

St. Matthew's Episcopal Church

Vestry Meeting

January 16, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Sara Ceresa, Diane Clark, Robin Garr, Gaylee Gillim, Jamie Horsley, Dave Johansen, Rick Lotz,, Phil Poore, Anne Shelby, Bill Shory, Peggy Woolley.

By Zoom: None.

Absent: Speed Stodghill. Kevin Clark, George Plager,

Others: The Rev. Doug Adkins, Edie Nixon.

Opening Prayer: The meeting began at 6:15 p.m., with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Anne Shelby told us that she has been reading Richard Rohr's daily meditations for more than three years. His words have been a big help to her through rough times: cancer, covid, and the death of her mother. Through this experience she has learned that contemplation gives one the ability to do good work. We need quiet time for prayer with God. As Brian McLaren points out, every day Jesus would follow a similar rhythm: Withdraw to pray, then return and engage with a world on fire. Contemplative practice is one powerful way to reclaim attention. She's still working on it, a work in progress.

Vestry members reflected on the reflection. Robin Garr recalled a spiritual director who introduced him to the teachings of the beloved Vietnamese monk Nhat Thich Hanh. He finds it very helpful to use this mindful meditation approach with Christian prayer. Jamie Horsley is a fan of Richard Rohr too. Peggy Woolley reads his meditations every night. Women in Conversation, Monday Adult Ed and other groups at St. Matthew's

also study Rohr. Phil Poore pointed out that Rohr's theme for 2024 is Radical Resilience, a useful topic in what may be a challenging year.

Approval of the December Minutes

The minutes of the December 19, 2023 meeting were accepted as submitted with minor typographical and grammar corrections by Sara Ceresa and Gaylee Gillim.

Financial Report: Edie Nixon.

The Finance Committee postponed its Jan. 11 meeting until Jan 18, so had not met at the time of the vestry meeting, Edie said.

Balance Sheet

St. Matthew's Accountant Joanne Coleman and Edie "true up" the accounts toward the end of December, Edie said, noting that the balance sheet is not only the most important financial that we have, but the least understood.

Among highlights, the amounts due from and paid to the endowment were the same, leaving a zero balance. We like to balance that fund at the end of the year.

Highlights on the liability side included final payment for the new scuppers that drain rainwater from the roof of the Nave. Money for outreach is coming in from a very nice Christmas offering. Amount expenses, work outside the parish, salaries, housing, and benefits were all pretty much right on budget. Utilities ran way over budget last January, but happily we ended up \$4,000 under budget for utilities for the year. Building maintenance brought lots of unexpected expenses during the year, and that kind of unanticipated need is precisely why we had an endowment campaign.

Total expenses for the year were \$936,500, leaving \$4,770 income over expenses for the year, and our cash reserves remain in the safe zone.

Income Statement

Edie had sadly promised at the start of the year that we would not hit the projected \$20,000 loss at the end of the year, and we did not, due primarily to a lot of maintenance costs.

Pledges and donations for the year were \$571,974 against a budgeted \$650,000, but almost \$121,000 in donations significantly exceeded the budgeted \$50,000, almost erasing the shortfall. More and more members seem to feel uncomfortable pledging, but they do give in Sunday donations. This appears to be the trend, and we need to figure out how to budget for it.

Total income for the year to date was \$1,054,673.

Endowment Statement

People are starting to pay their pledges, which is great. Year-end total endowment cash and securities totaled \$1,877,780.30, up from \$1,784,709 at the same time last year. This does not include the \$1.3 million endowment campaign because most of that remains as pledges that haven't come in yet. (Although a few have already fulfilled their pledge, which is great.)

Bill Shory moved to approve the report subject to financial review. Rick Lotz seconded.

Vestry Committee Liaison Reports

No committees have met since the last meeting

Senior Warden: Peggy Woolley.

This is Peggy's final presentation as Senior Warden. When she started, she said, she was told that vestry meetings were sometimes contentious and argumentative. That has

never happened this year. This has been a delightful group to work with. You are delightful, conscientious, and caring, and there has always been respect for each other. But this does not mean that we rubber-stamp things. Kelly has complimented the vestry for probing questions and sticking with the discussion until questions are resolved. Committee chairs are responsible and give good reports. Nothing shows all this better than our endowment campaign. We approved the need and the plan. Last year's deficit budget made her unhappy because it goes so much against Kelly's policy. For us to recognize the need for an endowment campaign and then pull it off in such a glorious manner took a lot of work from the vestry and the cabinet. We should really be so pleased with the results of that campaign.

Peggy said she feels so positive as she rolls off her vestry term and year as senior warden. We met our goals. Voluntarism is up. New and creative programming with intergenerational activities will engage young people: that's so important. And in spite of those new programs we still have our adult education opportunities.

We start the new year on very solid financial ground. Peggy thanks and commends Kelly for the tremendous work she has done this year, some of it not anticipated. The endowment campaign took tremendous drive and energy. The Rev. Benjamin Hart leaving was a celebration for his advancing career, but resulted in a lot of work for Kelly filling in interims and scheduling. And then when Music Director Maggie Blair Owens left, all over again, and at the holidays, Kelly had to find people to fill in and cover those roles. That has taken a tremendous amount of energy. Peggy thanks Kelly for that, and for her leadership. She thanks the entire vestry for making her tenure so enjoyable, productive, and positive.

Rector's Report: Kelly Kirby

Kelly said she didn't work on Christmas Eve because of illness, nor on Christmas Day, when the rector rarely works after busy Christmas Eve. Former Music Director Derrick Grant returning to handle Christmas music was a big help. "He took so much off my

plate by saying 'oh yeah, I'll do it all.' Derrick did a grand job and I am grateful." The Rev. Doug Adkins preached a great sermon on Christmas Eve, and she's grateful to Canon Jason Lewis for presiding at the Christmas Eve Eucharist with Deacon Jan Scholtz.

It's a great pleasure to have Doug Adkins with us, and she foresees some really fun new ideas are coming.

She's also really excited about Robert Lee, our new music director. He's delightful. He's just super pleasant but also an intuitive liturgist, which she loves. She's excited about what's coming musically.

We're hosting the City Wide Book Club this year, with a really great program falling into place for the one event Thursday, Feb. 22 in the evening.

A brief word about our outgoing vestry members. During covid Bill Shory offered to help with communications. She sent him a lot, and it turned out that we had really excellent streaming right from the beginning thanks to Bill with Charles Frank too.

Sara Ceresa introduced her to Doug Tallamy. We've had really good speakers. Doug Tallamy is outside the box, outside the Dimensions of Faith criteria, but Collegeville came through with grant money and the idea of planting native plants that we're doing here.

She didn't expect Speed Stodghill to come on the vestry, but as a business and sales person, he came on as a great go-between who could broker a deal between two groups of people with opposing interests.

It's been fun watching Peggy Woolley wonder why she felt a call to be Senior Warden. Kelly thanked Peggy for saying yes.

Rhody Streeter is part of this outgoing class although he's moved. Peggy says Rhody is a blessing. Brought skill with video and audio and his social-justice work. Such a spirit-filled person, full of joy.

We're getting *two* sheet cakes for the 120 people we expect at the annual meeting on January 28, Kelly said. We're going to give away gift cards and hot coffee at the February food pantry, hoping to bring people joy.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Diane Clark said she found the Holy Spirit "everywhere. Everyone here, all of us care about what we're doing, and we're willing to help each other. Back to the balance sheet, when I see numbers increase, I see people. I see joy."

Rick Lotz, speaking as a Sunday money counter, said he often sees checks with unfamiliar names. Joanne Coleman tells him, "oh, they're new." It's not just one or two, it's a bunch, and they keep coming every week.

Dave Johansen told of one of the people who has an office here recently asking Kelly if he could join the church even though he's an agnostic. He comes on Sunday now, saying he loves the energy of this church and its welcoming people.

Rick Lotz pointed out that the staff conference room has been repainted, and it's beautiful.

Peggy Woolley said she spoke with Parish Secretary Betsy Coomes today and thanked her for all the work she does. Betsy said all of the staff love their work and love the church.

The meeting adjourned at 7:20 p.m., and Anne Shelby then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

February 20, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Phil Eschels. Robin Garr, Gaylee Gillim, Jack Holz knecht. David Johansen, Melissa Klassen, Rick Lotz, Chris Newton, Phil Poore, Penny Shaw, Anne Shelby.

By Zoom: None.

Absent: Jamie Horsley, Len Pacitti

Others: The Rev. Doug Adkins

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission. At Kelly's suggestion, since this is the first meeting for several of our members, we all briefly introduced ourselves.

Prayer/Reflection: Robin Garr talked about Lent having begun last week, with the curious coincidence of Ash Wednesday having fallen on Valentine's Day. This could be grist for humor, but the seeming contradiction actually invites a more serious reflection: Love is sweet *and* life is short. When we face the Ash Wednesday reality that we must eventually return to dust, we come to the Valentine's Day recognition that we have only finite time to nurture our relationships and our call to love one another. Robin concluded by reading a passage from Diana Butler Bass's Ash Wednesday blog post, "Practice the Cross," in which she suggested, "This Lent, do not make resolutions; do not promise God anything. Instead, practice being Christian. Practice the Kingdom of God in your life."

Vestry members reflected on the reflection. David Johansen liked the idea of stepping back and slowing down, time to reflect. Edie Nixon recalled being told years ago that Lent is a good time to start a new practice. She likes to flip around the idea of giving

something up, rather starting something new that will last. Kelly Kirby pointed out that Diana Butler Bass has become one of the most reasonable voices in Christianity. She says a lot that is just hopeful. Phil Poore likes the idea of ongoing Christianity. It's not a need for immediate perfection, he said, but when you can see people practicing around you, you get a clearer understanding of what the fellowship of Christ means. It's energizing. It makes you greater than what you were because you gain a greater sense of what we're all about.

Approval of the January Meeting Minutes and Meeting to Elect Officers

The minutes of the January 16, 2024 meeting were accepted as submitted with minor grammatical and spelling corrections by Gaylee Gillim and Anne Shelby.

The Minutes of the January 20, 2024 meeting to elect officers were accepted as written.

Financial Report: Edie Nixon.

Balance Sheet: Since we have new members, Edie devoted much of this month's report to talking about how the financial report works. The balance sheet, she said, basically tells us how much we have and how much we owe. The operating account shows cash and CDs purchased during the last year. Accounts receivable represents money coming in, such as a payment due for hall rental for example. The Endowment report, formerly kept separately, is now included in the balance sheet so everything is in one place. Land and buildings are also now included. Overall, our total assets were \$9,075,955 as of the end of January.

