

**Vestry Meeting
Tuesday, March 23, 2021
6 pm – Great Hall - Calvary**

Clergy:

Scott Walters, Rector; Paul McLain, Associate Rector

Vestry:

James Aldinger, Sr. Warden; Anna Kathryn Word, Jr. Warden; Madge Deacon, Clerk; Laura Squire Trott, Warden-at-Large; Lisa Buckner; David Cocke; Elizabeth Crosby; Zachary (Zach) R. Ferguson; Bailey Bethell Fountain; Kathryn Jaspe; Nancy Manire; John Owen; Jerry Scruggs; Greta Cooper Young;

Guests: Steve Smith, Calvary Director of Finance and Operations (Note: left meeting at 6:15, following Rector's Report); Kat Gordon, Retreat Facilitator and Owner "Muddy's Bakery"

MINUTES

Call to Order	6:00 pm	Scott Walters
Opening Prayer	6:00 pm	John Owen
Approval of Vestry Minutes	6:03 pm	Scott Walters

- Minutes posted February 19th to Basecamp
- Scott asked if anyone had questions or further discussion from the February Minutes. There being none, he asked for approval of the Minutes. Unanimous approval.

Financial Report	6:05 pm	Steve Smith
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- **February Report - Too early to see trends**
- **Expenses more than income, not unusual at this time of year**
- **David: question -are we in que to get back the forgiveness loan? Steve – First Horizon has asked that we delay our request for forgiveness because of changes which simplify the application process.**
- **David and Lisa moved to accept . . . unanimous**

Rector's Report	6:09 pm	Scott Walters
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- **April 7 – MLK day – Eucharist in our park – mark your calendars!**
- **Discussion of potential changes to Sunday morning service schedule**
 - **Option One**
 - 7:15 Community Breakfast
 - 8:00 Eucharist Rite I
 - 8:45 Breakfast
 - 10:00 Eucharist Rite II
 - 11:10 Coffee
 - 11:30 Formation
 - 12:15 Go Home
 - **Option Two**
 - 7:00 Basement Church
 - 8:00 Eucharist Rite I
 - 8:45 Breakfast
 - 9:15 Formation
 - 10:30 Eucharist Rite II

- 11:40 Coffee Hour
 - Option Two seems better option for bringing folks together from both services, and better for those with children. Agreement from several.
 - Kathryn – do we have attendance numbers from current vs. previous formation class schedules?
 - Observation about the numbers of people who show up late for church even with a 10 AM start
 - Value to learning about the lesson in Sunday School prior to service
 - Value to being out of all church-related activities by 11:45 vs. current 12:15
 - Opportunities for choir participation – for both adults and children – would have to leave early to get to choir and/or acolyte duties
- Greta – could we also consider splitting up Community Breakfast (early) and the distribution of clothes (after services)

Kat – Continuation of Vestry Retreat – 6:26 pm

Share with the group

- **Name, What you believe you can offer in**
 - **Lisa** – always willing to communicate and listen; bring different perspectives as a relatively new Episcopalian; we need to continue strong communication with one another
 - **Laura** – have spent last 20 years working on Welcome Ministry, and I love it! Knowledge of Calvary for last 20 years . . . need to know perspectives of all in the room . . .
 - **Kathryn** – can offer variety of thoughts on various topics; Welcome Ministry – a focus on how we welcome ourselves back to Calvary
 - **Jerry** – understanding of accessibility issues
 - **Greta** – new perspectives as a fairly new member of Calvary . . . need patience from the group not only because I’m new, but because I’ll offer the weird perspectives . . . very interested in congregational mix from a variety of perspectives: race, age, and more . . . very active in Basement Church and believe it can offer much to overall Calvary picture
 - **Scott** – pretty good instincts even though I’m not a long-time member; can help us pivot; nothing bigger for Christian than racial justice, but in this year, I think Welcoming people back and those who come here for the first time
 - **Paul** – 5.5 years . . . pastoral care focus . . . need reminders from parishioners to call or reach out to others . . . racial diversity and
 - **Madge** – Calvary “lifer” . . . not interested in doing things “because we’ve always done them this way”, but can sometimes offer perspective on “the why” behind certain activities / traditions; like to approach projects from a “begin with the end in mind” perspective
 - **David** – lawyer – helping people with financial and legal problems; experiences with non-profit boards . . . racial diversity is important to me personally – raised our African-American child and grandchild in Chickasaw Gardens . . . Have been the lawyer for Harold Ford Funeral Homes for 25 years
 - **John** – am more of a “doer” than a deep thinker . . . need communication reminders . . . I think we’re going to do the Welcoming Back as naturally as we breathe . . . Am interested in Racial Diversity

