

St. David's Church and Preschool

Minutes

Vestry Meeting October 11, 2022 via Zoom

<https://us02web.zoom.us/j/88018295319>

Gail Decker (1/23)	Vicki Greco (1/24)	Kathleen Hoot (1/25)
Jane Krikorian (1/25), Treasurer	Debby Park (1/23)	Loral Priest (1/24), Jr. Warden
Katie Turley (1/23)	Kathy Winder (1/25)	Joy Wolf (1/24), Sr. Warden

Rev. Susan Astarita Interim PIC.

6:15 – 6:30 Gathering time for sharing

Welcome/Call to order 6:30 pm

Attendance: Gail Decker, Vicki Greco, Kathleen Hoot, Debby Park, Loral Priest- Jr. Warden, Joy Wolf - Sr. Warden

Unable to attend: Jane Krikorian, Katie Turley, Kathy Winder and Rev Susan Astarita

Staff: Karen Garcia-Preschool Director, Treena Roman

APP Team- Jan Romerdahl, Equilla Luke

Quorum Established

Opening Prayer –

Welcome Guests- Jack Vellis, Anne Kellett, Elaine Turnbull

Assign Clerk – Joy Wolf

Consent Agenda: Motion to approve consent agenda **MSP**

1. Priest in Charge - no report
2. Sr. Warden- no report

Arts Committee – Anne Kellett -Shared New Banner Design for Vestry final reception. The New Banner is being provided by a contribution. The new banner will replace the current banner that sits in front left of the church by the family room window. The banner is used to represent St. David's at all Diocese events.

Motion to accept the beautiful new banner and the gracious donation to cover all expenses. **MSP**

3. Jr. Warden – no report
4. Treasurer- report attached
5. Preschool- no report
6. Music Director – No report
7. Service and Justice- report attached

Ministry Update – Sunday School and Youth Ministries – Elaine Turnbull – report attached – The Vestry expressed their thanks and appreciation to Elaine and team for continuing to provide a quality Sunday School experience for our children.

Second Sunday will be the Children’s Service – it will be customized to provide an appropriate service for children.

Kathleen Hoot agreed to be the Vestry Liaison for Sunday School/Youth.

St. David’s Celebration Recap and NEXT Steps – Eric Law

Recommendations:

1. Organization: Transitional time is an opportunity for St. David’s to clarify how the church function in supporting all of its ministries as well as gaining more clarity in the best practice of clergy-lay leaders relationship in the Episcopal Church tradition.
 - a. During this time of transition St. David’s will review and update the operation structure. St. David’s can use this time to review past systems and determine what to keep and what to reinvent by consulting with the existing leaders, church members with the support of the Diocese.
 - b. Also, St. David’s had been functioning more a like a “Program Size” church, with many committees and ministries. However, as the membership declined, it is hard to maintain a program structure with less volunteer leaders. While there are many strong leaders and groups, without a clearly defined structure, factions may be formed in order to get things done.
 - c. A follow up workshop on the research on church sizes and how they impact relationships amongst church leaders and the clergy would be key for St. David to get a better vision of what they future operation structure can look like.
2. Identity and Mission: During this transitional time, St. David’s should engage its members and leadership to discern what God is calling St. David to be, by connecting St. David’s asset with the needs of the people and groups in the neighborhood community. Along the way, St. David’s need to discern how to let go of old image and idea of church and embrace now possibilities in this post-pandemic time.
3. Communication: St. David’s should consider providing training for church members to practice effective and gracious communication moving toward developing a clear policy on how best to communication with church members – speaking the truth while keeping the well-beings of the community in mind – learning how to practice true confidentiality.
4. Gracious Leadership Development: St. David’s should provide leadership training for its members to learn and practice constructive ways to have brave and gracious dialogue on conflicting issues that threaten to divide the church. Part of this training should include a mutual ministry review of existing church leaders

(both paid and volunteered) arriving at an individual leadership developmental plan with clarification of job description, and boundaries and relationships with other ministries and the clergy. This can be done through a workshop and one-on-one mutual ministry reviews with a consultant.

5. Mutual Ministry Review of all program ministries – To address the concern about too few people to do all the work of the various ministries, St. David's might engage the congregation in a mutual ministry reveal of all ministries and then come together to discern how best to develop future leaders, what ministries to continue and enhance, what ministries to let go and what new ministries to initiate based on St. David's identity and mission.
6. All the above work during this transition time will help St. David's write an honest and effective profile for their clergy call process.
7. St. David's must time for facilitated dialogue between the new clergy and church leaders and congregation members for the purpose of achieving mutual understanding of each other's gifts, strengths, boundaries and challenges and discerning and clarifying together a mutually agreed upon operation organization structure in this covenanted relationship.

To achieve the above, I recommend 3 follow-up workshops:

1. Organization, Identity and Mission
2. Communication and Gracious Leadership Development
3. Mutual Ministry Review of all program ministries

3 follow-up workshops- 3 – 4 hour sessions – Invitations will be given to all parishioners Anticipate between 15 – 20 participants for each workshop. Asked Vestry to hold the following dates.

Proposed dates to be confirmed with Mother Susan:

Oct 29. Saturday

Nov 13 Sunday

Nov 19 Saturday

Treasurers Report

Income/Expenses for Sept 2022

Aug ending cash: \$100,848 (Balance Sheet: BofA + FC accounts)

Sept Church Income: \$20,576 (from P&L Church)

Sept Church Expenses: \$29,244 (from P&L Church)

Sept Preschool income: \$37,839 (from P&L Preschool)

Sept Preschool expenses: \$49,524 (from P&L Preschool)

Sept ending cash: \$82,268 (Balance Sheet: BofA + FC account)

BofA Savings Accnt = \$612,914

Transferred from Savings to Operating in September per Verizon Proceeds Plan: \$3,200

Total transfers from March to September: \$3,200 x 7 = \$22,400

ACTION ITEMS:

1. **Motion** to approve K-House rental increase of 3% from \$3,725 to \$3,835. There was a question regarding whether the rent was below market level. It was suggested that we could increase to the CPI which is 8%. Vestry felt comfortable with current rate of increase. **MSP**
2. **Motion** give approval for the Sr. Warden to sign the Letter of Agreement with AT&T allowing AT&T to pursue permits for a new cell tower on church property. Signing of the LOA will be pending a review of the LOA by David Bagley, Chancellor for the Diocese." **ON HOLD- sending this to Standing Committee**

New Business

1. **Creation Care -**
2. **Vestry Retreat** – October 21/22 with Deacon Nancy Holland Friday night will be a dinner and team building. Saturday meeting will occur at the Cathedral 9 am – 3pm. Carpooling encouraged
3. **Nominating Committee for 2023 Vestry / PAC/ Delegates**
4. **Usher** process being updated now that we have a Facility Caretaker- Vicki Greco.

Old Business

1. Cell Tower Proceeds proposal with CFO Jeff Martinhawk for review/comments

Important Dates Coming Up

Diocesan Official Audit for St David's – October 18

Vestry Retreat Oct 21/22

San Diego Foundation Investment Presentation after church 11 am TBD

Diocesan Convention November 11/12 –Delegates Kathleen Hoot/Anne Kellett

Bay Park Food Drive December 3rd

Good News Festival. December 9/10th

Motion to Adjourn MSP 8:00 pm

Closing Prayer by Karen Garcia

Next Meeting: Tuesday, November 8th, 6:15 pm.