Additionally, accounts payable represents bills to be paid. Temporarily Restricted payables indicates gifts given for specific purposes like building maintenance, memorial garden, music fund, and so forth. Ultimately, total assets have to equal total liabilities, that is, in balance.

Income Statement

In the income statement we can see what we've done during the month. Income for the year to date and the annual budget are shown in adjacent columns so we can easily see where we are. Usually July and August are the lowest income months, Edie said, because people take summer off from church. Later in the year we usually recover when they return. This month's sheet shows \$79,840 income in January, which is very good, only \$483 off budget. The church is planning trivia nights in May and November as potential sources of additional revenue.

Expenses shown on this sheet include our diocesan pledge, outreach (which doesn't all come from the operating account, \$6,900 comes from restricted items like the Christmas offering, which goes into the books in January). Operating expenses, insurance and utilities came in higher than budget last January but were \$1,000 under budget this year. Grounds expenses were over budget because of leaf removal and tree work, hopefully preventing greater expenses later. Waste removal, office supplies, work inside the church, up a bit for Christmas music supplies.

Total program expenses were \$1.300. January income was \$16,000 over expense, a difference from the budget of almost \$24,000. We had budgeted a negative budget in January but came out even.

Cash on hand: For a balanced budget we like to stay with three to six months cash on hand. \$190,000 to \$381,000 is the range we want, and we have \$240,000 now. Some substantial pledges have come in, and any excess will be moved into the endowment fund.

Rick Lotz moved to accept the financial report subject to financial review, Gaylee Gillim seconded. Approved.

Housing Resolution

Kelly Kirby explained that she and Doug Adkins can claim a percentage of their housing allowance on their taxes. To keep this in line with the Internal Revenue Service, we vote on annual resolutions approving this. Robin Garr moved approval, David Johansen seconded. Approved.

Parochial Report

This annual report with statistical details about the church is to be sent to The Episcopal church from every diocese around the world. The eight-page document is attached.

Diane Clark moves to approve and Anne Shelby seconds. The motion is approved.

Vestry Committee Liaison Reports

None have met since our last meeting.

Senior Warden: Gaylee Gillim

Thinking about the required Dismantling Racism Training, Gaylee wondered if we should be involved in concerns such as anti-ageism and anti-Semitism, rather than being involved in a daylong training about what we should or shouldn't believe. A lot of older people feel invisible at times, she said, usually women more than men.

Junior Warden: Rick Lotz

Rick told of recent buildings and grounds activity. We have received proposals for a study of our old boiler, seeking a mechanical engineering firm to look at the boiler and advise us on the best routes going forward. This has a long way to go. A roof inspection firm is coming to inspect the roofs, clean gutters and scuppers, and evaluate which parts of the flat roofs need attention first.

Rick said that Sara Ceresa is looking into what it would take to get our grass cutting more sustainable, for example cutting less often or cutting the grass taller. These are things that we'll be hearing about over the next few months.

Rector's Report: Kelly Kirby

Kelly covered three points:

- Dismantling Racism Training was required throughout the church by General Convention and we are in compliance. This is a daylong training, and it's required. Kelly asked if we might have this as one of our required meetings, but that would take us down to 10 meetings per year, which could be problematic. It could be a daylong meeting with a trainer, or a series of Zoom meetings. A consensus emerged around doing this with a trainer in place of next year's vestry orientation.
- A Clingman forum program on Israel and Gaza got "a little wild," Kelly said, with a lot of visitors talking and making noise. This offended at least one of the visitors, David Valinsky, who had suggested that we invite his staff member, Richard Friedman, to present. Richard was grateful for the church's apology letter, Kelly said, but David has not responded.
- What would the vestry like to do about the vacancy created by George Plager's death? The vestry *may* fill a vacancy but is not required to. Since two years remain in the term, there's general agreement that we should fill it. Robin Garr suggested calling the nominating committee into session early for the purpose of coming up with a candidate to fill this term. Phil Poore, Diane Clark, Dave Johansen, Kevin Clark, and Robin – third-year members who would normally convene as Nominating Committee later in the year – agreed to form the committee now for this purpose.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Rick Lotz said he enjoyed the reflection. Growing up, he saw Lent as gray, dull, and boring, but it's been a refreshing change to hear more about meditation and reflection as Lenten practices. He also thought it was good that we went over the parochial report.

Gaylee Gillim said she likes hearing the reflection on the reflection, every month. There are thoughtful people here.

The meeting adjourned at 7:42 p.m., and Robin Garr then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

March 19, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Kevin Clark, Phil Eschels. Robin Garr, Gaylee Gillim, David Johansen, Melissa Klassen, Rick Lotz, Chris Newton, Len Pacitti, Penny Shaw, Anne Shelby.

By Zoom: None.

Absent: Diane Clark, Jack Holzknicht, Jamie Horsley, Phil Poore

Others: The Rev. Doug Adkins

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Chris Newton shared a poem that her cousin's daughter, Nicole, wrote and posted on social media. The short poem is quoted in full here at the request of several vestry members:

(dreaming of ceasefire and collective liberation)

Nature is where I go.

It's where I go to find peace.

It's where I go to sit in grief.

It's where I go to find clarity.

It's where I go for hope.

If nature still has hope, so do I.

If nature keeps blooming and trying, so will I.

Chris was touched by this, recalling the beautiful pictures of nature that Nicole often takes with her iPhone. The next day, Chris wrote about this in her journal, relating the poem's conclusion, "If nature keeps blooming and trying, so will I," to the familiar passage in Romans 8 in which Paul spoke of the whole creation groaning in labor pains

while the Spirit helps us in our weakness, interceding with sighs too deep for words. “We and the earth are kin in life,” Chris said. “We are made of the earth, we go back to the earth, so we are kin with the earth of ether, groaning and waiting in hope,” Chris offered several thoughtful reflections on events in her life that this brought to her mind. “Just thinking of all this made me feel ... that this is such a wonderful home that God has made, made us out of it and provided it for our home,” she said.

Vestry members reflected on the reflection. Anne Shelby loved the idea of nature rebounding and coming back. Rick Lotz said he has always found nature relaxing and reaffirming: It does give a sense of hope.

Approval of the February Meeting Minutes

The minutes of the January 16, 2024 meeting were accepted as submitted with minor grammatical and spelling corrections by Gaylee Gillim and Phil Poore.

Financial Report: Edie Nixon.

Balance Sheet

February tends to be a slower time for the church financially, Edie reported, but everything is going well. Under the balance sheet, which offers an overall portrait of our financial status, there’s not much to note this month. We had cash totaling \$128,323 at the end of February, which is good. The endowment owes a small amount (a little over \$5,000) to the operating budget; she will “true that out” at the end of the month. At the bottom of the sheet, total liabilities and fund balance need to equal total assets, and it does, at \$9,066,886.

Income Statement

Pledges and intentions of giving are \$19,000 over budget even though February is a short month, making the year to date even better at \$21,000 over what we expected to be right now. Donations are a little behind budget, but that’s not surprising at this point since January and February tend to be a slower time.

Fund-raising and rental income was \$67,890 for the month, well over the \$50,000 budget. Operating expenses, insurance, and utilities were pretty much right on budget, and \$1,900 in building expenses was well under the \$4,800 budget.

So, operating expenses for the month were well under budget, at \$17,983 against the \$20,405 budgeted. Program expenses year to date were \$7,061, about \$2,000 under the \$9,136 budget.

Total expenses were \$67,591, comfortably within the budgeted \$71,680, and our cash reserves are sitting nicely at \$250,604, right where we want it within the desired range of \$93,016 to \$386,033.

Rick Lotz asked about the plan for our certificates of deposit when it's time to cash them in. Edie said she intends to buy CDs for a year to lock in 4.5% interest as a hedge against the possibility of interest rates falling.

Rick Lotz moved to accept the financial report subject to financial review, and Dave Johansen seconded. Approved.

Nominating Committee report: Dave Johansen

The Nominating Committee met and recommended Sally McDonald to fill the unexpired term of George Plager.

Robin Garr moves to accept this nomination, and Melissa Klassen seconded. All agree.

Parish Goals

Kelly Kirby pointed out that our current parish goals expired at the annual meeting, as intended. How would we like to create new parish goals, and when? The Vision Implementation Team will continue to benchmark our goals. If we are to create new goals we need to hire a consultant to guide us through the process. We could invite Sarah Bailey with Ministry Architects, or the diocesan staff. A visioning process requires the vestry to spend a full Saturday in preparation, followed by multiple Clingman forums to

involve the community in setting new goals. Or we can simply agree to extend our current goals for one more year.

In discussion, Gaylee Gillim said she feels that all three goals are good and should continue for another year. Melissa Klassen agreed, saying she doesn't think we're at the point where we can say, well, they're done, let's come up with some more. Rick Lotz agrees, but wondered if we should give up another Saturday to do some visioning. Len Pacitti, speaking as a new vestry member, wants to know what the progression has been since 2021: Does that point us in another direction? How do we know where we want to go if we don't know where we've been, he said. Melissa wondered if these goals are still important or if we should go forward to other goals.

Because we yet haven't yet had a report on what we did last year, Kelly said, we need to do that first. We'll return this question to the Vision Implementation Team.

Vestry Committee Liaison Reports

Buildings and Grounds

Rick Lotz said the committee had a great meeting including decisions and a tour of trouble spots and issues. They've moved on each of those.

- There are three new contracts in place for mowing and grounds maintenance, bed and bush maintenance: Two mowing contracts, one for the parking lot and back and rectory using gas mowers, and another using all electric equipment for the main campus. They started today. The third contract, for bed maintenance, was to start March 27. Each of these contracts is for a year. Pricing was a couple of thousand over budget, but we are moving toward a culture of creation care, electric equipment, leaving leaves and clippings on the ground. All this is good. Robin Garr asked why we didn't contract for all electric mowers. Rick explained that only one such contractor is available, and they aren't able to do the entire campus.

- Roofing maintenance: A crew is looking for and fixing leaks and prioritizing repairs on the flat roofs against costs. One particular issue is that the roof over the narthex near the Nave has potential for leaks and damage.

Dimensions of Faith

Robin Garr reported that Dimensions of Faith met via Zoom earlier on this day, to debrief from the very successful visit by Washington, D.C., Bishop Mariann Budde. We're already planning for speakers in the rest of 2024 and beyond.

Vision Implementation Team

The VIT is due for a meeting but has been grappling with scheduling issues to accommodate all members. The committee hopes to meet before Pentecost (May 19) to talk about benchmarks and last year's annual report, and consider filling an empty non-vestry position on the committee.