- **James** – HR and Grant-Writing experience . . . Need to be able to converse with people to get a variety of opinions . . . Focus on downtown demographics . . . Need to be a bridge that brings downtowners to us - - - Important for the growth of Calvary . . . Like John, I’m a doer!
- **Anna Kathryn** – much involvement in community worker – am able to see the big picture of projects
- **Nancy** – Am able to talk with people of all backgrounds and ages . . . Anxious for us as a Vestry to focus on Capital Campaign
- **Zach** – communications is key – must be open and honest . . . Board development is one of my strengths. . . How do we become the kingdom of God HERE?
- **Bailey** – excited about coming back to Calvary and helping people find Calvary as their church home . . . In a post-COVID world, people are looking for community after a year of solitude
- **Elizabeth** – organizational skills are a strength . . . key focus on Calvary motto of Making God’s Love Visible in Downtown Memphis

Kat – *purpose of this exercise was to ensure we all know what we bring to the table as individuals and as a group . . .*

Important for us to not just create “to do lists” but to identify all that needs to be done to accomplish our goals, and to flush out what does not need to be done.

NORMS – a verb - what are the things that happen to make someone realize they belong here

7:02 pm . . . Activity – *getting in groups of three or four . . . assign a spokesperson . . . assignment sheet . . . discuss what the person on the assignment sheet experiences as they come here . . . what actions can we identify that start immediately without waiting for a Capital Campaign . . . Can approach assignment with Calvary of Today or of the Future . . . No more than 15 minutes for the exercise . . . Do the exercise assuming you’re entering the building through an entrance you don’t normally use . . .*

- **Laura** – all guests found informative brochures as helpful; were nervous about exactly what to do when
- **AK** – a dyslexic guest wondered how she can learn about Calvary and Episcopalian traditions since she has trouble reading . . . all other guests had trouble navigating the halls and finding their way, with the exception of Timmy, the 3rd grader who loved exploring
- **Kathryn** – various characters entered through the awning doorway . . . talked about the need for a formal greeter at that door to help people find their ways . . . both signage and lighting are weak . . . must be sensitive to how people like to be greeted (not all are comfortable with a beeline greeter! Discussions of low-key ways for a newcomer to find their way)
- **Lisa** – one guest came to Calvary via online services; one with elderly mother; one was the guest speaker; one was a cradle Calvary-ite . . . discussions of accessibility for the elderly mother . . . again, signage and lighting are not strong, this time discussed from the Second Street entrance, by Montgomery Foyer . . . People are welcoming, but the space is not necessarily so

How many moved through the actual newcomer path during the exercise? About half . . .

Homework . . . move through the campus using a new person’s eyes (your character in the exercise) and use a Calvary member’s eyes, remembering everyone has been away for a year . . . Remember, some are going to be eager for hugs, and some are going to be terrified to be touched and by close

contact . . . How are we guiding folks through various comfort levels . . . Use an entrance you don't normally use . . . Also, look at the website and consider it as a point of entrance . . . We, as the Vestry, can play a key role in noticing the places and things that might be stumbling points for others, and what might we do to correct that

Wrap – up . . .

Closing Prayer – 7:24 . . .

Meeting adjourned - 7:25 pm.

Respectfully submitted,

Madge L. Deacon

Vestry Clerk

Calvary Episcopal Church