Vestry Agenda of Trinity Church

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| Date of Meeting: | October 17, 2018 |
| Location: | **Trinity Church, Newtown, CT** |
| **Attending:** Beth Thompson, Sue Roman, Jack Gilpin, Jenny Montgomery, Dan Bacon, Laurie Trotto, Forry Weatherby, Carrie Combes, Cate (seminarian), Beth Thompson, Dennis O’Connor, Patrick DeBrock, Hope Johnson, Maureen Powell |
| Meeting items for discussion |
| **7:00 – 7:20** | **As a Community of Theological Imagination** |  |
|  | Dwelling in the Word (Ezekiel 37:1-10) –Praying | Jenny |
|  | Notes |  |
| 7:20 – 8:10 | **Form Disciples and Apostles in God’s Mission** |  |
| 1. | Review PIC Timeline | Jack Gilpin |
|  | **Notes**: We are approaching the 24 to 30 month point where we would decide if we were to call the PIC as the rector. Right now the diocese is feeling that mutual discernment should start closer to the 30 month mark. Forry pointed out that there must be many examples of the PIC model. We first need to understand what the discernment process is, and how it works. If we were to decide to recruit and call a rector, that process could take 6 to 8 months. If we were to discern that Jenny was not the right fit, then Jenny could become the interim if we were to move in the direction of calling a new rector. There is also the possibility to extend Jenny’s time as PIC.  |  |
| 2. | Review the 4 PIC Congregational Goals |  |
|  | **Notes**:**GOAL 1**: Develop a network of groups within Trinity that build relationships that contribute to the spiritual, emotional and social needs of adults and youth through a variety of models, with a goal of having a minimum of 50% of the parish identifying with a group within two years (Discipleship focus)*We have not begun to measure this yet. We haven’t checked in to see if all the constituents in the parish are being offered a group. Are there gaps in our groups. We have issues at two levels, we don’t have a definition of what makes a small group. Jack pointed out that the word “small” is not part of the wording of the Goal. It has been proven that smaller groups can foster growth in discipleship than bigger groups. Having larger groups isn’t negative, but it isn’t the same as the dynamics of smaller groups. Perhaps we need to provide some options that are part of the “small group” model. The vestry needs to have further discussion around this at a future time.***GOAL 2:** Within twelve months, ensure that our activities are aligned with the parish mission and goals, are relevant today and clearly communicated to the parish and local community. To accomplish this, we will inventory and document all current activities; evaluate and recommend what we should focus on as a parish, including identification of any gaps and redundancies; develop a platform to concisely communicate our key programs and activities which define Trinity’s brand; create and execute a communications plan (Apostleship focus)*We need to list our groups and inventory them. See who in the parish identifies with which groups. This will help us measure Goal 1. There has been significant conversations about Goal 2 within the Parish Life ministry. The same can be said for Ministry and Outreach, who has some more work to do to communicate their work to the wider parish. We need to create an actual document that documents everything that we do. Then we need to bring it all together to see the “brand” and to communicate it to the wider community (outside of the parish). Josephine Hicks created an “asset map” format that we can use to communicate to the community and wider church.* **GOAL 3:** As we follow God into the neighborhood, we will collaborate with the ECCT and SW Region via our Missional Leaders to identify and address one to three community needs within Connecticut in the next two years. As a faith community, we will join in with ongoing efforts or, if necessary, be a catalyst. (Apostleship focus)*Mission and Outreach has figured out things to focus on within the community. Opportunities have been coming to us. We are in the process of evaluating those options to decide which ones we want to move forward with. The collaborative nature of the workshop on Saturday with other parishes is strengthening our ties with the SW Region parishes. The Vestry has begun the work of going out into the neighborhoods. Trying to do more in our immediate community around feeding (Faith Food Pantry).***GOAL 4**: To ground our work in God’s mission, we will make Trinity a people of prayer, starting with the vestry’s engagement in prayer practices of dwelling in the Word, listening, discerning and sharing our stories of faith. The Vestry will share in our prayer journey with the Congregation at the 2019 annual meeting. (Discipleship focus)*There have been some really good stories coming out of this, the best of which is the Larry from the Laundromat story.* Jack felt that we are making progress and have concrete examples of how we are working toward these goals. At the end of this process we’ll need to talk to Ian.It would be helpful to hear of some PIC success stories to help us move forward. Jack encouraged us to “be who we are” and to let the spirit lead us. Jenny really trusts the spirit to guide us. |  |
| 3 | Reports from Teams on Mapping Our Neighborhood | All |
|  | **Notes**: Some groups need an extension. Need to wrap this up by the November Vestry meeting. |  |
| 8:10 –8:50 | **Doing the Fiduciary Work of the Church** |  |
| 4 | Consent of the minutes of the September Vestry Meeting | Beth |
|  | **Notes**: Approved as corrected by affirmation |  |
| 5 | Consent of the September Treasurer’s Report | Pat |
|  | **Notes**: We are positive to our expense lines (income is ahead of our expenses). Pledging is expected to be back in line by the end of the year. We have budgeted to take money out of the Johnson and General funds and we probably won’t need to. We expect to end the year in a positive position for the year. If there are events and you don’t have budget, pleases approach the Finance commission to see if there is room to shift dollars. Statements are still sent to parishioners each quarter. One reason we will be under budget is because it took time to find the four, paid section leads for music. Even taking this into account, Patrick is still feeling positive.Our average Sunday morning attendance is about 100.We closed our KIVA account and need to make a conscious decision about how to reallocate those funds.Approved by affirmation. |  |
| 6 | 2019 Annual Pledge and Budget Update |  |
|  | **Notes**: Budget is moving along pretty well. We need to figure out how to consolidate the pieces that are coming together. We will have all the narratives for our November meeting. What we are seeing in the narratives is looking very similar to the 2018 budget. Finance needs to make a recommendation for how much we should withdraw from our endowments. We are currently withdrawing 4.5%. There is a hope to take it to 4.25% and eventually get it to 4%. Our average return is 8%, so we are not decreasing the net.As of last weekend we had 25 pledges in for $135,000. We will keep getting the word out. At a certain point the Finance Commission will have to start making calls for stragglers, probably the first weekend in November. |  |
| 7 | 2018 Audit | Pat |
|  | Notes: The 2018 Audit was submitted to ECCT. |  |
| 8 | HR Manual—Electronic Approval Process |  |
|  | **Notes**: Please send your comments to Beth no later than 11/9 and she will consolidate it and send it to Jenny for the November meeting. |  |
| 9 | Expectations for Vestry Participation in Fall Events* October 13, 10:00 a.m. to 2:00 p.m.—ECCT Formation Event @ Trinity
* October 20, 4:00 p.m. to 6:00 p.m.—The Art of Risk Taking @ Trinity
	+ What risks do we want Trinity folks to be taking? (small, medium, large)
	+ Need transportation volunteer from and to Bradley Airport
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| 10 | **New Business:** It was asked if we should lock the doors once meetings are underway. Property is forming a Safety Committee. They are looking into installing some security cameras, specifically for the back entrance. We recognize that the Gazebo is an attractive nuisance. Putting up a fake camera as a deterrent has been discussed.  |  |
| 8:50 – 9:00 | **Fed by Word and Sacraments** |  |
| 11 | Compline |  |
| Connected to the Wider Body of Christ |

