

**Holy Family Episcopal Church  
Vestry Meeting Minutes  
November 20, 2024, 7:00 PM**

**Attending:** Fr. Bruce, Jolene Johnson, Matt Okerson, Bethany Paden, Emily Becraft, Ruth Everett, Chris Beldin, Gary Snyder, Kristine Canter, Kay Mulhall, Jessica Largent, Lee Cahalan, Scott Wilson (Clerk).

**Opening Prayer:** Meeting called to order at 7:05 p.m., with opening prayer by Fr. Bruce.

**Diocesan Reunification**

- Fr. Bruce provided a handout from the Diocese and provided a background on the discussions of reunifying the Diocese of Northern Indiana and the Diocese of Indianapolis and Southern Indiana.
- Request from Diocese that parishes discuss the materials and complete the input form by January 10.
- Vestry determined that the information would be presented in two sessions – December 22 and January 5 during the 9am Adult Forum hour.

**Old Business**

- Land Sale delayed until mid-January
- Discussion of Diocesan role in the Rector Discernment Process
  - Fr. Bruce pointed out that while the Diocese has the “power” to determine which candidates HFEC has the opportunity to consider, it is important to ask tough questions and be diligent in the process.
  - The Bishop will pre-approve candidates before HFEC has the opportunity to consider any candidate
- Trivia Night – Susie and Jessica have agreed to lead this. Thanks Jessica and Susie!!!

Fr. Bruce was excused for a discussion between the Wardens and the Vestry at 7:34 p.m.

**New Business**

- Jessica asked a question about whether agreements with outside parties who are participating in or hosting events at HFEC have signed a release and agreed to indemnify HFEC for any claims
  - This transition time might a good time to review all forms. Scott volunteered to assist in review.
- Discussion about current state of parishioners who have been decreasing attendance or decided to leave, and opportunities to have them renew relationships as well as seek and validate input
- Review of discussion with at last meeting regarding content on HFEC’s website.
- Gary identified the need for the Vestry to identify new Sr. and Jr. Wardens as the new Vestry transitions early next year. Might be valuable to do this prior to the transition.
  - A few parishioners have identified interest in serving on the Vestry, Discernment Committee, or both.

**Treasurer’s Report (provided by Ben Paden via email)**

- Through October 31st: Income - \$231,269.52; Expenses - \$279,561.27

- The bank account at Huntington remains around \$48k so we haven't continued to experience loss since our last meeting.
- Both the parish survey on special projects and the 2025 budget campaign have kicked off and seem to have been received well.
  - The presentation is not only a part of the November 10th church service, but I pulled out just the presentation as its own video on our YouTube channel.
  - If anyone has feedback themselves or has heard feedback they'd like to share, please feel free to let me know.
  - I'm looking to get pledge cards made next week so they can start to be filled out in plenty of time for our ingathering on December 15th.
- As of right now, Pledge amount for the year was \$181,740.00 and we've received \$140,296.62 so far leaving \$41,443.38 yet to go.
  - As expected, we'll fall short of meeting full pledge (that's always going to be the case), but pledges have come back up and we should probably get us close to a traditional 85-90% of pledge by the end of the year.
- Question from Lee Cahalan
  - Is it possible to identify any opportunities to close the gap on pledged giving? I think we have done this in past years, putting the gap into a few buckets:
    - Expected to come in - regular givers who we expect to finish pledge without any extra encouragement.
    - Not expected to come in - moved, left the church, financial hardship, or any other reason we should not expect the pledge to be fulfilled.
    - Lapsed giving where outreach might be helpful - I know this can be sensitive, but there are usually cases where outreach to understand intentions can be effective.
  - Response from Ben: Yes, but probably not in time for this meeting. I'll start to work on that and send an email with the info I can gather and we can continue the discussion outside of the meeting.

**Meeting adjourned at 9:10 p.m.**

**Next Monthly Vestry Meeting Wednesday December 18, 7:00 PM**