

# **St. James' Episcopal Church Glastonbury, CT Vestry Minutes August 13, 2011**

The Vestry held a meeting and retreat on August 13, 2011 at St. James', with the following present: The Rev. Nancy Gossling, Carl Benker, Jim Bennett, Jennifer Daukas, Jim Ervin, Mary Jo Logan, Rich Mills and Jill Monsarrat. Also present by invitation were Jim Barry, Minister of Music, Becky Lee, chair of the Congregational Vitality Discernment Group, Mary Ann Purtill, DCF, Janice Davis, editor of the Network, and Nick Daukas, chair of the Human Resources Committee. Sr. Warden Mills called the meeting to order at 8:45 AM. Nancy+ offered a meditation based on the CREDO life transformation cycle for our spiritual journeys: challenging us as parishes and individuals to be clear about our Identify, to Discern, to Practice and to be Transformed.

## **“Changing the Conversation”**

Nancy+ and Rich Mills opened the conversation about this book, and its discussion of “adaptive” challenges (or key challenges before a parish) v. “technical” challenges (or “how to solutions” to issues).

- Becky Lee commented on the work her group had done throughout the summer to identify the adaptive issues, and found they were focusing on what “discipleship” really means for the parish and for us as Christians.
- Stewardship identified as an Adaptive Challenge for St. James.
- Importance of Vestry members as Leaders rather than managers was stressed.

Lively discussion of the need to bring the book to the attention of others, and then to engage in the work of identifying and dealing with the adaptive challenges. We noted that the Outreach Committee is also studying the book, and that there will be adult formation opportunities in the fall for discussion. We mentioned that change always meets with resistance, and the need to handle conflict carefully, keeping our purpose as disciples foremost in our efforts.

## **Transitions Within the Vestry and in our Staffing**

With five vestry positions and three officer positions to become open at the next annual meeting, Rich asked that those who have not offered suggestions for replacements to do so soon. He said the Executive Committee will meet to sift through those, to seek candidates with leadership capabilities and who will represent the full range of demographics within the congregation.

Nancy+ and Nick Daukas commented on the need for the parish to understand the changes in roles that The Rev. Amanda Akes will serve when she assumes the assistant rector position as compared to the roles Paul+ and Peggy+ served. Nancy+ asked the Vestry to help in that effort. Discussion about the vehicles for communicating this matter to the parish. Nancy+ also mentioned that there needs to be clarity about the role of the rector going forward.

Nancy+ and Nick also advised that Jodi Lussier will start as the new Administrative Assistant on Monday. They led a discussion about clarifying Jodi's roles and boundaries, including the manner in which tasks are assigned to her

## **Communications: Planning for the Future**

Rich Mills noted that the website is vital in today's culture. And as the transition discussion shows, the people change, but the ministries go on, and the need for communication is always acute. He suggested that the goal will be to have the Administrative Assistant be responsible on a day to day basis for the accuracy and timeliness of information on the website. Rich stressed that the Commission leaders must be sure the website content for their group is vital, vibrant and current. Each Commission can develop its own process for that, but the material should be in final form for Jodi to post on the website. Overall responsibility for the website will remain with the Communications Commission chair, who will oversee any significant changes to the website.

## **Stewardship Update**

Rich directed the Vestry's attention to Ed Crow's outline of the proposed Every Member Canvass to be held in early November this year. Expected to be a single day effort, with tentative plans to have visits to be made on Sunday morning, with a single service at 5:00 and a celebration to follow. Nancy+ encouraged the Vestry to be supportive, and the form of that support is the subject of ongoing discussions.

Rich commented on the manner in which the diocesan assessment is computed for St. James' and noted that there are continuing discussions with the Diocese.

Jim Ervin reminded the vestry of the April meeting's decision to update the signatories to the parish's account with Charles Schwab & Co., Inc., and moved that the formal resolution language requested by Schwab be incorporated by reference in the resolution adopted in April, and that the signatures and certifications of the Rector and Clerk as to those resolutions be ratified and confirmed. So voted.

## **"Post-Flood" Building Update**

Rich extended special thanks to Jr. Warden Jim Bennett and to our former Assistant Rector, Paul+, for the enormous efforts expended to minimize the disruption caused when the sprinkler head in the loft area went off. Jim Bennett reviewed the incident and said there are still some outstanding construction and insurance issues. He also urged that the parish hall roof be attended to ASAP, and will raise that with the Finance Committee at its next meeting.

## **Advance Planning**

Nancy+ advised the vestry that Bishop Ian Douglas will visit St. James' on Palm Sunday, April 1, 2012.

## **Concluding Prayers**

Rich led us in the service of Noonday Prayer.

Meeting adjourned at 12:05 PM., with picnic following at the Ervins'.

Respectfully submitted:

James Ervin, Clerk

**THE NEXT MEETING WILL BE MONDAY, SEPTEMBER 12, 2011 @ 6:30 PM.**