Rector's Report: Kelly Kirby

Kelly reported that Lindsay Serrano is giving up her part-time job but staying active. Kelly is taking time to think about what to do with that position until just before the beginning of the program year. Lindsay has been very helpful with good advice that we didn't even pay her to do.

We're also enjoying a financial boost for Dimensions of Faith speakers who decline their speaker fees. This is adding up. John Lansing, the retiring CEO of NPR, will be our fall speaker this year. He plans to give up his fee, saying he wants Dimensions of Faith to keep the money.

Kelly, recalled that she reported a hard thing last time about Endowment Campaign consultant David Valinsky declining to reply to our apology over the Clingman Forum uproar involving his associate David Friedman. Now she is happy to report that things have changed. Kelly invited him to bid on a campaign for her daughter Grace's school, and he is right back in there.

The meeting ended at 7:25 p.m., and Chris Newton led Compline in the Nave.

Respectfully submitted.

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

April 16, 2024

Vestry Members Present:

In-person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Phil Eschels, Robin Garr, Gaylee Gillim, Jamie Horsley, David Johansen, Melissa Klassen, Rick Lotz, Chris Newton, Len Pacitti, Phil Poore, Penny Shaw, Anne Shelby.

By Zoom: Sally MacDonald

Absent: Jack Holzknicht

Others: The Rev. Doug Adkins, Edie Nixon

Opening Prayer: The meeting began at 6:13 p.m with all joining in the St. Matthew's prayer for mission. Kelly welcomed Sally to the vestry.

Prayer/Reflection: Diane Clark

Diane spoke about mysticism, a topic that she says means a lot to her. She views it as connected to contemplation and listening. Looking around outside, walking, looking at the flowers, the trees, everything. She likens this to the heartbeat of God: We're there, looking at it. We all, everything, are connected to the kingdom of God. We can do something to change the world, make it a better place. With everything going on in the world, all the conflict, how can we reach out in some way and feel the heartbeat of God in this divisive world we are living in? To love, to care, to reach out, to be a part of everything, and not close our eyes. To put this in perspective, she recalled her feelings about the moment of being in a terrible auto accident 25 years ago while fortunately escaping serious injury. "You talk about moments, but that was the one."

Vestry members reflected on the reflection. Phil Eschels wondered if walking around in nature must have been a completely different thing for Diane after that experience. Robin Garr said after a long moment of silence that Diane has left us all speechless. Rick

Lotz mentioned the familiar saying, “it wasn’t your time yet,” but if it wasn’t a miracle, it was surely more than just luck: “The hand of God reached out and touched you.” Len Pacitti said he thinks about such things as God prompting us to change in some way: “You are who you are today because of having had that experience.”

Approval of the March Meeting Minutes

The minutes of the March 18, 2024 meeting were accepted as submitted with minor grammar and spelling corrections by Gaylee Gillim and Dave Johansen.

Financial Report: Edie Nixon presented a brief but detailed and positive report on finances, including the balance sheet, income statement, and endowment.

Operating cash was at a very nice level at \$216,816, and the endowment at the end of the first quarter was over \$2 million at \$2,069,804, thanks to a combination of members paying their pledges and the stock market doing well. Total assets at \$9,350,815, which is very good. Edie pointed out that former Treasurer David Brooks, her mentor and retired president of Stock Yards Bank, used to say that we always want to keep our endowment over one million dollars. Now she wants to call him and let him know it’s over two million. He would be very happy.

So that brings us down to total assets of \$9,350,815, and our total liabilities and fund balance match our total assets, as they should.

Pledges are coming in early, probably thanks to IRS required minimum distributions from IRAs and retirement plans by those over 72. Unpledged donations (plate offerings) have also been strong.

Office supply expenses have been high, due at least in part to our going through a lot of paper especially for Easter season service bulletins in this quarter.

Overall, we're \$58,000 over budgeted income at this point, which is fantastic.

Cash reserves should be between \$193,000 and \$386,000, and we're very comfortably between those points at \$250,504.

Total endowment cash and securities had increased from \$1,877,780.30 at the end of December to \$2,069,803.59 at the end of March, which is fantastic. Dividends and interest have yielded almost \$30,000 for the first quarter, which is also very good. Total endowment income in the first quarter was \$183,924.29, and disbursements, pulled out for specific uses, were \$15,026.92.

Endowment proposal

Finally, Edie proposed a change in the way that the endowment requires us to roll out 5 percent of endowment income for the management fee that we pay to Stockyards Bank. Now that the endowment is a larger pot of money, we over allocate for this fee at the beginning of the year. The excess stays in reserve all year before it becomes available for use next year. If we break it out quarterly, without changing the amount, we'd have more available to us for use during the year. The finance committee met last week and was fine with this change. "This feels better to me," she said, "and the nice thing is, the endowment is growing."

In separate motions, Rick Lotz moved to accept the financial report subject to financial review. Gaylee Gillim seconded. Approved.

Then, Rick moved to accept the treasurer's recommendation to change the procedure for breaking out 5 percent of the endowment fund for the management fee. Phil Poore seconded. Approved.

Vestry Committee Liaison Reports

Buildings and Grounds - Rick Lotz

The grounds maintenance contractor is now cognizant of the need to cut all the grounds every week. They are also planning to remove sticks from around the bases of trees. This was done to improve drainage, but it's unsightly, so we don't want to keep it. Tree service companies are very busy right now, but we hope they'll get to us soon.

Dave Johansen is working on a dripping spigot by the memorial wall. Blackburn & Davis will come in and cut into a wall to replace a valve and provide easier access.

Two more water fountains are to be installed.

The problems with the portico door and the button lock turned out not to be connected. It was only coincidentally that the door closer died on the same day that the battery died. Now the door lock buttons work, but we need to order new door closers to replace the old ones, which are no longer made. We're working with Schiller Hardware. The cost will be around \$4,000, which shocked us, but it's necessary. The small door lock was hard for many to turn, so we're hoping it can be replaced with something more accessible. This is being investigated.

Dimensions of Faith - Has not met since our last vestry meeting

Finance - The committee met on April 10, already discussed during the financial report.

Nominating - After forming early to address George Plager's replacement with Sally MacDonald, this committee will resume meeting in August.

Outreach - Phil Eschels.

The committee met on April 14 and welcomed new members: David Lee, LaVonne Fingerson, and Robin McNally. All funding requests are to be submitted on May 4, and they will then meet to make decisions.

Planned Giving and Stewardship - **Dave Johansen**

The committees, combined this year, met on April 7. The annual campaign will start in October, and they're now finding some people to get up and speak about it during Sunday services.. The next meeting is scheduled for July.

Vision Implementation Team - Robin Garr

As soon as the program year ends and school is out it will be possible for the entire committee to meet, and it plans to do so as soon as possible after Pentecost Sunday.

Warden Reports

Senior Warden - Gaylee Gillim

Junior Warden - Rick Lotz

No reports

Rector's Report: Kelly Kirby

This year's **Compelling Preaching Grant** was organized by a Dutch Reformed church that uses screens normatively, so some of the survey didn't apply to us. In general, the responses that did apply fit with our expectations: For example, 33 percent of people who attended online worship did so for convenience. We have an idea what people are doing while watching online worship.

Kelly would like to have St. Matthew's apply for a **Mission Funding Grant** through the Diocese of Kentucky to fund part of our *bio swales initiative* to build rain gardens in

rainwater drainage swales. We would spend \$15,000 the first year, hopefully renewable, to build three rain gardens on the property. This was approved by consensus.

Parish Secretary Betsy Coomes has notified us that she is exiting paid work after Kelly returns from vacation. June 20 will be her last day. This will result in two staff vacancies since Lindsay Serrano has also left her post as youth minister. Kelly will present a plan next month.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Anne Shelby said she is excited about the bio swales, and many others agreed. Gaylee Gillim thinks it's positive that people are carrying forward their belief in the endowment campaign by paying their pledges early. Phil Eschels agrees, saying not having to worry about how to pay the staff this month is a blessing. It's so exciting that we get to do good things.

The meeting ended at 7:27 p.m., and Diane Clark then led Compline in the Nave.

Respectfully submitted.

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

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church
Vestry Meeting
July 16, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Phil Eschels. Robin Garr, Gaylee Gillim, Jamie Horsley, David Johansen, Rick Lotz, Sally MacDonald, Chris Newton, Phil Poore, Penny Shaw, Anne Shelby.

By Zoom:

Absent: Jack Holz knecht, Melissa Klassen.

Others: The Rev. Doug Adkins, Edie Nixon

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Kelly Kirby

In Jack Holz knecht's absence, Kelly told us a story for reflection, with names deleted. Recently after Pride month she took down the Pride flags that had flown on our grounds on the Hubbards Lane side of the Nave. When the flags went away, she heard lots of blowback from young adults at St. Matthew's who were upset to see them go. So the staff got three of the flags back out and placed them near the St. Matthew's sign, where there's grass-free space that won't interfere with the mowers. Then, when she wondered about two men who have been coming to the 8 o'clock service without introducing themselves, Jan Scholz reminded her that Kelly had baptized one of them here with their siblings. Kelly was proud of the way the congregation responded. So when the young man showed up at 8 o'clock, she stopped regretting letting the three flags back out. He is accepted, he is loved, and she will learn his new name once he chooses it.

Vestry members reflected on the reflection. Kelly invited us to talk about occasions here that have surprised us. Edie recalled being happy when a parishioner came to an AA meeting and told her he's been a member for 39 years. Rick told a similar story about a person in recovery here whose child is now also learning and growing. Gaylee spoke of her happiness in seeing children on our playground.

Approval of the March Meeting Minutes

The minutes of the June 18, 2024 meeting were accepted as submitted with minor grammar and spelling corrections in advance by Gaylee Gillim.

Financial Report: Edie Nixon

Since these June 30 financials represent the end of the quarter, Edie reminded us that this includes an endowment report.

Balance Sheet: As Edie has cautioned us in the past, our numbers look tighter during the summer when school is out, families take vacation, and the program year winds down. Our cash outflow totaled more than \$108,000, but some of that involved transfers to the endowment fund and moves of cash to investment accounts where it will earn more money than it would in our checking account. There's not much else of note, she said. About \$10,000 remains in the Collegeville grant, which Kelly said is to fund skill-sharing programs. Our total assets at the end of the quarter were \$9,290,383.

