

**Minutes of Meeting of Vestry of
St. Paul's Episcopal Church of Murfreesboro, Tennessee, Inc.**

Date of Meeting: January 18, 2022

Method of Meeting (i.e. virtual or in person): (via zoom)

Vestry Members:

Vestry Member Name:	P = Present A= Absent
Adkins, Joyce	P
Akers, Preston	P (via Zoom)
Bartsch, DeAnna	P
Baumann, Kim	A
Clayton, Don	P
Dieringer, Sharon	P
Felciano, Dan	P (via Zoom)
Hay, Kristi	P
Loucky, David	P (via Zoom)
Owen, David	P (via Zoom)
Sachs, Steve	P (via Zoom)
Stewart, Anna	P
Tolbert, Martha	P

Clergy Present:

Dr. Blaess

Rev. Whitnah

Thomas Becker, Seminarian

Staff Present:

Others Present:

Jeanne Potter

David Rowe

Louis Kyriakoudes

Brad Miller

Allison Kellermann

Nick Burgess

Kristine Miller (via Zoom, for noted segment of meeting only)

The Meeting was opened with a devotional by Kristi Hay.

Approval of Agenda: The January agenda was approved with a change of the noted year. Joyce Adkins made the motion, Martha Tolbert seconded, and the vote was unanimous.

Review of Minutes: The minutes from the last meeting were approved. Kristi Hay made the motion, DeAnna Bartsch seconded, and with one abstention, the minutes were approved.

1

2 **Committee Reports:**

3 DeAnna Bartsch highlighted the new deadline of Monday at 9:00 A.M. for eNewsletter content each
4 week.

5 Don Clayton moved to approve all program ministry reports, seconded by Martha Tolbert. Motion
6 carried unanimously.

7

8

9 **Financial Report (Jeanne Potter):**

10 We ended the year with a positive cash flow of \$54,000, not including Come Together or PPP).

11 The 323 E. Main St. property is consistent with what we budgeted at a negative \$3400 cash flow this
12 calendar year. We have received over \$102,000 of gifts so far designated for 323 E. Main St.

13 We carry a debt of approximately \$1.8 million (\$1.27M for the 323 E. Main St. property and \$0.53M for
14 the main campus).

15 Motion to approve financial report by Deanna Bartsch, seconded by Kristi Hay. Motion carried
16 unanimously.

17 **2022 Budget (Jeanne Potter):**

18 The process by which the budget is developed begins with the treasurer soliciting needs, input, and
19 expense projections from staff, Vestry, and lay leaders. Stewardship and pledging information comes
20 from the parish administrator and stewardship committee. The treasurer generates a draft budget for
21 review by the Vestry Finance Committee. That committee offered guidance and was comfortable to
22 create a budget with a small deficit, similar to last year.

23 This budget includes staff raises, which is the first time that has been included since Jeanne took on the
24 role of treasurer.

25 Motion to approve 2022 budget by Joyce Adkins, seconded by Anna Stewart. Motion carried
26 unanimously.

27 **Clergy Housing Allowance (Kristine Blaess):**

28 The housing portion of the clergy's cash salaries is treated separately in the tax code. Housing allowance
29 of (amount redacted in public notes) for Kristine Blaess and (amount redacted in public notes) for
30 Michael Whitnah.

31 Motion to accept clergy housing allowance by Don Clayton, seconded by Martha Tolbert. Motion carried
32 unanimously.

33

34 **Senior Warden 2022 (Anna Stewart):**

35 The four outgoing Vestry members recommended to Kristine that Don Clayton be senior warden for
36 2022. With prayerful consideration, Don and Kristine are looking forward to working together next year.

37 Motion to elect Don Clayton as senior warden by Kristi Hay, seconded by Joyce Adkins. Motion carried
38 unanimously.

39

40 **Stewardship Discussion with Kristine Miller from Horizons:**

41 Kristine Miller introduced herself and the Horizons organization and discussed the Next Level Generosity
42 Discovery program, which looks at giving in a holistic way. The program would involve data analysis and
43 trends, interviews to determine the generosity culture, observations and recommendations, creating a
44 generosity team, and follow-up coaching. Vestry members were given a chance to ask questions, but no
45 decisions would be made in this meeting.

46 Jeanne Potter questioned the return on investment such a program might yield. Kristine Miller
47 estimated a 7% to 100% increase in contributions. Jeanne Potter asked for some examples of "aha
48 moments" other churches have seen. Kristine Miller discussed thanking new pledgers and the
49 experience of giving on our current platform.

