week.
- *Stewardship:* Bob will set up a meeting for next month.
- *Evangelism:* Next meeting is planned for April 12. Fr. Bruce reported that the Newcomers' Luncheon went well.
- *Building & Grounds:* Jon volunteered to be the Vestry contact for this committee; Marcus will continue to work on it. Fr. Bruce noted that the Daughters of the King will clean the building before Holy Week. The playground has been very popular. The Community Garden has a waiting list for the first time. Betty shared that she has organized dates for mulch and emphasized that people can call Musselman's directly and Holy Family will receive 10% back. The Flower Sale is planned for May 7th. Prices have gone up, so Betty plans to check prices at local nurseries to determine how much to raise them.
- *Christian Formation and Youth:* Shrove Tuesday dinner was a great success with two rounds of seating (the biggest turnout in memory). Confirmation class is in process, and the service with the Presiding Bishop will be June 4th.
- *Worship:* Fr. Bruce would like to get ideas for church terms that could be demystified as well as suggestions of topics for Adult Forum. Several suggestions were given. Bob noted that he wishes people attended more of the Holy Week services and would like to brainstorm ways to encourage this.
- *Missional Outreach:* Support a Teacher program at Fishers Elementary is going well, and we have a large group of parishioners involved.
- *Racial Reconciliation:* Our next movie discussion over *Just Mercy* will be on March 30th.

Finance and Budget

Betty reported that she doesn't have a lot to report, but we are where she expected us to be with finances. Utility costs are going up. She wonders if there is a way to lower the phone bill

for the landline. Gary shared an idea that has worked for him to eliminate his landline that could be helpful for the church.

Review and Approval of February Minutes

Bob noted that Reba's last name was misspelled (should be Ericksen).

Gary motioned to approve the minutes, and Tina seconded. The minutes were approved.

Rector's Report

Fr. Bruce noted that the Diocesan "Church Buildings for Collaborative Partnerships" is going well. The next program meeting is March 31st. Multiple former members of Holy Family from many years ago have recently returned to Holy Family.

The meeting concluded at 8:37 p.m. with Compline.

Next Vestry Meeting Wednesday, April 20, 2022