

In Brief - Grace Leadership Meetings – Notes from the Program Ministry Council (PMC) Vestry – December 2020

All meetings open and close with prayer, and often a reflection on a reading. Minutes of each previous month's meetings are approved. The following notes are summarized directly from meeting minutes (not yet approved). See contact below for any questions.

PMC - Dec. 9

Minutes for November 2020 were approved without objection.

Wren opened with prayer and a litany that incorporated Psalm 139 and the Song of Mary.

Warden's Report: Luke spoke about the need for additional volunteers to help in the support of online services. Daphne reported that a team of Grace members is doing an in-house audit required by the Diocese of Olympia (this is an annual requirement for all parishes).

Rector's Report:

People are coming to Grace through the online services. It is more difficult to contact newer people as there is not a clear form they fill out with their information.

Membership is struggling with this issue.

There will be no in-person Christmas Pageant this year; it will be replaced by video of an enacted reading of the Christmas story; families and children will participate. On Christmas Eve, following the online service, there will be socially distanced candlelight caroling on the patio. Is there some way to do Christingles?

Christmas Morning service will include a Moravian Love Feast (cinnamon rolls were suggested).

Curate's Report: Stephen informed the team of his progress in various ministries, including youth ministry, faith formation, strategic plan, pastoral care, and other projects with Wren.

Diane McGrew is retiring at the end of December. We were all encouraged to send her a card of thanks as we will not be able to publicly thank her as we have in the past.

Pastoral Care:

Florrie brought to our attention all of those that will be alone for Christmas. A letter will be sent outlining the Christmas schedule. Heather volunteered to drive the Moravian Love Feast cinnamon rolls to those who would be alone or shut in.

Faith Formation:

Wren referred members to the report Kim sent in advance.

-Virtual Pageant: Ann Strickland is organizing the music for this ménage of readings that constitute the traditional long Luke reading; videos will be provided by families and sent to John McKenzie, who will edit them together for the Christmas Eve service.

-Story & Song: We've been seeing lots of families in the morning on Sunday for Advent times and prayer. Very grateful for these parents who get their kids to Zoom at 9AM!

-Advent Tuesday evenings: Big Thanks to Stephen Crippen and Ann Strickland for collaborating with others on these beautiful evenings, as well as everyone sharing their gifts.

-Parent's Party: this coming Monday at 8 pm by Zoom-this will be a fun time for parents to play Zoom games and breathe a big sigh of relief at making it through 2020.

Membership:

Amanda reported that team has not had much to do and they are really looking forward to in person services at some point. The team is seeking possibilities to better contact new folks who attend the online services.

Parish Life:

Pegge reported that the Outreach committee has approved the investment in a local garden opportunity. Volunteers from Grace would seed, weed, and grow vegetables and flowers for the local food banks, including Helpline House, Fishline, and possibly Salvation Army in Bremerton. The landowner has offered to do the tractor work and mowing.

From the report: *"I believe that projects like this can bring people together; the human fellowship generated from achieving a common goal can be tremendous! Since the pandemic keeps us from meeting in a building, this outdoor project could provide the perfect setting for parishioners to see each other, work together, and attain a worthy goal together. This garden project could possibly be a needed balm of fellowship for our beloved community of Grace!"*

Outreach:

Heather said "ditto" on the Grace Garden excitement! Chaplains on the Harbor are organizing a free food truck and need gift support; Outreach has provided some. A question was raised about why Peace Trees Vietnam receives \$2000/year. The purpose of this generous provision is to provide hot lunches on an ongoing basis to the kids at Grace kindergarten. Heather and Cindy are exploring ideas on how to support our partner, Iglesia de la Resurrección, as an alternative to simply sending a check for \$2500; she is in contact with them.

The co-leaders are seeking ways to grow the Outreach Committee; Heather reinforced that it is important to build Outreach in a personal way.

Tribes:

Judy reported that the readings on Sunday Zoom seem to be working fine. Jane and Judy are stepping down as co-leaders in February but they both will stay on as Tribe Hosts (and they currently are co-hosts of Blackberry Tribe, in addition to serving on the PMC).

Youth Ministry:

Faith said that interest in Youth Group has waned slightly, due to inability to meet in person, but others like the Zoom meetings. Youth are currently writing letters to Grace community members who need encouragement.

The meeting was adjourned at 8:05 pm

Vestry - December 16

The meeting opened with a prayer at 7:01pm.

Minutes from November were approved.

Wardens' Report:

Luke reported on the efforts to keep technical support in place for continued worship over Zoom.

Rector's Report:

Wren and Stephen will meet with Bishop Prior (retired bishop serving in Diocese of Olympia) in January to set up meetings regarding the strategic planning process. Wren and Stephen provided additional details regarding Christmas planning and Diane McGrew's retirement.

Curate's Report: Stephen informed the team of his progress in various ministries, including worship, youth ministry, faith formation, strategic plan, pastoral care, outreach, and other projects with Wren.

Leadership:

Krista reported regarding Nominations. Open positions will be brought to the Annual Meeting [February] for approval.

Development:

Ann reported that Annual Giving is at 94 percent of goal.

Human Resources:

Judy reported on the process to fill the parish administrator position. The position will have a temporary hire while the committee reconfigures the job description before starting the process for a permanent hire.

Judy proposed that the vestry amend the rector's Letter of Agreement to allow carryover of vacation, in order to meet the needs of the church. The vestry voted to approve language to replace the agreement's existing provision regarding vacation, allowing carryover equal to no more than one year's accrued leave. Vacation balances in excess would be forfeited.

Place for Grace:

Mike reported on continued work on the trail easement agreement with Bainbridge Island Parks; "Warden Emeritus" Tom Tyner is advising.

Mike continues to seek bids for the memorial garden project. The vestry continues to discuss the project, with requested additions, like an ADA path and hardscape for the outside worship space. The vestry is grateful for the design and is exercising due diligence as discussion proceeds.

Treasurer's Report:

Deborah recommended the vestry move funds from the capital reserve to cover the purchase of new sound equipment. The vestry voted to approve moving \$1303.77 to cover the required sound equipment.

Deborah explained that Wren's insurance plan calls for payments to be made to a Health Savings Account (tax sheltered). During 2019, due to a change in personnel, not all payments to the vendor were accurately made. Because payments can no longer be made into the 2019 account, Grace needs to pay the additional amount as compensation, which will be realized as taxable income. Deborah recommends that Grace cover the costs of the associated Social Security and income taxes owed on that additional compensation. The vestry voted to approve payment of \$570 to cover required taxes.

The vestry approved resolutions regarding clergy housing allowances, which stipulate that a certain portion of monthly income is denoted as such. This action is an annual requirement of the vestry.

The Outreach Committee sought vestry approval to reallocate funds originally designated for Streets of Seattle to other organizations providing food to the needy. The vestry approved the following: \$750 Helpline; \$750 Fishline; \$750 KIAC \$1000 Chaplains on the Harbor (Food Truck); \$500 Salvation Army (Bremerton).

The meeting closed with a prayer at 8:15pm.

Please send any questions about "In Brief" to:

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