

**Calvary Episcopal Church**  
**Vestry Meeting Agenda & Minutes**  
**May 18, 2021, 6 pm**

**Great Hall**

**Attendees:** Ginny Strubing, Nancy Manire, Lisa Buckner, Zach Ferguson, Laura Trott, Scott Walters, Will Hayley, James Aldinger, Madge Deacon, David Cocke, Paul McLain, Greta Cooper Young, Kathryn Jasper, Bailey Fountain, Elizabeth Crosby, Jerry Scruggs, Anna Kathryn Word, Steve Smith, John Owen

**Call to Order** **Scott Walters**

**Opening Prayer** **Greta Cooper Young**

I then shall live ...

**Approval of April Vestry Minutes** **Scott Walters**

**Minutes approved with corrections; revised version will be posted to Basecamp**

**Financial Report** **Tony Graves /  
Steve Smith**

- See written reports from Tony / Steve
- Slightly ahead of plan
- Money being spent on former Hub Building . . . Will be part of Buildings / Grounds budget
- Plate offerings obviously down because of COVID. Online gifts are up a bit.
- PPE Loan is forgiven, as of today, and will be reflected in May numbers. . . Will H. offered congratulations to Steve's team who managed the PPE Loan from start to finish. This money allowed us to concentrate during COVID on "Making God's Love Visible in Downtown Memphis" without dipping into our other funds.
- Brief discussion of Endowment and paying down Grizzlies Prep debt.
- Financial report approved unanimously.

**Rector's Report** **Scott Walters**

- **CDC Guidelines Updates / Bishop Phoebe Updates**
  - Nursery will be opened this Sunday, 5/23/21, with all staff vaccinated and wearing masks
  - First Coffee Hour will be held this Sunday (courtyard)
  - Indoor shared meals (i.e., Sunday breakfast, coffee hour, etc.) approved with social distancing in place
  - Medical team meeting 5/19/21 to discuss additional protocol updates and will send report to Bishop Phoebe
  - Vestry needs to be in tune with / aware of input from parishioners as they process their discernment of whether to return to in-person worship
    - Lisa raised questions related to those who have children / grandchildren who are under age 12
    - Anna Kathryn mentioned percentage of those who are unvaccinated
    - Elizabeth suggested Calvary's policies should be conservative, addressing questions/concerns of those with youth and other issues

- David addressed workplace issues of non-vaccinated being considered” second class citizens” . . . Elizabeth suggested the church is more like a school than an office, allowing us to present guidelines to be followed
  - James reported positive COVID tests are down tremendously within the school system, largely due to high numbers of staff who have been vaccinated
  - Zach discussed current Shelby County statistics by various age groups. Numbers will be released week of 5/23. Push being made to end “Mass Vaccination” sites and making more vaccines available through doctors’ offices.
  - Brief comments about work being done via Basement Hub related to vaccines and stimulus checks for homeless neighbors
- **Calvary Park**
    - Excavation continues; top of a drainage pipe has been reached and work underway to fill the sink hole
  - **Jeremy Demarest welcome**
    - Coming June 13 for visit
    - Will start reaching out to parents, teachers, students end of June / during July
  - **Parish Survey Responses / Takeaways**
    - Zach asked about the formation of the survey questions and about questions that are missing (i.e., regarding those who do not have internet access) . . . Scott said survey was pulled together quickly by staff, not professional survey writers . . . Zach said we have the opportunity to do follow-up questions
    - Discussion of being a people of privilege and owning that status as being part of a segregated city

#### **Retreat Follow-Up: Team Activities**

**Laura Trott /  
Anna Kathryn Word**

- Kat Gordon stressed at Wardens Meeting that we want to share team reports with the entire Vestry so all can contribute to all discussions
- Need to ensure we’re not simply creating long lists
- Those who were not at original meeting can choose to join a team

#### **Three Focus Groups – Reports & Next Steps:**

- 1. Calvary West Entrance (Front Doors)**
  - a. QR Codes with maps of building
  - b. No entry through Montgomery Foyer Door
  - c. No fee parking in lot across the street (and in east lot)
  - d. Newcomers Team (with easily identifiable name tags) to greet newcomers and shepherd them through first day at Calvary
- 2. Calvary East Entrance (Awning)**
  - a. Welcome Home Banner, focusing on the Church as the People, not as the Building
  - b. Opportunities to be involved in Calvary programs – information rack in entry way with printed matter

- c. Improve paint colors and lighting of entryway . . . Make signage more visible and brighter . . . Make this an inviting entryway as opposed to the feeling of being in a basement . . . Consider directional banners that are moveable
  - d. Utilize the talents of those in the congregation who are artists and interior designers
- 3. Calvary Online (Website, FB, YouTube, Instagram)**
- a. What does it mean to welcome in an online world? (Welcoming both members and non-members)
  - b. Belonging / being engaged
  - c. Reviewed / audited all social media outlets: website, FB, YouTube, Instagram,
  - d. Compared access via phone vs computer
  - e. Formation, ROTA, REALM are internal terms, not easily understood by non-members
  - f. Overall, information is good
  - g. Consider map of “The Calvary Block”
  - h. Current member feedback – calendar has standing activities (i.e., services), but not small group
  - i. Consider adding a calendar link to individual programs, allowing dates to be added to personal calendars
  - j. Zoom for small group activities as well as large group (i.e., weekly Bible Study)
  - k. Many people confused by REALM . . . not user friendly to non-tech savvy users
  - l. Importance of continuing daily Morning Prayer and Live Streaming
  - m. Use of QR Code on exterior of building to welcome people to online experience; for graphic of Calvary Block
  - n. Consider videos to explain various rituals such as Eucharist experience and Coming Back to Calvary (i.e., airline style videos)
  - o. Calvary needs its own APP, separate from REALM (Lisa discussed the development of the APP for her gym, and how much easier this process is than in years past)
  - p. Ensure continuity across all social media platforms
  - q. Recognition of differences between “Information Engagement” and “Community Engagement” . . . Storytelling aspect via pictures
4. Vestry as a whole and as individuals . . . What can you do as an individual, and within various groups, by next meetings and by the Sunday after Labor Day
- a. Suggestion that various groups post information on Basecamp so all members of Vestry can see what all teams are doing and can ensure consistency across all groups

**Meeting adjourned at 7:25**

*Clerk’s Note: As with our recent “in person” meetings, comments may have been missed due to COVID-related mask-wearing requirements. Please share any missed remarks / key points.*

Respectfully submitted,

Madge L. Deacon  
 Vestry Clerk  
 Calvary Episcopal Church

**Vestry Shared Values**

**Caring for All      Vibrancy      Courage      Heritage**