



Vestry Agenda

September 27, 2022

6:00 PM Prayers and Holy Communion at the altar

6:30 PM Church Library & Zoom

In attendance: Dorothy Sullivan, Jim DeMersseman, Bob Brunswig, Judy Gregory, Margaret Grant, Linda Springer, Andy Kitchell, Lisa Blank, Joe Butler, Senior Warden Stewart Abbot, Junior Warden Mark Johnson, Treasurer Katie Kinney, Rector Lisa Musser.

Absent: None

Visitors (All on Zoom): Herrick Garnsey, Sharon McComb, Sally and Clifford Clift
Called to order at 6:30

Prayer

Scripture reading by Reverend Lisa

Lord's Prayer led by Mark Johnson

Visitor Recognition

Sharon McComb, Clifford and Sally Clift, Herrick Garnsey

Correspondence

None

Additions to the Agenda

Affirmation of Communications Covenant – placed under “Decision”

Approve consent agenda

Affirm minutes of August 23, 2022

Approve August financial report

Affirmation of letter to Front Range region in support of Campus Ministry grant proposal (previously voted on by email)

Motion by Katie, second by Linda. Passed unanimously

Business

Clerk of the Vestry opening – still exists.

Andy Kitchell's name was pulled from the Vestry hat to take minutes of tonight's meeting.

Discussion

Children's Ministry Update: Meg Gallegos presented a slide show of the past year's activities including Vacation Bible School and Sunday school. She offers thanks to her wonderful team of helpers. She was also appreciative of Reverend Lisa's support with the monthly family friendly evening services. These were well attended, especially by many of the new families at Trinity. At workshops she's attended, she's learned that we are part of the norm with a reduction in numbers of families/children returning after the pandemic. It's imperative that we not focus on numbers at this time and that the 10 or so “regulars” are clearly enjoying their experience and that a family dynamic has developed. She recommends that we encourage families to sit further forward at services for better engagement. We can have up to 4 in the nursery for services.

Water share update – Stewart Abbot reported that the previous “strong suggestion” from the Standing Committee for the water lawyer is really a mandate and that it would

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need to be our financial responsibility. Clifford (later in the meeting) suggested Star Waring in Boulder.

Building Use policy – Jim handed out information of his research of other church's use policies, including fees, cleaning responsibilities/fees. We would need to develop a priority scheme e.g. group that serves the church mission vs non-profit without a church member relationship. He understands from other churches that charging fees has not kept groups away from using their space. There is a wedding policy and fee schedule. The Rector needs to review and update as her purview. We have not been able to find any historical policy or fee schedule for Trinity for at least the past 20 years, so this will be a new document creation. Some sort of liability waiver or insurance coverage will need to be a part of the process as well. This work group will consist of Jim, Bob and an invitation will be extended to Bernie Haley.

Gift and acquisition acceptance policy – Judy wondered if there isn't some type of policy from the past. However, if Rachel isn't aware of such, no one would have any sense of where this might be found. Jim suspects there would be other churches who have policies we might learn from. The impetus for this is to reduce unusable restricted funds given for certain uses that no longer are pertinent. Stewart has started looking into beginning an endowment fund through the Colorado Episcopal Foundation.

Decision

A modified copy of the Communications Covenant we received from Canon Vanessa and agreed to at that vestry gathering was disseminated for affirmation. Dorothy had missed the meeting with Canon Vanessa. The emphasis is that we will talk directly with someone we might have a problem with and take a role in helping with this direct communication between parishioners and leadership. Andy emphasizes this communication must go both ways, e.g. between parishioners and leadership as well as leadership to parishioners. Motion to accept by Katie, second by Joe. Passed unanimously. The Communication Covenant is incorporated in these minutes.

Reports

Treasurer –Katie presented the financial report that was approved by Finance Committee and disseminated to Vestry previously. Total giving was \$26,894 with \$21,606 pledge giving and \$5288 plate giving. Expenses continue to exceed revenue. Utility expense increase has been the surprise of the budget year with another 15% increase touted to be coming for 2023. Andy wonders if we shouldn't be getting some income from our recycling as happens at his work. This, however, involves mostly metal recycling that is taken to Anderson Salvage and not pertinent to us. Total YTD deficit has climbed to \$98,316. Finance Committee has determined that the Capital fund is not restricted to new construction but could be used for long term projects at Vestry's determination. Sharing audits with St. Alban's is still in process for timing.

