

Special Vestry Meeting
Tuesday, March 6, 2018
Calvary Episcopal Church
Crook Auditorium

Purpose:

To explore priorities and next steps for living into the vision identified at the vestry retreat.

Present

Vestry Members:

Margaret Craddock, Heidi Rupke, Kim Kitterman, Peg Wahl, Sarah Ball, Madge Deacon, Les Smith, Chris Bird, John Webb, Palmer Jones

Staff:

Revs. Scott Walters, Neil Raman, Paul McLain, Amber Carswell

Absent:

Gail Harrell, Sarah Squire, Edwin Thorpe, Tony Graves, Hank Word

- Opening Prayer: Peg Wahl
- Margaret Craddock stated the purpose of meeting: To review the vision as discussed in the vestry retreat, discover manageable priorities, and identify vestry/staff groups that can drill down into a specific priority.
- Scott Walters reviewed People Cap's "strengths of the vestry" and "Selected Priorities" slides and posed questions: Have we accomplished some of these priorities already? Is 6 too many? Do we need to refine the language?
- Conversation revolved around the 6 Selected Priorities listed on the slide, challenges faced, and activities that could support the priority, with Scott taking notes on a white board. The following are major points raised during the brainstorming session:
 - **Share our love outside the church**
 - Includes marketing
 - Could be two-prong
 - Initiating new activities, i.e. pub theology
 - Communicating activities to the broader community, especially downtown residents
 - Provides opportunity outside the church for interaction
 - Opportunities for involvement for young adults who may not come to traditional church services
 - This population is interested in service work
 - Open our space to utilization by outside organizations. Are there responsible ways to facilitate good work and let people know we are here?
 - The group focused on this priority could think creatively about what may be of interest to people outside Calvary and how those activities could be initiated and marketed
 - **Making new and visible pathways for connection**
 - Focuses on pathways into the church for visitors and newcomers
 - A question was raised as to the availability/capabilities of a data base to track regular visitors and supply member information

- Could data be shared more broadly?
 - What privacy issues should be considered?
 - Could the member directory be enhanced and online?
 - The shepherding program was discussed briefly with questions posed re: possibilities for its future value and effectiveness
 - Pathways are also needed for people who are existing members
 - We have physical, scheduling, interpersonal challenges for encouraging fellowship:
 - It can be difficult to get to know people, especially with formation scheduled immediately after church
 - Perhaps we should rethink the schedule and look for a creative solution
 - There is a need for a more welcoming gathering space for fellowship—a physical space with a low threshold for entry
 - A designated team could be charged with welcoming strangers
 - Perhaps a no-agenda coffee hour could be implemented on some Sundays
 - Ideas: 1 Sunday a month with no class; summertime break from class with “Awful Good coffee hour”
 - Youth ministry is included here
 - Ebet is a great resource for welcome ministry
 - **Education as Outreach**
 - We want to give content away
 - Society of St. John the Evangelist is great model
 - Lenten Preaching Series also models this idea
 - There are ties between this Priority and Share the Love so this priority was moved under Share the Love
 - **Financial Stability**
 - Annual giving needs to be augmented/re-imagined
 - Direct attention to planned giving
 - Message: Planned giving is relevant at any age
 - Self-identified “legacy” groups could be publicized with levels of giving, in order to let people know that Planned Giving is an option to consider
 - We have focused on planned giving in the past (with direction/education from the Episcopal Church Foundation or perhaps the Alban Institute). Planned Giving could be turned into an education series.
 - Important to keep in mind tax law implications
 - A Capital Campaign could take place in the fall of 2019 in conjunction with Annual Giving.
 - Need to re-assess plans for the Calvary buildings and block with input from the original group that devised the plan
 - **Promote Diversity**
 - This priority needs more definition as to what “diversity” means.
 - Diversity would naturally result from “Sharing the Love”
 - Diversity in this context could mean that we better mirror our neighborhood
- Discussion then focused on the question: Are we spread too thin?

- At a recent conference, Scott learned about a methodology for reviewing programs that included strategies such as,
 - Establish core vocations
 - Don't say yes to a "possibility" if that would mean saying "no" to something that is truly aligned with our mission and vision
 - Keep an eye on commitments that lack supporting resources
- Scott will continue to pursue this inquiry.
- The conversation then moved to setting priorities: Where is our energy as a vestry?
 - Priorities were identified as
 - Safety
 - Marketing
 - Updating Vestry Guidelines
- A discussion ensued about broadening the scope of the existing marketing committee and repurposing it as the committee focusing on the Share the Love priority, with "education as outreach" included under that umbrella.
- Committees will be comprised as follows:

Share the Love

Vestry: Peg Wahl (convener), Kim Kitterman, Palmer Jones, Gail Harrell.

Staff: Robyn Banks

Areas of attention: pub theology, blessing of the animals, social media, downtown community, partnerships, etc.

New and Visible Pathways

Vestry: Les Smith (convener), Heidi Rupke, Sarah Ball

Staff: Ebet Peoples

Areas of attention: Small groups, database, directory, welcome team, parish communication, youth

Financial

Vestry: Margaret Craddock (Annual Giving) John Webb (Planned Giving)

Safety

Vestry: Madge Deacon (convener), Chris Bird

Staff: Katie Owen, Harry Reyna

Note: A photograph of the notes Scott captured on the whiteboard is posted on Basecamp.

Palmer Jones