Income Statement: Again, Edie said, it was not a great month for income, as expected in summer, but we remain ahead of budget overall and ahead of budget on intentional giving. Joanne Coleman, our accountant, says July's numbers are looking better, and a large pledge that came in will help. Plate offerings were a little down in June but still close to budget. People will come back in the fall and that will be okay. Fundraising and rental income are up, and a planned Trivia Night in November should help. The bottom line is that in June we had almost \$34,000 in expenses over income against a budgeted \$27,000, so we're still feeding the budget. Cash reserves are down to \$208,114,

and we want them in the range of \$193,016 to \$386,033, so we're getting close to the lower limit – again, not surprising during the summer. That's not a thing to worry about, just a cushion that we like to have.

Endowment: Endowment cash and securities stand at almost \$2.2 million, not a large increase but it's still strong, with about \$70,000 added last month from pledges coming in. Investments are still good, income is good, and costs are low, which is also good. Two minus numbers in General Use and Assets, Memorials & Aesthetics simply reflect that money hasn't rolled over into Endowment yet, but don't worry, it's just that we won't be able to spend in those areas until the next infusion comes in.

Dave Johansen moved to accept the financial report subject to financial review. Robin Garr seconded. Approved.

Vacancy created by Len Pacitti's resignation

Because Len is under treatment for cancer, he has requested to resign from the vestry. Kelly has invited him to come to church when he can and to continue working with Jan Scholtz for the autumn 2025 Egypt trip. Robin Garr suggests that we follow the same process as we followed earlier this year in replacing Rhody Streeter with Sally MacDonald: Bring the Nominating Committee out of hibernation to take care of this task. Without objection, the Nominating Committee was called back into action and will seek to complete its work before the August Vestry meeting.

Vestry Committee Liaison Reports

Buildings and Grounds - Rick Lotz

The committee met July 10, 2024 and dealt with several issues:

- The boiler is not as old as we thought, so it still has life. There were some problems with pieces and parts that need to be repaired, but it has an estimated life of 24 years. Price estimates range from \$200,000 to \$300,000 to have a new

system designed and installed. That's a lot, but we need to be thinking about our response in the event of a breakdown.

- Roof management plan. The committee met with Nolan Roofing, The roofs are in pretty good shape, but there's one trouble area where the Narthex meets the Nave. They're in the process of working up a new design, an estimated \$40,000 expense.
- Trees are the other big thing right now. Several trees on the grounds are causing issues. Metro code enforcement has contacted us about some trees with dead branches, of concern to neighbors walking on the sidewalk. Another tree was hit by lightning and half of it has fallen to the ground. Holly and honeysuckle are overgrowing. Another tree that's tall and dead and old needs to be removed eventually. Estimated cost, \$10,000.
- The new Narthex portico door closers have been installed and are working great, but the handicapped push button outside is not working. A replacement on the way. Also, a new key lock that's easier to turn is to be installed.
- In other items, corner guards are being installed. First-floor painting continues. A broken bench near the playground is to be repaired or replaced.

Chris Newton asked about the possibility of a geothermal solution in place of a boiler. Kelly suggested we check with Highland Baptist Church, where a geothermal installation proved to cost more than \$1 million.

Further discussion followed about the difficulty of having our system keep the Nave both comfortable for us and safe for the organ. When we worry that it seems too warm or too cold, there's a reason for that.

Dimensions of Faith - Kelly Kirby

Kelly reported that the committee met June 24, 2024. John Lansing, retired CEO of National Public Radio, will be our speaker on October 13, talking about "'The War on Truth'" as the election approaches. Our guest for spring (March) is biblical scholar and folk singer Elizabeth "Libbie" Schrader Polczer, an expert in New Testament textual studies who has published intriguing papers about Mary Magdalene's long erased true

role in John's Gospel. Booked for Autumn 2025 is the Rev. John Dear, author of "The Gospel of Peace: Matthew, Mark & Luke from the Perspective of Nonviolence."

Finance - Gaylee Gillim

The committee met July 15, 2024. Gaylee Gillim said that Edie's and Rick's reports covered its activities.

Vision Implementation Team - Robin Garr

Robin reported that the team will meet soon to wrap up any loose ends around the 2023-2024 Goals.

Planned Giving and Stewardship - Dave Johansen

Dave reported that both committees met in July, and the Stewardship campaign is set to begin on October 20. Speakers are being lined up to talk in church about why they come to St. Matthew's and why they pledge. A letter including pledge cards will go out on October 15. Vestry follow-up calls will begin on November 10, concluding just before Thanksgiving.

Stewards of St. Matthews: Neville Blakemore will speak at services on November 10, encouraging people to become Stewards. Our now-annual Final Affairs Fair will also take place in the Narthex after that service.

Warden Reports

Senior Warden - Gaylee Gillim

During her week to make vestry contacts with parishioners, Gaylee said, she got the most responses she has ever heard back: meaningful and thoughtful responses and prayer requests. It was a nice surprise to get back so many.

Junior Warden - Rick Lotz

Rick said his report was incorporated in his Buildings & Grounds report above.

Rector's Report: Kelly Kirby

We have a new Youth Minister. Kelly announced that Kayli Jones started the week before the Vestry meeting, and we are delighted. Kayli was already helping on staff making coffee on Sundays and pitching in to help with youth. She has a full-time job with the Center for Women and Families but has time to do this on Sundays.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Diane Clark said she really appreciated that we put out the pride flags and appreciates that Kelly went beyond that to respond to the youths' concerns. Dave Johansen said he is grateful that Kelly was responsive to a family in need. Rick Lotz is grateful for what a great job Catherine Banks has done. She just seamlessly flew into the Parish Secretary position when Betsy Coomes left. Diane Clark agreed.

The meeting ended at 7:15 p.m., and Robin Garr then led Compline in the Nave.

Respectfully submitted.

A handwritten signature in black ink, appearing to read "Robin Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

Aug. 20, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horsley, Melissa Klassen, Rick Lotz, Sally MacDonald, Chris Newton, Phil Poore.

By Zoom: Phil Eschels

Absent:, Jack Holz knecht, David Johansen, Penny Shaw, Anne Shelby

Others: The Rev. Doug Adkins, Edie Nixon

Opening Prayer: The meeting began at 6:15 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Melissa Klassen recalled having lived in various cities for six or seven years with small children and no ability to work outside the home. Reading gave her a way to engage with the world beyond herself. She read books on so many subjects, both as a favorite hobby and to model for her children that reading is important and a way to find joy. The Klassens are now a family of voracious readers, and she is happy about that. She is currently reading *Quest for the Living God* by the theologian, author (and Grawemeyer Award laureate) Elizabeth Johnson, which Melissa said is giving her a new vision of Catholic women finding new ways to imagine God, to touch on new ways to challenge her. "It's good to know that the mystery of God is always unfolding," Melissa said. "We live in a time of such polarization. And then a book like this comes along and I realize that this is always popping up. God is present where life is lived. Wherever love is, there is God. Faith becomes an act of courage. We can dare to hope."

Vestry members reflected on the reflection. Diane Clark called Melissa's remarks "so powerful." Robin Garr recalled a recent adult education program featuring Johnson: "We were impressed with her openness and her theology." Chris Newton said she liked

hearing about the feminine aspect of God. “Women are more respected now, have more rights,” she said, “but it’s still a way to go.”

Approval of the July Meeting Minutes

The minutes of the July 16, 2024 meeting were accepted as submitted with minor grammar and spelling corrections submitted in advance by Gaylee Gillim.

Financial Report: Edie Nixon

July was a good month financially, Edie said.

Balance Sheet: Some new pledges came in, which is always good in July, but there’s not much to comment on specifically. We have not had to use the restricted account for maintenance much, so it continues to grow. Total assets and total liabilities were in balance at \$9,312,207 as of July 31.

Income Statement: We had almost \$85,000 come in through pledges during the month, against only about \$40,000 budgeted; that adds up to \$425,000 received against only \$326,000 in pledge income budgeted for the year to date, for which we’re grateful. Plate offerings are down a bit from the budget, not surprising in midsummer, but we’ll make that up. Rental income is \$4,000 over budget, so that’s another positive. And it’s amazing that our utilities are still on budget. Building maintenance remains within budget, but don’t celebrate yet. When we come down to the bottom line, we have income over expenses of \$9,474 when we budgeted a loss, so that’s very nice. Cash reserves have come back up a bit more to \$228,000, which is within the range of \$193,016 to \$386,033 where we like to be.

Financial Review:

Edie and Linda Wardell concluded the 2023 financial report, which is required by September 1. Everything appeared to be in order, and the report has been turned in to the diocese.

Rick Lotz moved to accept the financial report subject to financial review. Gaylee Gillim seconded. Approved.

Fill the vacancy created by Len Pacitti's resignation

Robin Garr reported for the Nominating Committee that Rob Peck has been invited and agreed to serve Len Pacitti's term on vestry. Rob is already on the Buildings and Grounds Committee.

Phil Poore moved to accept Rob's nomination, and Diane Clark seconded. Approved unanimously.

Strategic Planning Part #1

The Rev. Kelly Kirby told us that it's time to come up with new goals, as the Vision Implementation Team has essentially completed the 2023-24 goals. In an effort to move us forward, she explored new goal setting processes from the Episcopal church and the mainline church. We're not going to go through a strategic planning process tonight but will start going through the following five questions from Vestry Papers. If we can wordsmith goals from these questions, good, or we'll scramble for something else.

The Rev. Doug Adkins recorded highlights on large paper sheets as vestry members discussed the questions.

1. What do we really love to do? Have fun, offer hospitality. Reach out as Christ's hands: food pantry, Habitat for Humanity. Intellectual activity, study and talk about theology, scripture, etc., at a somewhat advanced level. Dimensions of Faith. Holistic approach to faith and spirituality. Skill sharing. Creation Care? Yes, but Kelly said this is difficult, and there's some opposition. Kelly added more: Giving money away makes us very happy, difficult as it is. Racial healing work really excites some of us. We love being engaged in social issues of the day, all the way back 75 years. We call rectors who are bound to do it, and the congregation supports them. We don't shy away from tough

issues even if we don't all agree. Sharing art, expressing selves through art, talking about art. Music. Architectural design of our church. Using our space. How we care for each other and are cared for.

2. How has God gifted us to do those things? Education - God has gifted us with staff and laity who are thoughtful leaders. Dimensions of Faith endowment allows us to host exciting speakers. We've already funded something we love without having to budget it again every year. We are blessed with a congregation and parishioners who enjoy doing things we love and who are willing to take leadership. We love intellectual stimulation: God gave us brains. Dimensions of Faith is our No.1 draw for new members. Our minds are still growing. We have lots of adults who want to spend time with their theological curiosity. Kelly said this is one of the most unusual things about St. Matthew's.