50 Dan Felciano questioned generational differences in giving. Kristine Miller addressed the trend of
51 decreasing pledging households but increased giving. The challenge, she said, is to consider many
52 different ways of giving.

53 Kristine Blaess noted that St. Paul's growth is evident, but our pledging has remained flat since Polk's
54 retirement. If our goal is to bring in more so that we can accomplish more, we should address the block
55 now rather than ten years from now. Kristine Miller noted the incredible generosity of St. Paul's and the
56 difficulty many churches are having in attracting new donors. More discussion ensued.

57 DeAnna Bartsch asked what would be the overall goal of exploring stewardship. Kristine Miller
58 responded it would not be just pledges, but also offerings, planned giving, capital gifts, and major gifts.

Michael Whitnah re-sent Anna Stewart's email of Kristine Miller's proposal to Vestry via email.

Wardens' Reports

Jr. Wardens' Report (Preston Akers and David Owen):

Nothing to add to written report except that the Poleskeys next door have two forthcoming requests: the offer to purchase a basketball goal, and the request to tie into the church's fence via an easement.

Sr. Warden's Report (Anna Stewart)

Anna reminded delegates and alternates about the Diocesan convention and reminded all about St. Paul's Annual Meeting. Anna thanked all for the pleasure of working with them as senior warden over the past year.

Clergy Report:

Associate Rector's (Rev. Whitnah):

Michael+ reflected on growing INTO. This is where we are going, don't you want to come?

Rector's Report (Dr. Blaess):

Kristine+ shared a potential Vestry retreat date of February 25-26 and thanked all outgoing Vestry members for their exemplary service.

Executive Session:

Respectfully submitted,

Anna M. Stewart
Senior Warden of the Vestry

**St. Paul's Episcopal Church
Vestry Agenda
January 18, 2021**

Opening Prayer

- **Approve January Agenda**
Review/motion/vote
- **Approve December Meeting Minutes**
Review/motion/vote
- **Approve January Program Ministry Reports**
Review/motion/vote
- **Financial Reports – Treasurer Jeanne Potter**
2022 Budget
Clergy Housing Allowances
Review/motion/vote
- **Election of Senior Warden, 2022**
Review/motion/vote
- **Stewardship Discussion with Kristine Miller**
- **Jr. Warden (Preston, David Owen)**
- **Sr. Warden (Anna)**
- **Clergy (Michael+, Kristine+)**

Executive Session

Prayer for the Mission of the Church (All)

Everliving God, whose will it is that all should come to you through your Son Jesus Christ: Inspire our witness to him, that all may know the power of his forgiveness and the hope of his resurrection; who lives and reigns with you and the Holy Spirit, one God, now and forever. Amen.

The Lord's Prayer (All)

Class of 2021

Adkins, Akers, Baumann, Stewart

Class of 2022

Bartsch, Felciano, Hay, Loucky

Class of 2023

Clayton, Dieringer, Owen, Sachs, Tolbert

Rector: Kristine Blaess

Associate Rector: Michael Whitnah

Clerk: Ted Goodman

Chaplain: Kristi Hay

Next Meeting: February 15, 2022

Main Campus Operating Expenses & Revenues
Actual versus Budget by Major Categories

