

In Brief - Leadership News - Vestry & PMC - January 2021

PMC - January 13

Wren led a reflection on a passage from Samuel.

Minutes for December 2020 were approved.

Interfaith Council -

- Guest attendee Carol Corbus, Bainbridge Island/North Kitsap Interfaith Council liaison for Grace, reported on monthly Zoom council meetings. The IFC music festival (a pre-recorded event) will be held in March; Carol is soliciting participation from Grace. She is seeking a co-liaison who would eventually take her place on the council. Please let Carol know if you are interested in being a co-liaison and also let her know if you're interested in the music event.

Warden's report -

- Daphne shared an anti-racism Covenant and Lament link from the Episcopal Church through the Diocese of Olympia.
- The annual meeting is February 28; she urged committees to submit their annual reports early.

Rector and Curate Reports-

- Wren thanked all of those who made space to participate in the Advent season, whether it was in person or on camera. Reports of heart-felt blessings have circulated.
- Wren expressed her concern that at the Annual Meeting the thanks may not be as intense as at past meetings but each volunteer is no less valued.
- Stephen met with all current leaders of the PMC to thank them for their work in 2020 and discuss their hopes and plans for the new year.

Outreach-

- Heather reported on distribution of funds in the Outreach budget. Gracies continue to abundantly give, allowing \$10,000 to be distributed. New program recipients include St. Luke's food program, the Kitsap Rescue Mission, and the Salvation Army, Bremerton. The Grace Garden is also a new partner. Cindy highlighted how important it is to emphasize these and other community programs which provide food and shelter. It is frustrating not to be able to express this gratitude and the importance of this mission to Grace members in person.

Tribes-

- Judy reported that Tribes members seem to be really enjoying doing readings on Sunday. She expressed her thankfulness for the friendships that have strengthened while being the

Tribe Leaders. One new Tribes leader has been found and when the other is in place both she and Jane will support the new leadership in whatever way they can.

Youth Ministry-

- Faith reported that Youth meetings continue to be mostly virtual. She is promoting integrating more volunteers and mentorships. Meetings are organized into 3-meeting segments. Many are experiencing Zoom fatigue. She is exploring ways to improve the sign up process to aid in preparation. Discussion ensued about potential in-person gatherings using portable coverings.

Pastoral Care-

- Florrie reported the Pastoral Care Team partnered with Tribes to send letters announcing the Christmas schedule; that went very well. Joe Paar will be proposed as a new PC member at the annual meeting; the team is grateful for his willingness to serve. A question arose whether a person who has attended Grace once should be extended Pastoral Care services. Florrie responded that anyone can inquire for help on the website; the team seeks to offer support to those that need it in whatever capacity we can.

Faith Formation-

- Kim offered thankfulness for everyone's participation and the year has truly been a blessing. A 3-part series by Kathie McCarthy "Talking with your kids about Sex and Relationships" for parents and other interested adults is Feb 23. A 4-part series by Greg Abell "Rethinking our Relationship to Conflict" begins Feb. 4th. A huge thanks to Kerstin Cathcart for reorganizing the Grace library! Kim is planning FF Lenten programming.

Membership-

- Amanda reported that coffee hour breakout rooms have been a wonderful way to include new Grace attendees. Meetings and Sunday virtual worship continue to be a huge challenge for welcoming attendees interested in becoming more involved.

Parish Life-

- Pegge talked about the Grace Garden project in conjunction with Outreach: The Garden project is coming together and invitations to work in the garden may be soon. *"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. This garden project could possibly be a needed balm of fellowship for our beloved community of Grace!"*

Vestry - January 20

Stephen led a reflection on the story of Jonah to open the meeting.

Minutes of 12/16,2020 were approved.

Rector & Curate Reports -

Wren and Stephen briefly reviewed their written reports:

- Christmas services, video pageant and outdoors caroling were lively. Many thanks to staff, Pegge Ashcroft, musicians and others.
- Grace's Strategic Plan (final draft) will be reviewed by an expanded committee and then presented to the congregation prior to the Annual Meeting.
- The annual meeting is set for February 28, immediately following church.

Budget Discussion -

- Deborah reviewed the end of year 2020 reports, which show solid savings in several areas and a resulting surplus which can be used to balance 2021 projections and/or placed in reserves.
- She led vestry discussion regarding the 2021 budget, which reflects the finance committee's recommendations for all reasonable budget cuts and maintains strong staffing, program support and building maintenance.
- Rental income and program funding will be affected by the current public health circumstances, due to the building closure. Reopening expenses were discussed; those expenses likely will be offset by savings in other areas.
- The finance committee recommended that the priorities be keeping staff, including a second clergy person, as well as balancing the 2021 budget, the committee recommended that a portion of the surplus be used to balance the 2021 budget and that funds available after balancing 2021 budget will be moved to a specific clergy assistance fund already in place.
- The vestry voted to approve the 2021 budget recommended by the Finance Committee.
- The 2021 Budget and reports from 2020 will be presented at the Annual Meeting.
- The parish must approve the Budget, according to Grace By-Laws, -therefore

PLEASE attend the Annual Meeting- 2/28 right after church.

- The vestry also approved the expenditure of up to \$10,000 from capital reserves to fund the following items: \$2,000: refinishing the sanctuary podium and table; \$2,000: converting lighting to LED; \$3,550: repainting of public areas; \$1,760: gravel needed in patio area after installation of memorial garden ramp.

- The vestry tabled a Finance Committee recommendation to set aside funds for potential use for an accountant to problem-solve transition issues between accounts in OnRealm and the Grace QuickBooks system as well as transition between bookkeepers. Discussion in February will include a new Treasurer.
- Deborah presented a quote for earthquake insurance, recommended for investigation by a previous Grace internal audit. The finance committee encouraged further investigation before vestry action.

Human Resources -

- Judy reported on the ongoing staff review process and next steps in the annual Mutual Ministry Review with Wren. Assisting Bishop Prior will be facilitating the MMR process.

Place for Grace -

- Mike reported continuing difficulty obtaining competitive bids for the proposed Memorial Garden. A project to trim the large maple at Grace is delayed due to wet ground.

Development:

- Ann reported over \$542,000 from 193 households during annual giving. She is pleased and grateful to the parish for these results.

NEXT VESTRY MEETING - **date changed** to Tuesday, Feb. 16.