

**Saint Andrew's Episcopal Church**  
**November 2023 Vestry Meeting Minutes**  
**Wednesday, Nov 8, 2023, 7:00 PM, Parish Hall**

- 1) Devotional time was led by **Joe Stinnett**
- 2) Approval of minutes from October 18 Vestry Meeting (**October minutes were adjusted, voted on and approved**)
- 3) October financials were reviewed (**discussion of how much outreach will occur in December. Outreach comes from the Reserves, losing Advent 4, discussion of monetary gifts like gift cards**). In October we almost made budget. Nothing major to report. Earning interest on the money now. The Finance Committee will be at the **December meeting on December 13<sup>th</sup>**.
- 4) Reminder/Update on Diocesan Convention, which is now only Friday, Nov 17, at St. John's until 2:30 PM. Registered delegates are Steve Anderson, Keena Meinhart, Erinn Monette, and Jean Woods; our alternate delegate is Bill Barnett. Jean Woods can no longer attend due to a scheduling conflict. **We have two people who can't attend, and we are working on finding a replacement.**
- 5) Reminder about different schedule for December Vestry meeting and dinner on Dec 13. **Vestry will pass the outreach, budget, housing allowance. Meeting is at 6 pm and the dinner with the new vestry is at 7 pm.**
- 6) Further discussion of any 2023 Vestry Goals (Meinhart brought up the idea of a Souper Bowl party, for everyone to have a soup or chili cook off, with a little trophy for the winner. Never have had an adult one) Meinhart said that it could be hosted at her house. Potluck. Sunday, February 11<sup>th</sup>. Father Christian discussed the Marriage Seminar and how well it went. Thinking of another time to have a second seminar. Cynthia congratulated Joe Stinnett for coming up with the photo directory idea. Woods discussed the pledges and a breakdown of pledges to the church. Barnett said 20 at the last men's club and averaged over 20 for the year and 10 outstanding meals from the Commissary. Very successful and feels good about it. In January it will start again. New ideas and branching out of different ideas like maybe at a winery. Idea of bringing sandwiches or something to eat for vestry meetings in the future. We will discuss it in the December meeting.

## 7) Other Business

Father Jeff put together a packet on what was done for Strategic Planning. For example, the Parish Profile, in 2002. The Parish Ministries and outreach was discussed. How so many things have changed in the past years. Father Jeff talked about our mission statement, and it will remain the same. It is the basis of what we are establishing our goals to be. There are strategic goals and tactical goals. Goals are what you are trying to do, and objectives are how you are going to do it. Mission statement answers the reasons why. The goals are Being Christian, Being a community, Prayer, Work and Study. Institutional goals are finance, building and grounds. There are so many dimensions to parish life. What is pressing is what is important. The vestry will all have the same goal and that is the Strategic Plan. It is the hope that this plan will be ready to present at the next St. Andrew's Night, 2024.

Meeting ended at 8:33 pm.

Strategic Planning Packet that was handed out to the vestry is below:

This is our mission statement. It is Benedictine/Anglican to its core. It is the basis of the governing vision of goals (what are trying to do; “strategic focus”) and objectives (how we reach our goals; “tactical behaviors”). It answers the questions “Why?”

**St Andrews is a CHRISTIAN COMMUNITY committed to prayer, work (inreach & outreach) and study**

**GOALS:**

**Being Christian**

**Being a community**

**Prayer**

**Work**

**Study**

**Institutional: finance, building and grounds**

There are so many dimensions to parish life. We are usually distracted from the important things and spend lots of time on the ‘pressing’ (e.g how many hours spent talking/doing about spiritual formation or missional work vs. maintenance issues of building). There are so many non-negotiable activities, the day-to-day, which makes it hard to do other things.

*Triage.* Doing what matters most, but doing what can be done with reasonable effort. There are a finite number of goals, and it is surprisingly low (like one to three), which an organization can emphasize at any one time. Loosely connected groups require an inordinate amount of time to accomplish goals, especially when communication is required. While autocratic (benevolent dictator) is the most efficient, in a group like a church it is rarely effective. People can and do vote with their feet.