	One Month Ended December 2021		Twelve Months Ended December 2021					
	Actual Month	Budget Month	Actual YTD	Budget YTD	Prior YTD	\$ Var CYTD Vs Bud	% Var CYTD Vs Bud	% Var CYTD Vs PYTD
Expenses								
Clergy	\$ 21,728	\$ 22,677	\$ 271,492	\$ 275,332	\$ 262,788	\$ (3,840)	-1.4%	3.3%
Music	9,171	5,367	62,684	61,108	62,080	1,576	2.6%	1.0%
Church Programs	3,520	3,208	37,976	42,008	35,575	(4,032)	-9.6%	6.7%
Other Church Programs	1,357	1,478	12,349	16,459	6,797	(4,110)	-25.0%	81.7%
Youth Ministry	1,350	1,727	30,839	20,411	16,405	10,428	51.1%	88.0%
Operations/Maintenance	15,086	17,454	117,679	118,351	121,609	(672)	-0.6%	-3.2%
Administration	16,404	16,606	199,296	215,547	212,844	(16,251)	-7.5%	-6.4%
Outreach	11,623	9,740	105,582	118,867	107,459	(13,285)	-11.2%	-1.7%
Debt Service	<u>1,109</u>	<u>2,224</u>	<u>35,786</u>	<u>28,344</u>	<u>28,359</u>	<u>7,442</u>	<u>26.3%</u>	<u>26.2%</u>
Total Expenses	\$ 81,348	\$ 80,480	\$ 873,682	\$ 896,427	\$ 853,918	\$ (22,745)	-2.5%	2.3%
Revenues								
Pledges	\$ 110,254	\$ 83,939	\$ 833,335	\$ 789,685	\$ 816,039	\$ 43,650	5.5%	2.1%
Matching Gift	-	-	51,102	-	252,879	\$ 51,102		
Unpledged Gifts	20,148	8,711	87,925	55,500	53,554	\$ 32,425	58.4%	64.2%
Other Income	<u>16,237</u>	<u>1,020</u>	<u>156,788</u>	<u>61,000</u>	<u>78,875</u>	<u>95,788</u>	<u>157.0%</u>	<u>98.8%</u>
Total Revenues	\$ 146,639	\$ 93,670	\$ 1,129,150	\$ 906,185	\$ 1,201,347	\$ 222,965	24.6%	-6.0%
Total Revenues w/o CTMC & PPP	\$ 146,639	\$ 93,670	\$ 997,064	\$ 906,185	\$ 948,468	\$ 90,879	10.0%	5.1%
Net Income/(loss)	\$ 65,291	\$ 13,190	\$ 255,468	\$ 9,758	\$ 347,430	\$ 245,710		
Net Income/(loss) w/o CTMC & PPP	\$ 65,291	\$ 13,190	\$ 123,382	\$ 9,758	\$ 94,550	\$ 113,624		
Principal Repayment	\$ 6,465	\$ 5,804	\$ 69,697	\$ 67,992	\$ 91,954	\$ 1,705		
Net Cash Flow	\$ 58,826	\$ 7,386	\$ 53,685	\$ (58,234)	\$ 2,596	\$ 111,919		

Net Impact on Operating Income versus Budget YTD

Expenses YTD	\$ 22,745	expenses 2.5% lower than budget
Revenue without matching YTD	<u>90,879</u>	income w/out CTMC & PPP 10% higher
Net Income/(Loss) YTD	\$ 113,624	net impact w/o CTMC **

323 Main Street Operating Expenses & Revenues
Actual versus Budget by Major Categories

	Dec-21		Year to Date 2021			
	Actual Month	Budget Month	Actual YTD	Budget YTD	\$ Var CYTD Vs Bud	% Var CYTD Vs Bud
Expenses						
Insurance	\$ 90	\$ 89	\$ 543	\$ 532	\$ 11	2.1%
Building Maintenance	\$ 464	\$ 167	\$ 1,316	\$ 1,000	\$ 316	
Office Support Staff	670	670	4,021	4,020	1	0.0%
Office Support Supplies	173	173	1,040	1,041	(1)	-0.1%
Property Taxes	559	599	8,178	-	8,178	
Service Fees	-	-	2	-	2	
Debt Service	3,545	3,437	22,391	20,589	1,802	8.7%
	\$ 5,501	\$ 5,134	\$ 37,490	\$ 27,182	\$ 10,308	37.9%
Revenues						
Rent Income	\$ 7,921	\$ 7,272	\$ 57,111	\$ 43,635	\$ 13,476	30.9%
Total Revenues	\$ 7,921	\$ 7,272	\$ 57,111	\$ 43,635	\$ 13,476	30.9%
Net Income/(loss)	\$ 2,420	\$ 2,138	\$ 19,620	\$ 16,453	\$ 3,167	
Principal Repayment	\$ 3,921	\$ 3,696	\$ 23,007	\$ 22,020	\$ 987	
Net Cash Flow	\$ (1,501)	\$ (1,558)	\$ (3,387)	\$ (5,567)	\$ 2,180	