**Important Upcoming Dates**

*Saturday, October 20 from 4:00 p.m. to 6:00 p.m.--The Art of Risk Taking*

*Monday, October. 22 to Saturday, November 3—Jenny’s trip to the Holy Land*

*Saturday, October 27—Property Clean Up*

*Saturday, November 10—Stewardship Dinner at 6:00 p.m.*

*Tuesday, November 20, 2018—November vestry meeting date*

*Friday, November 30—Vestry Christmas Party – Location TBD*

*Sunday, December 9, 4:00 – 5:30—Vestry Informational Meeting @ the Rectory*

*Sunday, January 20, 2019—Trinity Church 2019 Annual Meeting*

*Saturday, January 26 and Sunday, January 27, 2019—2019 Vestry Retreat*

**Brainstorming List:**

**Items from July Meeting:**

* Could we sponsor trash disposal on Main Street, would be especially helpful for dog walkers.
* The Fire Department needs volunteers, are there ways we could help, aside from becoming firefighters?
* Where are we on our four goals. Put updates on our August agenda. For example, where are we going with our “small groups.” What is happening organically? Where are we “stuck.”

**Items from August Meeting:**

* Creating a place on the website for the Vestry and posting the minutes in the e-news each month

**Items from September Meeting:**

* As we look to celebrate our 150th anniversary, should we look more broadly to include the rest of the Main Street community.

**Items from October Meeting:**

* Renting an ice cream cart and serving the community to invite them in to Trinity.