The 45-minute clock for this discussion expired at this point, so Kelly said we'll briefly try to get back on this page at the September Vestry meeting but spend more time identifying gifts we already have. From there we're going to dream, and hope we can get to Question 3, paraphrased as, what do we want to do more of?

These are the remaining goal-setting questions from Vestry Papers:

3. If we focused more on doing what we love, so that we do it really well and share it with others, what are the best things that could happen?
4. What might boost our ability to achieve each of those things?
5. Where do we start?

Diocesan Convention

The Diocesan Convention will be November 8-9 at St. Luke's in Anchorage, and we must register delegates in advance. The vestry sought volunteers for three delegate positions and one alternate, and elected four vestry members: Robin Garr, Robin MacNally, Penny Shaw, and Phil Poore (alternate)

Vestry Committee Liaison Reports

Buildings and Grounds - Rick Lotz

Rick summarized the committee's extended report:

- Lawn care is going great, and the contractors are timely. Our current big problem is trees: We've spent more than \$10,000 in recent months for storm damage to trees, fallen limbs, a major undertaking. Parish Secretary Catherine Banks has done a fantastic job of coordinating this effort.
- We've begun work to identify maintenance on the property at 318 N. Cannons Lane.
- The accessible door buttons for the portico doors are now in and working. Still looking for a new lock that's more accessible, mulling possible solutions for what will likely be a \$4,000 project.
- Lighting in the nave: There are four clusters of four large spotlights each in each transept. Several of the spotlights have burned out. These are all large incandescent lights. We'd like to replace them all with LEDs, replacing all 16 at once, and are trying to get a price for this.

Planned Giving and Stewardship

These committees continue meeting together this year, an approach that has worked out well. Minutes of the committee meeting are in the vestry packet.

Vision Implementation Team

Covered above under "Strategic Planning." Minutes of the committee meeting are in the vestry packet.

Warden Reports

Senior Warden - Gaylee Gillim - no report.

Junior Warden - Rick Lotz - no report.

Rector's Report: Kelly Kirby

- Kelly reported the sad news that retired National Public Radio CEO John Lansing, our planned October speaker, died unexpectedly. We are about to sign a contract for Libbie Schrader Polzer, the folk singer and young theologian who has done exciting research on Mary Magdalene, to fill the October date. She was to have been our spring speaker.
- Nominations are open for diocesan offices.
- A tree with no limbs has captured the attention of a Women in Conversation group, which has been dreaming, imagining, and beginning to problem solve what it would take to turn that tree into stump art. If Kelly receives a request for a designated gift for this project, she will follow our gift policy.
- The Kirbys are taking their daughter Sophie back to college in Michigan tomorrow! There are no tears tonight, Kelly said, unlike last year when Sophie was going away for the first time.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Rick Lotz said he finds the reflections an amazing source. Chris Newton likes our sharing ideas about goals and things. Robin Garr attributes the consistent smoothness of our meetings to the Spirit ... it can't be just us! Rick Lotz told us about a person who attended our online services for a while, then sent a rather large check, thanking us for the way we welcomed them and made them feel involved. That's what people need, Rick said: that feeling of being welcome, being heard. Diane Clark added that it's a loving, caring, and sharing community, very wonderful.

The meeting ended at 7:52 p.m., and Melissa Klassen then led Compline in the Nave.

Respectfully submitted,

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

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

Sept. 17, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, David Johansen, Melissa Klassen, Rick Lotz, Sally MacDonald, Chris Newton, Rob Peck, Penny Shaw, Anne Shelby

By Phone: Phil Eschels, Jamie Horsley, Phil Poore

Absent: Jack Holzknecht

Others:

Opening Prayer: The meeting began at 6:16 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: David Johansen said he would like to talk about silence. How many of us have ever experienced complete silence? Dave recalled a time when he worked for an Italian restaurant in Colorado in the early 1980s. Feeling stressed, he went to Yellowstone National Park in the winter. It's so different then than in the summertime, he recalled. There was snow. Elk and bison abound. He enjoyed the quiet peace of reading near the fire in the lodge. Park rangers cautioned guests, though, to be careful around bears coming out of hibernation early. Dave skied to a high mountain lake on a 20° morning. From the middle of the frozen lake there was complete silence. He couldn't hear anything. He prayed, something he hadn't done for a long time. It was unforgettable, he said. God gave him some peace that day, and the will to make changes in his life. "I suspect that many of us have had moments when they heard God's whisper and felt God's touch. Each of us is a product of our life experiences, good and bad. That's what shapes us as human beings. We remember things differently than others having the same experience do." His point, he said, is that he believes that educating ourselves and communicating with each other is critical to moving toward a peaceful, loving world. Amen.

Vestry members reflected on the reflection. Chris Newton spoke of finding direction and peace in nature, an experience she had at the creation care retreat at Nazareth, Ky., over the previous weekend. It's almost like God is in nature, she said. God *is* nature. Nature is a good place to go and reflect. Penny Shaw recalled a recent *New York Times* article about nature by an experienced hiker who did rugged hikes in Oregon, where he's from. Rick Lotz spoke of the adage "silence is golden:" You can't come away from an experience of silence in nature without something positive. Anne Shelby said she, too, looks for silence in nature. Melissa Klassen added that she appreciates the opportunity to relax and get away from stress in nature.

Approval of the August Minutes

The minutes of the August 20, 2024 meeting were accepted as submitted with minor grammar and spelling corrections submitted in advance by Gaylee Gillim.

Financial Report: The Rev. Kelly Kirby

Balance Sheet: Kelly presented the report in Edie Nixon's absence, summarizing that it was a normal August in most ways. Providing an overview of the financials for the benefit of new vestry member Rob Peck (and the rest of us, too) she pointed out that the balance sheet is the most important financial document. It summarizes total assets, total liabilities and the fund balance for the previous month and the year to date. Total assets and liabilities and fund balance as of August 31, 2024, were \$9,276,186

Income Statement: This document gives us a detailed snapshot of what happened at St. Matthew's during the month of August. Kelly pointed out that expenses for grounds and for office supplies have exceeded the total amount budgeted for the year. Our policy requires that in case of such an excess, the vestry must then approve each individual expense in those categories unless we pass a motion dismissing that requirement..

Grounds expenses of \$27,006 for the year to date were \$13,556 over the \$13,450 budget. This has to do with tree maintenance. Junior Warden Rick Lotz said this has been an ongoing problem this year with much storm damage, and still more outstanding costs will come in.

Office expenses were \$13,268, or \$3,703 over the \$9,565 budget. Kelly said this is because outgoing Parish Secretary Betsy Coomes intentionally pre-bought lots of paper before she left, in order to give new Secretary Catherine Banks a good start. We also have three copy machines in the copy room right now, because one had to be replaced before its non-functional predecessor's lease ended.

Kelly suggested that, based on past practice with similar overruns, the vestry can either pass a "not-to-exceed" motion for each of these two items, or we can approve every single expense for the rest of the year.

Rick Lotz said all the other subcategories in Buildings and Grounds are in the range of 60 to 80 percent of budget, so there's enough play that he thinks we can do okay without exceeding the overall budget at year's end. Senior Warden Gaylee Gillim also pointed out that a lot of eyes are on all these categories, with competent leaders in our committees. People are looking at these expenses. She's satisfied that everything is being done competently.

Hearing no objection, then, the vestry will continue to monitor the overall budget without requiring vestry approval for each expenditure. The Finance Committee will have met before the October 15 vestry meeting, so we should have a clearer picture then.

2025 Assessment:

For the support of the mission and ministry of the Church in this Diocese, nation, and churches in the Diocese of Kentucky, including St. Matthew's, we pay 13% of our total

operating revenues as our diocesan assessment. That's \$100,973 this year, a \$943 increase from last year.

Robin Garr moved to accept the financial report subject to financial review and to approve the diocesan assessment. Rick Lotz seconded. Approved.

Presentation on attendance trends

Kelly presented a handout on attendance trends in the Episcopal Church and at St. Matthew's. The Parochial Report that we approved last month had some new questions, one of which was about challenges we face. This document lists the top five from 11,000 responses across the Episcopal Church: Pandemic, Parish Engagement, Clergy, Staff, & Leadership, Growth, and Budget, Finances, & Pledges. Major themes included Returning to Worship – A desire to engage former parishioners in worship/ministry; Sustaining Growth – A vision for how to incorporate newcomers; Recovering Generations – A plan for supporting generational growth, and Planning for Longevity – An uncertainty for how to grow financially and invest in buildings.

Kelly said she is happy to see how this reflects things that we're doing. There's sadness that some people who came to church before the pandemic have stopped coming. So for the in-person experience, we don't see some old friends, but they're watching streaming. Pledges from after the pandemic are encouraging compared to before, but attendance in the pews is not. Our average weekly streaming attendance is 267 views, a number that intentionally excludes short visits in order to count only people who actually stay and watch. In terms of planning for longevity, our successful endowment campaign put us ahead of the game. Overall, she said, this is not a reason to despair at all. We are very normal.

Strategic Planning Part #2

Vestry members read a variety of people's comments on the cards that were available in the Narthex inviting people to share favorite memories at St. Matthew's, things they love

about St. Matthew's, things you love to do at St. Matthew's, and words that describe St. Matthew's.

Picking up where we left off last time, Kelly told the vestry, we need to come up with two or three planning goals for 2025. We should be focusing our effort on what we really love to do, how God has gifted us to do those things, and what would happen if we did more of them?

Kelly suggested that we break parish engagement into two parts. Special events inside and outside the church, and engagement through fellowship type events. Gaylee Gillim, Robin Garr, and Rick Lotz volunteered to help wordsmith a goals statement for the vestry to consider next month.

Vestry Committee Liaison Reports

Nominating

The committee will soon begin its work toward a list of vestry nominations due in December.

Planned Giving and Stewardship

David Johansen reported that everything is falling into place. Pledge cards will go out in the mail in early October, and stewardship speakers have been selected to make presentations in church before the program ends on November 19. Planned giving will arrange a final affairs fair on Sunday, November 10, after the 10th a.m. Eucharist.

Warden Reports

Senior Warden - Gaylee Gillim

No report, but mentions that she really enjoyed seeing these note cards from parishioners outlining things they love about St. Matthew's.

Junior Warden - Rick Lotz

No report. Things are going well.

Rector's Report - Kelly Kirby

We have a significant Dimensions of Faith program coming October 13, with Elizabeth Schrader Polzcer, a bible scholar who has changed the way we are thinking about the fourth gospel and about who Mary Magdalene is. We're putting attention-getting Magdalene-related teasers on the sign out front.

