

Holy Family Episcopal Church
Vestry Meeting Minutes
October 1, 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

- Jolene Johnston, Bethany Paden, Kristine Canter, Kay Mulhall, Lee Cahalan, Matt Okerson, Ruth Everett, Scott Wilson (Clerk), Father Frank, Sharon Keller, Emily Morton, Wendy Luckcuck, Ben Paden
- Called to Order at 7:03 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: Introducing Wendy Luckcuck
- Director of Communications and Children's Ministry – Jolene Johnston
 - Communications:
 - Updated welcome process leads to engagement
 - Program year calendar in copy room
 - Updated help signs in bathrooms
 - Resumed Newcomer Info Sessions: July 2025 13 people; October 26, 2026
 - Children's Ministry:
 - Representing HFEC at Trunk or Treat October 18, 2025 at Carpenter Realty; using our parking lot for cars
 - Youth Ministry University (YMU) new volunteer goal: at 40%
 - YMU Webinar: Programming with Purpose (with Ruth)
 - Offered assistance to Children's Ministry leaders in DE, TN, WY
 - Jolene provided information about Centering All God's Children Program at IndyDio
- Director of Youth Ministry – Ruth Everett
 - Isabella Asmus has been elected as youth delegate for the Edge Neighborhood of the Diocese.
 - Connected with the Fishers Youth Initiative; will be writing notes of support
 - Participating in training – Growing Young: Shaping the Youth in the Church of the Next Generation
 - Youth group has been supporting activities of fellow youth members in the parish (soccer, 4-H, etc.); families of youth are also participating!
 - Campus ministries have been provided names and contact info of our youth to contact them while on campus in college
- Director of Music – Bethany Paden

- Choir rehearsals have started again, singing at services the past two Sundays. New timing: 8p-9p on Thursdays
- Debrief Vacation Absence and Bishop's Visitation, Upcoming Announcements
 - Coverage by supply was good and welcomed.
 - Besides the broadcast equipment for Sunday service being on the fritz, everything worked smoothly and Fr. Frank was able to disconnect.
 - Everyone expressed thanks for all of the people who jumped in to help with the Bishop visit.

Thank You's and Departure of Staff

Financial Matters

- Treasurer's Report
 - Through September 30th
 - Income - \$207,322.11
 - Expenses - \$289,442.01
 - One Time Income - \$319,926.42
 - One Time Investment Expense - \$200,000.00
 - Reporting for church accounting is getting better
 - Creating new policies related to bill payment
 - Implementing Chase systems that will ease reporting and allow the Diocese to have a view into HFEC financials
 - Apportionment and debt payments do not easily show up in the non-profit version of QuickBooks – working to resolve
 - Pledging units are coming in very strong, year to date already surpassed the total for 2024!
 - Numbers are pointing toward being able to have a balanced budget in 2026, for operating expenses, for the first time since 2020
 - 2025 building rental income was budgeted for \$3,000, already \$4,100 YTD!
 - Discussion regarding setting spending approval levels for staff vs. all amounts being approved. Agreed to Parish Administrator \$500 limit for repairs, with a requirement for prompt reporting to Treasurer and Priest in Charge.

Vestry Matters

- [Consent Agenda](#): Rector's Report (p.1); Progress on Goals (p. 2-3)
- Follow Up Conversation: Onyx + East Development: Grant easement (Jessica)
 - Signed Agreement
 - Compensation
 - Parking Lot to be repaved
- New Initiatives
 - Stewardship
 - Review materials and strategy for 2025 Stewardship
 - Kicks off Oct 26: Theme for 2025 is "Walk in Love"
 - Ingathering will be November 23
 - Every family will be given "\$10 to save the world", with some heartfelt guidelines on how to give this money to others; will encourage families

- to share how giving this money to someone changed their lives or someone else's life
 - From Oct 26 – Nov 23, parishioners and families will be encouraged to share why they give during the service times and hospitality hour
 - As a parish, we need to be open and honest about money, but not as a part of preaching the gospel or the sermon – mixing them can be seem unsavory to some people. They are separate conversations.
- Highlights from Conversation with the Bishop
 - There is a strong cohesiveness between the Vestry and Fr. Frank, which shows in the vibrancy of the parish community.
 - We are no longer a “fire drill” mode in planning events
 - Sense of joy and “happy to be here” in the community
- Maintaining Momentum
 - Develop future leaders
 - Participate in the College for Congregational Development
 - A program for Clergy and Laity in congregational and organizational development.
 - 2-year program (one week per year) held at Waycross
 - Reviewing the Lifecycle of a Congregation Model
 - Feedback from Vestry on placement in the lifecycle
 - Ongoing Renewal and Revitalization, coming out of Stagnant, Stale
 - Redevelopment, coming out of decline
 - Early Formation rising to Healthy
 - Late Formation rising to Healthy
 - Stagnant, Stale (financial aspect only)
 - The “best” place to be is to continually rotate through the Ongoing Renewal path, rising through Healthy/Stability

Closing & Adjournment – Compline

Next Vesty Meeting: Wednesday October 22 7:00 p.m. November: Back to normal schedule.

Closing & Adjournment – The meeting was adjourned at 9:25 p.m.