

St. Matthew's Episcopal Church

2022 Annual Meeting

January 30, 2022

Clergy Present – The Rev. Kelly Kirby, Rector

The Rev. Benjamin Hart, Director of Congregational Life

Congregational Presence – Rev. Kirby called the meeting to order at 11:15 AM. Our bylaws state that 30% of the average Sunday attendance reported on the most recent annual parochial report shall constitute a quorum for the transaction of business. Advance votes for the new vestry slate count toward this quorum. Having a quorum, Rev. Kirby opened the meeting with a prayer.

Reluctantly, it was necessary to once again utilize the ZOOM format to conduct the meeting. Fifty-two (52) members of the parish were electronically in attendance. Those parishioners who wished to speak, needed to raise their hand or send a "chat" request and they would subsequently be recognized to speak at the appropriate time.

Nominating Committee Report - As chair of this committee, Gaylee Gillim introduced the following candidates for consideration to serve over the next three year term: Diane Clark, Kevin Clark, LaVonne Fingerson (one year term), Robin Garr, David Johanson and Phil Poore. Serving as the youth representatives will be sisters Lauren and Julia Ceresa, who were jointly approved by Kelly. As there were no other candidates brought forward, these individuals were elected via voice or chat response.

Minutes of the 2021 Annual Meeting – A motion was made by Troy Petrie with second by Bev Weis to forgo reading of the minutes from the 2021 Annual Meeting. The motion passed unanimously.

Treasurer's Report – Edie Nixon reported that we had a very positive year financially and thanked the congregation for their generosity. Income exceeded the anticipated budget by \$55,903 with a portion of this increase being due to rental income. Total income was \$782,935. Other good news is that we were able to make select physical improvements to the property with gratitude extended to Speed Stodghill and his team. We also had several parishioners who made "extraordinary gifts" including but not paying off the building mortgage, new garage for the parsonage, a new outdoor chapel in the Memorial Garden and a gift to ensure we did not have a budget shortfall. Additionally, two PPP loans were forgiven 100%. And finally, our current cash reserves have a value of approximately six months of operating expenses.

Endowment Report - Edie happily again had very positive news regarding stock market performance during the year, netting an additional \$199,518.86 for the year, bringing the total value to \$1,370,375.51. She advised however that there are some

large property and facility improvements coming in the near future and that it is nice that we have an endowment that is able to handle that.

Senior Warden's Report – Phil Eschels spoke to the following three items –

1. Vision Implementation Team (VIT) has made significant strides with each of the three (3) congregational goals.
2. The outstanding work accomplished by staff during these most difficult times.
3. Our current times that are making changes to our daily lives and how we are coping with these changes.

Planned Giving Report – Neville Blakemore advised that we have approximately 60 parishioners who have made commitments to the parish through wills, estate planning of similar methods and “gently” advised that we should extend our stewardship as part of our passing into God’s hands.

Outgoing Vestry Recognition – Rev. Kirby thanked the vestry persons who have completed their three (3) years of service: Faith Cirre, John Shelby, Gaylee Gillim, Gibbs Reese and Hannah Savells, our youth representative. The St. Matthew’s Mug will be waiting!

Unsung Hero Award –This award is presented to both Sarah Ceresa and Steve Cherry – Sarah, for her loving and continual attention to the exterior physical property, and Steve for embellishments to our interior property and construction of the new garage.

Motion to Adjourn – With all items on the agenda being discussed and there being no further business, on a motion made by Robin Garr with second by Brian Ceresa, the meeting was adjourned at 12:05 PM

Respectfully submitted,



Gibbs Reese, Secretary

12.30.2022

St. Matthew's Episcopal Church

Vestry Meeting

March 15, 2022

As Corrected at Vestry Meeting of April 19, 2022

Vestry Members Present: *In person:* Sara Ceresa, Julia Ceresa (Youth), Diane Clark, Kevin Clark, Phil Eschels, LaVonne Fingerson, Dave Holzknicht, Dave Johansen, David Niehaus, Bill Shory, Rhody Streeter, Speed Stodghill, Peggy Woolley, Robin Garr; *by Zoom:* Phil Poore

Others Present: Justin Klassen, by Zoom

Absent: Troy Petrie; Edie Nixon

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby opened the meeting at 6:15 p.m. with the traditional prayer and noted the presence of a quorum. Before doing so, in a departure from precedent caused by the unorthodox scheduling earlier this year, Rev. Kirby asked each person present to describe what he or she does at 10:00 on Monday mornings.

Prayer/Reflection: Rhody Streeter presented that he had been thinking about nature and our relation to nature, asking whether we are being good stewards. He read from two sources noting that the climate situation is worse than we can imagine and that we are facing the greatest rate of extinction since the dinosaurs. He then asked what attitude we should take facing the possibility of collapse of the biosphere and God's "holy purpose" in creation. He concluded by observing that it is helpful to take the long view, planting seeds and realizing that we are workers, not master builders. Peggy Woolley responded that we as prophets live with accountability to those who come after us and that leaders cannot always be relied on to take appropriate steps. Sara Ceresa said that Rhody's presentation caused her to recall that our current generation is the first to be able to measure climate change, and may be the last to be able to stop it. Robin Garr agreed that the earth appeared to be at a tipping point.

Approval of Minutes: Rev. Kirby explained that on this subject it was not necessary to approve minutes with a motion according to Roberts' Rules. With two corrections suggested by Phil Eschels and Dave Johansen, the minutes of the January meeting were unanimously accepted as corrected.

Becoming a Kentucky Interfaith Power and Light Creation Keeper Partner: Justin Klassen presented information about this organization and the means by which St.

Matthew's could become a partner. He described it as a non-profit religious response to climate change. The plan is based on a national organization that has local chapters designed to counteract objectification of God's creatures and to promote social justice and to counteract the diminished sense of agency faced by individuals. Justin noted that there was a kind of relationship with St. Matthew's (rented space for a dinner; KIPL speaker at Clingman Forum) but that the Church was not a partner yet. He described some of the things that KIPL could offer to the Church and also described "Cool Congregations" and the various levels of membership available, particularly the "Creation Keeper" membership which is \$500/year but which can be obtained in exchange for services or in-kind payments. Among other things, the benefits of this level of membership are an energy audit, education about renewable energy, and the opportunity to develop a "green leader" to keep the parish actively engaged in activities dealing with this matter. Justin spoke about his belief that there is a serious alienation between faith and God's activity in creation and closed by telling the Vestry that he wanted to raise his children in a church committed to safeguarding creation. After some questions and discussion, including information about the mechanics of Saints Hall rental, on Motion by Rev. Kirby to become a "Creation Keeper" member of KIPL for one (1) year by gifting the rental of Saints Hall in lieu of the \$500 membership, seconded by Peggy Woolley, the Vestry voted unanimously in favor of doing so.

Financial Report: In the absence of Edie Nixon who normally presents the financial report, Rev. Kirby walked the Vestry through the Balance Sheet and Profit and Loss General Fund Budget Report. She noted that the Balance Sheet reflected more cash than had been reported in a long time. Concerning the Profit and Loss Statement, Rev. Kirby highlighted the activities concerning salaries and benefits resulting from Derek Grant's resignation, Maggie Owens' hiring as Choir director and the absence of an organist on staff. She also noted that staff members had been signed up for a pension. While this had not been budgeted for, it would not be significant in the overall operation. And because of a rate jump for utilities, Rev. Kirby expected this item to be over budget. Finally, she noted that no significant expense for repair or replacement beyond that already anticipated had been necessary. Robin Garr raised the question of the effect of inflation on the budget. Rev. Kirby replied that the increased cash reserves on hand will help cushion the impact of inflation. On Motion by Rhody Streeter to approve the financial report, subject to audit, seconded by Robin Garr, the Vestry voted unanimously in favor of adoption.

Vestry Liaison Committee Reports:

Buildings and Grounds: David Holzknecht reported "business as usual," mentioning the lighting switch boards that need replacement and 2 estimates needed, the significant increase in the LG & E bill, and a walk-through inspection of the HVAC system by Walker. Outside, he noted a plan to create a walkway from the parking lot to the Memorial Garden, hiring of Lawn Sharks to cut the grass, and the plan to order new trees along Massie Avenue.

Outreach Committee: Robin Garr reported briefly on the Outreach Committee and the intent to begin soon on new procedures.

Vision Implementation: Peggy Woolley reported on Vision Implementation activities including meetings with Melissa Klassen for organization and also formation with Rhody Streeter of a Sacred Ground Circle consisting of 8 members. She also reported a meeting with Russ Funk of the Justice Center to see how congregations can work together and a goal of being energy neutral by 2030. Also mentioned was the St. Matthews Environmental Justice Task Force formed to place religious emphasis in justice work, to reflect on how much work informs faith and faith informs work. At this point, Rev. Hart brought up our second goal and mentioned that a task force had met to examine weekend practices of welcome. Concerning the third goal, skill sharing, Peggy discussed making pickles and said that this goal had been put first on the agenda for the next committee meeting. Rev. Hart mentioned that the next skill sharing session would occur on April 30, 2022 and would involve digital photography. Colledgeville is to provide a consultant/researcher concerning skill sharing.

Senior Warden Report: Phil Eschels reported that the state of the congregation was good and that he had nothing specific to report other than his satisfaction in seeing everyone doing so well.

Junior Warden Report: Speed Stodghill thanked Rhody and Peggy in forming the Sacred Ground Circle and recommended it to the Vestry. He also pointed out that the tool library is still a going concern that could save time and money. David Holzknacht added that there is a link to the tool library on the web page.

Rector's Report: Rev. Kirby advised the Vestry that St. Matthew's had been providing pastoral care for St. Clement's house church since 2014, primarily funerals, and that it may be time to formalize the relationship. Rev. Hart explained how the house church works and its founding by Rev. Al Shands. Rhody Streeter noted that the house church idea was originated in England after World War II.