Kelly reported, confidentially, that the Rev. Doug Adkins may move on to another church in Louisville soon, but Kelly has a candidate for his post in mind. We may know something this week. It's not a shock to her, she said, and there is a plan in place. We can work it out.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Rick Lotz said David Johansen's reflection on silence brought it home to him, as did reading the many comments about St. Matthew's from parishioners. Many agree.

The meeting ended at 7:45 p.m., and David Johansen then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr". The signature is fluid and cursive, with a long horizontal stroke at the end.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church
Vestry Meeting
Oct. 15, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horsley, David Johansen, Rick Lotz, Sally MacDonald, Chris Newton, Rob Peck, Phil Poore, Penny Shaw, Anne Shelby

By Zoom: Phil Eschels

Absent: Jack Holz knecht, Melissa Klassen

Others: Joanne Coleman

Opening Prayer: The meeting began at 6:15 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Penny Shaw reflected on grief, in the aftermath of the passing of her husband, Lee, last January. Probably all of us know grief, she said; grief and sadness can be debilitating. During Lee's illness, she had the opportunity for a retreat to Iona, a tiny island off the west coast of Scotland's Highlands that's remote but known as a center for learning, spirituality, and art. This seemed like a remote and holy place for her to delve into spiritual growth and healing. Walking Iona's hills and rocky beaches with her companions even in the often intemperate weather, they experienced this holy place through nature and prayer. "Our grief never really goes away," she said; "yours or mine, and it's always okay to talk about it."

Penny concluded with a favorite poem by Jan Richardson, an artist, author, and United Methodist minister who wrote it as an All Saints blessing in her book, *In Wisdom's Path*.

For Those Who Walked With Us

For those who walked with us, this is a prayer.

For those who have gone ahead, this is a blessing.

For those who touched and tended us, who lingered with us while they lived, this is a thanksgiving.

For those who journey still with us in the shadows of awareness, in the crevices of memory, in the landscape of our dreams, this is a benediction.

Vestry members reflected on the reflection. Rick Lotz said he realizes that prayer is so often a feature in reactions to grief: Prayer can be a conduit back to normal. Sally MacDonald called the reflection and the poem lovely. Others concurred and spoke of their own experience with grief. Kelly Kirby remembered Lee as “so delightful,” and said she misses him too.

Approval of the September Minutes

The minutes of the September 17, 2024 meeting were accepted as submitted with minor grammar and spelling corrections submitted in advance by David Johansen.

Financial Report: Edie Nixon

Treasurer Edie Nixon reported briefly on highlights of the budget as of September 30.

Balance Sheet: Our cash balance is currently low, about \$188,000 including cash and short-term investments (CDs), but part of that is because of \$22,000 due back to the endowment. This is not a concern because of timing; as pledges come during the last quarter, and we’ll be in balance by year’s end. Meanwhile, our endowment is almost \$2.3 million, which is fantastic. There’s not much else on the asset side and few changes on the liability side. This all leaves us with a fund balance of \$9,217,000, a nice balance to have.

Income Statement:

Our income is about \$7,000 over budget, which is where we want to be. For the year to date, we continue to be above budget on fulfilled pledges, which is good. Unpledged

donations – plate offerings – are a little behind budget, but we’ll probably see an increase during the holiday season. Fundraising, including the planned trivia night on November 16, is still to come, but we’re nicely over budget on that. Rental income is doing well. Salaries are a little over budget, but with Doug Adkins’ departure, we have a month of no salary for that position, so we should end up the year fine. Buildings and Grounds expenses are under budget, which is nice, but grounds costs are over budget by \$14,000, much of it due to tree damage and maintenance. Office expenses remain over budget thanks to stocking up on paper: “We do go through a ton of paper.” Overall, total operating expenses are slightly over budget at \$211,000. Once again, the staff is amazing: They don’t spend much at all. So total year-to-date expenses over income at about \$27,000, but the good news is we budgeted expenses over income of \$58,000 at this point, so we’re actually doing better than the budget. We should end the year with a positive budget by the skin of our teeth. Cash reserves are under where we want to be, but we expect to be back where we want to be by November.

Endowment:

Our endowment stood at \$2,292,136.76 on September 30, up from \$2,140,633.45 at the end of the previous quarter on June 30. Remaining current in the endowment sub-fund account – available for emergency use – was \$39,548.45, and dividends and interest totaled almost \$34,000 for the quarter, which is great.

Rick Lotz moved to accept the financial report subject to financial review. Sally MacDonald seconded.

2025 Budget presentation: Joanne Coleman

Parish accountant Joanne Coleman distributed copies of the 2025 proposed consolidating budget, discussed highlights, and invited questions.

Operating income:

Total income proposed in the new operating budget is \$791,198, a \$17,833 increase from \$773,365 in the 2024 budget that ends December 31. Much of the increase is

attributable to our plan to rent out the parsonage now that Doug Adkins has left St. Matthew's to become rector at St. Andrew's Church.

Operating expenses:

Expenses for work outside the parish and our annual diocesan pledge will be slightly higher because they are based on a percentage of income. Staff salaries are increased from \$312,431 to \$362,659, largely because a larger housing allowance will be included in the new director of congregational life's salary. Staff also received a small cost-of-living increase, so total salaries and benefits will be \$454,119, up \$16,502 from the previous year's \$437,617 budget.

Building expenses are budgeted to be \$168,218 down slightly from last year's \$169,043. Office expenses are expected to be slightly higher, largely due to costs for paper and computer software.

With total operating expenses budgeted at \$790,829, net income over expenses is budgeted at "a whopping \$369," compared with \$1,299 income over budget for 2024.

Capital expenditures:

The maximum available from the endowment for use toward capital expenditures in 2025 is \$114,998. Items included in the budget include roof inspection, HVAC repairs, computer, and other costs; adding \$58,700 to the budget. Contingency expenditures earmarked for future needs include replacing a roof section (\$11,000), building a roof wall to protect organ pipes (\$20,000), and an air-handling unit (\$10,000). The total allocated for use, then, is \$99,700.

Rick Lotz offered kudos to the staff for all this effort and particularly for earmarking funds against expected future needs rather than having to pull unexpected items out of the budget. The vestry offered thanks and applause for Joanne. The budget will be on

the agenda for the vestry's vote in November, allowing members a month to study and ask questions.

2025-2026 Goals

The 2025-2026 Parish Goals were presented for approval:

1. Work to encourage fellowship by improving participation in church-sponsored events.
2. To better promote the parish's creativity and highlight the programs, ministries, and spaces that are uniquely St. Matthew's (Peeps Diorama Making, St. Matthew's Day, Skill Sharing, Makerspace, Community Garden, etc.).
3. Design and implement a sustainable health ministry at St. Matthew's.

Robin Garr moved to approve these goals. Diane Clark seconded.

New Director of Congregational Life

Kelly announced that our new priest, the Rev. Suzanne H. Barrow, will begin on December 1 as Director of Congregational Life. She most recently served as the interim priest at St. Mark's.

Since Suzanne will not need the house at 318 N. Hubbards Lane as a parsonage, we'll plan to rent it for \$2,200 a month on a year-to-year lease. Deacon Jan Scholz, who is a realtor, will handle the real estate aspects of that, including repairs needed before rental. We'll add cameras to watch for storm damage at 316 and the surrounding grounds. Rick Lotz added that we'll continue to keep the parsonage on the grass mowing contract.

Diane Clark recalled that Suzanne Barrow was the person she reported to when St. Matthew's parishioners worked with the Cornerstone project, taking care of children at the cathedral. She was also involved with the Home of the Innocents.

Kelly and vestry members also shared happy recollections of Libbie Shrader Polzcer's recent Dimensions of Faith talk about Mary Magdalene.

Warden Reports

Senior Warden - Gaylee Gillim

No report, but she continued the conversation about Schrader Polzcer, saying that she thought the speaker was fantastic with its intellectual approach and how her presentation informed us of the work of the early New Testament scribes as human beings who made mistakes.

Junior Warden - Rick Lotz

Rick reported that we were finally able to get large downed limbs removed, so the only item facing us now in that department is a city code notification involving a dead tree on the parsonage property.

Rector's Report - Kelly Kirby

Kelly said she had called together the gifts committee about three designated gifts that she plans to arrange.

1. One is a gift for musicians that we use on special occasions like Pentecost, St. Matthew's Day, and All Saints Day.
2. The second is about the stump art she mentioned last month. The committee will meet with a chainsaw artist in November to talk about a design like vines and flowers, but nothing campy.
3. A bell tower to be built likely near the corner of Hubbards Lane and Massey Avenue. Parishioner Steve Cherry, an architect, has sketched a design for a 35-foot-tall metal tower with a cross that matches the cross on top of our church. It would house three bells that would be controlled by a mechanism wired into the church and controlled by an app. It won't play hymns but a peal, a ringing pattern of bells tuned together.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Everything from start to finish tonight gave witness to the Holy Spirit, said Rick Lotz, to general acclaim, from Penny's reflection through the budget to the bell tower.

The meeting ended at 7:43 p.m., and Penny Shaw then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

Nov. 19, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Phil Eschels, Robin Garr, Jamie Horsley, David Johansen, Rick Lotz, Rob Peck, Phil Poore, Penny Shaw, Anne Shelby

By Zoom: None.

Absent: Gaylee Gillim, Jack Holzknecht, Sally MacDonald, Chris Newton

Others: Steve Cherry, Edie Nixon

Opening Prayer: The meeting began at 6:15 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Jamie Horsley

Jamie talked about how he enjoyed his morning routine in the house that he and his wife recently bought in Fern Creek. He wakes up early on Saturdays and grinds coffee, savors the aroma, and enjoys the surroundings of the house. The dog comes to him. He meditates and prays a little. But then he starts worrying. He might not get to keep this house. Concerns about problems, house or health issues, wars, and militias gather around him. "This probably says something about my psyche," he said with a smile. He loves the life he gets to live, but he doesn't want it to change, doesn't want it to end. But it doesn't work that way. Nothing this side of eternity is eternal. Everything we have is subject to the forces of change, and we are too. I can exercise and eat right, but I'll still get older, and my body won't be able to do the things it used to do. Our bodies don't ask our permission before they get sick. He thinks accepting the impermanence of things, even those most dear to us, makes them more precious. But frustration with things changing triggers his anxiety. "Make peace with change," he advised. "We should celebrate all the beauty and love we have in life as a reflection of divine love. Here and now, things can bring us pleasure, but they're not eternal." If his hope is pinned to any

temporal thing, Jamie concluded, then he is doomed to a life of neuroticism and disappointment. On the other hand, he can place his hope on the reality that God is the source of all, to God we all return, and through the death and resurrection of Jesus Christ, God is reconciling the world to God's self, making all things new and whole. That is peace.