Notes

1. Gifts received designated for 323 Main Stree \$ 102,267

Cash Flow - St. Paul's Episcopal Church

	Main Campus Twelve Months Ended December 2021	323 Main Street YTD thru 11/30/21
Income (less CTMC & PPP)	\$ 997,064	\$ 57,111
Less Operating Expenses	<u>873,682</u>	<u>37,490</u>
Net Operating Income w/o CTMC Funds & PPP	\$ 123,382	19,620
Less Debt Principal Reduction from operating funds	69,697	23,007
Net After Principal Reductions	<u>\$ 53,685</u>	<u>\$ (3,387)</u>
Main Campus loan balance (1/1/2022)	\$ 543,498	Main Campus
323 E Main Loan Balance (1/1/2022)	1,269,645	323 Main Street
	<u>\$ 1,813,144</u>	
Cash Balance First Horizon (1/1/2022)	\$ 240,075	
Cash Balance FirstBank (1/1/2022)	551,955	
Total Cash Balance	<u>\$ 792,030</u>	
Restricted/Designated funds	<u>\$ 339,934</u>	
323 East Main Street	\$ 102,267	
Memorials	55,120	
Campus Improvements	53,837	
Organ Fund	30,246	
Campus Improvements	29,825	
Outside Columbarium	\$ 24,572	
Columbarium	23,530	
Youth FundRaisers	11,002	
Outreach	6,820	
Days Cash on hand	189	

Finance and Administration Report January 2022

Prepared by Martha Tolbert

Office Assistance: I'm continuing to work on the month-end close process grid. The bank reconciliations for all accounts are complete, cleaned up and in good shape for our audit (our fiscal year is January 1 – December 31). We are also ready to close the First Bank accounts and transfer those balances to First Horizon Bank. With the start of the new fiscal year, we have an opportunity to implement some new processes to improve controls and save time. Jeanne, Heather and I will be deciding on those during the next 30 days.

Planned Giving: My plan is still to have an outline of activities with help from Anne Davis during the next 12 months.

Steve Sachs

Stewardship Vestry Report

January 2022

No activity.

Thanks again to the Stewardship Committee and Gina Urbin. She is a saint

Communications Report – January 2022

- **ONGOING COMMUNICATION**
 - Friday eNewsletter
 - Sunday service reminders
 - Bulletins for each service
- **NEW DEADLINE**
 - Weekly eNewsletter information due on **MONDAY BY 9AM**
- **EPISTLE**
 - Winter edition underway – theme = hospitality. Publishing set for late February.
- **WEBSITE**
 - Website redesign is in review stage. Stay tuned!
- **COMPLETED**
 - Calendar of Events – distribution to Parish forthcoming
- **UPCOMING**
 - Updated welcome packet – currently being revised
 - Updated TV slides
 - New email signatures
 - Annual report

**Parish Life Report
January 2022**

Completed Events:

- **Lessons and Carols Reception – December 19th following the service**
 - Joan Kellerman and her team hosted a lovely reception attended by approximately 175 people. Appetizers and wine were served with careful consideration of COVID safety. It was an elegant and successful event.

Pending/Upcoming Events:

- **Epiphany – TBD**
 - The Epiphany party to be held January 7th in the Parish Hall was postponed due to increased COVID infections in the county. The decision was reinforced by the inclement weather of snow and ice.
 - Future date to be considered

Future Events to Consider:

- None at this time

Respectfully submitted,

Kristi Hay

Pastoral Care Report

Dan Felciano

From: Sue Koechlein <sueellenk@icloud.com>
Sent: Saturday, January 15, 2022 7:07 AM
To: Ted Goodman <tgoodman@murfreeatty.com>
Cc: Dan Felciano <dagogolfer@gmail.com>
Subject: Pastoral Care Report

Pastoral Care Ministry has had a relatively quite month with the exception of the Church Nurse and many volunteers devoting medical assistance to a church member.

The Senior Ministry is now under the leadership of Bruce and Alice Gibson. Thank you Hank Mills for your many years of leadership.

Submitted by Dan
Sent from my iPad

From: David Loucky

To: St. Paul's Vestry

Date: 1/18/22

Re: Vestry Report: Adult Discipleship

Adult Christian Education, Sunday mornings at 10:00 a.m.

Rector's Forum:

January 9: Introduction to the Gospel of Luke (by way of reinforcing Year C Lectionary cycle)

Epiphany: 4 week series: Romans 1-8. Begins January 23

Lent: 4 week series: Vocation. Begins March 6

Easter: Encountering Christ: Saints. Begins April 24

Parent Group:

Restless Devices by Felicia Wu Song

Meat and Potatoes: This semester nine participants are studying Anglican theology reading J.I. Packer, Rowen Williams, and James Farwell. A weekend retreat is scheduled February 5-6 to discuss leadership and calling, reading Henri Nouwen's *In the Name of Jesus*. Led by Michael Whitnah

Anti-Racism Task Force:

Beginning a study on I'm Still Here by Austin Channing Brown.