Rev. Kirby also advised that she had been elected Deputy to the General Convention of the Episcopal Church which will meet in Baltimore this summer. She has assumed the task of "dispatch liaison," which involves setting the order in which resolutions will come to the floor and is on the social Justice Committee. Regarding upcoming events, she reported that Jennifer Harvey would preach in two weeks and that Joe Goza would come to St. Matthew's in the fall. Rev. Kirby also noted an upcoming "Mom's Retreat" not noted on the calendar.

Theological Reflection/Assessment: Diane Clark responded that the meeting had covered so many things necessary to survival. David Holzknacht said that the discussion of climate change had touched him and related speaking with an arborist who told him that the best time to start on climate change was 20 years ago and the second best time is now.

Compline: Compline was prayed in the sanctuary, led by Rhody Streeter, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

April 19, 2022

As Corrected at Vestry Meeting of May 17, 2022

Vestry Members Present: *In person:* Sara Ceresa, Lauren Ceresa (Youth), Kevin Clark, Phil Eschels, Robin Garr, Dave Holz knecht, Dave Johansen, David Niehaus, Phil Poore, Bill Shory, Rhody Streeter, Speed Stodghill, Peggy Woolley.

by Zoom: LaVonne Fingerson; Diane Clark

Others Present: Edie Nixon

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby opened the meeting at 6:14 p.m. with the traditional prayer and noted the presence of a quorum.

Prayer/Reflection: David Holz knecht began by noting that Yellowstone National Park, in addition to being the first park, currently is the most carnivorous as a result of a change in policy that reversed a 70 year campaign to eliminate wolves. The change occurred after the discovery that their absence led to unexpected and quite undesirable consequences in the population of other animals, waterway degradation and erosion and canopy disruption. After introduction of a starter population of wolves in the park, in a process of "trophic cascading," researchers found wolves give life by killing, that shedding blood renews. David turned to the writings of John Piper and also to Ephesians to make point, that the shedding of Jesus' blood led to redemption and resurrection. Applying this lesson, David observed that there are days when he comes home from work in a mood such that he would prefer to sit in a "functional electric chair" than to engage with his family but that death to self is needed to regrow. A number of reflections were made on the point of how the blood of Jesus gives life, how it is necessary to watch your words, how the death of ego leads to the birth of the spirit and how the reflection was a summary of older baptismal theology.

Approval of Minutes: The minutes of the previous Vestry Meeting presented some problems in need of correction. However, after discussion the Vestry voted to accept them as corrected at this meeting.

Question About Recording Vestry Meetings: Rev. Kirby introduced the subject after which David Niehaus explained how the question arose from his experience in meetings of a very different character and how various methods of recording can prevent

questions as to the accuracy of the minutes. He noted that recording can be as simple as using built in recording programs of a laptop, although "Otter" has become popular because it generates a transcript in real time. But as with most other contemporary services, Otter operates in the Cloud which presents problems with control of the content and the question of whether or not deletion of content is permanent and secure. Rev. Kirby noted that some Zoom meetings had been recorded and have been given to the Secretary/Clerk for use in formulating minutes. She also discussed her use of Otter and its usefulness during her sabbatical. (Rev. Hart noted at this point that he had started recording the Zoom meeting). After a number of comments and questions, including cost (\$100-200/year for a plan of sufficient length to record most Vestry Meetings), Rev. Kirby asked the Vestry about getting Otter for use of the Secretary/Clerk, finding a consensus for using to create a temporary source to assist in preparation of minutes.

Financial Report: Edie Nixon presented the financial report referring to the Balance Sheet and Budget Statement for March, 2022, and the Quarterly Statement for the Endowment Fund. The Balance Sheet, comparing status from December 31, 2021, showed a cash reserve of about 6 months, near the top of the recommended range and, in her experience, a level not previously reached. She commented on certain points, including rentals, utility rate hikes, carpet cleaning and a cleaning service for the Church to be voted on at this meeting. As to the Endowment, Edie said that there was not much to note. Questions by the members included first a question by Speed Stodghill as to why pledges were not included as accounts receivable. The answer was that it was typically not done except for multi-year pledges like a capital campaign. Rev. Kirby added that most dioceses discourage inclusion. A number of comments were made about the process of charitable contributions arising from the rules mandating withdrawal from 401k/IRA accounts. In addition, Edie explained how the various Endowment accounts were budgeted each year and how the 5% yearly figure for each was arrived at. Motion to accept the financial report, subject to audit, was made by Peggy Woolley and seconded by Dave Johansen. The motion carried unanimously.

A separate motion to approve \$3,600.00 for janitorial service was made by Speed Stodghill, seconded by Phil Eschels, and approved unanimously.

Vestry Liaison Committee Reports:

Buildings and Grounds: David Holzknecht reported expenses for carpet cleaning and payment of some invoices from 2021, resulting in a slight overage of expense. Also, he reported on initial discussions about installation of solar panels for power generation. He referred to the trees recently planted along Massie Avenue. Sara Ceresa had taken the lead, and after a meeting with the Arborist for the City of St. Matthews, seven (7) new trees were planted, all native to this area. David and Sara also discussed meeting with an architect concerning the construction of a pathway from the Memorial Garden to the parking lot rather than a sidewalk because there are already two accessible ways to get to the Memorial Garden and the desire to have people think of the walk as pathway for a journey. The final item was a discussion of the ongoing

project for lighting, with Dave Johansen, Bill Bond and Gibbs Reese going through the contracts from two bidders with a tentative plan to recommend acceptance of accept the lower bid after clarification.

Dimensions of Faith: Rhody Streeter mentioned the speaker for the fall. Rev. Kirby added that the speaker was already generating interest and inquiries about the availability of tickets for this speaker.

Outreach Committee: Robin Garr reported briefly that the Derby Day deadline for submission of proposals was approaching and that the Committee intended to work rapidly on the submissions on hopes of making recommendations at the May meeting.

Planned Giving: Upcoming Legacy Sunday was mentioned. Phil Eschels asked Vestry members to consider asking one or two families to consider becoming stewards or to provide names of persons who might consider it to Committee members.

Vision Implementation: Robin Garr began the report by considering the three goals in reverse order. The third goal (skill sharing) had been met and Robin announced that the first outside guest, the Chef of Sevice Restaurant, was going to prepare a dinner with 12 individuals who would pay about the cost of a dinner at the restaurant, with others observing on Zoom. He again noted that Collegeville had hired a business consultant for this project. Rev. Kirby added that this consultant would operate on Zoom and that a researcher had also been engaged. As to the second goal (welcoming), the task force had met and was proceeding with review of the plan. Robin advised that for the first goal a new benchmark was going to be formulated. Rev. Hart said that a summary would be presented in the e-Spirit and a video made. Peggy Woolley added that the Committee would keep track of the social justice work the Church does and would present a summary in the next annual report.

Junior Warden Report: Speed Stodghill spoke of how great it felt for the energy to be coming back to the church at Easter and again urged every member to consider enrolling in the Sacred Ground program.

Senior Warden Report: Phil Eschels thanked Rev. Kirby and Rev. Hart and the whole staff for insuring that Holy Week services went so well and purposefully, even when the copier broke, seconded by the applause of the Vestry.

Rector's Report: Rev. Kirby asked for any questions about Holy Week and Easter, leading first to a discussion of the number of worshippers on Easter and then to a discussion of how the numbers were calculated. Rev. Kirby compared the number for this year to past years and reported that 375 or 395 had attended the Vigil and the three Easter Sunday Eucharists this year. Peggy Woolley asked about remote viewers. Rev. Hart responded that the Diocese has asked for reports limited to in-person attendees. Rev. Kirby observed that because the streaming services are watched for a while afterward it is difficult to obtain an accurate number and Rev. Hart stated that the policy is to wait a while to allow for this. Another question by Sara Ceresa was about the

absence of lilies. Rev. Kirby responded that a few years ago she learned that two parishioners stayed away from church on Easter because of serious allergy to lilies. When she approached the Flower Guild, the Guild immediately altered their plan for Easter, substituting other flowers. And since then, Rev. Kirby has learned than other parishioners have the same allergy. Peggy Woolley suggested that this is information that could be mentioned in the e-Spirit. Sara Ceresa added that it could go on the Church website along with an invitation to those suffering from allergies to attend Easter at St. Matthew's. Rev. Kirby interjected that at the July meeting, Vestry Members, if able, would be called upon to write thank you cards to ministry leaders, a practice that has been in place for some time. Phil Poore recalled doing the stations of the cross on Good Friday. Rev. Kirby explained that physical representations of the stations could be problematic because of difficulty in upkeep and questionable theology in the representation of Jesus. Finally, Diane Clark characterized the Maundy Thursday dinner and service as "stunning" and praised the youth and their leaders for their work then and also at the Food Pantry.

Theological Reflection/Assessment: Speed Stodghill made the humorous reflection that he had never conceived of Jesus as an apex predator, but emphasized how many rich reflections the members make to begin meetings, so much so that he believed that the Vestry could have a You Tube channel that would attract a lot of views. Peggy Woolley was thankful for the number of steps toward meeting our goals that had been accomplished and also mentioned the idea of equipping the Church with solar panels. Robin Garr was thankful for the spirit of the meeting in which needed decisions were made easily, without conflict, to which Peggy Woolley added her observation about how at this meeting so many critical questions were asked and answered.

Compline: Compline was prayed in the sanctuary, led by David Holz knecht, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

May 17, 2022

Vestry Members Present: *In person:* Sara Ceresa, Julia Ceresa (Youth), Diane Clark, Kevin Clark, (late arrival), LaVonne Fingerson, Robin Garr, David Holzknecht, Dave Johansen, David Niehaus, Rhody Streeter, Speed Stodghill, Peggy Woolley.

by Zoom: Rhody Streeter; Phil Eschels

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby opened the meeting at 6:15 p.m. with the traditional prayer and noted the presence of a quorum.

Prayer/Reflection: Diane Clark.

