

Trinity Episcopal Church
Vestry Minutes via Zoom
February 25, 2021

Present: Fern Fryer, Sr. Warden, Jay Slenker, Jr. Warden, Melissa Allaire, Kathy Hall, Rich Jones, Krey Kellington, Dave Thurmer, Holly Webb; absent: Steve Sawyer.

I. Call to Order: Fern Fryer called the meeting to order at 5:00PM. Rich opened the meeting with a prayer.

II. Approval of minutes: from 1/21/21; Vestry Organizational meeting of 1/31/21; Trinity Annual Meeting minutes and Parochial Report. Motion by Dave to accept all of the minutes and Parochial Report seconded by Jay; minutes and report accepted by unanimous vote.

III. Treasurer's Report:

Motion to accept made by Krey, seconded by Dave accepted by unanimous vote.

Items to be added to agenda: 1. Kathy has ideas from book reading; 2. Holly update on Food shelf; 3. PPE Loan update.

IV New Business:

A. LOGOS: Fern and several members of the Vestry have had positive feedback from the congregation regarding the Logos mailings. There was discussion that the cost of mailing was equivalent to or less than the savings due to covid-19 limitations and not having a rector. It was agreed without objection that a monthly Logos should continue to be sent to every member of the congregation unless they specifically tell Wendy to not send them a mailed copy. Another explanatory note will be drafted to be inserted in the next Logos. Kathy volunteered to draft the note and will deliver to Wendy.

B. Brainstorming list of people to check up on: Several members of the Vestry have been reaching out to members of the congregation. Wendy should have a list of persons who have requested pastoral care. Kathy, Krey, Holly, and Rich have reached out to members of Trinity currently and in the past by phone and by mail. It was suggested that members of the Vestry should send the names of anyone they believe may want contact from Trinity to Kathy or Krey. Holly has an older list from Father Liam of persons receiving Pastoral care. She will send that list to Kathy. Kathy will contact Wendy to get her list.

C. Vestry Resource Guide Chapters 1 and 7: Fern Outlined Chapter 1, Kathy Chapter 7.

While the Vestry is legally responsible for contracts made by the church it must also share in the leadership to carry out God's Plan. The Vestry's mission is to 1. discern God's calling, 2. identify and recruit new leaders, and 3. stewardship and preservation of resources. Chapter 7 is about transition. During times of transition our church must expand its connection to the Diocese. The church should assess its present situation and needs. The Vestry should be "non anxious listeners". They must be willing to follow their established process and trust the process to work. The Vestry should be proactive when an issue arises. There should be regular communication of the process to the congregation. Transition requires adjustment; helping the congregation to say good-bye to the former Priest and hello to the new Priest in Charge. The Vestry should accept that transition takes time and there will be missteps. We must be open to the possibilities of change and let go of the past. Transparency and honesty are key. Keep prayer a priority. Kathy will make a copy of the last page of Chapter 7 and send it to the Vestry.

There were several comments and suggestions from the reviews of Chapters 1 and 7.

The Intentional Growth Report is a recent self-study of Trinity's needs and current situation. Fern will send a copy to the new Vestry members. It was also suggested that we consider a special prayer while looking for a replacement and that we begin informing the congregation during coffee hour when significant steps have been made regarding a replacement. When the time comes we should have several teams to help the transition of the new priest, such as a team for moving in, a team to introduce the congregation to the new priest via zoom or with a parking lot party (depending on COVID restrictions and weather), and for activities in Rutland such as hiking, and informal support. The next chapters to be reviewed to the Vestry are Chapter 2 by Krey and Chapter 3 by Dave.

D. Rectory Update: Jay gave a review: an overall wipe down is still necessary, then some painting may be considered. The basement should be cleaned out. What is no longer needed will be put in the garage and Jeff will dispose of that material. There is a riding Honda lawn mower in the yard which should be checked out in April. The clean-up is this coming Saturday. About six people are needed. Jay, Melissa S., Fern, Krey, Dave, and Rich have agreed to be there. Rich noted the refrigerator and stove still need to be cleaned. Jay will bring or buy toilet bowl cleaner and brush to leave in the Rectory. Melissa will leave a vacuum cleaner. Rich will bring dry mop pads. Pictures of the Rectory have been sent to Auburn but there has been no response to date. It should not take more than a couple of hours to make the Rectory presentable.

E. Added new business:

1. Kathy has been taking part in the book discussion of The Art of the Possibility. She recommends we do more with our Zoom services such as having some different musical instruments, singers, or have members tell their favorite stories about Trinity. Krey suggested John be contacted about the music. Kathy will call him. Holly noted the choir would love to have others join.

2. Food Shelf drive: Krey will contact the Food Shelf regarding their return to operation and when Trinity can contribute.

3. The second PPP loan: Trinity is eligible and should apply for it. Linda should use the date of April 1, 2021 for when a new minister will begin to calculate how much we apply for.

V. Old Business:

1. Interim Plans: References for the applicant under consideration have been called by Fern, Krey, Dave, Kathy, and Jay and they all check out. The next step is Auburn drafting a general letter of agreement. Details that have not been resolved will be left blank. The Vestry will complete the draft letter. Then sign and return it to Auburn. We hope to receive the draft letter early next week. The Vestry will work on completing the details by email.

2. Energy Committee: Marc has spoken to Jim and texted Aaron regarding drawing up a proposal for bids to insulate the bell tower. Fern will speak to Aaron to see if he is willing to draft a proposal for bids.

VI. March Tasks: Intentional growth and Pastoral care will be reviewed with the new Rector. Kathy recommended we get volunteers (in anticipation of a new Priest in Charge) to make that person feel welcomed by Trinity and in the community. The Vestry should begin to explain the new leadership process to the congregation. Jay and Fern advised that until the letter of agreement is signed only general information should be discussed. Melissa recommended explanations could be at coffee hour after the service. An outline of what is happening should also be published in the Logos. The

congregation needs to know that the Dioceses no longer recommends interim priests and what the process for finding a replacement has been thus far. We have priest and lay coverage through March 14.

Motion by Dave to adjourn, seconded by Krey, unanimous vote.

Adjournment at 6:55PM

Next Vestry meeting March 18th 2021.

Respectfully Submitted, Marc Brierre