Members participated in a march on Dr. Martin Luther King Jr. Day

9:50 a.m. (Monday-Friday)

Daily "bite-sized" Bible Study and Prayer

Discipleship groups ("African" Bible Study format)

Four groups meet weekly. New members may contact David Loucky to plug in

Lectionary Bible Study: Wednesdays at 9 a.m. Meeting "hybrid" style. Led by Jerry Redditt

Lectio Divina: Thursdays at 10 a.m. in St. Andrew's Chapel

Lenten Soup Suppers begin March 9. Clergy will lead sessions on Prayer

Youth Ministries Report – January 2022

Submitted by: Don Clayton

January 14, 2022

- Sunday Evening “Fireside” and Sunday morning Christian education resumed in January. For Sunday School, we are beginning the year with the following curriculum:
Grades 6-7: Exodus
Grades 8-9: Confirmation Class
Grades 10-12: Book study using “Learning for the Love of God”.
- We are trying a new approach (“The Gathering”) whereby all of the Youth meet upstairs in the Youth room from 9:45-10:10 am (after the 8:45 service is over, and before Sunday School begins) for fellowship and snacks. We are hoping this will help form community and provide a better way of transitioning from worship to Christian Education.
- Planning an overnight Spring Retreat for the weekend of March 5 at NACOME Camp Center in Pleasantville, TN.

Completed Items:

- Completed draft of Monthly Maintenance Checklist and incorporating feedback from George Car, Heather, Preston, and Daus Studenberg
- Responded to tree damage in front of the chapel.
- Responded to heating issue in Narthex.
- Responded to winter storm to clear sidewalks.
- Scheduled light fixture assessment for chronic bulb replacements on certain fixtures in Nave.
- Updated campus guide with current vendor information.
- Reviewed dishwasher maintenance contract with Autochlor to ensure they are servicing the dishwasher every 28 days.

Current Projects

- Finalize monthly campus maintenance guide.
- Working to get awning repaired over St. Margaret's hall. Awaiting feedback regarding insurance claim.
- Maintenance projects:
 - Fix the peeling laminate in the Nave women's bathroom.
 - Repair door on HVAC area outside of the chapel.
 - Evaluating women's bathroom stall accessories (toilet paper holders) for adequate clearance/convenience.
- Meet with incoming Jr. Warden to review responsibilities, communication, campus guide, and monthly maintenance guide.

Items for Consideration:

- Polesky family has requested to purchase a basketball goal that would be kept at the church. See narrative below.

Happy New Year to you both!

I remember there used to be a movable basketball hoop that lived behind the church office when not in use. I was wondering if it would be okay if we bought a replacement hoop like this one and gave it to the church (knowing we would be the primary beneficiaries!)?

- Polesky family has requested to connect to the church fence by building a fence on church property that would connect their fence to the church fence.

Hi David,

Steve and I would like to build a fence for our house that connects with the church's fence. We would need to build the connection part on the church's property and therefore would need an easement.

Could we meet with you to discuss or show you plans before bringing our request to the vestry?

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Method of Meeting (i.e. virtual or in person): In Person (with some participating via Zoom)

Vestry Members:

Vestry Member Name:	P = Present A= Absent
Adkins, Joyce	P
Akers, Preston	P (via Zoom)
Bartsch, DeAnna	A
Baumann, Kim	P
Clayton, Don	P (via Zoom)
Dieringer, Sharon	P
Felciano, Dan	P
Hay, Kristi	P
Loucky, David	A
Owen, David	P (via zoom)
Sachs, Steve	P
Stewart, Anna	P
Tolbert, Martha	P (via zoom)

Clergy Present:

Dr. Blaess

Rev. Whitnah

Staff Present:

Others Present:

Jeanne Potter

Ted Goodman

David Rowe

1 **The Meeting was opened with a devotional.**

2

3 **The Agenda was approved by acclamation.** Joyce Adkins moved to approve, Kim Baumann seconded.

Review of Minutes:

The minutes were approved with a correction. Kim Baumann moved to approve, Dan Felciano seconded. Unanimous approval by acclamation.

