

Holy Family Episcopal Church
Vestry Meeting February 21, 2024 7:00 PM

Minutes

Attending: Chris Beldin, Matt Okerson, Lee Cahalan, Emily Becraft, Kristine Canter, Kay Mulhall, Jessica Largent, Gary Snyder, Bethany Paden, Bruce Gray, Jolene Johnston, Ruth Everett, Ben Paden

Opening Prayer – Meeting called to order at 7:13 with opening prayer by Bruce.

Celebrating Little Wins-what needs to be widely shared?

- Trivia Night is sold out. They're already thinking of alternate locations for expansion next year.
- Shrove Tuesday pancake supper went well and was well-attended. Thanks to the Brotherhood of Saint Andrew for preparing the food. They even took pancakes and sausages to the Spanglers who were unable to attend.
- Good turnout for the Bishop's visit and Confirmation this past Sunday. Five people were received or confirmed: Matt Okerson, Reid Cahalan, Sarah Beard, Dave Diaz, and Karen Smith.
- Increased attendance over the past month.

What's in the parish gossip chain that needs to be aired out?

- Nothing new.

Old & New Business

Bishop's visit reflections

- Glad that the Bishop is doing confirmations when she visits so that people can be confirmed in their home parish.
- She mentioned that the dynamics and demographics of Fishers has changed but HFEC has not changed. She has said this at prior meetings as well. But how do we reach out to the community to increase diversity?
 - Bishop encouraged us to become more involved with diverse community opportunities on a personal level rather than on behalf of the church.
 - Bruce tries to watch for community opportunities that could help increase diversity. Fishers community organizations tend to have long-time members that are mostly older and not diverse either.
- She mentioned our finances having issues. Was that an accurate statement or has she just not been updated on changes made?

- Some miscommunication between us and the Diocese on how the loan assistance is working. Ben has met with the banker to straighten that out. Most likely she was not aware of that yet.
- She mentioned having more events outside of our walls rather than within our walls.
 - We did not necessarily see this same issue as we have multiple long-term ongoing outreach programs: Delaware Trustee, Fishers Elementary, Missionaries of Charity, Kairos prison ministry, youth group mission activities.

2024 Efforts for Holy Family (continued from Vestry Retreat)

- Committees needed – they are not necessarily exactly the same year to year.
- Discussion surrounding how the Vestry would like to operate with the ministries.
 - Having each ministry assigned to a Vestry member as a liaison or as a member.
 - The Vestry member assigned would be responsible for communicating with that ministry each month to see what they need.
- Reviewed the list of ministries from 2023
 - Kristine will update responsible leaders names and Vestry members assigned with the information she has and circulate to the Vestry for review. We can then fill in missing spots.
 - Would like to have a highlighted ministry announced each Sunday to encourage more participation.
 - Once the list is finalized and complete, Lorri should be the person who maintains the “official” list and who redistributes it when changes are made. It would be nice to have it in the Vestry Google drive folders.
- Finance Committee is currently Dan Chillemi (Chair), Wade Nichols, Ben Paden (Treasurer), Tom Clines, Jacob Spangler, Charles Forman and Peter Mulhall. May not necessarily need a Vestry liaison since Bruce attends their meetings. Finance committee makes recommendations to the Vestry and the Vestry then votes on it.
- Altar Guild and Acolyte go-to person is Bruce
 - New altar guild members are either trained by Bruce or he coordinates with an existing altar guild member to shadow.
 - Acolytes are trained “on the job” – brief instructions prior to service if needed and they are encouraged to ask questions if needed during the service. It’s very difficult to schedule a Saturday training for kids. We could do an after-church pizza lunch and training if needed.

- DOK still exists. Discussion to create Women's Ministry happened last year, but we do not have a leader for it.
- Racial Reconciliation still exists. It did the movie watching and discussions last year. It also learned about availability of events or programs within the community that could be publicized to parishioners. Matt suggested expanding it to include DEI (Diversity, Equity, and Inclusion). Gary said in the past HFEC has done blended services with other faiths and congregations. Everyone like those ideas. Bethany pointed out that we would still need to find someone to be in charge of it.
- Matt suggested a sub-committee of Vestry to take a look at the tech used by the church to increase efficiencies in maintaining information on ministries, committees, leaders, and so on so that we can have better transitions year over year.
 - This group should definitely talk to Jolene to learn what is in place and the how/why etc of how things are currently structured.
 - Matt, Jolene, Ben, and Lorri would need to be involved.
 - These practices could help and affect lots of different places – the priest, volunteers, the staff, etc.
- Nursery – Emily volunteered to coordinate the Nursery. Kristine and Jessica volunteered to be on the schedule. The TV in the nursery is working for volunteers to watch the service.
- Bruce would like to have the committee list completed by March 17th, for the Newcomer meeting.