Diane gave a title to her Reflection, "How do we live in and practice radical resurrection" in uneasy and uncertain times. She noted horrific racial injustice, wars, and Covid, but observed that our sickness didn't just happen. Rather it has been festering for years. Dianne referred to a Louisville Magazine article that discussed to an earlier one about dreams for the City of Louisville, observing that dreams without a plan remain just dreams and that in religion faith without works is insufficient. This same article considered the historic dynamics of those without power appealing to those with power and called for a complete shift in the dynamics and possibilities. The article caused her to think of what Louisville will look like in another 70 years.

She also thought about our own goals at St. Matthew's and how they related to living in Resurrection. Referring to writings of former Presiding Bishop Katharine Jefferts Schori, she stated that we must wake up and live in resurrection and that change will not happen just because we have faith – we must work together. She also referred to the Lenten Readings for this year which were all about letting go of our egos and what we think important and taking the time to listen and determine what God's will would be in a situation. This is reflected in our goals of complete welcoming and social justice. The Reflection concluded by noting that "we have to make history," and that we are, as long as we keep moving.

Robin Garr responded with the observation that “let’s keep moving” corresponded to the words of dismissal at the Eucharist. Diane added that as we are “co-creators” we have an obligation and work to do like educating our children.

Peggy Wooley agreed that we make our own history, and that we have to choose what that history will be. Reverend Kirby concluded the Reflection by commenting that she is impressed by how different the Reflections are and how they always get the Vestry talking and thinking.

Approval of Minutes: The minutes of the previous Vestry Meeting needed one change to reflect the presence of Lauren Ceresa and correction of two typographical errors. The Minutes were accepted as corrected.

Financial Report: In her presentation, Edie Nixon said that there were two items to note in the Balance Sheet. The first was that some cash was used in April, about \$11,000, but that the balance remained good at \$332,000. The second concerned the Easter Offering of \$17,408 which is to be used for outreach funding in 2023. She also noted that she and Joanne are working to find a place for the Endowment in the Balance Sheet. Upon conclusion, Edie asked for question but none were posed.

Moving to the Income Statement, Edie noted an issue as to budgeting that would require asking Joanne Coleman about how an item was entered. She stated that utilities remained high (\$6600 vs. \$4200 budgeted) and that Building and Grounds expense for April amounted to \$1200. Operating expenses were over budget attributable to maintenance costs. No questions arose. A motion to accept the Report subject to audit, made by Dave Johansen and seconded by Rhody Streeter was carried unanimously.

2023 Outreach Recommendations:

Reported by Robin Garr, the process for consideration when smoothly with submissions timely made concerning the Baptismal Ministries and Funded Ministries for 2023. As explained by Reverend Kirby at the end of the presentation, this is the first step in budgeting for Outreach, with formal adoption taking place after the Finance Committee has made its recommendation in the fall. Robin listed the twelve ministries that submitted requests and dollar amounts recommended for them: Churchill Downs Backside, (\$300); the Food Pantry, (\$3000); Habitat for Humanity, (\$10,400); Kenya Kids at Rongo, (\$12,003); Life Skills (formerly Cornerstone), (\$300); St. George’s Scholars, (\$10,000); St. Matthews Area Ministries, (\$2000); and, the Episcopal Church Home Women’s Board (\$1400). Vestry members who head or participate in these ministries gave a brief explanation about what each does.

Vestry Liaison Committee Reports:

Buildings and Grounds: David Holzknacht presented three items for the Report, noting first that the parking lot is to be striped in the near future.

Item 1 concerned replacement of a rooftop cooling unit by Walker Mechanical according to a written proposal that had been included in the Vestry Information packet for the meeting. This estimate for \$12,400 would cover replacement of a rooftop unit that affected the second floor. Peggy Wooley asked if replacement would affect the possibility of installing solar panels on the roof. Rev. Kirby responded that Nolan Roofing Company was going to examine and report on the condition of all flat roofing surfaces and that the best time to install solar is when roofing is replaced. A motion to accept the proposal was made by David Holzknacht and seconded by Rhody Streeter. The motion was carried unanimously.

The next item raised was the problem with one of the support beams of the church building which had been damaged by carpenter ants. Gibbs Reese had located a contractor in Columbus, IN, to perform an inspection of all four glulam beams of the church, to make a drawing, and to provide a solution for repair. The contractor proposed to perform the evaluation for \$9700. Because the matter had not been presented to the Finance Committee or considered otherwise, it was deemed imprudent to vote on the matter. There was discussion of an electronic vote on the proposal if needed.

The third item raised the question of budget and finance for the buildings and grounds. Rev Kirby referred the Vestry to Tab 6 of the Vestry Binder which contained information as to amounts and the "intentionally slow" procedure for handling non-emergency matters.

Dimensions of Faith: Robin Garr reported that this Committee would meet on May 23rd.

Vision Implementation: LaVonne Fingerson provided a written Report and a second document, "Recommendations from the Welcoming Task Force" for the Vestry. Her Report identified the Task Force members, Rev. Hart, Phil Poore, Ali Ahern, Robin Garr, and LaVonne Fingerson. The task force had met and used "Invite-Welcome-Connect" as a resource to guide its work. This approach does not focus on recruiting new members but instead on showing God's love for all who may wish to enter. The Task Force determined that St. Matthew's does many things quite well, but found areas that needed improvement and areas in which we need to work much harder. The Task Force has devised twelve recommendations for improvement under the three part Invite-Welcome -Connect approach. The Report sparked discussion, especially the intention to teach the congregation steps for including visitors after the services. LaVonne emphasized that every step should be taken from the viewpoint of a visitor. In response to a question, Rev. Hart advised that the Task Force would meet again in October to review the steps taken.

Junior Warden Report: Speed Stodghill related an experience at his 45th college reunion at which he had a half hour conversation with a classmate that he had not known at school but had met more recently. He asked the African American classmate about his experience at the school, attributing his question and his willingness to listen to the to the Sacred Ground class that he and other members are in, without which he might not have been in the mood to ask or listen.

Senior Warden Report: Two items were mentioned in Phi Eschels' report. The first is how the impressive staff works so well together and his satisfaction at the hiring of Maggie Owens as Music Director. Calling on his experience in employment law, he acknowledged the difficulty in hiring and retaining good employees and expressed how great it is to see them working together. The second item involved the Kentucky Refugee Ministries family due to arrive shortly and how he looks forward to assisting them.

Rector's Report: A number of matters were raised by Reverend Kirby. She had decided to reinstate the mask requirement based on information provided by Dr. Shelby. Youth Program activities would continue, although they would be moved outside. Rev. Kirby formally announced that Maggie Owens had been hired as music director for the church. She reported that she and Rev. Hart had been interviewed in the Communities of Calling program, rather than write a report. They also received access to a business consultant who advised on "outward facing" skill sharing, the first of which had been conducted by Rev. Hart and which had raised about \$1,000. Concerning the General Convention, Rev. Kirby was a delegate and was assigned to the social justice "Dispatch" committee. She advised that the plans were still in flux due to Covid. Rev. Kirby reminded the Vestry of the Bishop's Visit on June 5th, Concerning the new music director, Rev. Kirby noted that Maggie Owens had started taking organ lesson so that an organist would not be hired.

Theological Reflection/Assessment: David Holzknecht went back to the Louisville Magazine article and likened it to the Little Prince where we must try again. LaVonne was moved by Speed's discussion of growth in racial justice and the steps we have taken to make that happen. Rhody Streeter used a joke about getting to Lincoln Center by "practice, practice, practice," to make the point that the same approach must be used to get to our center. Diane Clark commented on all of the little steps that can be taken, even out of our comfort zone, when we are willing to try new things, working together for the community to grow.

Compline: Compline was prayed in the sanctuary, led by Diane Clark, after which the meeting was adjourned.

Respectfully submitted:


James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

July 19, 2022

Vestry Members Present: *In person:* Sara Ceresa, Lauren Ceresa (Youth), Robin Garr, David Holzknecht, Dave Johansen, David Niehaus, Phil Poore, Troy Petrie, Speed Stodghill, Peggy Woolley.

by Zoom: Diane Clark, Kevin Clark, Phil Eschels, LaVonne Fingerson, Bill Shory, Rhody Streeter

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby opened the meeting at 6:15 p.m. with the traditional prayer.

Prayer/Reflection: Robin Garr.

"Come Holy Spirit, come" prayed three times introduced Robin Garr's Reflection. Referring to various attempts to describe the spirit as male, spirit, or female, Robin observed that there is so much that we don't know, that we attempt to discern by various means, describing the Spirit as "pneuma and ruach," as God at work in us as stated in the Outline of Faith, as proceeding from the Father in the recently revised Nicene Creed. The Spirit is considered as speaking for Jesus, an advocate. Referring to a passage from Barbara Brown Taylor, Robin talked about how the Spirit transformed the apostles from bunglers to persons who changed the world. And although the Spirit is hard to describe when compared to the Father and the Son, Robin voiced the hope that none of Vestry rests until the Holy Spirit blows through each and sets their head on fire. Returning to his opening prayer, Robin urged the members to pray it "every chance you get." But, he cautioned, if you don't want change, don't pray it.

A number of Vestry Members responded, with Rhody Streeter observing the the Holy Spirit is always present but unrecognized. Peggy Woolley referred to her favorite passage of John's Gospel which describes the Spirit as the "comforter." Diane Clark added a thought of the Spirit "in whom we live and move and have our being." Sara Ceresa and Dave Johansen spoke to the question of gender, Sara saying that she is now more aware of gender and the need for another pronoun, while Dave likens the Holy Spirit to a mist that fills him. Reverend Kirby described the Spirit's presence in her

contemplative prayer. Reverend Hart commented on Robin's figure of waiting on the porch for a storm.

Approval of Minutes: The minutes of the May, 2022, Vestry Meeting were accepted as presented.

Financial Report: The Financial Report by Edie Nixon included review of the Balance Sheet, the Income Statement, the Endowment Report.

Balance Sheet comments began with thanks to Joanne Coleman for her addition of a "Long Term Investments" (Endowment) line to the balance sheet. As to the statement itself, Edie noted dwindling cash on hand, but that this was typical of "summer doldrums."

