

Holy Family Episcopal Church
Vestry Meeting Minutes
June 18, 2025, 7:00 PM

Mission: Holy Family seeks to bear witness to the Light of Christ by serving as the heart and hands of Jesus, nourishing people and transforming lives.

Vision: To be the Good News of Jesus Christ in the community.

Attending

- Susie Beard, Jolene Johnston, Bethany Paden, Kristine Canter (virtual), Kay Mulhall, Jessica Largent (virtual), Lee Cahalan, Matt Okerson, Ruth Everett, Ben Paden, Scott Wilson (Clerk), Father Frank, Emily Morton (virtual)
- Called to Order at 7:02 p.m.

Formation and Team Building

- Opening Prayer and Reflection
- What has been the fruit of your life and/or ministry this week?

Staff Matters

- Parish Administrator
 - Parishioner has stepped up to repair freezer (~\$600)
 - Repair to refrigerator is estimated at \$200 or under.
 - Motion to accept parishioner covering cost of freezer and budget of \$200 for refrigerator repair: Beth moved, Lee seconded, voted approved unanimously
- Director of Communications and Children's Ministry
 - Children's Ministry
 - Met with Ruth and Father Frank to plan the entire calendar year for Worship, Fellowship, and Christian Formation
 - Intergenerational Days on certain Sundays (no other offerings on those days)
 - Makes us eligible for grant money, helps with planning and securing lay leaders and volunteers
 - Communications
 - 100 name tags ordered (great problem to have!); was able to find older versions to match current in backstock (and cheaper)
 - Household registration card online version, new welcome page with choose your own adventure (welcome and/or deeper engagement)
 - Marketing for Congregations Center for Congregations workshop in July
 - Created Usher/Greeter handbook and reminder card
- Director of Youth Ministry
 - Youth (Sarah Beard) volunteered to be the Youth representative on Vestry
 - will have a voice, but not a vote
 - Vestry will review bylaws and determine how to approve
- Debrief Past Events and Upcoming Announcements
 - Pentecost Picnic

- Thanks to Matt, Paul (Matt's dad), Stephen, and Lee on cooking burgers and dogs; Jolene and Kay for helping in the kitchen
 - Very well attended
 - Father's Day hospitality – great support for dads!
- Reception for Lorri's retirement: Sunday, June 29 after the 10 AM service
 - "Elevated Hospitality Hour" – pastries, sparkling grape juice, recognition speeches from staff/parishioners (Betty, Darryl, Fr. Frank, Jolene, Bethany)
- Interim Plan for upcoming open Administration position
 - Jolene Johnston to move from 25 to 30 hours (paid)
 - Event set up/tear down
 - Bulletins
 - Prayer lists
 - Website
 - Requests for baptisms, funerals, etc.
 - Membership rolls
 - Door lock/unlock system
 - Altar Guild coordination
 - Bethany Paden volunteering to cover "remote" activities
 - Managing the serving schedule
 - Betty Bogeman volunteering on site
 - Finances
 - Other activities
 - Finance committee has requested a 10% reduction in overall cost for the role (not just 10% in wages, can come from other things such as benefits, hours, etc.)

Thank You's and Departure of Staff

Financial Matters - Treasurer's Report

- 2025 Debits/Credits
 - Income - \$102,723.64
 - One Time Land Sale Income - \$319,926.42
 - Expenses - \$157,004.25
- Bank Account Status
 - Huntington - \$26,057.68
 - Chase - \$309,001.34
- Long Term Debt
 - Chase Mortgage - \$635,030.15 as of 5/18/25 (\$5,795.88 per month)
 - Diocesan HELOC - 51,928.80 (\$1,000.61 per month)
 - Diocesan Emergency Loan - \$73,937.97 (1,250.90 per month)
- Investment Status
 - RBC - \$81,546.72 as of 6-17-25
 - Diocesan Investment Account - \$60,172.54 as of 3-31-25
- Notes
 - Income is starting to look somewhat healthy with \$56k in just the last two months. If that rate were to stay, we would start bringing in \$336k a year

