

## **St. David's Episcopal Church**

July 21, 2025

Vestry Meeting

The July Vestry meeting was called to order at 6:43 PM and was presided over by Sr. Warden David Niles. In attendance were Jr. Warden Cathy Schwichtenberg, Nan Drake, Ann Robinson, Bonnie Boyd, Mike Sandsmark, Julia Handley, Treasurer Stephen Ferro and Clerk Rita Hayek.

Absent: Rev. Katherine Lewis and Andy Harvala

Dwelling in the Word was led by David. Luke 11:1-13.

### **Vestry Visitor-Karin Lindquist, Human Resource Committee**

#### **Responsibilities:**

- Karen stated the committee's role is to support, listen and act as an advisory team with our rector. The committee is also so happy to work with Julia, Minister for Parish Life. Thanks to Holly Lamond who chairs the committee and to the other members of the committee, Allison Ferro and Andy Harvala.
- The committee meets 4 times a year.

#### **To Do List:**

- The committee will take a fresh look and update the assessment tool; this will help make future plans.
- Putting together a new HR calendar is a goal. They want to evaluate this task with Katherine and give reviews when church business isn't so busy. They hope to implement this in the fall.
- Working with Katherine, Julia and Shea to document storage is also a priority.

#### **Questions and concerns for the committee:**

- Does this committee interact with the West Metro? Karin was not aware of any other churches having this type of committee. They do work with other churches when research and resources are needed. Jennifer Gambert is also helpful.
- Equity of pay and benefits? Karin said there is an awareness of this and of what other churches are doing. She said that this was more of a Katherine question. Karin said the committee makes efforts to be sensitive and fair.
- Who monitors the changes in HR rules and regulations? The answer: E.S.S.T. state laws. Guidance also comes from the diocese. Katherine would know more about this area. HR supports by doing research, but they don't police it.

\*For more details see the St. David's Human Resources Updated Vestry report.

**The Vestry so appreciates Karin for sharing her time with the Vestry. Thank you to the entire HR committee for their outstanding work and leadership.**

## **Discernment Topic-Faithful Innovation**

### **How can we experiment with new ways of doing church?**

- The Raspberry Festival was an awesome outreach; the gratitude sticks were so positive.
- Susan, Bonnie and Becky presented an overview of Isaiah Lighthouse Path as a forum topic. Continued table conversations would be a great way to further understand this organization. Bonnie asked permission to host an Isaiah YES event at St. David's on September, 11<sup>th</sup>. Isaiah is putting together a forum inviting legislators to discuss Medicaid and Snap fears and concerns. The goal is to promote positive interaction. The Vestry agreed to this request and thanks Susan, Bonnie and Becky for their work on this Justice project.
- The old school way was you come to us, and we will include you. We need to meet people where they are. A strategy would be to encourage others to join up where things are already happening and not starting from scratch. It doesn't have to be grand or last forever, nor does it have to be proven. The church is changing. Experiment. Focus Outward.
- Possibly give summer produce away in the community garden area.
- Perhaps we could take the Newcomer Brunch to another level. Perhaps pair the newcomer with a buddy to promote church connection.
- A personal invitation for parishioners to get involved is so effective.

### **Our next steps in the CCI project:**

- Explore the use of the ICA building. Presently, there is a woodworking group making beds in the basement for kids. They also make little free libraries.
- Meet to help utilize the space. A future inspection and building assessment has been discussed. Should someone from the ICA be on our building and grounds committee? The Wardens have been meeting with consultants as it is time to get outside help. There has been conversation with ECMN about getting funding. Perhaps, we could engage with the endowment fund.

## **Gratitude and Recognitions**

- Special notes of thanks will be sent for help with Raspberry Festival:  
Bonnie to Diane Curley; Cathy to Becky Sweely; Mike to Paul Peterson; Nan to Dan Meyer; and the Vestry thanks Julia Handley.
- For her work with Pride, Huldah will receive a note from Ann.
- Julia will send a note to Randy for moving items for the art project.

## **Review and Approve**

- June Vestry minutes were amended and approved.
- June 2025 Financials were approved. Stephen reported income is still good, 16% above planned. Pledges and loose plate offerings were up. Early sales for raffle tickets reflect a strong start.

- A motion was made and approved to confirm the Standing committee members. They are still looking for new members.

### **Updates/New Business**

- Rector's report-for more details see the June Rector's report.
- Warden's report- David encouraged attendance at the Endowment Marsh Event. It is meant to be fun and educational.
- In addition to the Isaiah Lighthouse Path discussion earlier, the Justice Committee is planning to help host a September 11<sup>th</sup> event. This planning is ongoing.
- Kick-off Sunday on September 7<sup>th</sup> is planned; Mike and Ann offered to help.
- David will provide dinner for the August 18<sup>th</sup> meeting. Thanks so much to Bonnie for preparing this evening's meal.

Closing prayer was led by David.

Meeting was adjourned at 8:15 pm.

Respectfully submitted,

Rita Hayek, Clerk