Moving to the Income Statement, Edie commented on deletion of the Easter offering because it did not fit well and on certain other items, none of which was a cause of concern. Maintenance was well under anticipated expense, although that likely would change and utilities were high because of a rate increase. This part of the report concluded with the observation that although income was slightly behind the budgeted amount and cash reserves were somewhat down, the Parish was still in a comfortable spot.

The Vestry did not pose questions about these items. Rev. Kirby took the opportunity to note that amounts for staff salaries will be off slightly at the end of the year because a staff member had elected to enroll in the Section 403(b) retirement plan and because a baby had been born.

The Endowment Report also was presented by Edie who noted that while its value was down because of prevailing conditions, it is still in good shape.

Dave Johansen made a motion to accept these reports, subject to audit. The motion, seconded by Peggy Woolley, passed unanimously.

Diocesan Assessment

Although presented by Edie Nixon as part of the Financial Report, it is set out here as a separate matter because it is a yearly obligation to the Diocese rather than a matter of day-to-day operation of St. Matthew's. The Assessment for 2023 was reported as \$96,456.36, up slightly from last year. This amount is based on the Parochial Report approved by an earlier Vestry Meeting and represents the standard assessment of 13%. In response to Diane Clark's question, Rev. Kirby explained that the assessment is not based on the number of parishioners but rather is based on the amount spent by St. Matthew's. Edie and Rev. Kirby, in response to a question by Dave Johansen, referred the Vestry to Tab 21 of the Vestry Binder for the Parochial Report. There was some discussion of a parish that does not pay the full assessment, although each year that parish does submit a little more.

Robin Garr moved to approve payment of the Diocesan Assessment of \$96,456.36, seconded by Rhody Streeter. The motion carried unanimously.

Beam Repair

Speed Stodghill reported on the status of negotiations and steps concerning the damaged support beam. This continued a discussion begun at a previous Vestry Meeting. A subcommittee composed of Speed, Steve Cherry and Gibbs Reese obtained three (3) bids for this highly specialized kind of assessment and repair work, settling on a proposed contract with Glue-Lam Erectors, Inc. The Vestry Packet for this Meeting contained a written report from Speed and copies of proposals from Glue-Lam and the other two companies that indicated interest. Speed advised that Glue-Lam was recommended because of their expertise in this niche-type of work, their good reputation, and their use of an engineer on roughly 100 glulam projects. The proposed agreement will have Glue-Lam evaluate the damage to the beam, provide preliminary drawings, and propose a solution. The contract amount is \$9,700.00. Speed emphasized that this contract would be for evaluation and proposal of solutions only and that any repair work would be the subject of a separate action for which three bids would be solicited. The Glue-Lam contract is to specify that the engineer must sign off on the evaluation, that the evaluation must begin no later than August 31, 2022, and that it must be completed no later than September 30, 2022. Additional steps such as extermination will be needed but are not part of this proposal.

Sara Ceresa moved to authorize expenditure of \$9700.00 upon execution of a contract with Glue-Lam, Inc. The motion was seconded by Diane Clark and was carried unanimously.

After the vote, additional questions about treating the infestation were raised, primarily the state of infestation, the condition of the beam, and the desirability of taking action. Speed advised that treatment of the beam should not begin until the extent of damage is known and damaged material removed. Rhody raised the question of environmental consequences of treatment. Rev. Kirby described the process of obtaining quotes for treatment. Edie Nixon advised that most of the cost of this matter would fall due in 2023.

Vestry Liaison Committee Reports:

Buildings and Grounds: David Holzknecht began this report by complimenting Sara Ceresa for her work in obtaining pro bono drawings and other steps for the walkway to the Memorial Garden. Sara added that she was concerned about accessibility and that the design of the walkway could change.

David next raised restriping of the parking lot in the near future rather than resealing and restriping. Speed Stodghill estimated the cost of restriping at \$3,000-\$4,000, with the cost doubling or tripling if the parking slots had to be re-measured first. David said that the cost of resealing and restriping would be close to \$20,000.

Speed Stodghill addressed the ongoing process for lighting upgrades. He advised that the Committee had one of three desired quotes. The other quotes were delayed because of supply chain problems. When all quotes are received, they will be submitted to the Finance Committee for consideration. He also described the plan to switch to LED lighting because of its efficiency, resulting in lower utility bills and the better light it provides.

Dimensions of Faith: Robin Garr reported on the upcoming program involving John Phillip Newall on October 23, 2022, and the signing of a contract to bring Silas House for a program on March 25, 2023. Robin also mentioned that the Committee was seeking a speaker on environmental justice for Fall, 2023.

Finance Committee: Because matters were discussed earlier in the meeting, by agreement no further report was deemed necessary.

Nominating Committee: Rev. Kirby advised that this Committee, composed of third-year Vestry members, would organize in August and begin work in September. Troy Petrie volunteered to chair this Committee.

Outreach Committee: Robin Garr stated that since the meeting at which outreach requests were determined the Committee continued to receive reports on activities such as the Food Pantry and Habitat for Humanity.

Stewardship Committee: Rev. Kirby noted that the Committee was to meet in July and that notes to ministry leaders would be written at the August Vestry Meeting.

Vision Implementation: The Committee met on June 16th. As to Goal 1, Peggy Wooley reported on post cards sent to Metro Government urging the use of solar panels. Peggy attended an Empower West meeting at which a new professor at Simmons University discussed his plan to coordinate different groups to work for racial justice. In addition, there was discussion of using the St. Matthew's website to provide links to social justice resources. Concerning Environmental Justice, there is a plan to obtain a link to the website and possibly to put weekly announcements in the e-Spirit. The task force on radical welcome continues to work toward its goals. The team also is considering new opportunities with the Collegeville grant. And although the last session of the Sacred Ground program has taken place, a group will meet in September to find ways to bring awareness to more people.

Bylaws Committee: Rev. Kirby announced that this committee will begin soon and that a chair will be sought at the August Vestry Meeting.

Junior Warden Report: Speed Stodghill complimented all the members of the Buildings and Grounds Committee especially those with special areas of expertise who were willing to take on tasks necessary for the Church.

Senior Warden Report: Phi Eschels expressed gratitude for the ability to attend meetings remotely so that he can stay abreast of developments. Because so much of his report had already been dealt with, he had no other specific points to make.

Rector's Report: In June, Rev. Kirby, along with Julie Mushkin, attended Communities of Calling in Minnesota for a final retreat. St. Matthew's was able to present a powerpoint composed by Julie and Rev. Hart about our activities as well as serve pickles and country ham made in our skill sharing classes. She also mentioned the business coach who will aid St. Matthew's in scaling up the skill sharing classes. Rev. Kirby reported on the General Convention, noting a number of restrictions on the participants and the inability of Sara Bailey to attend. Significantly, she reported on the commitment of the Episcopal Church to "repair and reparation" as a means of correcting the harms caused by racism. Although the Convention had originally voted to conduct the next General Convention in Louisville, the matter was reconsidered in light of the lack of reproductive health care resulting from Kentucky's restrictive laws. After an hour long debate the decision to hold the Convention in Louisville was upheld. Rev. Kirby also discussed the staff retreat made possible by a grant from Collegeville.

When Rev. Kirby solicited questions, David Holzknecht asked about the changed prayers at Sunday Eucharist. In reply, Rev. Kirby noted that *Enriching Our Worship* Prayer 3 was authorized some time ago and that it is being used for summer. Rev. Hart added that Eucharistic Prayers are changed for each season. And Rev. Kirby explained her method of determining which Eucharistic Prayer is used in each season.

Theological Reflection/Assessment: Reflection was started by Phil Poore who observed that although it is not often found there, he found comfort in Edie Nixon's financial report. Diane Clark said that she was proud to be part of a parish that was not afraid to accept the need to learn and move forward as God's hands and voice, with love for everyone, and without being judgmental. Speed Stodghill was impressed by the number of persons who responded to Robin Garr's initial reflection.

Compline: Compline was prayed in the sanctuary, led by Robin Garr, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

August 16, 2022

Vestry Members Present: *In person:* Sara Ceresa, Lauren Ceresa (Youth), Kevin Clark, LaVonne Fingerson, Robin Garr, David Holzknecht, Dave Johansen, David Niehaus, Phil Poore, Troy Petrie, Bill Shory, Rhody Streeter, Speed Stodghill, Peggy Woolley.

by Zoom: Phil Eschels

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby opened the meeting at 6:20 p.m. with the St. Mathew's prayer for mission.

Prayer/Reflection: Speed Stodghill

Speed referred to a news item that stood in stark contrast to the mood of the country, one that had given him great hope. He played a video clip of the Little League World Series in which a batter was hit by a pitch that knocked the helmet off the batter's head. The pitcher was visibly shaken in part because the batter lay on the ground before going to first base. Once there, time was called and the batter came to the pitcher's mound to comfort the pitcher. In a later interview the batter was asked why he did that. He replied that he could see that the pitcher was upset and that he just wanted to spread some of God's love. Speed said that in this world we need to look past just the people on our side. He tied this into a quote from Desmond Tutu, that we are made for goodness, love, friendliness and togetherness, to tell the world that there are no outsiders and that all, regardless, belong to God's family and the human family, and that all are welcome, even if on the other baseball team.

In response, Dave Johansen remarked that he had seen the video, that the batter had told the pitcher that he would be all right and that the pitcher should just throw strikes. He said that he had seen this affecting video a half-dozen times and that he was sorry that the behavior he saw has become so rare. Edie Nixon commented that even though the batter's team lost the game, they had won. Lavonne Fingerson observed that the video gave her hope and we must hang on to things that give us hope. This incident was especially hopeful to Peggy Woolley because both boys were

old enough to know what goes on in our culture and because children will be in charge of the future. It was not an easy thing for the batter to do. The final comment by Phil Poore was that it was not easy for a 12 year old boy to be compassionate to another.

Approval of Minutes: Because of late submission by the Secretary/Clerk, approval of the July 19, 2022, minutes was deferred to the September 20, 2022, Vestry Meeting. Reverend Kirby asked that any corrections or additions be sent directly to the Secretary/Clerk.