Financial Report (Jeanne Potter):

Jeanne gave a detailed discussion of the written financial report. Our endowment has \$1,705,984. We do need get to more pledges. We are down in both numbers of pledges and amount of pledge income. We need to work on recruiting people to make pledges. Several of our generous donors have died in the last year and others have moved away. Dan Felciano made a motion to approve the Financial Report which was seconded by Kristi Hay. The Motion carried unanimously.

Committee Reports:

Finance and Administration Report (Martha Tolbert):

Nothing to add to written report.

Stewardship Report (Steve Sachs):

Steve stated that Jeanne's report covered what he wanted to report.

Communications Report (DeAnna Bartsch):

DeAnna was away at a choir concert.

Worship Report (Joyce Adkins):

Nothing to add to written report.

Fellowship Report (Kristi Hay):

Nothing to add to written report.

Pastoral Care Report (Dan Felciano):

Nothing to add to written report.

Adult Discipleship Report (David Loucky):

David was at rehearsal so he was not present to give a report.

Youth Discipleship Report (Don Clayton):

Nothing to add to written report.

Children's Discipleship Report (Sharon Dieringer):

Nothing to add to written report.

Outreach Report (Kim Baumann):

Nothing to add to written report.

Wardens' Reports

Jr. Wardens' Report (Preston Akers and David Owen):

Nothing to add to written report.

Sr. Warden's Report (Anna Stewart)

The gift committee met on December 3 and has two recommendations for the Vestry:

1. For the \$102,000 given for the Jr's building, that money should be retained and invested but maintained as a "rainy day fund." Jeanne said it will be invested with the Episcopal Endowment Corporation.
 - a. This motion by the committee was approved unanimously
2. There is some money remaining from the installation of the Organ.
 - a. The donors requested that this money be used to purchase a set of handbells (\$8,625).
 - b. Another donor requested that funding be set aside for storage space that was consumed by the installation of the new organ (\$12,440 to be used to install sturdy, industrial shelving, especially in St. Margaret's Hall and in the attic over the Nave).
 - c. The gift committee recommends that the vestry comply with these requests.
 - d. The motion to accept the recommendation by the committee was approved unanimously
3. The slate of vestry candidates was approved.
 - a. There are four open slots
 - i. Louis Kyriakoudes
 - ii. Allison Kellerman
 - iii. Brad Miller
 - iv. Nick Burgess
 - b. It generally is not ideal to have people running unopposed, but, in this year it is appropriate especially since so many people will be participating via Zoom.
 - c. Joyce Adkins made a motion to approve the slate of vestry candidates. Kristi Hay seconded. The slate of vestry candidates was approved unanimously.

Steve Sachs made a motion to approve all committee reports, seconded by Dan Felciano. Motion carried unanimously.

Clergy Report:

Associate Rector's (Rev. Whitnah):

71 The Liturgy of Hope will be tomorrow. Lessons and Carols will be Sunday. Meat and Potatoes is
72 wrapping up. We are excited about a future study. We will be talking about, "Does God care about what
73 I do for my job? What does Jesus say about vocation? What does Jesus say about finance?"

74 **Rector's Report (Dr. Blaess):**

75 The first weekend of Advent was the first time we got back to pre-pandemic levels of attendance.
76 Attendance seems to be increasing. The energy is so good. People are happy to be back. Kristine
77 submitted a table of attendance which is attached as **Exhibit A**.

78 One of Kristine's big questions through 2021 has been "What does it mean to thrive as a Church?"
79 Kristine said we are leading about twenty (20) different organizations at St. Paul's, a Church, a performing
80 arts center, ten nonprofits, etc. This is really like a dance. So, we need to think about: "How do we keep
81 first things first, which is Jesus Christ, Crucified and Risen." It is our duty to introduce people to Jesus, to
82 be disciples of Jesus ourselves, and to help make new disciples of Jesus.

83 We are also a family. Are we growing as a family and in our capacity for connection?

84 Are we sound as an organization? Do we have a clear vision?

85 Kristine submitted a written document she drafted titled *Some thoughts on thriving as a church*
86 which is attached as **Exhibit B**.

87 Cameron "Cam" Parham, current Director of Youth Ministries, is getting married December 31.
88 Cam's position with St. Paul's will be changing. While she is no longer participating in the CYMT program,
89 Cam will continue her work at St. Paul's as she discerns her calling in ministry.