Junior Warden – A "Day of Raking" will be needed to clear slash, duff and dead plants. Andy offers to haul off such materials. Mark will pick a date based on expected first freeze and communicate with the parish for volunteers.

Rector – There was a good turn out for the "Nibble and Sip" event for newcomers and ministry leaders. This followed the last of the evening family friendly services. The aim is to

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repeat something like this in January or February. The Front Range Convocation occurred via Zoom for the Diocesan Convention delegates. We hosted the regional confirmation service on September 17th. Thanks to those who helped with the service and reception. The organ dedication event was a huge success with almost 180 attending. The reception was also a huge success. Many thanks to all involved. Plans are coming together for the Blessing of the Animals service to be held outside in the circle drive. The Diocesan Convention is in Pueblo, October 13-15. Lay delegates are Andy Kitchell, Terrie Abbot, Stewart Abbot. Rev Lisa is, of course, our clergy delegate.

Senior Warden – Stewart used this time to begin discussion of “When Sheep Attack” by Dennis Maynard. The book is based on 25 case studies of clergy that were attacked by a small group of antagonists in their congregations. This book had been recommended by Canon Vanessa for the vestry to read and discuss and comes about because of anonymous “concerns” that had been voiced to Stewart recently aimed at Rev Lisa. Pertinent sentences from chapters 1 & 2 were offered up, represented by:

“In the course of their attacks they want to intentionally divide the congregation between those that agree with them and the supporters of the rector”

“Their (antagonists’) intent is not to build up but to tear down.”

“[Antagonists] get their feelings hurt easily and turn those hurt feelings into anger, bitterness, resentment and ultimately, revenge.”

“It must be understood that those who attack clergy do so with one objective in mind – they want the priest removed.”

“Any person that refuses to submit to their (antagonist’s) demands will quickly become a target for their anger.”

Vestry comments of “it hurts,” “it’s devastating” and “of course COVID adds so much more to the intensity” are noted.

Canon Vanessa had recommended listening sessions with perceived antagonists and non-antagonists. Vestry members are asked to tell Lisa Blank about their willingness to be a part of these sessions. She will provide some training for those who do.

Closing Prayer from BCP.

Senior Warden’s Cultural Corner – “The Germ” by Ogden Nash

Adjournment - 8:19PM

Respectfully submitted, Stewart M Abbot, Senior Warden

Dates:

Project Resource ends 10/9/22

Diocesan Convention (Pueblo) 10/13-15/22

Finance Committee 10/19/22

Vestry 10/25/22

Vestry Retreat with Canon Vanessa 10/29/22

Minutes continue with attached Communication Covenant, next page.

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Guidelines for Trinity Vestry and Clergy Communication

1. If you have a problem with me, come to me (privately).
2. If I have a problem with you, I will come to you (privately).
3. If someone has a problem with me and comes to you, send them to me. (I'll do the same for you)
4. If someone consistently will not come to me, say, "Let's go to Reverend Lisa together. I am sure she will see us about this." (I will do the same for you.)
5. Be careful how you interpret me-I'd rather do that. On matters that are unclear, do not feel pressured to interpret my feelings or thoughts. It is easy to misinterpret intentions.
6. I will be careful how I interpret you.
7. If it's confidential, don't tell. If you or anyone comes to me in confidence, I won't tell unless a) the person is going to harm himself/herself, b) the person is going to physically harm someone else, c) a child has been physically or sexually abused. I expect the same from you.
8. I do not read unsigned letters or notes.
9. I do not manipulate; I will not be manipulated; do not let others manipulate you. Do not let others manipulate me through you. I will not preach "at you." I will leave conviction to the Holy Spirit (she does it better anyway!)
10. When in doubt, just say it. The only dumb questions are those that don't get asked. Our relationships with one another, at the end of the day, are the most important things so if you have a concern, pray, and then (if led) speak up. If I can answer it without misrepresenting something, someone, or breaking a confidence, I will.

The Guidelines for Communication are from the Rt. Rev. Greg Rickel's, Bishop of the Diocese of Olympia, Ten Rules for Respect. Bishop Rickel first saw these in an article by Church of the Nazarene Pastor Charles Christian.