

**St. James' Episcopal Church
Glastonbury, CT
January 29, 2011 Vestry Retreat Minutes**

The Vestry held its annual retreat at Diocesan House, with the following present: The Rev. Nancy Gossling, The Rev. Paul Habersang, Jim Bennett, Jennifer Daukas, Rick Edwards, Jim Ervin, Jennie Rebecca Falcetta, Chip Flanagan, Nancy Goodwin, Mary Jo Logan, Dorris Manganelli, Rich Mills, Jill Monsarrat, Scott Thompson, and Brad Wainman. Also present by invitation was MaryAnn Purtill, DCE. Sr. Warden Mills called the meeting to order at 9:00 AM, and Paul+ led Morning Prayer, with emphasis on the gifts of God to each of us. Nancy+ offered "Comfort Crosses" to new Vestry members.

Welcome to 2011 Vestry

Rich Mills:

- Distributed and confirmed 2011 meeting dates, members' roster with email addresses, and parish mission and goals.
- Commented on history of Commission structure and revised reporting process (reports to be emailed on Friday preceding meeting), urging each to work on goals set in 2010 and to devise ways to measure progress. Nancy+ encouraged individual and collective spiritual growth as foundations for our carrying out the mission and goals.

Our Stewardship Challenge – Discussion

Rich Mills introduced and led discussion on this issue. He identified two objectives for today: (1) Establish an expanded, year-round Stewardship Committee, and (2) Outline process for a Capital Campaign. Among items raised and discussed:

- Need to use \$ for ministry rather than paying off debt.
- Desire to sustain an Assistant Rector's position.
- Need to talk candidly and openly about money rather than avoiding the topic.
- Chip Flanagan's report of annual giving drive for 2011.
- Need for communicating to parishioners.
- Use of consultant for capital campaign. Rich noted a contract with MaryAnn Doyle had been reached.

Our Stewardship Challenge – Conclusion re Annual Giving Issue

Developed a list of parishioners to be invited to a vestry sponsored dinner on Friday, February 11 at 6:00 PM to act as a focus group to strategize, energize, staff and communicate about our stewardship approach for the future. Vestry members agreed to invite individuals on the list. A subset of the vestry (Rich, Brad, Rick, Chip, Jennie Rebecca and the clergy) will lead the discussion. Jennifer Daukas, with Scott, Mary Jo and Jill, will organize the food.

Our Stewardship Challenge – Conclusion re Capital Campaign

After discussion, vestry agreed:

- To ask Rob Lynn to chair the campaign.
- To aim for a campaign in May/June, 2011.
- To use the February meeting to set the parameters for the Campaign projects.

Lunch

Thanks to all who provided, set up, cleaned up!

Our Staffing Challenge – Discussion

Rich Mills reviewed the history of this issue and referred to work of the Vestry Committee on Staffing and its report in the Annual Meeting Reports. He suggested that another committee now look at these issues with realistic financial projections and offer a priority list of options, with their programmatic impact. Extensive discussion ensued. Among the items raised and discussed:

- Timing of search for an assistant rector. Nancy+ said process can be started at any time, but first must determine what we want.
- Issue of whether the money should drive the whole discussion or whether we should look anew at what we want, what is our vision for the future at St. James'. Comments included noting that the prior Staffing Committee had looked at job description issues, and we may not need to revisit these.
- Need for an analysis of what the impact will be on programs and ministries under various staffing scenarios.
- Need to include the role of the Rector in these discussions. Nancy+ referred to the clear guidelines when she was first called, and asked if those will be revised.

Our Staffing Challenge – Conclusion

Form a subcommittee to develop a few (3) scenarios, with priorities and with realistic financial projections, and showing the impact on mission, goals, programs and ministries. Vestry to review, and then work with stewardship committee on how to get the parish to respond. Subcommittee: Brad, Rick, Nancy+ and Paul+, with input from MaryAnn Purtill.

Concluding Eucharist

Nancy+ celebrated HE Rite III in the chapel.

Retreat adjourned at 2:30 PM.

Respectfully submitted:

James Ervin, Clerk