

**HOLY TRINITY EPISCOPAL CHURCH
VESTRY MEETING MINUTES
MUTUAL MINISTRY REVIEW
November 8, 2023**

See, I am doing a new thing! Now it springs up; do you not perceive it?

I am making a way in the wilderness and streams in the wasteland. [Isaiah 43:19]

Present in-person: Lynn Garland, Lana Pieczynski, Robin Yates, Nancy Waugh, John Grant, Jean Frost, Mother Judith
on Zoom: Susan Howland, Eileen DeMings, Cat Reith-Lowery, Lorraine Brumskine

The question is not "What are WE doing?" It is "What is GOD doing here?" or What are we allowing God to do here?

Opening Prayer: Susan Page Howland

Dinner with conversations in 2s or 3s. Personal reflections on these questions:

- My most meaningful experience at Holy Trinity in 2023 was because . . .
- If I could change one thing about Holy Trinity it would be because . . .
- My deepest hope for Holy Trinity is because

Finances: Review of the draft 2024 budget: Discussion facilitated by Susan Howland

What do we know? Draft budget was presented by Susan Howland.

What do we need to know by the Annual Parish Meeting in January? There does not appear to be anything else we can know.

Action items – draft budget will be updated after this meeting and sent out to the Vestry. As pledge cards come in, the budget will be updated and sent out again. Approval of Final budget will occur at January vestry meeting.

How can we learn what we need to know? n/a

The Building: Discussion facilitated by Jean Frost

What do we know? Our building is not acceptable for use by TriValley, Inc as a staging place for Meals on Wheels due to lack of parking and no accessibility to undercroft. Putting in a ramp to the undercroft would prevent access to the rear of the buildings by large vehicles that allow us access to the roof and gutters. We know that we cannot afford to keep up with maintenance on the building without additional funding sources.

What do we need to know by the Annual Parish Meeting in January? Are there sources of income that would allow Holy Trinity to take care of the building? What is the market for selling churches? Is there a possibility of selling the building and renting worship and meeting space from the buyer? Cat wants to have further discussion with someone from Hitchcock Academy about how they maintain their building through income from their programs.

How can we learn what we need to know? Speaking with other people who might have answers to our questions. Jean will reach out to Gabriel McCarthy again. Cat will speak further with the person she knows at Hitchcock Academy in Brimfield.

Alternative Models of Ministry: Discussion facilitated by Lynn Garland

What do we know? It is unlikely we will be able to afford a ½ time priest. We need to find a different model of ministry. We know other churches have done different models, successfully.

What do we need to know by the Annual Parish Meeting in January? We do not know what partners are available. Are there ¼ time priests available?

How can we learn what we need to know? Ask Cannon Rich Simpson what the next steps are. Are there other Episcopal churches in our diocese to partner with? What about in the Diocese of Connecticut?

Regular Business

Approval of Minutes: from October 11, 2023 **A motion was made to approve the minutes, it was seconded and carried.**

Approval of Treasurer's Report: Nancy sent out reports and a summary. Things are better for the end of the year. No one asked any questions. **A motion was made to accept the Treasurer's report, it was seconded and carried.**

Pastoral Care Update

Resolution: Approve the staff bonuses for 2023 [as Susan needs to submit before the last payroll run 12/11/2023] **A motion was made to approve the staff bonuses, it was seconded, and carried.**

It was confirmed that Susan will write end-of-year letters to Anne, Greg and Chris letting them know about the bonus, any change in salary, that there is only one payroll run in December, and that the diocesan payroll schedule will change from 24 to 26 pay periods in 2024.

Motion made by the Finance Committee: to add to the Finance Committee as *ex-officio* members without vote: the Pledge Secretary, Priest and Senior Warden. If approved the Financial Policies and Procedures will be amended. **The Vestry voted to approve the motion.**

An email went out with the list of the charities chosen by the Mission Committee for 2024. **A motion was made to accept the list, it was seconded and carried.**

Planning: Stewardship Breakfast: November 19, 2023. Susan filled in the list as Vestry members called out which items they would bring.

Ministry Updates that were not included in the Mutual Ministry Review:

DOK has 4 more classes for discernment. The induction ceremony will be in January or February. Robin reports the discussions have been wonderful.

Family Worship shared planning and participation in a Family Formation event with Bethlehem Lutheran on October 21st. The children were mostly 7-11 year olds; they had a good time.

Lynn and Dave are working on putting the flower beds to bed for the winter.

The Ecumenical Thanksgiving service will be held on November 21st at the Methodist church; There will be an Advent gathering at Bethlehem Lutheran on Wednesday November 29th.

Blue Shades Clarinet concert December 10th, at 2pm. We have not yet heard from potential sponsors.

Advent wreath making will take place after the service on December 3rd.

The Vestry received the report on the Convention from Josh Spooner.

CLOSING EUCHARIST

ADJOURNMENT AT 8:26 PM

Respectfully submitted,

Jean Frost, clerk