Financial Report: The Financial Report by Edie Nixon included review of the Balance Sheet and the Income Statement.

Balance Sheet: Edie commented that the Balance Sheet for July bore out what she had been saying about dwindling cash in the summer but that because there were reserves earlier in the year and because of the size of total assets, the financial health of the Church would be fine.

Income Statement: Edie directed attention to the pledge and plate offerings which, year to date, were behind the anticipated number. However, Edie noted that typically December is a big month for fulfillment of pledges and that income increases when Church School resumes. She also noted that ACH (automatic bank withdrawals) is a great help in maintaining a continuing flow of income. Edie noted that the Rummage Sale fundraiser was approaching and that although rental income was somewhat behind budget, it did not cause worry. Utilities, as they had been all year, were high and additional janitorial expenses had not been anticipated. Building maintenance was currently under budget but was not expected to stay that way because of the structural project discussed at earlier meetings. Edie pointed out that payment timing of big items is a way that expenses could be controlled. Cash reserves which a few months ago were at 6 months were now about 3 months which is about as low as one would wish them to be. At this point, Edie observed that next year's budget may be difficult. Rev. Kirby said that in determining the budget, a factor is persons who have died or moved away and would not be renewing their pledges. Edie added that economic uncertainty, the stock market and inflation will be factors and observed that many persons perceive charitable giving as discretionary.

Peggy Woolley asked about the percentage of pledge and income to which Edie replied that the pledges should be about 60% fulfilled. Rev. Kirby suggested looking at the Diocesan Pledge which St. Matthew's always pays on time, so that the 58% that St. Matthew's had paid on that Pledge showed the percentage of other pledges that could have been paid.

Rhody Streeter made a motion to accept these reports, subject to audit and correction. The motion, seconded by Phil Poore, passed unanimously.

After the vote, Rev. Kirby raised the question of whether the Report should be accepted “subject to financial review and correction” rather than audit because, as Edie noted, “audit” implies a review that typically occurs when rectors change. This matter was marked for special mention in the minutes but was not resolved.

Environmental Justice Task Force Report:

Rev. Kirby reviewed the Report and the seven recommendations made: (1) identifying a parishioner as the contact for future collaboration with All Peoples Justice Center; (2) for the Rector to appoint a contact with Kentuckiana Power and Light, (KIPL) which had been accomplished with the appointment of Rhody Streeter; (3) to take advantage of the partner benefit of a discount on speakers or workshops for Skill Sharing or Clingman Forum and a similar discount on an energy audit or a consultation. Rev. Hart noted that these were benefits of the collaboration. Rev. Kirby emphasized the need to educate people and change their hearts; (4) to encourage learning that leads to action by introducing environmental engagement and the Season of Creation Liturgy during September and October; (5) to publish a weekly educational or invitational announcement related to environmental justice; (6) to engage and learn from parishioners who show the outward and visible signs of discernment concerning environmental justice that led to action; and (7) upon submission of the Report, to dissolve the Task Force and to replace it with a Steering Committee that will benefit from an open invitation from the Rector to parishioners to join.

After some discussion and questions, including financing of skill sharing and speakers, Rev. Kirby announced that she would invite the congregation to join the Steering Committee.

Diocesan Convention:

Rev. Kirby noted that selection of deputies to the Diocesan Convention (November 11-12, 2022) could be resolved at this meeting although it was not absolutely necessary because the deadline for registration is October 1, 2022. St. Matthew’s typically has sent three adult (age 16 and older) deputies, one youth deputy, and up to three alternate deputies. Recently, youth deputies had not had a good experience, possibly because the last two Conventions had been virtual.

After discussion about the Convention, Lavonne Fingerson moved to nominate Troy Petrie, Phil Eschels and Robin Garr as Adult Deputies and Peggy Woolley and Rhody Streeter as Alternates Deputies. The Motion was seconded by Sara Ceresa and was adopted unanimously.

As part of the Vestry Packet, information about other Diocesan offices was included. Rev. Kirby advised that typically St. Matthew’s nominated candidates for all offices, that she had ideas for candidates for some offices, and that Vestry members could consider seeking an office.

Vestry Liaison Committee Reports:

Buildings and Grounds:

Concerning the structural issue with the support beam David Holzknicht reported that the engineer had come to inspect, that a meeting with Glue-Lam was had, and that the preliminary report would be received by the agreed upon date in September. As to lighting, he reported that three full proposals had been received and that the Electric Subcommittee would meet and make a recommendation to the Finance Committee. Finally, he reported that the parking lot would be restriped.

Dimensions of Faith: Rhody Streeter briefly commented on the next speaker, stating that he had listened to one of Mr. Newell's books and that Mr. Newell is an extraordinary speaker.

Nominating Committee: Rev. Kirby advised that two parishioners, Winslow Fairleigh and Lynne Miller, had agreed to serve as at-large members of this Committee.

Stewardship Committee:

Bill Shory reported that at the meeting the theme for the campaign was discussed and that although the materials provided to the Committee gave some solid assistance the messaging was not great. The question was whether the messaging, the tag line, was exactly what the Committee is looking for. Rev. Kirby noted that Committee had a messaging person and a theology person who could devise the message. The Committee also discussed speakers. Rev. Kirby advised that she had contacted two speakers.

Vision Implementation: Rev. Kirby suggested reading the report of the Team.

Bylaws Committee: Rev. Kirby announced that this committee will begin in September. In anticipation, she asked the Vestry to consider whether any parts of the bylaws have not served the Church well.

Junior Warden Report: Speed Stodghill asked for prayers for the parents of Charles Tafel who passed away at the age of 26. Mr. Tafel was someone that Speed knew because Speed's son had played baseball with him for several years.

Senior Warden Report: Phil Eschels expressed appreciation to Julie Mushkin for the success of the Ministry Fair and also to all others who contributed. He complimented staff and Rev. Kirby for their organization and for the effectiveness of their work.

When Rev. Kirby solicited questions from the Vestry, Peggy Wooley inquired about a new staff member. Rev. Kirby said that the parish is hiring weekend helpers and caregivers. The new staff member, Nadine, will work on Sundays, primarily with

refreshments and locking up. Three additional workers are needed to have the required two adults in each childcare room.

Rector's Report:

Dismantling Racism Training has been adopted by the Diocese and will be required for leaders, including Vestry members. Members should receive information from the Diocese about this training. Rhody Streeter advised that the training typically is from 9:00 a.m. to 3:00 p.m. with a lunch break. Persons who complete training will receive a certificate.

Vestry Thank You Notes:

The Vestry completed writing thank you notes to Ministry Leaders that they had begun writing before the meeting began. Members discussed various topics during this period, but no actions were proposed or taken.

Theological Reflection/Assessment:

Reflection was started by Troy Petrie who observed that he had already been dinged by a few pitches from adults this school year, so that the video presented for reflection was very helpful. David Holz knecht liked how the batter calmed himself, took his helmet off, and approached the pitcher. He also liked how everyone else on the field stepped back and let it happen.

Compline: Speed Stodghill led Compline in the Sanctuary, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

October 18, 2022

Vestry Members Present: *In person:* Sara Ceresa, Julia Ceresa (Youth), Diane Clark, Phil Eschels, LaVonne Fingerson, Robin Garr, David Holzknecht, Dave Johansen, David Niehaus, Phil Poore, Troy Petrie, Bill Shory, Speed Stodghill, Peggy Woolley.

by Zoom: Kevin Clark, Rhody Streeter.

Others Present: Edie Nixon, Treasurer; Joanne Coleman, Accountant

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby and the Vestry opened the meeting at 6:16 p.m. with the St. Mathew's prayer for mission.

Prayer/Reflection: LaVonne Fingerson

In the season of considering the budget and stewardship, LaVonne pointed to the example of "The Table" restaurant in Portland, a "pay what you can" place to eat, and Larry Stoess, its founder, as examples of how contagious generosity can be, as compared with the mixed-up nationalism and wrong emphasis of the dominant culture. LaVonne commented that she often found it hard to believe how complicated religion is and that church should, in some way, look like Jesus. She remarked about radical hospitality in this context, that church happens outside the building as well as in, that every person has a seat at the table, that excellence is the mode of operation and that it must not be forgotten in community building. The Table is an example of organic discipleship that grows out of something as simple as chopping carrots in with the poor. And it shows that generosity is contagious with over 70% of patrons paying the suggested price, or substantially more, and with an overwhelming number of volunteers, creating a community based on God's economy.

Reflections began with Robin Garr's mention of his experience at The Table and about similar places in other cities with different stories. He observed if not us, who. Peggy Woolley was drawn to the point that generosity is contagious while Diane Clark commented that it is so true that you receive when you give, referring to the St. Matthew's food pantry.

Approval of Minutes: The Minutes of the September 20, 2022, Meeting were considered after Edie Nixon made the Financial Report. This item is reported here because this is the usual location. The September Minutes were accepted subject to two typographical corrections.

Budget Presentation: Joanne Coleman was present to explain the considerations behind the proposed 2023 Budget.

Turning first to the Income section, she noted that it was difficult to estimate because of pledges or gifts that likely would not be available in 2023 because parishioners had died or had moved away. The plate offering and loose collections likely would continue to go up but it was hard to estimate the amount. The difficulty is caused by a trend of parishioners not wanting to say how much they would give and to give when they feel able. The budget settled on a figure of \$700,000, but it may be harder to realize than in past years. As to other income, it had risen some or stayed the same. Bottom line, the budget anticipates income almost exactly as in 2022.