Vestry members reflected on the reflection.

Phil Poore concurs with much of what Jamie says and thanks him. The good moments help to charge that battery and get us through the tougher times. Diane Clark recognized these as heavy thoughts. When you're 80, she said, you do think, "Yes, I'm going to die," but we accept this more readily than when we were 40. Rick Lotz described it as deep and heavy, but Jamie presented it in a way that made him grateful. Phil Eschels, noting that parishioner Gwen Perkins just celebrated her 101st birthday, said he thinks that she epitomizes this approach. Dave Johansen concurs.

Approval of the October Minutes

The minutes of the October 15, 2024, meeting were accepted as submitted with minor grammar and spelling corrections submitted in advance by Kelly Kirby and David Johansen.

Bell Tower: Steve Cherry

Kelly introduced St. Matthew's parishioner Steve Cherry to talk about plans for a bell tower on the church campus, the result of a proposed donation by Anne and Mike Hampton, who gave permission in writing to name them as the donors after the bell tower was discussed at the October Vestry meeting. Kelly said she asked Steve to create a plan. As an architect, she said Steve has made good decisions about this kind of thing for the church and the diocese.

Steve presented a series of architectural sketches, including an overall site plan and five sheets depicting a proposed design for a tower and possible locations in the general area between the Nave and the intersection of Hubbard's Lane and Massie Avenue.

Discussing the drawings, which were attached to the November vestry agenda, Steve said that because of the nature of our church, a bell tower should be free-standing, separate from the church building. Steve has talked with two manufacturers to ask about bell sizes and towers. Hoping to come up with something original, Steve came up with these sketches.

Proposed is an open spire-shaped tower made of three painted structural steel tubes, topped with a Celtic cross – a direct relation to the Anglican tradition and similar in style to the cross atop our Nave. This approach will feature three cast bronze bells – called a “peal” in church-bell terminology – in standard sizes of 19-, 25-, and 29-inch cast bronze bells. The bells will be controlled remotely from inside the building and may be sounded in single tones or a traditional peal. (According to the Washington National Cathedral, a peal of church bells is a performance in which bells are rung in a sequence of changes, or permutations, without stopping until the sequence is complete.)

Steve said he has put out six requests for proposals (RFPs) to bell manufacturers. One bowed out, two responded, and he was still waiting for the other three. A separate structural engineer will have to be hired to build the foundation for the tower. We'll bid that out, too, to at least three contractors, and we'll also need a crane or a lift to move the completed tower to the foundation.

Numerous questions and comments followed in an extended discussion.

Will this require additional insurance? Kelly noted that Church Insurance visits us annually, and they are attentive to changes. She assumes it will probably go up a bit, but we'll find out.

Steve added that we'll also need soil borings to determine the ground's ability to hold the tower. It's not extremely heavy, but the possibility of seismic and side-to-side movement has to be covered.

Penny Shaw expressed concern about the tower's appearance. She says it needs to look really good, and wonders if we should assemble a larger group, a committee or something similar, to examine what the surfaces and colors look like. This will be near a public corner of our property, and we should be concerned about its appearance and what the neighbors will think.

Steve said that he has met with the city of St. Matthews and city planning officials. The main legal parameters are setback requirements and easements. There's also a 35-foot height limit in the codes. There is no limitation on church bells in this zone. Further discussion centered on polling neighbors by mail, phone, or door-to-door, and how extensive a boundary should be drawn around neighbors polled. We don't *have* to go door to door, but Penny feels that it would be good for us to do that.

Kelly added that the idea that we *have* bells is one thing, but *how we use* them is important. The programming would be up to us, and it can be changed. She particularly likes the ability to have a bell tolling at the beginning of funerals. And celebratory bells for weddings, too. She feels this could be a very powerful addition to a regular schedule.

Kelly suggested the vestry consider if we would like to give permission to begin to put money toward this – not the church's money but donor money – to begin the process. Questions were raised about whether the tower could pose an attractive nuisance issue, tempting kids or others to climb up. Steve noted that the lowest of the three bells would be 12 feet up, out of reach, and the legs will be 6-by-6-inch steel pipes, possibly to shinny up perhaps. It's an issue of design: How much effort should one go to in order to deter this? Kelly noted that young people climb up on our roof fairly often and have to be chased away.

At this point, Kelly invited vestry members to raise any concerns they have about this project. Also, is there any history of bells at St. Matthew's that predates her? What process does the vestry want that's outside our formal gift acceptance policy?

Rick Lotz said there has been discussion of a bell tower since he started coming here in 1980. It never came to fruition due to issues of cost and agreement on style. He thinks it's a good idea; the bells don't have to be loud and clangy; church bells can bring peace and comfort. Rick agrees that a mini-survey of our closest neighbors would be good. As long as we do it in a nice, tasteful aesthetic, fitting into the landscape, we should be able to do it. (Steve Cherry mentioned that the first respondent has sent recordings of bell sounds. We could ask for more specifics and play that for neighbors who'd like a demonstration of the sound.)

Phil wondered if there would be any signage around the tower. Anne Hampton had said it is in memory of her father, Bo Nixon; but parish Treasurer Edie Nixon pointed out that St. Matthew's has a history of not putting plaques on things. Kelly agrees. Kelly said the Gifts Committee as defined in our Gifts Acceptance Policy includes the Rector, Accountant, Treasurer, Senior Warden, and one member of the Finance Committee. Kelly said she does not make design, color, or architectural decisions.

Steve Cherry said he plans on getting all the proposals in a row first, then evaluating them all to determine the total cost before making a recommendation on awarding a contract. Once we see that big picture, then we can hire a surveyor. He doesn't think we ought to rush this. We should take our time to be comfortable. We can get all these numbers together first, and only then make a decision.

Kelly suggested that as the next step we go around the room and invite each vestry member to share their thoughts. Without exception, all were very much in favor of the idea in principle.

Kelly pointed out that accepting this gift changes our relationship with the donors. She wants St. Matthew's to have its vision complete, not arbitrarily say yes, but then at the next meeting change our mind. Based on her experience with a carillon at her former church, she said, she is not too concerned about neighborhood opposition. Phil noted that we don't want to ask the neighbors' permission, get a "no," and say sorry, we're going to do it anyway. So perhaps a poll should be framed as a neighborly notification rather than a request.

Upon Robin Garr's request, Kelly suggested that the motion might contain that the vestry is in favor of moving forward with preliminary work on a bell tower, with monthly updates to the vestry. Dave Johansen made a motion in those terms, and Phil Eschels seconded it. Upon further discussion, the vestry agreed.

Financial Report: Edie Nixon

Because of the hour, Edie said, while she doesn't want to short-circuit the financials, she will be brief. The full financial report is attached to the vestry agenda and minutes.

Balance Sheet:

We cashed in one certificate of deposit during the month, resulting in a reduction in the budget line for short-term investments. She also mentioned that some early 2025 pledges will start coming in during December.

Income Statement:

We're \$92,000 ahead of budget, which is excellent. A fabulous trivia night last month will show up in the coming months' financials; building costs are down, while grounds costs are up a bit, largely because of downed branch issues and maintenance of the entire property. We are paying a landscaping company to do work that used to be done by church members.

Expenses are over income by almost \$17,000, Edie said, but budgeted expenses over income this month are \$60,000, so that's a \$ 43,000 swing in our favor. A lot of our donations will come in during November and December, so we hope to be on budget by the year's end.

We have a little over three months in cash reserves now, so we're comfortable. Robin Garr moved to approve the report subject to financial review. Rick Lotz seconded.

2025 Budget:

We went into great depth last month, Edie said. So this is just a quick look. There was a small change in plans for the parsonage, but it ends up being a wash with the same bottom line: This budget has us breaking even by the skin of our teeth, but that's okay. Rick Lotz moved to approve the 2025 budget, and Penny Shaw seconded.

Nominating Committee Report: David Johansen

Our nominees for three-year vestry terms beginning in the 2025 class, listed alphabetically, are: Neville Blakemore, Heather Duffy, Patricia Enriquez, Robin McNally, and Jessica Roufus. Our nominee for a one-year term as youth representative is William Lewis.

Dave pointed out that we do open up nominations to the congregation, so if anyone else either self-nominates or is nominated by another, we will add that person to the ballot.

Robin Garr moved to approve the Nominating Committee report, and Diane Clark seconded.

Stewardship Progress and follow-up assignments: Kelly Kirby

As we near the end of the annual stewardship campaign, Kelly said, it is time to make vestry follow-up calls. Each vestry member has a list of names and is asked to contact them all by Thanksgiving.

Junior Warden

Rick said the Buildings & Grounds Committee has talked to Peter Bell, the landscaping contractor, and is also talking to the city about a tree issue. We're holding until winter to get all the deadwood taken down. He hopes this work will help reduce our overall grounds costs in 2025.

A leak has appeared in the roof at the back of the nave after the last rainstorm, but we're not sure where it's coming from. Three subcontractors are very interested in trying to find the leak. We don't have a fix or a schedule right now, but we're as aware as we can be.

Rector's Report - Kelly Kirby

Kelly invited questions. The proposed artistic treatment for a tree stump left after a storm is in the works; at some point, the person who inspired all this will come to town for a discussion. The food pantry numbers have returned to pre-pandemic levels, with food distributed to 200 families this month, which really stretched the food that we had available. We also distributed \$10 gift cards to each car according to the number of families represented.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Dave Johansen thanked Jamie Horsley for his reflection. Anne Shelby spoke of the bell tower as another way for us to be a welcoming church.

The meeting ended at 8:28 p.m., and Jamie Horsley then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

Dec. 17, 2024

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Phil Eschels, Robin Garr, Gaylee Gillim, Jamie Horsley, David Johansen, Melissa Klassen, Sally MacDonald, Chris Newton, Rob Peck, Phil Poore, Anne Shelby

By Zoom: None.

