

GOOD SHEPHERD EPISCOPAL CHURCH

Minutes of the Vestry Meeting

Tuesday, October 14, 2025

ATTENDANCE:

In-Person: Fr. Joe Hudson, Bob Sawyer, Joe Bentley, Ruth Bruno, Libby Chinman, Barbara Davis, Pat McNickle, Ed Silva, Megarie van Sickel, Lynne Altimier, Judy Jarvis

Absent: Paul Altimier

Father Joe opened the meeting with a moment of silence and a prayer.

The meeting was called to order by Bob Sawyer at 6:30.

Following the call to order, Fr. Joe informed the Vestry that Linda Hughes has left the position of Parish Administrator. After her recent meeting with the Rector, Linda decided to make October 13 her last day of work here. Fr. Joe also informed the Vestry that a promising candidate has agreed to interview for the position. Nancy Fees will fill in as needed in the interim.

ACTION ITEMS/MOTIONS:

- a. Pat McNickle moved for the Vestry to approve the Clerk's Minutes from the September 9, 2025 Vestry meeting. The motion was seconded by Megarie van Sickel. The motion passed unanimously.
- b. Barbara Davis moved for the Vestry to accept the Treasurer's Report for September 2025. The motion was seconded by Ruth Bruno. The motion passed unanimously.
- c. The Vestry voted unanimously to confirm the e-vote of September 18, 2025 which was passed to authorize repair of a leaking fire supply valve.
- d. Bob Sawyer moved to accept a motion by Paul Altimier to approve paving and sealing the areas that are in need in our parking lot. Approval is to include asphalt patching not to exceed \$10,000 and sealing, striping, and painting lines not to exceed \$5,000. It was proposed that this would be a Capital Fund project. Libby Chinman seconded the motion. Bob Sawyer proposed an amendment to the motion to approve funding to come from the Building and Grounds reserve account. The Vestry unanimously approved the amendment. The amended motion was passed unanimously.

Pause for Prayers and Thanksgiving – Ruth Bruno

DISCUSSION ITEMS:

a. Capital Campaign update - Bob Sawyer

Bob Sawyer referred to the Capital Campaign Financial Report and reviewed the income from pledges and the expenses for the month of September.

b. Father Joe's Sabbatical - Fr. Joe, Bob Sawyer

Fr. Joe gave a brief update on plans for his coming Sabbatical. He said that they are still figuring out trip specifics, but that there will be about forty days in Italy. He also said that he is still waiting to hear about the Ignatian silent retreat. Bob Sawyer stated that the Sabbatical committee will meet in November and begin to look into potential costs and how much of those costs will be paid by Fr. Joe and how much by the Church. The Vestry can expect to receive that information possibly in December, but more likely in January.

c. Update on Banking Changes - Lynne Altimier

Lynne Altimier gave a brief report on how the banking change is proceeding. They are continuing to write checks on the Wells Fargo account and will probably continue through the first or second week of December and then switch over to writing checks out of the Bank of America account. After allowing time for the checks written on Wells Fargo to clear, all banking will be moved to Bank of America. Bob Sawyer pointed out that the final move is planned for the end of December and voiced a concern that writing checks into the middle of December might not allow enough time for all checks to clear before the end of that month. Lynne said that to meet that concern they could end writing checks out of the Wells Fargo account at the first week of December. She also suggested that they might send out notices to people who receive checks written on Wells Fargo to cash those right away.

d. Update on Budget - Lynne Altimier

Lynne has had some requests from people about what they would like added to their budgets. She encouraged all Vestry members to check their last year's budget for increases or decreases that they might like to have made this year. Lynne also said that she has not heard from the Diocese yet as to the apportionment but that that and several other big items will be coming out soon.

e. Update on Annual Fund Campaign - Bob Sawyer

Bob Sawyer opened his update by saying that the campaign is in full swing. He handed out a schedule of what is being done and who is involved. He finished by saying that he and Fr. Joe are finishing up a draft of the opening letter that will go out to the congregation on October 29. This year's motto is "With Grateful Hearts...Fulfilling God's Vision."

f. Update on two-day workshop to be conducted by Joe and Karen Hudson - Fr. Joe

Fr. Joe handed out copies of the notice that has been on our E-blast. He said he is hoping for some publicity with the Diocese. He is reaching out as well to area churches and to their parishioners who might be interested in attending. There is also a sign-up sheet here at church.

g. Update on Community Dinners - Fr. Joe

Fr. Joe has been in contact with Fr. Michael Rau, rector of St. Mark's, and they have set a date for lunch. Fr. Joe said that all he is hoping for at this point is to get to know each other better. He feels hopeful that this will be a start toward some collaboration. He explained that historically St. Mark's as the "Mother" church was the recipient of our support rather than vice versa. Fr. Joe would like to see a relationship of mutual support. He feels that the idea of community dinners might be a start. We would be building our own volunteer base here while they are doing their own but with collaborative schedules. Fr. Joe sees the next step in our congregation to be to explain the different roles involved and to get a general sign-up to determine if there is enough interest on the part of volunteers to continue to investigate the idea of community dinners. He emphasized that we are in an early exploratory phase at this time.

h. Proposal to make one change to the Good Shepherd Employment Policy - Bob Sawyer

Bob handed out copies of a portion of the Church's employment policy. In looking at the large number of scheduled days off when the office would be closed, the policy as written provides that everyone who is eligible for paid holidays would be paid for all of those days on that list. He and Fr. Joe felt the need to differentiate between paid days off and unpaid days off. The change to the policy would provide that eligible employees would only be paid for eight specific holidays. Bob pointed out that, since eligibility for paid holidays is determined as twenty scheduled hours or more per week, at this time no one is eligible for paid holidays. Bob said that nothing would be done on the proposal this month, but that he would be bringing it up next month for a vote.

Around the Table: Shout Outs, Questions, Comments, Reminders

Closing: Prayed the Lord's Prayer in a circle.

Meeting adjourned at 7:30

Respectfully submitted,
Judith Jarvis, Clerk of the Vestry