

St. Augustine's Episcopal Church
Vestry Meeting
November 16, 2023

Present: Nadia Stefko, Sue Nebel, Carolyn Eby, Juli Bergerud, Jim Bonamici, Nancy Darian, Cecilia Mitchell Daspit, Dave Carley, Stephan Lacor, Brenda Schumaker, Greg Burns

Also present from the campaign committee: Terry Haight, Tom Hamilton

Not present: Karl Anderson, Janice Hurley

Opening devotion: led by Nadia, reading from All Creation Waits.

Stewardship calls: Vestry and campaign committee members made calls to those who haven't yet pledged.

October retreat meeting minutes: Minutes accepted

Financials: Financials reviewed.

Buildings and Grounds: The church received a \$46,000 bid from Hanson Roof Repairs to replace the roofs on Puhlman Hall and Rose Hall. They are available to do the work the week beginning November 20th. Carolyn proposed a resolution to allocate \$50,000 to replace Puhlman Hall and Rose Hall roofs. The vestry reviewed the fund sources that would be used to pay for the roof replacement as recommended by the treasurers, which includes but is not limited to taking money from the Special Fund Bequest principal.

Cecelia wanted to talk to Bill Kimball to get more clarity on the details and specifications. Stephan motioned to accept the Hanson contract and approve \$50,000 allocation for the work (contingent on Cecelia's conversation with Bill). Motion passed.

Greg moved to repair/replace the rectory chimney at \$3,000. Motion seconded and passed.

Mutual Ministry Review:

Dave recapped activities and notes from the 2022 retreat and the MMR in 2023. The vestry is still working on ways to integrate the mutual ministry model. The subgroup structure works well and can continue to expand. One consistent area of concern that appears in the reflections of all three groups (rector, wardens, vestry) is that of overwhelm and burnout, especially for Nadia. Possible solutions: Delegate more. Reframe expectations. Identify items that can be put to sunset. Allow Nadia to claim regular blocks of time for visioning, reflection, and planning.

Other thoughts/questions/reflections during the conversation:

- Would it be helpful to have other staff (Sabrina, Becky, Theresa) included in the mutual ministry model?
- Subgroups should have dates set for their four meetings each year so members know well in advance when they will meet.
- Does everyone on vestry know what their job is? How can we ensure that the rector is not always the first point of contact?

- It is helpful to hear from the rector/vestry specific ways in which assistance is needed.
- Find ways to increase awareness among parishioners about who is on the vestry and what they do. Have a focus group to ask/discuss such questions. Make a point of keeping the congregation updated as to what the vestry has been doing (approved a new roof, decision about the Black Lives Matter sign).

Suggestions for ways to move forward:

What are the goals we want to set coming out of this?

Establish some concrete things we can do.

Determine how we're going to make changes.

There needs to be more reflection and decision-making on how to implement a plan addressing the results of the MMR. We do not want to walk away from this MMR process thinking "check, that's done."

Anti-Racism/Black Lives Matter banner discussion and vote:

Nadia reviewed the discussions regarding the BLM banner that took place during the June, August, and October meetings. In question is whether the sign represents/is a good match to our beliefs, especially in context of the position taken by the BLM movement toward the conflict in the mid-east. Each member of the vestry was handed the "talking" pen to share thoughts and make a choice about the next step to take (3 options listed in agenda). The unanimous decision following discussion was to remove the sign now with an accompanying vestry statement to the parish explaining the decision. Nadia, Juli, and Greg will work on drafting a statement to be reviewed by the vestry before sharing with the congregation.

Nominating Committee overview: Nadia reminded the vestry of the process for election/transition to vestry in Jan. 2024

Nadia suggested allotting final monies left by Bill Doughty (\$500) to support migrants. Carolyn motioned to apply that fund to the refugee/migrant collection. Motion approved.

Closing prayer: Sue Nebel

Upcoming important dates:

Nov. 17-18: Diocesan Convention in Lombard (St. A's lay delegates: Mark F., Debbie B., Greg B.)

Nov. 23: Thanksgiving Day shared service w/Evanston churches – 9:00am, @St. Matthew's this year (2120 Lincoln St., Evanston)

Nov. 26-Dec. 3 AND Dec. 10-17: Family Promise host weeks at St. A's

Dec. 9: Advent mini-retreat day w/Deb DeManno at St. A's: 9:30am-12:30pm

Dec. 14: next vestry meeting (***note 2nd Thurs for this month, instead of 3rd**)

Dec. 24: Last Sunday of Advent AND Christmas Eve: services at 9:30am (at St. A's, welcoming St. Mark's), 4pm and 8pm

Dec. 25: Christmas Day Eucharist shared with St. Mark's, hosted at St. Mark's – 10:00am

Minutes submitted by Kristin Anderson

Corrected 1/20/24