Vestry Members Calling Groups-Bethany

- Bethany will request the current membership list from Lorri and divide it among the Vestry members.
 - Vestry members should check in somehow with the families on their list each month. That could be with a letter, a call, a text, or a conversation – however works best.

Safe Church required for all of us

- Online misconduct prevention training. It's the same training required of Sunday school teachers or people who work with kids.
- Lorri is the contact person for the diocese. She is in the process of submitting info to them. We will then receive links to sign in and take the required modules.
- Vestry members should complete the training within 3 months of receiving their link. One month would be preferable.
- Do we have any procedures or training for active shooter scenarios?

- The doors to the sanctuary are all open during the services so that there are clear exits in case of an emergency and so that leaders can see the activity in the lobby clearly.
- Ushers have also received some training on defense strategies.

Schedule informal conversation about 2022 conflict-Gary

- Everyone agreed this would be a good idea. Gary will circulate some dates for scheduling.

Holy Family Mutual Ministry Review-Gary

- Diocesan information sheet passed out.
- Gary has talked to the diocese about getting a recommended consultant.
- This is a positive thing that is good for the parish to do. We need to be doing one every two years.
- The consultant talks with the Rector and the Vestry to assess their mutual ministry. It is NOT a performance evaluation of the Rector.

Clerk recruitment announcement going out

- Bethany will write it

Vestry Executive Session procedure

- Includes Rector and Vestry
- Clerk, treasurer, staff and other attendees depart. Regular Vestry meetings are open meetings any parishioner can attend.

Parish Survey presentation planning

- March 10 and 17th during the 9:00 hour.
- March 10 will present the data. March 17 will discuss what we do with the data.
- Emily and Matt will work with the Survey Monkey data to create a power point presentation.
- Bethany can do the talking.

Dinner Groups 2024 starting

- Susie Beard and Marty Blake have taken over for Fred Naatz this year. Jolene has reworked all of the forms and the website so that new sign ups can happen.

Sunday School Curriculum for Lent

Let's Glow new event February 24-Jolene

- Pre-K to grade 1 – Godly Play. Jolene is creating a new program based on the book “10 Days of the Easter Story” which goes into the feelings of Holy Week. It is in line with the Godly Play approach.

- 2nd – 6th grade studies the gospel each week and utilizes three different curricula depending on the lectionary.
- Youth Group – Ruth does not have a set curriculum. They usually discuss the Gospel, but it is driven by what the teens want to do and what is happening in their lives. We are providing them a safe space to talk and be themselves.

Other new or old business

- January Minutes were approved via email

Rector's Report

Winter Art Program Saturdays, January 27 to Saturday, March 2, 10am-Noon

Potential for Fishers Pride taking place outside at Holy Family

- They were not able to get permission for a parade. They are trying to get permission to hold in one of the parks but have been unsuccessful so far. We are the back up option.
- Would most likely be a small event as this is the first year.

Newcomers Info Gathering Sunday March 17 11:30 Parish Hall

Strategic Plan updating continuing

Dan and Bruce met with developers January 18 for their investment proposal

- Dan is still researching, but investing in the Diocesan Endowment might yield a better return.

Sunday worship shifting to Lenten practices this Sunday since Confirmation was on Lent 1.

Bruce at Clergy Conference for the diocese March 11-13 at Waycross

Finance & Budget

Treasurer's Report-Ben Paden

- Finances have not changed much since the report given at the Vestry Retreat
- Has run into some issues moving over to the new software. Jacob Spangler is helping to get those sorted out. They are also reviewing out current chart of accounts to see which accounts (buckets) may no longer be necessary and need to be rolled into the general fund.
- They are setting up Gary as a signer on the account so that the Treasurer will not be a signer since they write checks and reconcile accounts. Division of duties to lessen risk of fraud.
- When Ben met with Chase, they implied that having our business account at chase is a requirement of our loan. Ben pointed out that the Diocese has

their accounts at Chase and the loan is secured by their assets. The banker was going to look into it.

Closing Prayer

Next Monthly Vestry Meeting Wednesday March 20, 7:00 PM