

The January 9, 2021 Vestry retreat was called to order via Zoom with reflection and prayer at 9:05 a.m.

Members present: Charlie Christ, Megan Clark, Pierce Elliott, Jo Anne Hairston, Janet Jayne, Scott Lamie, Ed Powers, Daniel Shew, Candy Snodgrass, and Cher Young, Dave Zochowski. Staff members: Kristie McElheny, Adriel Slaughter, and Stephanie Yoder.

Members absent: Lark Adams

Guests: Rachel Morgan

The minutes from the December 8, 2020 meeting were unanimously approved.

I. Rector – Fr. Joe Dunagan

Fr. Joe expressed his appreciation to the Staff, Stream Team (the musicians and technicians who have made it possible to live stream Sunday liturgies since the beginning of the pandemic), Candy Snodgrass and the Vestry for extraordinary work during the Pandemic.

The vestry is much more than a board of directors. Serving on the vestry is a ministry. Still, like a board, vestries need to think strategically. The way to do this, to prepare for the future, is twofold: evangelism and stewardship. Emmanuel's evangelism can be characterized as welcoming those who are looking for a spiritual home. Stewardship includes growing the building endowment so that the building will not be a burden or distraction in the future. Evangelism and stewardship can both be thought of as endowments, one a spiritual endowment and the other financial.

Last, starting with me, we must try to become more connected to and involved in The Episcopal Church, taking our message of spiritual endowment there without judgement by modeling the great spiritual gifts of faith, hope, and love.

II. Senior Warden – Candy Snodgrass

We are going to try to have our annual meeting and vestry election later in the year. All current vestry members and officers will stay in place until that time, if they wish to continue. Rachel Morgan has joined us today and has accepted a nomination for the upcoming election. Daniel Shew has also accepted a nomination for the upcoming election. We will let you know more about how we can have a safe, effective meeting at a later date.

During the December vestry meeting, we voted to reduce our 2021 Voluntary Proportionate Giving to the diocese. The diocese has asked that we reconsider the amount. Motion made by Candy Snodgrass to amend the amount to \$35,186 to match what we pledged for 2020. Second provided by Jo Anne Hairston. Motion unanimously passed.

Motion by Candy Snodgrass to request the Endowment Committee release any available resources from the Endowment fund be used for the new organ. Second provided by Dave Zochowski. Jo Anne Hairston asked if the vestry needed to look into contacting individual parishioners for donations instead of using Endowment funds. Rachel Morgan suggested that more information be given to the congregation. Ed Powers suggested using the streaming platform to increase the reach for the organ fund. After discussion the motion was withdrawn.

Candy Snodgrass will organize a taskforce for the Centennial of the building and requested assistance from any members of the vestry. This group will work to plan activities based on when it will be safe to gather again.

III. Junior Warden – Dave Zochowski

The junior warden informed the vestry that John Tickle gifted an air purification system to the church. The system was installed on Thursday, January 7, 2021 by Right Choice Heating and Air.

Accomplishments of the Trayer Fund in 2020

1. Pew refinishing nearing completion
2. New flooring in offices and hallway
3. Rector's study redecorated
4. Refurbishing of all stained glass windows complete
5. \$100,000 gift to the organ fund

The vestry expressed their immense gratitude to Loretta Trayer for all of her guidance and assistance to make these projects a reality.

The water leak issue in the undercroft has been resolved. Dave Zochowski made a motion to place new flooring and dry wall in the undercroft. The motion was tabled until estimates are acquired for the project.

Regarding the retaining wall, there needs to be a plan formulated and submitted to the Compton family (property owners on the other side of the wall), before we can move forward.

IV. Treasurer with Parish Administrator and Rector

Motion made by Candy Snodgrass to designate \$29,400 (same amount as in 2020) as the rector's housing allowance. Second provided by Pierce Elliott. Motion passed unanimously
Financials were tabled until February as the attachment did not reach everyone prior to the meeting.

V. Staff Reports

Organist and Choir Director – Stephanie Yoder

The removal of the old organ will begin after January 20. A video of the last piece played before removal will be recorded. The new organ should be ready before Pentecost Sunday (May 23, 2021).

In an effort to keep people connected to the music ministry, various soloists have been used for the live stream and several live stream encounters have taken place for choir.

Music Ministry – In an effort to stay connected we are involving voices and instruments as much as possible: Nathan Jones, Ashley McLaughlin, Aly Fuller, Chris Yoder. Claire and Jane Morison joined us on Christmas Eve. Some music was pre-recorded to limit the number of people present at any one time.

The choir has had zoom meetings to keep up morale. There are several things being planned for fall 2021 if COVID regulations will permit.

The full report from Stephanie Yoder is attached to the minutes.

Formation Director – Adriel Slaughter

Implemented zoom meetings for both Catechesis of the Good Shepherd and youth for formation and socialization. Maintaining contact with parents via email and texts through Flocknote as well as sending mailings to the children. Outreach included Advent at Home boxes as well as virtual Christmas Eve.

2021 Plans and speakers

- We will continue with the above procedures until it is safe to meet again in person and will have a Lent at Home box and a virtual Easter celebration.
- Adriel has completed Allyship training through the diocese and continues working with the diocese on the topic of racial justice.

The full report from Adriel Slaughter is attached to the minutes.

Parish Administrator – Kristie McElheny

The new ServantKeeper software is nicely tracking parishioner demographic information as well as contributions.

Southeastern Tax and Accounting has fully integrated our financials to Quickbooks online. As of today all bank accounts have been fully reconciled for 2020.

Kristie shared how her work as a parish administrator is a ministry and expressed her gratitude and love of the parish community.

As the vestry entered into the final phase of the retreat, Fr. Joe suggested vestry members consider part six of the agenda. There is excitement about evangelism. We can increase our focus on young families whose parents are looking for a traditional Christian environment in which to raise their children. The second area of concentration would be those whose spiritual needs aren't being met wherever they are. There is no intent to recruit people from their religious homes, but to make Emmanuel a welcoming place for those who do not have one and need spiritual connection.

Outreach to people in our immediate geographical area is much needed. This means more than welcoming them as "guests." It means they are part of the Emmanuel Family.

Pretend that someone asked you, tell me about Emmanuel. What would you say? What does it mean to be part of this sacramental family?

The remainder of the meeting was spent in lively discussion of these things.

The meeting adjourned at 11:39 a.m.