

**St. Anne's Parish  
Vestry Meeting Minutes  
Tuesday, June 14, 2022**

*Clergy and Vestry Members Present*

Rev. Manoj Zacharia  
Linda Adamson  
Howard Buskirk (via Zoom)  
Thea Chimento  
Al Collins (via Zoom)  
Phyllis Everette  
Kevin Hays  
David Huggins  
Townsend McNitt  
Paul Pope (via Zoom)  
Bill Silva

*Vestry Members Absent*

Katie Creely  
Kara Friedell  
Jason Houser  
David Jackson  
Susan Thaxton

*Non-Vestry Members Present*

Tempest Brevard, Director of Children and Youth  
Bill Davis, Chair of the Planned Giving Committee  
Glen Mortoro, Treasurer (via Zoom)  
Katie Burke, Clerk of Vestry

**Welcome and Opening Prayer**

Because a number of Vestry members were travelling, a Zoom link was offered for this meeting, and several members attended via Zoom. Manoj+ declared that the Vestry had quorum at 5:58, and asked that those who had responded with their regrets be read into the record. That list included: Kara Friedell, Susan Thaxton, and Katie Creely. Jason Houser was dealing with a work emergency, and would try to arrive late if he could. Manoj+ opened the meeting with a prayer at 6:02 pm.

Manoj+ then offered a few announcements. In the interests of choosing a meeting where more Vestry members could attend, Episcopal Parish Network Director Joe Swimmer will attend the September Vestry meeting instead of this one. Manoj+ also reminded Vestry members that there will be no Vestry meeting in July, and thanked the Vestry for giving emergency powers to the Executive Committee for the duration of that month.

Vestry members and other meeting attendees then introduced themselves to Tempest Brevard, the new St. Anne's Director of Children and Youth.

### **Planned Giving Committee Report**

Bill Davis, who has taken over as chair of the Planned Giving Committee from Peter Smith, gave a report on the campaign's progress. He started with a little background, sharing that St. Anne's endowment is generally funded by bequests left to the church after a person's death. The church has received about \$300,000 in endowment bequests over the past ten years.

When the committee finds out that a person intends to leave a bequest to St. Anne's in their will, the committee will personally thank that person, and their name will be added to plaque by the coatroom (unless the person prefers to remain anonymous). There used to be a tradition of holding a low-key dinner for members who had already arranged to leave a bequest to St. Anne's in their will, and this year the committee will be bringing that tradition back with a dinner to be held in September at the Parish House.

Kev asked whether there were examples of specific things that had been funded through the endowment (events, infrastructure maintenance, etc.) that could be shared with the congregation as evidence of the beneficial effects of these bequests. Thea suggested sharing the fact that the cemetery wall was built by a bequest from Emily Peake, and Bill said that he would also speak with Glenn Mortoro about other examples that might be useful.

Phyllis suggested that the best way to share a request to consider planned giving, as well as the examples of the good work supported by planned giving funds, is to send a letter out to every member of the congregation. The Vestry supported this idea, and additionally suggested communicating about planned giving via email, a banner on the website, and a pitch at the annual meeting.

Manoj+ then thanked Bill and his team for their hard work, and Bill left the meeting.

### **Welcome Tempest!**

Manoj+ welcomed new Director of Children and Youth Tempest Brevard, and asked Tempest to say a few words about her vision for youth formation at St. Anne's. Tempest shared that she has received some curriculum from Manoj+, and has brought some with her from her previous positions, so she is intending to spend her first months at St. Anne's reaching out to many folks at the church to see how best to use all of her resources. Her main goal is for St. Anne's kids to know that the faith journey doesn't just stop when they leave school; she would like them to be surrounded by examples of a faith-filled life at many ages.

Dave sympathized that Tempest will have her work cut out for her rebuilding the youth programming at St. Anne's after the disruption of COVID, but Tempest said that she's taking the

perspective that it can often be easier to build something from scratch than it can be to reform something that's already in process, and a number of Vestry members agreed. Tempest also shared her plans for Vacation Bible School, which will be jointly hosted by St. Anne's and First Presbyterian from July 11 to July 15. The curriculum theme this summer is "Touch the World Lightly," and the format will be somewhat different, since the sessions will take place in the evening and will include nightly dinners. There are about 20 people signed up so far, and Tempest is looking for volunteers!

Kev assured Tempest that both the clergy and the Vestry are 100% behind her and will be supportive of whatever she needs, and Manoj+ agreed with a hearty, "Amen!"

### **Rector's Report**

Since the rector's report was available for preview on the shared drive before the meeting, Manoj+ began by asking whether anyone had any questions or comments. Kev said that he appreciated seeing where beyond St. Anne's Manoj+ is going and what he's doing out in the world, which Manoj+ described as stemming from his desire to raise the profile of St. Anne's in the surrounding community for the greater glory of God.