*Monitors* to concretely measure success (15 people at meeting vs. it was a great meeting). Person responsible for “shepherding” and “monitoring” with process in place for review, assessment and response. (who, what, when, where, how much)

*Threat* assessment. Internal and external “forces” which challenge accomplishing our goals. This includes likelihood, degree of impact,

resources available, cost benefit analysis. Are threats and concerns aligned with mission and purpose?

*Buy-in* of the wider group requires a great deal of communication, listening and flexibility. Frequently groups split 50-50 (+/- 10) so there is always a significant minority against. Don't ask if you aren't open to hear. Institutions move slowly, and churches are generally "comfort/safety" places so people are very reluctant to see major change (like change sanctuary). In general, only go controversial when you have no choice.

### **Why now?**

Dramatic drop in attendance. Since Convention '04 St Andrews lost 1/3 of its ASA (partly a space issue, too crowded). Covid took out another 1/3 of which we have recapped a minimal number. 150 ASA. While we have a high percentage of children, currently one baby. Minimal 20-30's

Covid is over, but it is not really gone or forgotten. More to the point, there have been changes in how we live. Clergy is back to normal (busy). The parish is moving in that direction and needs 'fire'...

After years of 'personal goals' for vestry I think its time for the next step to improve alignment with mission and be more effective. Also having meetings which are more productive. What are "we" trying to do.

Ongoing question about "Plan B", if vestry doesn't know then parish probably doesn't know. Let's spell it out.

Aging population, growing number of homebound, decreased attendance at Bible Studies (except Tue. Lady), retreats. ECW non-functioning (after a decade of trying). Fewer in ministries and committees. We are not the same, but we are operating the same way. What needs to stop? What needs to start? What needs to be better? (if everything, then triage)

Wider society issues. Economic hardships. Social upheaval. Dechristianized and even hostile younger generation.

April 29, 2028. Five year plan and three year plan to prepare for inevitable and position ourselves for future.

St Andrews night is coming up and it's an ideal way to get some initial discussion/feedback and get the idea in the air. New vestry can start this in December. Vestry Retreat work time can focus on it.

**Vision Statement in 2028 what will we look like? Observable, concrete, measurable and palpable.**

**CALENDAR OF COMING EVENTS**

|      |              |  |
|------|--------------|--|
| Sat. | Nov 11       | EYC Service Project  |
| Thu. | Nov 16       | Naturalization Ceremony for Fr. Christian and J.P. at Benjamin Hooks Library at 9:00 AM  |
| Fri. | Nov 17 only  | 42 <sup>nd</sup> Annual Diocesan Convention at St. John's on Central Ave (until 2:30 PM)   |
|      | Nov 20–24    | Collierville Schools Thanksgiving Break (for the students)   |
|      | Nov 22–24    | Church office closed – no morning prayer or Bible studies on Wed or Fri  |
| Thu. | Nov 23       | Thanksgiving Day service (10 AM) (said service)  |
| Wed. | Nov 29       | Saint Andrew's Night – 6 PM (nursery provided IF people ask for it by 11/29)   |
| Sun. | Dec 3        | Advent Retreat, 11:30–3 PM (with lunch)<br>Nursery available all day until end of Retreat <u>IF nursery sign-up is by Nov 29</u>       |
| Sun. | Dec 10       | EYC – Lessons and Carols at 5:00 PM  |
| Wed. | Dec 13       | Final 2023 Vestry meeting at 6 PM in the conference room<br>Dinner at 7 PM for 2023/2024 vestries, with orientation for new 2024 group |
| Sat. | Dec 16       | Ladies' Advent Party in afternoon at Erinn Monette's home  |
| Sat. | Dec 16       | EYC will host Parents' Night Out, 5:00 PM to 9:00 PM   |
| Sun. | Dec 17       | Last youth Sunday school for fall semester   |
| Sun. | Dec 24       | Advent 4 Sunday schedule (9:30 service, no SS; Fr. Chris out, we need 2 EMs)   |
| Sun. | Dec 24       | Christmas Eve services (3 PM, 4:30 PM, 9 PM)   |
| Mon. | Dec 25       | Church is closed   |
|      | Dec 25–Jan 8 | Collierville Schools Christmas break (no Youth Sunday school)  |