Outside expenses, the Diocesan Pledge and the Outreach ministries, was the first topic considered. The pledge amount is fixed by the Diocese. The parish outreach is funded by Christmas and Easter collections and will do more than in 2022 because these collections were significantly larger. Salaries and benefits presented the biggest increase in expenses for this year. The rise in benefits is primarily an addition to health insurance and participation of all in the pension plan which requires a contribution by the church. This line also includes a 2% raise across the board. Joanne commented on three parts of the building expense section. She first noted that utility bills have risen markedly and likely will continue to do so despite steps taken to reduce energy use around the church. Also, concerning the building, Joanne explained that this budget does not have a line for unanticipated expenses as in the past because the issues are largely known. The final issue was the development of a plan for maintenance of the trees and grounds, a jump in amount paid from an endowment fund until it is determined whether the plan should become permanent. The remainder of the expenses would be the same. At Edie Nixon's suggestion, Joanne pointed out that the line for depreciation, added in the 2022 budget was probably not needed because it is not cash, and the church operates on cash. This line unnecessarily adds to the amount assessed by the Diocese and is not needed for a non-profit. Joanne did point out the line for pledge adjustment as necessary. Edie added that this was a better approach.

After Joanne left the meeting, a number of questions were raised and answered, including a question by Bill Shory as to the possible effect on the ability to obtain grants. Edie stated that as to salary increases, the Diocese had budgeted a larger raise that could not be afforded. Rev. Kirby voiced her difficulty in presenting a deficit budget but that it was necessary and that the church would remain eligible for grants or loans. Edie also addressed how the deficit would be met from cash reserves if the deficit remained at the end of the year. Bill Shory summarized that the Vestry would make a conscious decision not to balance the budget for reasons consistent with the values of the church.

After further discussion, Peggy Woolley observed that it is up to the congregation to rise to the occasion. Bill Shory ended the discussion by saying that it is unwise to create a structurally unsound budget process. The vote on the budget will occur at the November meeting.

Financial Report: After the lengthy session on the proposed budget, the Financial Report was reviewed briefly by Edie Nixon as she had reported on cash reserves during the budget discussion. The *Balance Sheet* showed pledges slightly below budget but because there is an upswing in giving toward the end of the year this could be corrected. And the Rummage Sale was a success. As to expenses, there was not much to note.

The next item covered was the Third Quarter Endowment report. The Endowment had only modest disbursements and was still valued at over \$1,000,000 despite the current unfavorable market.

Edie reported that she and Linda Wardell had completed the 2022 Financial Review of parish finances as required by the Diocese. They recommended no changes because current procedures were in order.

Bill Shory moved to accept the financial report subject to audit. The motion was seconded by Robin Garr and passed unanimously.

Vestry Liaison Committee Reports:

Buildings and Grounds:

Speed Stodghill mentioned a tree planting grant with LG&E. Sara Ceresa explained the application process and the deadline. Speed also raised a question about the need to vote on the lighting contract because of an increase due to inflation. Under the church policy, Rev. Kirby explained, no vote was necessary. Rev. Hart added that the contract had been signed.

Dimensions of Faith:

Although this committee had had a short meeting, Rev. Kirby advised, there was no report.

Finance Committee:

Rev. Kirby advised that this committee also had met, but that there was no report.

Nominating Committee:

The chair, Troy Petrie, reported that a list of persons would be generated by the end of the month. Rev. Kirby explained the process by which the names would be approved before contact was made.

Outreach Committee:

No meeting was held.

Stewardship Committee:

Rev. Kirby reported progress including signs and contacts and the anticipated mailing of pledge cards.

Vision Implementation:

Robin Garr referred the Vestry to the e-Spirit for an update.

Bylaws Committee:

Dave Johansen said that after examination of the Bylaws, the committee would inquire about Rev. Hart's concern about 100% participation on electronic votes. Otherwise, there were only typographical corrections to be made.

Junior Warden Report:

Speed Stodghill brought a greeting from his father (Bill) and a report about his condition.

Senior Warden Report:

Phil Eschels first commented about the number of participants in the racial and environmental justice program which is an activity that attracts new members to the church or that gets people involved when they come. He complimented the staff for working so well and especially on the upcoming Dimensions of Faith event.

Rector's Report:

Rev. Kirby gave her thanks for the many people who support her, including the Senior Warden. She was happy to report that Jan Scholtz had passed her examination "with flying colors." The necessary form will be forwarded to the Diocese. Rev. Kirby will advise when the ordination is scheduled. The final item involved possible new Colledgeville grants now that the original round has been completed. Rev. Kirby solicited questions, but none were presented.

Theological Reflection/Assessment:

Peggy Woolley found the Holy Spirit in Rev. Kirby's statement that God is not done with the church, that when we look at a budget it is with the idea that the Holy Spirit is going to use us to do good works, and that budget will allow us to continue doing good things. Robin Garr was glad to hear the report about Speed's dad. Bill Shory was impressed by the number of persons who had been to The Table" which is not that easy to find. Rev. Kirby related the funny story about how she was taken to The Table for a birthday lunch at her own expense. LaVonne felt the Holy Spirit at work at that café.

Compline: LaVonne Fingerson led Compline in the Sanctuary, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

September 20, 2022

Vestry Members Present: *In person:* Sara Ceresa, Lauren Ceresa (Youth), Diane Clark, Kevin Clark, Phil Eschels, LaVonne Fingerson, Dave Johansen, David Niehaus, Phil Poore, Troy Petrie, Bill Shory, Peggy Woolley.

by Zoom: Robin Garr, Rhody Streeter, Speed Stodghill

Others Present: Steve Cherry, *by Zoom*

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: Rev. Kirby and the Vestry opened the meeting at 6:15 p.m. with the St. Mathew's prayer for mission.

Prayer/Reflection: Phil Eschels

Referring to the recent death of the Queen of England, Phil said, caused him to reflect on how we deal with changes. He commented on how the past informs the present, using the example of Benjamin Franklin who attended the coronation of George III, believing monarchy consistent with God's plan, but who, 15 years later, signed the Declaration of Independence knowing that he faced arrest, execution, and confiscation of property. Phil wondered how Franklin dealt with that fear. Using another example, the complete failure of the first form of government and subsequent formation of a flawed government by compromise gave rise to fear and anxiety with the remainder of the world waiting to see the United States fail. Subsequent generations faced pandemics, the Civil War, racial oppression and the holocaust which led him to consider what, as Christians, we are to do with fear and anxiety. First, referring to and quoting Psalm 56, Phil said that we can choose to trust in God. Second, he continued, we can recognize that we are here right now by the grace of God for a reason, that God gives us a purpose now, even a mundane purpose like keeping the lights on at the Church. In sum, every day offers an opportunity to do God's will through grace, "stepping fearless through the night" as the words of the closing hymn on Sunday had said.

In response, Troy Petrie mentioned that right now anxiety is a thing and that across cultures there is a recognized benefit to resting in the here and now, and that we can rely on the promises given us through faith and tradition. Lavonne Fingerson referred to a phrase in the Bible "you are here for such a time as this." Phil Poore

remarked that God wants to transform through us, and that we cannot do it alone. Apropos the hymn, Rev. Kirby said that she found that type of hymn helpful because they that say God is with us. David Niehaus commented on the Psalm that was quoted and observed that the Psalms often provide a source of comfort and stability because they deal with almost every human condition.

Approval of Minutes: As authorized at the meeting of August 16, 2022, the minutes for the July and August Vestry meetings were considered. The July minutes contained typographical errors to be corrected. Subject to correction of the July Minutes, and the July and August minutes were accepted.

Financial Report: The Financial Report was reviewed by Rev. Kirby in the absence of Edie Nixon. The *Balance Sheet* reflected slightly better income for August. The *Income Statement* also reflected improved giving in August, something of a departure from the past. Salaries were reported as slightly over budget due to addition of a child for insurance and a lay staff person's enrollment in the retirement plan which requires a contribution by the Church. A question about the overage on janitorial service led to a discussion of how the situation arose, with Rev. Kirby explaining that it was a change from a weekend worker to a cleaning service not reflected in the budget. However, the Church had changed back to a single worker so the disparity would not continue.

Phil Eschels moved to accept the financial report subject to audit. Bill Shory provided the second for the motion which was passed unanimously.

Rev. Kirby noted that the Financial Review had been completed and would be explained by Edie Nixon at the next meeting.

Lighting Contract:

Dave Johansen reported on progress of the lighting system update. He advised that the subcommittee had received three proposals. After review, they had recommended a proposal from Marrs Electric Company. The reasons were that delivery of the necessary electric equipment would not be delayed, that the installation cost would be the least expensive, and that St. Matthew's had a history of dealings with the company.

Rev. Kirby reported that the Finance Committee had met and approved the proposed contract in the amount of \$68,000.00. Dave advised that the Marrs proposal had expired, but that the amount asked for allowed for some increase in equipment cost to avoid the delay of a second submission to the Finance Committee.

When the matter was opened for questions, Dave said that the electric system in the sanctuary and in Saints Hall had reached the end of their useful lives. And if the Vestry approved, he could call the company to get the project started. One facet of the agreement was that the equipment would be purchased by the Church which would

result in a \$5000 sales tax savings, reducing the overall cost. At the end of the discussion, Rhody commended the LED conversion plan.

Peggy Woolley moved to accept the proposed contract with Marrs Electric Company in the amount of \$68,000.00. Diane Clark seconded the motion, which was then passed unanimously.

Beam Repair:

Rev. Kirby began the discussion by advising that the Finance Committee had considered the matter and had decided that the Church should seek quotations from three local contractors for the necessary repair and remediation work rather than deal with Gluelam, the company that had done the evaluation and made the recommendations for repair.

Steve Cherry, by Zoom, referred the Vestry to the report showing the nature of the work to be done on beams 1 and 4 which would involve the use of steel reinforcing plates. He noted that the other beams had been repaired 10 or so years ago at a cost of about \$100,000.00. Thus, he was pleased to see that the estimates for repair of Beams 1 and 4 would amount to \$44,280.00, not including an epoxy seal for the reinforcing plates on all of the beams. The work could be done in one session. Speed Stodghill reminded the Vestry that the estimate did not cover any additional work that might be needed if additional damage was found.

The next topic was the need to do something about the roof and drainage because the beam problem is the result of long-term water damage attributable to the roof drainage system. These become constricted which then causes water to back up. Steve recommended that the drainage be fixed when the beams and roof are repaired. He showed a possible solution and related his discussions with an architect who specializes in roofs.