90 Kristine also submitted the St. Paul's Strategic Plan. Anna made a motion to approve the Plan,
91 seconded by Steve Sachs. The vestry then worked on revising the *Strategic Plan*. The Plan as adapted by
92 the Vestry was approved unanimously.

Respectfully submitted,



Theodore W. Goodman
Clerk of the Vestry

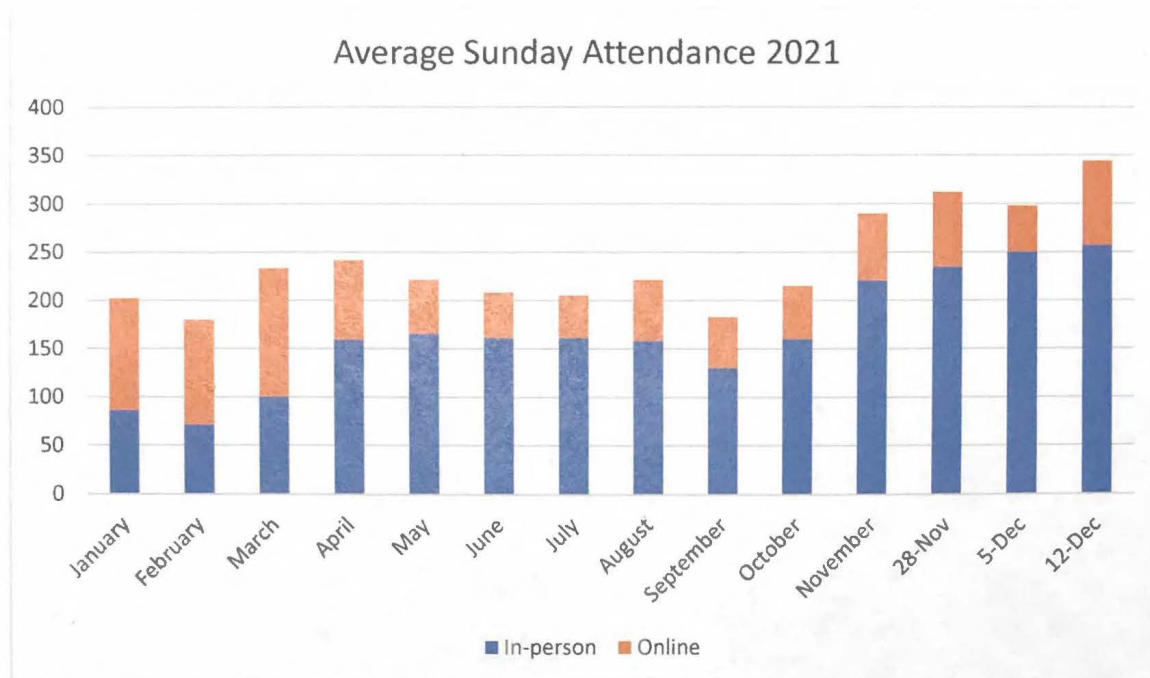


Exhibit A
to Minutes of Vestry Meeting 12.14.2021

Some thoughts on thriving as a church

KAB+ | December 14, 2021

Part of what makes leading a church so dynamic and exciting is that, within our ministry, we lead *at least three* different sorts of organizations. Each one comes with its own needs and its own gifts. Leading is a lot like dancing, or conducting an orchestra, where joy is found in many people and many activities working together for one great purpose.

So . . . how do we discern if the dance is going well, and if the orchestra is making music?

Keeping first things first

As the CHURCH, are we doing what God calls us to do?

- Proclaiming Jesus Christ, crucified and risen? We are called to help people meet Jesus, not as cold doctrine, but through a living relationship.
- Are we forming people into the body of Christ? This is mission Jesus gives his Church – Make Disciples, by going, baptizing, and teaching. (Matthew 28)
- Are we mobilizing disciples into their Christian vocations? This is the life of ministry and service.

As a FAMILY, are we healthy and growing?

- In our relationships, are we growing in our capacity for connection, forthrightness, flexibility, freedom? Are we practicing forgiveness and hospitality?

As an ORGANIZATION, are we sound, and are we building capacity?

- Do we have a clear vision?
- Are we raising up new leaders?
- Do we have a compelling story, and are we telling it?
- Are we identifying our pinch-points for growth and developing strategies to address them?
- How is participation?
- How are our finances?

Exhibit B
to Minutes of Vestry Meeting 12.14.2021