

**Episcopal Church of the Incarnation
July 16, 2022 – Vestry Retreat Meeting**

Location: St. Dorothy's Rest

Minutes

Attendees: Connie Sinclair, Kathleen Baumgardner, Linelle Lane, Lois Phillips, Michael Del Vecchio, Patrick Lancaster, Sara Joslyn, Steven Layton; Stephen Shaver, Rector; David Jasper, Treasurer; Kathleen Kane, Clerk.

Absent: Allan Bolchazy, Bo Simons, Mark Sawdon, Stephen Little.

Guests: None

RETREAT

Morning Prayer

Stephen S led morning prayer.

Predictive Index

Vincent and Renee Catanzaro presented and led a discussion about the *Predictive Index*. They reviewed the results of individual profiles that each vestry member completed prior to the meeting, and then went over what this revealed about the current vestry as a team. Both the individual and team profiles are intended to help everyone understand our different work styles and help us to communicate better.

Mutual Ministry Review

LOOKING BACK

- What we have achieved
 - Short profiles of vestry members in News and Notes
 - Monthly reports
 - Art windows in Jerusalem Courtyard
 - Buildings and Grounds Committee doing work on front areas of church
 - Website has been updated
 - Children's ministry successes
- What is in progress
 - Short profiles of new vestry members in News and Notes (Connie will take the lead)
 - Signage for front of church and other areas of the campus
 - Invite/Welcome/Connect team is working on this

- Children's program – Now that Karin is leaving the staff, the children's ministry is in transition and some funds remain available. Karin is continuing as children's chapel lead on a volunteer basis, with additional children's chapel leaders being trained. Godly Play teachers are also being trained.
 - Current ideas:
 - Godly Play (9 am)
 - Rector's Forum for adult formation (9 am)
 - Children's Chapel (10 am)
 - Possible Wednesday after-school program, maybe with a soup supper and adult formation (repeat of Sunday's Rector's Forum).
 - Nursery care available during all these times
- Emergency preparedness work
 - Fire
 - Earthquake
 - Medical
 - Sunday morning issues
- Congregational Care team is being worked on
- What has not been accomplished
 - Building an Outreach / Faith in Action ministry
- Other ideas
 - Vestry "person of the week", perhaps for doing more than making announcements
 - Website / News and Notes interface
 - Make some hard copies of News and Notes available in church on Sunday
 - Include a link and QR code, also in bulletin, about how to sign up for digital version of News and Notes
 - Consider using *Greenshot* software for newsletter

THE YEAR AHEAD

- Where is there energy in our parish right now?
 - Younger families and kids are among us, seemingly "overnight" – their energy is felt
 - Growing our formation ministries / opportunities
 - Invite/Welcome/Connect has a core group and list of volunteers
- What the needs of our parish right now?
 - Congregation members are aging. This is sad and discouraging in some cases. Concern about people "dropping off radar".
 - Curiosity about our church's history. Who were the families? What do our elders remember?
 - Complete a good music transition and launch healthy music ministries; this includes celebrating Mary and Robert.

- Reach a balanced budget.
- Long-term adaptation to COVID.
- Could some of our social ministries bubble up again?
- What are the needs of our neighbors?
 - Compassion and listening
 - Ex-Roman Catholics or others without a church home who don't know that we exist
 - Temporary money for homeless assistance from public sources will not last forever; need remains very high
- What opportunities for mission exist in the coming year?
 - Hot political climate, desire to share our values
 - Incarnation's 150th Anniversary
 - Property Development conversation
 - Potential land acknowledgement (part of working with Redbud Resource Group)
- Digital service options
 - Should we continue to live-stream services and keep zoom hybrid forever?
 - Need to consider privacy from Zoom / Facebook camera in the church
 - Would YouTube be a better option than FB?
 - We should delete most videos from FB as they become dated

Afternoon Prayer

TANGIBLE GOAL SETTING

Sorted by Category

- Music - 11
- Newcomers / Outreach - 9
- Children's / Adult Formation - 8
- Pastoral / Community - 8
- 150th Anniversary - 8
- Property Development - 7
- Budget / Fiscal Stewardship - 5

Sorted by "Rock Size" and Area of Responsibility

- Big Rocks
 - Rector / Staff / Volunteers
 - Plan and celebrate 150th Anniversary
 - Launch Invite / Welcome / Connect
 - Attract young adults and "churchless" people

- Complete smooth and exciting transition for music program
- Build thriving children's ministry
- Launch Wednesday formation program
- Create older adult support program
- Advertise our church values
- Hire pastoral care coordinator
- Vestry / Committees
 - Start daycare program
 - Reduce Green Fund draw to 5-6%
 - Make a decision about St. Andrew's Mission
 - Complete PDTF values phase
 - Set a 5-year property use plan
 - Create a campus "master plan"
 - Renovate the Music Room
 - Property development to include land acknowledgement
 - Reduce budget deficit by 10%
 - Get pastoral care staff in place and lay care team trained
 - Purchase apartments next to Farlander Hall
- Valuable Gravel
 - Rector / Staff / Volunteers
 - Music concerts
 - Walking group
 - Parish parties
 - Evensong
 - Engage community and media in 150-year anniversary
 - Newcome welcome event
 - Orientation meeting for newcomers with Stephen S
 - Music with dancing (folk, square) dance
 - Bible study
 - Connect with each "lost" older parishioner
 - Plan a special program for visitors
 - Invite local high school groups to use our venue
 - Work with planners of Children's Chapel
 - Vestry / Committees
 - Share political values
 - Hold Volunteer Fair

Next steps for goal setting: At next vestry meeting, approve a written document describing the goals identified above. Stephen S and the wardens will draft the document.

CLOSING

Stephen S. offered a closing prayer.

Meeting adjourned: Stephen S called the retreat to a close at 2:47 pm

Next monthly meeting of the vestry to be held on August 23, 2022, at 6:30 pm.

Respectfully submitted,
Kathleen Kane, Clerk