- Expenses will tick upwards in June as some Diocesan financial items are getting reconciled, but they will be one-time jumps and will smooth out into regular expense levels for the rest of the year
 - Catching up this year's apportionment (a little over \$2k a month going forward)
 - Some payments on the Diocesan loans (also a little over \$2k a month going forward)
- Investment income seems to still be doing really well (though I'll have to see in a couple weeks how the Diocesan account did this quarter)
- Paperwork has been signed with RBC to invest an additional \$200k and we're waiting on the ACH out for that.
- Building use income is way up this year
 - \$3,724.27 in 2024
 - \$2,900.00 already in 2025

Vestry Matters

- July Vestry meeting – agreed to waive this meeting, as permitted in the Bylaws, next meeting will be in August
- [Consent Agenda](#)
 - Rector's Report with update on 30-60-90 Day Plan (pages 1-2)
 - Senior Warden Report (page 3)
 - Junior Wardens Report (page 4)
 - Progress on Goals (pages 5-6)
- Continuing Discussion
 - Meeting and discussion with David Friedman (Scoutmaster) and two Committee Chair members
 - [5 Points of Discernment](#)
 - In recent transition of clerical leadership, we are reevaluating whether being a Charter Organization is something we want to continue
 - Lack of involvement and interest among parishioners beyond having the scouts meet at this location
 - Changes to our physical space and the limitations this poses
 - The Troop has not indicated an openness to accept girls (become a coed troop), which does not align with our values of inclusion and opportunity
 - Changes in the Diocesan policy with Safe Church will result in changes of expectation for Troop and all outside groups and organizations who use the building.
 - Overall, working with all outside groups will increase workload on staff and overall parish organization.
- [Goals for the Conversation](#)
 - For the leadership of HFEC to share these 5 points of discernment with the Troop leaders about why we are thinking of discontinuing being a Charter Organization.
 - To give the Troop leaders an opportunity to speak about these 5 points of discernment.

- If we decide to discontinue the relationship, we can share with the larger congregation our process and due diligence.
- For review: [*What it means to be a Charter Organization*](#)
- Scout Leaders – “Key 3”: Jeff Chapman, David Friedman, Doug Miltenberger
 - Thanked Holy Family for the years of support for Troop 199
 - Recognizes the amount of change that Holy Family is going through
 - Discussed the value of scouting to youth including learning leadership skills, practical training, fellowship, and making friends. Learning how to make mistakes in a safe environment.
 - Question from Vestry: please highlight activities in the community. Teaching respect for the US Flag, flag bearers, flag retirement ceremonies. Hague Road cleanup. Planting trees in Fishers Agripark. Monthly Eagle Scout Projects. Oral library of Korean and WWII veterans for Hamilton County Library.
 - Comment from Vestry: Overall feedback from recent Holy Family parish survey regarding scouting was that this relationship is not one of the higher priorities of importance to families. Also, Holy Family, upon review of what it required of a Charter Organization, is not sure it has the capacity to support what is needed. The lack of scout families participating as members of Holy Family, worshipping here, and participating in events is an important example of potential disconnect between the Troop and Holy Family.
 - Response from Key 3 – Recognized that pre-COVID, the Troop was much more focused on service days at Holy Family. That has certainly dropped off.
 - Comment from Vestry: The grounds may not support the ability to contain scout equipment and people. Also noted that Holy Family supports diversity in a way that may not be aligned with Troop 199 (all male troop, vs. co-ed).
 - Response from Key 3:
 - Related to space in the lot, the Troop does need to have equipment, trailers, and sheds secured. Holy Family cannot yet make a commitment that space will be available. Equipment that is currently in parking spaces will need to be moved back to where it was being stored previously by the Troop. The Troop is looking at options.
 - There are various types of troops (single gender, separate boys and girls “partnered troops”, full co-ed troops). Troop 199 is not co-ed but is not opposed to the “partnered” approach with a girl troop. There has not been an interest, as of yet, for moms to participate with daughters in scouts and to set up a “co-troop”.
 - Next steps will be for the Vestry to discuss and make a recommendation, but it will not be a “snap” decision. Time will be permitted to allow for any needed transition.

Next Vesty Meeting: Wednesday August 20, 2025 7:00 p.m.

Closing & Adjournment – The meeting was adjourned at 9:14 p.m., followed by Compline