A final point dealt with moving the water away from the building. Steve noted that the storm drains around the Church may not be working properly and that the proposed fix of the roof drainage would by design splash rainwater out on the grounds. He noted that Sara Ceresa had researched bio-swales and other environmentally friendly ways to move the water.

Sara said that she had met with landscape architects and was seeking quotations for their work. She noted that current thinking favored creating four rain containment areas, one near each downspout that would perhaps use native plants to help retain the water rather than direct it to the storm sewers. She emphasized that the work would have to be done quickly.

Rev. Kirby commented that she had read Vestry Minutes from the earlier repair episode and had found that although Steve had recommended roof repair then it was not done. She commented that it would be done this time.

Peggy Woolley inquired about the insect damage to the wood and the part it plays. Steve replied that the ants were present primarily as a result of water damage, the end of a process from a leaking roof to wood damage to insects, and that close attention to this aspect must be paid. Speed followed up by noting that there is a contract with OPC to do quarterly treatments in the areas of the four beams and that this would mitigate the problem. Also, he advised that the Committee was seeking quotes to cut back the trees and bushes close to the church building which formed a bridge on which insects can migrate.

Peggy Woolley and Rev. Kirby summarized the progression of causes and damage. Rev Kirby concluded by saying that the roof would be repaired this time. Steve recommended a process of periodic inspections of the beams and other wood structures of the church building. As there were no further questions, Steve signed out of the meeting.

Bylaws Committee:

Rev. Kirby called for formation of the bi-annual committee of review as required by current Bylaws. Dave Johansen and Phil Poore will be the committee and will report by the end of this year. Rev. Hart brought up the 100% participation requirement for remote voting and thought that amendment might be considered. David Niehaus recalled that the previous chair had said that it was required by Kentucky statutes and that he would look into the law and report back.

Vestry Liaison Committee Reports:

Buildings and Grounds:

Speed Stodhill reported that the parking lot had been restriped and that a tree had been damaged and likely would have to be cut down. Rev. Hart advised that LG&E had already cut the damaged portion of the tree near power lines. Speed said that the Committee would get opinions as to whether the remainder of the tree needed to be removed. He also noted that Sara Ceresa is to give a presentation on mulching on Sunday October 9th. About the damaged handrail going to the back parking lot, Speed said that they were seeking someone who could weld it, and also possibly place a bollard to avoid further damage from cars using the driveway to the Saints Hall entrance.

Dimensions of Faith:

Robin Garr advised that the program for John Philip Newell was ready to go thanks largely to the efforts of Julie Mushkin. Rev. Kirby added that advertisements to Roman Catholic organizations made it likely that all seats would be taken due to his popularity.

Finance Committee:

Rev. Kirby read an e mail from Edie Nixon about the Memorial Garden Walkway. Phil Eschels will donate the funds necessary to complete the project. The Committee will get three quotes and will make sure that the walkway is ADA compliant.

Nominating Committee:

Troy Petrie reported that the Committee had met electronically and was working on obtaining names.

Stewardship Committee:

Bill Shory made the report noting that the Committee had just met and adopted the theme "Plenty to Share," that Phil Eschels and David Niehaus had submitted letters from the Senior Warden and the Committee Chair, with David's letter to be amended to mention some events in the church this past year. He also noted that the three Sunday speakers had been selected.

Rev. Kirby added that the speakers would highlight different topics, Habitat for Humanity, the changes in the music program, and the importance of the building, how it enhances worship, and how to keep it healthy.

Vision Implementation:

Robin Garr advised that the Committee had met and had received reports from the Welcoming and Environmental Task Forces. Peggy Woolley detailed the appointments to KIPL and Social Justice that were made.

Junior Warden Report: Speed Stodghill did not have more to report, but thanked the individuals involved in the beam repair project.

Senior Warden Report: Phil Eschels again complimented staff and Rev. Kirby for their hard and effective work. And he also noted that Food Pantry workers served 230 families. Finally, he was excited about the speakers and the hard work involved.

Rector's Report:

Rev. Kirby spoke first about Brother Vryhoff's visit on November 18th and the arrangements for the dinner. The visit is part of the Communities of Calling grant that will deal with discernment in community and Ignatian spirituality over the weekend.

The second item was whether to take the next step in Jan Scholtz's discernment process. Rev. Kirby asked the Vestry to consider voting for a recommendation of ordination. David Niehaus read the Diocesan form to the Vestry who voted in favor of

recommendation by individually signing the form. Rev. Hart advised that those not physically present at the meeting could meet him to sign the form.

The final part of the report consisted of a review of dates, including review of the budget, Vestry Town Hall, and other events in November, as well as other events in December and January.

Theological Reflection/Assessment:

Peggy Woolley said that she found the Holy Spirit in Phil's reflection, a word of hope when there are so many things to be concerned about, that we are in good hands. Robin referred to his too-long recovery from Covid and realized that God put us here for a purpose, here and now, asking what God wants from me. Rhody added that he was struck by the phrase "we were made for these times." Rhody feels that more than ever his spiritual work is called for and that he has the depth to feel joy and gratitude. Diane Clark felt real thanksgiving in listening to the reports of all that is going on here, so much to help better the world. Rev. Kirby was thankful for the Collegeville coach who was helping the clergy learn how to interview and how to end each session by asking the question of how the Holy Spirit was found.

Compline: Phil Eschels led Compline in the Sanctuary, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

November 15, 2022

Vestry Members Present: *In person:* Sara Ceresa, Lauren Ceresa (Youth), Diane Clark, Phil Eschels, Robin Garr, David Holzknecht, Dave Johansen, David Niehaus, Phil Poore, Bill Shory, Rhody Streeter, Peggy Woolley.

by Zoom: Kevin Clark, LaVonne Fingerson.

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: The meeting commenced at 6:16 p.m. with the St. Mathew's prayer for mission.

Prayer/Reflection: Dave Johansen

Referring to Bishop Curry's book, *Love is the Way*, Dave asked: where do you go to look for God? It is difficult, especially when chaos descends, challenges and frustrations occur, and old injuries and open wounds intervene. But, according to Bishop Curry, there is a way. If God is love and love is action, the only way is to get out and do it, to become part of a community that gives and receives love. Every day affords large and small opportunities to do love and if you are in a community you can rest in God's hands any time you need to. Dave mentioned that he had just gotten this book during a Eucharistic Visitation and that he saw some key concepts, among which are "isolation, community, looking outward beyond ourselves, things out of our control and connection with the divine." Significantly, he thought that similarities between the Mission Statement of St. Matthew's and Bishop Curry's concepts are not coincidental. He concluded with a request to take 10 seconds to think of the place each went to find God. After this, Dave described his favorite place and stated his hope that each had places, including St. Matthew's, to go and rest in God's hands.

After a brief period of silence, Phil Eschels commented on the images used and his gratitude that the reflection brought in the senses. Peggy Woolley said that ultimately she is in nature when she seeks contact and commented about going, in response to LaVonne's previous reflection about The Table, on a drive through the West End and eating at The Table, sensing the joy and spirit at that place. Robin Garr addressed the importance of community, noting his prior experiences and how, when he

moved back to Louisville, he did not have that sense of community before coming to St. Matthew's. Rhody Streeter was particularly impressed by the phrase "tyranny of self."

Approval of Minutes: The Minutes of the October 18, 2022, meeting were accepted as presented.

Adoption of 2023 Budget: The presenter, Edie Nixon, made a few comments, noting that she had not received any questions since the last Vestry meeting. When she asked for any final questions, Bill Shory observed that there were extensive questions at the previous meeting at which the budget was presented. Dave Johansen moved to accept the 2023 Budget as proposed. The motion was seconded by Robin Garr. Upon a vote, the motion carried unanimously.

Financial Report: Edie Nixon commented that there was not much exceptional about the Balance Sheet but did observe that the operating checking account is due to receive about \$39,000 from the Endowment and that the matter would be resolved by the end of December. Cash reserves were in the mid-range of the 3-6 month amount that is most desirable. Concerning the Income Statement, she complimented Sara Bailey and others who had organized the Rummage Sale. She also noted that utilities were running better because of controls that had been installed. Rev. Kirby advised that maintenance was still running above budget because of unanticipated replacement of an HVAC unit. After some light-hearted discussion of the hospitality budget, Peggy Woolley moved to accept the Financial Report subject to audit, seconded by Phil Poore. The motion carried unanimously.

Stewardship Campaign: Rev. Kirby began discussion by mentioning the encouraging beginning to the campaign and answering questions. The next item involved the message for follow-up calls and contacts and some suggestions for speaking with parishioners about questions that might be posed and ways to send a pledge card to someone who does not have one. Rev. Kirby expressed thanks to David Holzknecht for his speech on Sunday.

Rev. Kirby outlined the follow up contact process and the Vestry discussed the different ways that the contact could be made. This was followed by assignment of names for contact.

Vestry Liaison Committee Reports:

Buildings and Grounds:

Sara Ceresa spoke about management of drainage when the beams are repaired. A representative of the Kentucky Waterways Alliance walked the ground and recommended two architects to develop a concept for drainage of each of the four downspouts. The concept would meet our goals of retaining rainwater on the property and keeping it out of the storm sewers and also using plants that would both look good and be an example. The Buildings and Grounds Committee recommended acceptance

of the concept development proposal for the four downspout areas, each of which differs from the others.

David Holzknecht spoke about developments in the beam repair project noting that several requests for proposals had been sent out. There were some declines, although there have been some responses and some additional proposals can be expected. He also noted that the pest control plan was on schedule.

The final report, on lighting, was made by Dave Johansen who advised that the necessary parts should ship in mid-January for installation in February. Marrs Electric offered to donate and rig a switch so the sanctuary lights can be turned on and off manually, saving a substantial sum and also alleviating the concern that once turned off the lights could not be turned back on.

Nominating Committee:

Phil Eschels reported that it has been harder than hoped for to obtain candidates for the new Vestry class and asked for members to suggest candidates. Some names and ideas were put forward and discussed.