Absent: Kevin Clark, Penny Shaw, Jack Holzknecht, Rick Lotz

Others: The Rev. Suzanne Barrow, Edie Nixon

Opening Prayer: The meeting began at 6:15 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Anne Shelby

Anne told us that she took a course in meditation this year at the Earth and Spirit Center. Now, meditative reflection has become part of her daily life. Meditation, she said, actually exercises your brain, but more importantly, it improves your sense of well-being and acceptance, being in touch with ourselves and others, feeling connected, real, and alive. Meditation begins with choosing a simple activity of life that you usually do unconsciously, then learning to do it with attention, a sense of presence, and grace. You can bring this to mundane activities such as washing your hands or brushing your teeth. Walk mindfully or drive without the radio on, noticing if your body is tense or relaxed. You can meditate while you're stopped at a red light—stop and be aware. Think about showing loving kindness toward everyone you encounter. On the phone, give the other party your full attention. Participants in this training were encouraged to meditate every day. Sit quietly for 20 minutes, trying to avoid distractions. Feel compassion, extending loving kindness toward the world.

In Mark's Gospel, Jesus said to come away by yourself to a quiet place and rest. In contrast, Thomas Merton felt his memorable epiphany amid a crowd of people at Fourth and Walnut Streets in Louisville. Everything we do, Anne said, we do to ourselves. All is really one. As a new year begins, she said, she hopes to keep these words in her heart: Be thoughtful and intentional in my words and actions. Be aware of my environment and convey empathy to others, with conscious awareness and sensitivity...putting oneself in someone else's shoes.

Vestry members reflected on the reflection. Penny Shaw recalled having taken this class and gotten a lot out of it. Diane Clark said she finds it difficult to take the time to meditate right now, even when she wants to. Edie Nixon likened this to the Advent Taizé service: It's peaceful, makes you stop and slow down. Dave Johansen said he focuses on his prayers while driving but wonders if this is a safe practice. Robin Garr mentioned the similar practices of the Vietnamese Zen Buddhist monk Thích Nhất Hạnh, highlighting the worldwide cultural connections with meditation and mindfulness.

Approval of the November Minutes

The minutes of the November 15, 2024, meeting were accepted as submitted, with minor grammar and spelling corrections offered in advance by Kelly Kirby, Gaylee Gillim, and David Johansen.

Financial Report - Edie Nixon

Balance Sheet

November was a good month financially, Edie reported. The financial report begins with the balance sheet, the most important financial document but also the hardest to understand.

Our cash position is very good, so much so that we didn't have to cash our \$105,000 held in certificates of deposit against that possible need. At the end of December, which is the end of the quarter, she and Parish Accountant Joann Coleman and I will true up the accounts so the amounts due from and due to the endowment will be accurate at zero. At that point, we'll push some over to our investment account again, which is very good, as investments are doing really well right now.

Under liabilities, we'll now begin seeing prepaid pledges coming in from members fulfilling their pledges early. Outreach donations from the Thanksgiving offering will come in soon, and \$500 each month goes into a reserve fund to be available for heavy building expenses.

At the bottom line, total assets equal total liabilities at \$9,417,345.

Income Statement

Pledges have come in; we're in good standing in the income. Pledged income totaled \$624,359 at the end of the month against \$543,000 budgeted at that point, and the annual budget was \$625,000, so we're within spitting distance already. Total income for the year-to-date as of Nov. 30 was \$748,554, more than the \$672,768 budgeted at that point, so that's also good.

Point by point, pretty much everything is right on budget. Building maintenance is fantastic. Grounds costs continue to be higher than budgeted, so an endowment subfund is paying for the weeding people. After three years of this issue, it has to come into the operating budget, and we'll look at that. Office supplies were also a little bit over budget, but our staff does amazing things with very little money.

Robin Garr moved to approve the report subject to financial review. Gaylee Gillim seconded.

Stewardship Progress & Follow-Up Assignments - Kelly Kirby

We are 99 percent of the way to the goal, Kelly reported. It's the first time this has happened in the past 10 years. Normally, it takes until February, after the annual meeting, to reach the stewardship goal, so she offers thanks to all for our work.

Bell Tower, Chainsaw Art

Kelly gave an update on both of these proposals.

Chainsaw Art: Artist Harley Dougherty met with Kelly, staff, and others to talk about using the remnant of a tree trunk on the campus as a work of chainsaw art. We agreed that we don't want bright and distracting colors, but a small amount of color is appropriate for definition.

Dougherty has created carvings of a little fox family at Little Hunting Creek Park near Prospect City Hall. Phil Poore noted that it has been painted in fox colors but not bright or distracting. Kelly said she was highly encouraged by Dougherty's positive response to our desire that the carving appear unobtrusive and natural.

There were no objections to moving forward with this project, based on a donation not to exceed \$4,700.

Bell Tower: The conversation is narrowing. Steve Cherry, who presented this proposal at our November meeting, has put out six requests for proposals. Five have responded, while one—in Utah—said they were too far away.

Steve is coming up with a spreadsheet comparing the bids, which differ in many particulars. He went back to each company and asked for specifics, and we're close to getting information about all the bids so we can relate them to each other. Steve is looking for details like asking specific Pantone numbers for "stock colors," whether the steel poles can be galvanized, and so on. We've narrowed down the scope of possible

installations. For example, the bell tower will not be near the ginkgo tree, and a position near the Memorial Garden is also excluded because our conditional use permit setting aside the Memorial Garden in perpetuity has a 30-foot boundary. Positions 2 and 6 on Steve's chart look the most promising, but this is not final. For example, at position 6 the bell tower would be hidden by the Christmas tree, so it couldn't be seen from many parts of the nave.

Steve has contacted two companies about the cost of a rendering, depicting the look of the tower in its setting, which would require an additional \$500 investment.

Discussion followed about the size of the bell tower, its visibility from inside the nave, and its height compared with the church. (That would vary depending on the location chosen, but under no circumstances would it tower over the church.)

Gaylee Gillim moved to approve a separate \$500 expenditure for a rendering, a digital image showing the view of it in positions 2 and 6. Suzanne Barrow seconded, and the motion passed.

Vestry Committee Liaison Reports

No committees have met this month.

Senior Warden - Gaylee Gillim

Gaylee said she is excited about both projects. They are artistic and add visual appeal.

Rector's Report - Kelly Kirby

The Rev. Suzanne Barrow has begun work at St. Matthew's, and Kelly is so happy.

Suzanne said everyone's kindness has been so wonderful. Watching the workings of St. Matthew's, the creativity that's done in programs and invitations, and bacon-making skill sharing really expands her view of ministry. She didn't know that would happen,

but the people of St. Matthew's have done that. "What a wonderful congregation, what a great group of people," she said. "You're inspiring."

Kelly reported that the Christmas offering request went out without return envelopes included, so it was necessary to send out an extra mailing.

Vestry members rolling off at the end of their three-year terms—one-third of the vestry every year—will remain through the annual meeting. Will you stay on your committee?

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Phil Poore said it was nice to hear Suzanne's view of us. It's good to hear from an outside voice. Gaylee Gillim appreciated Chris Newton's willingness to raise doubts about the tree art, prompting useful discussion. Chris, in turn, was grateful for Anne's talk about mindfulness.

The meeting ended at 7:28 p.m., and Anne Shelby then led Compline in the nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Rd. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Annual Meeting

Jan. 26, 2025

Congregational Presence

The Rev. Kelly Kirby, St. Matthew's Rector, opened the Annual Meeting at 11:10 a.m. in the nave, following the 10 o'clock Eucharist, and all joined in the prayer for mission. With a quorum of 30% of the average Sunday attendance as reported on the most recent annual parochial report present, the meeting began with the St. Matthew's prayer for mission.

Nominating Committee Report

David Johansen, chair of the Vestry's Nominating Committee, reported that five adult members have been nominated for three-year terms, and one youth member for a one-year term: Neville Blakemore, Heather Duffy, Patricia Enriquez, Robin McNally, and Jessica Roufus, and Youth Member William Lewis.

These new members replace outgoing members who have completed their terms. Kelly reported that no additional nominations have been received in advance, as required in our bylaws, so she declared the nominations accepted and invited the new members to stand for thanks and applause.

Minutes of 2024 Annual Meeting Robin Garr

Kelly called for a motion to forgo formal reading of last year's Annual Meeting minutes. Robin Garr so moved, and Lowry Adams seconded.

Treasurer's Report & Endowment Report Gaylee Gillim

In the absence of vacationing Treasurer Edie Nixon, outgoing Senior Warden and Finance Committee Member Gaylee Gillim summarized highlights of the Treasurer's Report and the Endowment Report.

All sources of income were as good or better than projected, she said, with \$765,846 total income for the year. The budget for Fiscal Year 2024 was approved with a net income of \$1,300. The actual net income reached \$43,325, thanks mostly to strong stewardship giving as well as controlled spending.

Expenses were pretty much where we expected and wanted them to be. We had no major building expenses but had to spend more than \$12,000 for tree and branch removal after many storms. On the other hand, salaries were lower than expected because of two short-term staff vacancies.

Our revenue matches our expenses in the 2025 budget. We have anticipated income of \$765,730 and projected expenses of \$897,016; after expenses of \$131,450 are released from Balance Sheet restricted funds and Endowment Available for use funds, our budget forecasts that we will have \$164 in income remaining at year's end. We achieved 99% of our stewardship goal, which is fantastic. Salaries and benefits make up 48% of the budget, including a cost-of-living increase for all employees.

In 2023, St. Matthew's embarked on an Endowment Campaign to double the Endowment, and this campaign was very successful. The campaign reached 117% of its goal of \$1,200,000, raising \$1,408,930. At the end of 2024, funds in the St. Matthew's Endowment Fund totaled \$2,338,648, a significant increase from the previous year's \$1,877,780.

Outgoing Vestry Recognition

Kelly read the names of outgoing Vestry members: Diane Clark, Kevin Clark, Robin Garr, David Johansen, Phil Poore, and Youth Member Jack Holzknicht, and invited them to stand for the congregation's thanks and applause. They will receive the traditional St. Matthew's stoneware mug in recognition of their service.

Kelly also urged everyone to thank the Daughters of the King volunteers who prepared and served today's lunch.

Unsung Hero Award

Following the traditional format, Kelly announced this year's Unsung Heroes by telling about them and their ministries before revealing their names. "Both of these people quietly make this congregation a warm community of faith," she said. "One dedicates countless hours of time and talent to enrich and beautify the worship experience. The other makes every effort to participate in all of our parish activities. They are both fun, kind people, who are quick to make a new friend or to welcome a newcomer into ministry. One is here sometimes after dark, and other times before the sun rises. ... They're both good examples to us all. They are really good at seeking and serving Christ in the rest of us." The congregation rose in standing applause as we congratulated our 2025 Unsung Heroes: Heather Duffy and George Wheeler.

Dismissal

At Kelly's invitation, Rosemary Drybrough moved to adjourn the Annual Meeting, and Rick Lotz seconded. The congregation sang the Doxology and adjourned to lunch in Saints Hall.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk