

Holy Family Episcopal Church
Vestry Meeting Minutes
December 17, 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

- Fr. Frank, Matt Okerson, Kay Mulhall, Susie Beard, Lee Cahalan, Jessica Largent, Jolene Johnston, Sharon Keller, Ruth Everett, Bethany Paden, Emily Morton (remote), Ben Paden, Wendy Luckcuck.
- Called to Order at 7:04 p.m.

Formation and Team Building

- Opening Prayer and Reflection
- What has been the fruit of your life and/or ministry this week?
 - All Angel Tree items purchased - Susie
 - Wade's chair lift has been installed - Sharon
 - Professional project approved at work - Matt
 - Law school acceptance - Jessica
 - Sheppards and helpers for first formation intergenerational event - Jolene

Staff Matters

- Parish Administrator:
 - Accomplishments thus far include:
 - learning new software,
 - learning and developing church interworkings, processes and procedures, including reconciliation procedures
- Director of communications and children's ministry:
 - Focus has been on communicating and reporting back on all events going on
 - St. Nicholas event: well attended and meaningful for participants
 - Attended another intergenerational ministry
- Director of youth ministry:
 - Attended 15 youth or children's events outside of church (this is outside of job description); There is a private Facebook group for youth parents, and these activities are posted within that group.
 - Attended another intergenerational ministry
- Director of music:
 - Great attendance and choir membership continuing to grow; would love for more male members

Thank You's and Departure of Staff

Financial Matters

- **Treasure's Report**
 - Current pledges total \$196,036 with \$32,000 additional anticipated
 - 12 new pledging units (9 brand new, 3 returned)
 - 15 existing units increased, 4 decreased, 2 units lost
 - 65 total pledging units (up from 53)
 - Projected total \$228,000 if additional pledges confirmed (vs \$207,240 in 2025)
 - Chase loan refinancing challenge upcoming Q3 2026
 - Current balance ~\$600,000 at favorable rate
 - New rate will be higher, requiring strategic decisions on debt vs investment returns
 - Banking consolidation from Huntington to Chase by year-end
 - \$40/month Huntington fees to be eliminated
 - Remote deposit capability being added
- **Finance & Stewardship Report**
 - Finance committee will drive budget creation with Treasury
 - Dan Chillemi, Jacob Spangler, Tom Clines leading
 - Vestry receives recommendation in January rather than building from scratch
 - Operational budget approach allows mid-year adjustments
 - Capital campaign likely in 2026
 - Focus on endowment seeding rather than direct debt payment
 - Diocese consultation completed

Vestry Matters

- *Consent Agenda*: Bethany motioned to accept the consent agenda; Sharon seconded; unanimously approved
- **New Initiatives**:
 - Intergenerational Ministry Initiative - Jolene
 - Moving beyond age-stage model to intentional cross-generational connection
 - Research shows this approach increases faith retention in young people
 - Creates vitality that attracts new members

- Five assessment areas:
 - Proactive age connection vs leaving to chance
 - Meaningful cross-age relationships vs operating side-by-side
 - Give/receive opportunities across all ages
 - Voice and leadership inclusion for all generations
 - Grace for humanity across age differences
- Already strong foundation at Holy Family
 - Children in worship and choir
 - Mixed-generation ministry activities
 - Dinner groups intentionally mixing ages
- Addressing common concerns:
 - “Too loud/chaotic” → “Holy noise” as sign of life
 - “Adults can’t learn with kids” → Children reveal the Kingdom
 - “It’ll be dumbed down” → Different learning styles benefit everyone
 - “We’ve never done it this way before” → The early church always did it this way
 - (Generation) doesn’t want to form a relationship with us → They’re just waiting to be invited - and so are you
 - We miss the way things were → God is here - and doing something new with who’s here
- Lee reiterated that this approach is already happening at Holy Family, and encouraged communications to highlight that this is a continuation and further intentionality of what we’ve been doing subconsciously. Discussion of agreement ensued.
- Fr. Frank clarified that not everything has to be intergenerational, but we have the room to experiment.
- Annual Meeting Planning (January 25) - Fr. Frank
 - 9am combined service followed by meeting
 - New celebration-focused format:
 - Video highlighting 2025 achievements
 - “Fruit of your life at Holy Family” sharing time
 - Distinguished service recognition
 - Scott Wilson facilitating Q&A with vestry (rather than formal reports)
 - Budget and debt presentation by Dan Chillemi
 - Capital campaign preview
 - Financial giving strategies
 - Target one-hour duration with pitch-in meal
- Technology Upgrades - Matt
 - Realm church management system evaluation
 - Would replace Servant Keeper (\$70/month) and QuickBooks (\$115/month, currently paid by the Padens)
 - Estimated \$120-150/month for combined functionality

- Diocese uses Realm, providing support access
 - Better online giving, registration, and accounting integration
- Data cleanup required before migration
 - Current database has 2,900 records going back to 2011
 - Member information verification at annual meeting
- Implementation timeline: proposal by January/February meeting, transition throughout 2026
- Other Business:
 - Facilities & Operations - Kay
 - Snow plowing confusion resolved with Heartbeat Snow Plowing
 - Will provide proactive communication for future snow events
 - Electrical updates ongoing
 - Hope Plumbing (recently acquired electrical company) making repairs
 - Sacristy lighting conversion to LED (~\$350)
 - Outdoor outlet repair completed
 - Parish Hall lighting quotes confirmed and ready for ordering; Matt Okerson leading this effort.
 - Vestry Nominating Committee - Fr. Frank
 - Three candidates being pursued
 - Confirmation requirements: two-thirds of vestry must be confirmed/received
 - Focus on diverse generational representation
 - Community Asset Mapping Project (CBCO 2.0) - Kay
 - Partners for Sacred Places collaboration starting January
 - Six-month process with meetings held twice a month
 - Team assembled (led by Kay, Matt & Fr. Frank): Katie Hammon, Teresa Conroy-Roth, David Emerson, Gary Snyder, and Wendy Blumenthal
 - Will inform strategic planning and potential grant applications

Closing & Adjournment

The meeting was adjourned at 9:10 p.m., followed by singing of the Doxology