The Vestry then transitioned into a discussion of Acts, Chapter 2, in which the following points were raised:

- The first thing that should jump out at people is the title of the book – it's not the Ruminations of the Apostles, it's not the Discussions of the Apostles, it's not even the Agenda of the Apostles, it's what they actually *did*. As a leadership body in the community, the Vestry's calling is to act, just as the apostles did.
- The Holy Spirit's arrival in the event of Pentecost blew whatever plans the apostles might have had out of the water, since no one could have foreseen its coming.
- The act of Pentecost was the common message that was translated to people not only in different languages, but in different philosophical mindsets. We must ask ourselves whether we are really able to translate the Gospel in a way that can be understood and interpreted in contemporary culture? This is probably the biggest challenge of the church today.
- Do we as Episcopalians do a good job of encouraging and/or welcoming the sharing of people's faith stories – the ways in which they have felt the Holy Spirit moving in their lives? In what ways can we help foster a space for transformative encounters?
- In terms of speaking the language of the communities we engage with, it's also important to be humble enough to recognize and receive the gifts they have to offer us, and to think about what *our* need is that brings us to engage with them.
- The Holy Spirit gives us the discernment to determine when and whether speaking in tongues, either literally or metaphorically, is authentic.

## Treasurer's Report

Glenn began his report by saying that the operating budget is doing well – revenue is still more than was budgeted for, and expenses are still less than was budgeted for. In terms of the cemetery budget, revenue is up but expenses are also up, though this was expected. Giving is running ahead of what has been predicted – in summary, we're doing well!

Howard asked whether Glenn has any sense yet of the effects St. Anne's will see from the massive inflation happening in the country right now. Glenn said that he doesn't think we've seen the effects of inflation yet, although PASA might see a larger impact next year. The endowment dropped in April and stabilized in May, but Glenn anticipates a continuing drop in June in line with investments everywhere.

In terms of the PASA budget, which he had shared with the Vestry, Glenn noted the following things:

- There will be no increase in tuition or in fees.
- It looks like there will be a net increase in enrollment.
- Other income for PASA is down slightly, but they've only booked what they know right now, and they anticipate that income will grow ahead of expectation.
- There is a 2% increase in the expenses side of the budget, to account for increased prices for supplies – the PASA team is thinking strategically about what to buy, how to choose more durable supplies, etc.
- The budget is not balanced, but the imbalance is in the income side of things, which is anticipated to grow.

Kev moved that the budget be approved as written, and the motion passed unanimously. He also asked about the national trend of teachers leaving the profession – how stable do we think the teaching staff at PASA is?

Manoj+ replied that things seem pretty stable at the moment – there is one transition that's happening, but it is a planned transition, and there is someone already there who will be moving up to fill that role. It's also important to know that, in terms of space, PASA is at maximal capacity right now. There is a larger question, however: what's the strategic vision we have as a parish for PASA? What do we want to accomplish through PASA? What is the correlation between PASA families and traditional participants in Sunday morning youth formation? It's not a high correlation. But many PASA families do consider St. Anne's their church, and do attend Christmas and Easter services.

In answer to a question raised by Phyllis, Manoj+ shared that, throughout the process of calling Tempest and Meredith+, there have been many discussions about how they could liaise with Amy to make the connection between PASA and the church clearer.

### **Secretary to the Vestry Report**

Linda shared that she is still in the process of contacting ministry leaders to let them know who their new Vestry liaison is and what the role of Vestry liaison is all about. The work that's continuing in the Realm working group will augment how these Vestry liaison relationships will work, but that will be a gradual process. She also provided the following updates:

- The Prayer Ministry will be starting up again soon, though in a slightly different format than previously.
- The Guatemala Ministry's trip will take place in ten days, and the Guatemala team would like the Vestry to be part of the prayer team for the trip. Everyone agreed that they would like to do this.

### **Facilities Report**

Keve shared that three bids have been submitted for the masonry work that needs to be done on the front steps, although one of them was ridiculously out of line with what is needed. Of the remaining two, one is for \$10,100 and contains the longest warranty and the most thorough description of what the work will be, while the other contains a less thorough description but comes in at \$9,400. Money to undertake this work, should it be approved, will come from the church maintenance and parish hall funds.

After some discussion, Vestry members preferred the more thorough bid, from a company called Concrete Masters. A motion was made to approve the bid by Concrete Masters for up to \$11,200 (their \$10,100 bid plus the usual 10% contingency) for masonry repair work to the parish house and the church structure, and the motion passed unanimously.

### **HR Update**

The Vestry agreed that any HR updates will be postponed until the next meeting, since Jason wasn't able to attend this one.

### **Vestry Resource Guide**

Phyllis then shared her insights from Ch. 3 of the *Vestry Resource Guide*, "Building Strong Teams." These insights included the following:

- Growing a really good team takes time, and will inevitably involve some conflict, but how we deal with that conflict is ultimately the measure of our strength as a Vestry.

- Healthy Vestries develop group norms that help them bring their disparate expectations into common alignment. These should be reviewed annually to address what is working and what isn't working, and should be kept simple and straightforward. Consensus is necessary for these guidelines, since the entire Vestry will operate according to them.
- Vestry progress, as well of the successes of other ministries, should be celebrated more than we currently do, so that forward momentum will be bolstered and people will feel acknowledged for their good work.
- The Vestry should communicate more regularly with the congregation using multiple channels, one of which should be the website, which should be full of information for both the congregation AND the surrounding community.

Manoj+ said that he would like the Vestry to revisit some of these points at the rescheduled retreat, especially the one about better communicating what happens at Vestry meetings – he feels that this would help engender buy-in among the congregation, which is vitally important.

### **May Minutes and Closing Prayer**

The May minutes were approved unanimously as submitted.

Thea then offered a closing prayer, and the meeting was adjourned at 7:39 pm.

Respectfully submitted,

Katie Burke  
Clerk of Vestry