Outreach Committee:

This Committee currently is seeking warm clothing for refugees through the Advent Tree.

Bylaws Committee:

Dave Johansen said that new language about 100% participation in electronic voting was to be prepared and some typographical corrections were to be made.

Senior Warden Report:

Phil Eschels gave his impressions of his first in-person Diocesan Convention, believing that it went well. He also thanked the Vestry in advance for making the follow-up calls discussed earlier in the meeting and reminded all that we should think about gifts of time and talents when speaking with parishioners about their pledges.

Rector's Report:

Rev. Kirby made some additional announcements about the Diocesan Convention: Rev. Hart was elected as a clergy delegate to the 2024 General Convention and Troy Petrie was elected as an Alternate; Phil Eschels was elected to the Standing Committee; and Rev. Kirby was elected to the Ecclesiastical Disciplinary Board.

Theological Reflection/Assessment:

Diane Clark voiced thanks for everyone's contributions to the Stewardship Campaign.

Compline: Dave Johansen led Compline in the Sanctuary, after which the meeting was adjourned.

Respectfully submitted:

A handwritten signature in black ink, appearing to read 'James D. Niehaus', with a long horizontal flourish extending to the right.

James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church

Vestry Meeting

December 20, 2022

Vestry Members Present: *In person:* Diane Clark, LaVonne Fingerson, Robin Garr, David Holzknacht, Dave Johansen, David Niehaus, Troy Petrie, Bill Shory, Speed Stodghill, Peggy Woolley.

by Zoom: Julia Ceresa (Youth), Sara Ceresa, Kevin Clark, Phil Eschels, Phil Poore, Rhody Streeter

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: The meeting commenced at 6:18 p.m. with all joining in the St. Mathew's prayer for mission.

Prayer/Reflection: Peggy Woolley

As part of her journey, Peggy Woolley spoke about her ongoing struggle to know who she is and what to do with her time, having never known what it meant to slow down. She felt driven to change the world which can end in being overwhelmed and asking when she gets to do what she wants to do. Peggy referred to the recent visit of Brothers Vryhoff and Lucas and her meeting with them to discuss discernment and spiritual direction. The discussion was about the absence of "shoulds and oughts." Rather than listening to authority, we should find purpose in what gives joy, in Peggy's case personal relationships from which she draws her energy. When you can learn what things you do not resist or resent, activities bring joy. As specific examples, she mentioned that attending meetings brings joy but rapid data entry in apps, which makes her feel incompetent, is not joyous. This is the Season to determine whether we are doing things because we are expected to do them or whether there are acts that would give more joy. Citing Bishop Curry's Christmas message that God came down at Christmas, Peggy concluded that the best way to live a purposeful life is to "live love," and to do what gives her, and hopefully others, joy.

Diane Clark commented that Peggy's thought applied to all, that she often felt that she was not doing enough, that she graded herself on meeting or not meeting expectations, but that Christmas is a time for reconsideration. Mentioning the Evening Theologians group's discussion of Incarnation and Christmas, Diane emphasized the

joy the season brings. LaVonne Fingerson commented that she was reminded today that she needed last minute Christmas stocking gifts, something far down on the list of things she likes to do and therefore puts off. But the joy that giving these gifts brings her joy, and makes it possible to do.

Approval of Minutes: The Minutes of the November 15, 2022, meeting were accepted as presented.

Financial Report: The first item for discussion was prompted by a question of Phil Eschels the property at 318 N. Hubbards Lane and the recent addition of a garage. Edie explained that because St. Matthew's is not a taxable entity depreciation really did not enter into the financial picture of the church. Edie also advised that she and Joanne Coleman would "true up" the money owed by the Endowment.

Concerning the General Fund Income Statement, Edie reminded the Vestry that although November and December are typically big months for contributions due to payment of pledges and gifts, Joanne did not expect the contributions to meet the budgeted goal for the year. On other items of expense, she thought there were few unexpected matters, including expense for building maintenance which for reasons discussed at previous meetings were expected to be over budget. Cash reserves were doing well, in the middle of the accepted range. However, because of beam repair and lighting updates, there will be large expenditures in early 2023, although there have been some pledges and contributions for these items.

Dave Johansen moved to accept the Financial Report subject to audit. The motion was seconded by Diane Clark and was carried unanimously.

Approval of Vestry Candidates: The Chair of the Committee first noted the difficulty in obtaining candidates characterizing it as a "quite the lift." However, thanks to the work of the Committee, five candidates have been obtained: Jamie Horsley; Anne Shelby. George Plager; Rick Lotz; and Gaylee Gilim.

Concerning absence of a Youth candidate, Rev. Kirby stated that one of the anticipated goals of St. Matthew's may be volunteer engagement but that after a number of young people had been approached by Julie Mushkin, none thought themselves able to undertake the commitment. Under these circumstances, Rev. Kirby suggested that the Vestry take no action and asked for opinions. This led to a good deal of discussion including comments that perhaps this year is unique and that in the future a change in the length of the term might be considered. Julia Ceresa raised the question of a mid-year assumption of term by a youth member. Rhody Streeter emphasized his belief that it is important to recruit youth representatives and other members for new ideas and energy. The Vestry agreed that Rev. Kirby could tell the congregation of the decision to forego a youth candidate subject to a possible addition mid-year.

A motion to accept the slate of candidates as presented was made by Troy Petrie and seconded by LaVonne Fingerson. The motion carried unanimously. Later, during the Liaison Committee Reports, Rev. Kirby stated that barring unexpected developments the Committee had completed its work.

Change of Bylaws: Dave Johansen made the report of the Bylaws Committee, noting a few typographical errors that remained to be corrected. Dave told the Vestry that the significant change to a 2/3 favorable vote for actions authorized electronically was reviewed and approved by Phil Eschels and Rev. Kirby. Members spoke in favor citing instances when immediate action is needed, as in the recent problem with the HVAC system. Rev. Kirby noted that Section 10.2 of the Bylaws requires a second consideration of any change to the Bylaws. Therefore, the final vote on the change was passed to the next Vestry meeting in January.

Vestry Liaison Committee Reports:

Buildings and Grounds:

Three members spoke. David Holtzknecht reported that a leak in the roof had been repaired and a clogged downspout had been cleared. As to lighting, the Committee is waiting for updates. In response to a question, David reported that the temporary fix for lighting by Marrs Electric had been done. Dave Johansen added that he and Bill Bond had gotten the steeple lights working. Concerning the beam repair, Speed Stodghill spoke to the difficulty in obtaining responses to the request for proposals.

Stewardship Committee:

Although the campaign was not finished, Rev. Kirby expressed her opinion that it will not reach its goal. This is typical and some further pledges could be expected after Christmas. However, she noted that it is difficult to gauge how much more could be pledged. Rev. Kirby shared some statistics, noting fewer increased pledges while about the same percentages of unchanged pledges. However, there were significantly more decreased pledges this year. These statistics are hard to interpret in light of the changed conditions of returning members and other factors. However, Rev. Kirby said, the general thinking is that if a campaign that reaches 80% of its budget target the budget should not be changed. However, the church will have to go forward with this knowledge.

Nominating Committee:

As noted above, with the approval of the Vestry Candidates the work of this Committee is concluded barring unanticipated developments.

Bylaws Committee:

Also as noted above, a final vote on the proposed electronic meeting Bylaw will be held in January.

Vision Implementation Team:

The team met on December 20th. Peggy Woolley advised that the three non-Vestry members had been added, Phil Eschels, Penny Shaw and Anne Holmes, and that there would be a meeting in January to formulate new goals. Rev. Kirby discussed a plan to utilize Sara Bailey to assist with the process of setting goals and vision, especially her "matchmaking" software to connect people with tasks. Stewardship and Education will also be considered, including working on formation based on parent burnout. Rev. Hart added that conditions have changed in the last three years and that this affects volunteering. Other Vestry members agreed, using personal examples. Rev Kirby observed that the current goals are "outward facing," and that the anticipated goals may be less so.

Junior Warden Report:

Speed Stodghill recognized and thanked Dave Johansen, Steve Cherry and Sara Ceresa for their diligence and attention to detail that exceeded reasonable expectations. He urged members to think of ways to recruit leadership, planting seed now through conversations with anyone who might be able to assist.

Senior Warden Report:

At the end of the year, Phil Eschels reflected on how thankful and energized he is for all the things that make up St. Matthew's, meetings, activities, prayer, and use of talents, and especially Rev. Kirby, Rev. Hart and the entire staff who work often without praise. It helps to think about how blessed St. Matthew's is. He also urged members to complete contacts in the Stewardship Campaign.

Rector's Report:

Rev. Kirby asked for reflections on the "required" evening with Brothers Vryhoff and Lucas. The response was uniformly positive with comments on how the process of discernment works in faith and other contexts and how their approach is a window into faith and was truly something different. Rev. Kirby contrasted the hosting of monks and other guests of the church, how unassuming and grateful they were. In response to a question about a Vestry thank you card for the Daughters of the King who hosted the meal, Rev. Kirby agreed that personal thanks were called for but that hosting is part of the service that the Daughters of the King render. Rev. Hart added that hosting the dinner is part of the community building to which the Daughters of the King are committed.

Theological Reflection/Assessment:

Troy Petrie identified a common thread in the evening, giving ourselves. Referring to Phil Eschels' earlier comment that "we get to do this thing," Troy agreed that we can draw people in to create a community. Diane Clark added that a three year Vestry term appears big when first broached, but that her experience allows her to understand its benefit and necessity a little more. Peggy Woolley also addressed this point, saying that at the end of her second year she is beginning to understand what this is all about. She also voiced her gratitude to St. Matthew's as a spiritual community from which she can learn. Rhody Streeter was grateful for the discussion of finding joy, identifying joy with service. LaVonne Fingerson felt that the Vestry and church were closer to fulfilling its goal of being a welcoming community and was enthused about the tie to volunteerism, especially for newcomers.

Compline: The meeting moved to the Sanctuary where Peggy Woolley led Compline, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk