

**Minutes of Meeting of Vestry of
St. Paul's Episcopal Church of Murfreesboro, Tennessee, Inc.**

Date of Meeting:

Method of Meeting (i.e. virtual or in person): In Person

Vestry Members:

Vestry Member Name:	P = Present A= Absent
Burgess, Nick	P
Casteel, Matt	P
Clayton, Don	P
Dieringer, Sharon	P
Green, David	P
Kellerman, Allison	P
Kyriakoudes, Louis	A
Miller, Brad	P
Nix, Kyle	P
Owen, David	P
Peek, Scott	P
Smith, Ione	P
Tolbert, Martha	P

Clergy Present:

Dr. Blaess

Rev. Whitnah

Staff Present:

Heather Studenberg

Others Present:

Jeanne Potter

Ted Goodman (clerk)

David Rowe

1 **The Meeting was opened with a prayer and a reading from the Sixth Chapter of Luke by**
2 **Dr. Blaess.**

3

4 **The Agenda was approved by acclimation.** Martha Tolbert, seconded by Scott Peek,
5 unanimous.

6
7 **Review of Minutes:**

8 The minutes were approved. Motion to approve by Sharon Dieringer, seconded by Don
9 Clayton, unanimous.

10

11 **Financial Report (Jeanne Potter):**

12 This month and YTD we are running behind budget and the prior year when you do not count a
13 recent debt reduction gift. We are also under budget in expenses. But, we are about 10% to the
14 negative based upon our budget for the year.

15 In March, 2023, we made our estimated tax payments for 2022 (for the Junior's building).

16 We just made a big payment on our bank loan down to \$274,000 and this took twenty-four (24)
17 months off of the life of the loan.

18 We still have healthy cash balance and healthy revenues.

19 Motion to approve by Don Clayton seconded by Brad Miller. Motion carried unanimously.

20

21 **Committee Reports:**

22 **Finance and Administration Report (Martha Tolbert):**

23 No update from last month. She is currently working on the Junior's Proforma.

24 **Stewardship Report (Don Clayton):**

25 Nothing to add to written report.

26 **Communications Report (Scott):**

27 Trying to get the social media back up and running. They will be addressing
28 stewardship in various communications. They will work to make sure they are getting the word
29 out about various church programs.

30 Heather announced we are getting ready to have a part time person who is going to be
31 assisting with communications.

32
33 **Arts, Design & Gifts Committee (Louis)**

34 Louis sent word that they have reallocated some funds to cover a fence if the Vestry
35 decides to do that.

36 **Worship and Music Report (Ione):**

37 Two concerts are scheduled for the 4th and 11th of June. They are looking to find
38 someone to assist George to become assistant verger so that person can assist George and then
39 take over for George in the future when the time comes.

40 One of the cameras for the streaming service does not function so Alex Hollis is currently
41 searching to find a replacement camera.

42 **Adult Discipleship Report (Matt):**

43 Nothing to add to written report.

44 **Children's & Youth Discipleship Report (Kyle):**

45 Nothing to add to written report.

46 **Outreach Report (Nick):**

47 Nothing to add to written report.

48 **Parish Life (Allison Kellerman)**

49 Coffee & Donuts with the vestry on Sunday is important. We may change the date of the
50 welcome back party so it does not conflict with the Central Magnet welcome back party. Libby
51 Willis is working to organize Pentecost in the Park.

52 Kristine thanked Allison for all of the work to organize fellowship events she has done
53 and said "it has paid off in spades."
54

55 **Wardens' Reports**

56 **Jr. Wardens' Report (Brad Miller & David Owen):**

57 They are keeping an eye on shrubbery that appears to be dead and will contract with a
58 landscape architect if it needs to be replaced.
59

60 **Sr. Warden's Report (Sharon)**

61 As the Senior Warden, she will go to all three services (on different Sundays) and report
62 to the various services about what the Vestry is doing. We also need to be diligent about
63 wearing our nametags. That helps us know each other which helps with overall safety.

Between Easter Vigil and Easter Sunday Services we had over 600 people. A lot of new faces and old faces came for Easter.

Heather's Report

Audit confirmation letters are going out this week. The church auditors will ask randomly selected church members to confirm the giving numbers reported by Heather. So, please be on the lookout for those.

Clergy Report:

Associate Rector's (Rev. Whitnah):

A Student from Sewanee will be starting with us in the Fall. She is from Dioceses of Olympia (Seattle area). She will be introduced to Church in May. She will be a tremendous asset.

Michael will attend an at an ecumenical unity conference in Milwaukee.

Rector's Report (Dr. Blaess):

Dr. Blaess presented the safety report and informed the vestry about various safety procedures that have been implemented and are being considered for implementation. Dr. Blaess said our mission is first to form people into the Body of Christ and it would be easy to lose sight of that while trying to make ourselves safe with a great loss to our mission and only marginal (if any) increase in safety. Dr. Blaess stated that an organization's culture is much more important for safety than tactic and strategies.

We need to consider:

1. Who is this to serve?
2. What are proposed procedures meant to do?
3. Is it going to harm our ability to fulfill our mission?
4. How do we address other safety events that are more likely to occur and do occur such as medical emergencies and minor injuries?
5. How do we address our homeless neighbors and make sure that they are safe and that no person presents a safety threat to any other person or people.
6. What physical plant improvements need to be considered?

The Vestry engaged in a discussion regarding the safety of the Church.

Dr. Blaess called on Sharon who explained that the Poleskys' house is going to go on the market next week. There have already been over 1,000 views of the video tour on YouTube in less than twenty-four hours. Sharon said she does not think that the Church is in a position to purchase the home. Sharon explained that the property line is a little unclear and that we do not want the buyer to think they are buying more property than they are so we might want to consider putting some additional fencing in to make sure the property line is conspicuous.

101 **Kristine** has a verbal offer on the table to a youth minister who is going to graduate from
102 Duke Divinity School this year. He is an episcopalian and in the process of going through the
103 ordination process. He is going to be working at St. Phillips Episcopal Church some in
104 Donnellson and he will be here 17 hours a week doing Youth Ministry work, 5 hours a week
105 doing pastoral care and member engagement conversations. Kristine asked for a reallocation of
106 \$3,500 from the Youth Ministry line item to the member engagement line item to pay for this.
107 Motion made by **Don Clayton**, seconded by **Kyle Nix**. Motion carried unanimously.

108 **David Owen** suggested it would be a good time to go ahead and get the line surveyed
109 and put a new fence in on the property line.

110 Dr. Blaess made a motion that the issue be referred to the executive committee which will
111 then report back at the next meeting. The motion carried unanimously.

112
113 **Executive Session:**

114 [Minutes Redacted from Published Minutes]

115

Respectfully submitted,

Theodore W. Goodman
Clerk of the Vestry

Main Campus Operating Expenses & Revenues
Actual versus Budget by Major Categories

	One Month Ended 3/31/2023		Three Months Ended 3/31/2023					
	Actual	Budget	Actual	Budget	Prior Year	\$ Var CYTD	% Var CYTD	% Var PYTD
Expenses								
Clergy	\$ 21,680	\$ 23,525	\$ 65,800	\$ 70,055	\$ 68,083	\$ (4,255)	-6.1%	-3.4%
Music	9,897	7,244	22,514	20,332	17,302	2,182	10.7%	30.1%
Church Programs	4,135	4,255	11,621	12,765	9,334	(1,144)	-9.0%	24.5%
Other Church Programs	1,490	2,167	5,895	6,351	2,065	(456)	-7.2%	185.4%
Youth Ministry	583	623	1,045	1,861	6,494	(816)	-43.8%	-83.9%
Operations/Maintenance	11,767	13,392	40,961	41,776	27,125	(815)	-1.9%	51.0%
Administration	12,979	16,853	40,007	49,171	53,638	(9,164)	-18.6%	-25.4%
Outreach	8,449	9,055	26,609	27,153	28,169	(544)	-2.0%	-5.5%
Debt Service	850	854	2,775	2,788	4,164	(13)	-0.5%	-33.4%
Total Expenses	\$ 71,828	\$ 77,968	\$ 217,227	\$ 232,252	\$ 216,374	\$ (15,025)	-6.5%	0.4%
Revenues								
Pledges	\$ 53,556	\$ 62,391	\$ 254,912	\$ 279,822	\$ 272,684	\$ (24,910)	-8.9%	-6.5%
Debt Reduction Gift*	17,860	12,391	164,651	37,173	-	\$ 127,478		
Unpledged Gifts	5,611	9,290	19,509	20,748	20,740	\$ (1,239)	-6.0%	-5.9%
Other Income	1,488	1,173	5,453	1,728	1,677	3,725	215.6%	225.2%
Total Revenues	\$ 78,515	\$ 85,245	\$ 444,525	\$ 339,471	\$ 295,101	\$ 105,054	30.9%	50.6%
Total Revenues w/o Debt Reduction	\$ 60,655	\$ 72,854	\$ 279,874	\$ 302,298	\$ 295,101	\$ (22,424)	-7.4%	-5.2%
Net Income/(loss)	\$ 6,686	\$ 7,277	\$ 227,298	\$ 107,219	\$ 78,728	\$ 120,079		
Net Income/(loss) w/o Debt Reduction	\$ (11,174)	\$ (5,114)	\$ 62,647	\$ 70,046	\$ 78,728	\$ (7,399)	-10.6%	-20.4%
Principal Repayment	\$ 6,724	\$ 6,602	\$ 19,947	\$ 19,936	\$ 19,472	\$ 12		
Net Cash Flow	\$ (17,897)	\$ (11,716)	\$ 42,700	\$ 50,110	\$ 59,256	\$ (7,411)		

Net Impact on Operating Income versus Budget YTD

Expenses YTD	underbudget	\$ 15,025	
Revenue without Debt Reduction YTD	underbudget	(22,424)	
Net Income/(Loss) YTD		\$ (7,399)	net impact w/o DR

323 Main Street Operating Expenses & Revenues
Actual versus Budget by Major Categories

	One Month Ended 3/31/2023		Three Months Ended 3/31/2023			
	Actual Month	Budget Month	Actual YTD	Budget YTD	Prior YTD	\$ Var CYTD Vs Bud
Expenses						
Insurance	\$ 107	\$ 107	\$ 313	\$ 313	\$ 270	\$ -
Building Maintenance	-	172	-	512	852	\$ (512)
Office Support Staff	671	671	2,013	2,013	2,003	\$ -
Office Support Supplies	44	44	132	132	391	\$ -
Banking Fees	-	-	-	-	-	\$ -
Property Taxes	700	700	2,100	2,100	2,166	\$ -
Other Taxes	5,442	442	6,325	1,325	-	\$ 5,000
Professional Services	-	-	-	-	-	\$ -
Debt Service	3,155	3,175	10,174	10,249	8,215	(75)
Total Expenses	\$ 10,119	\$ 5,311	\$ 21,057	\$ 16,644	\$ 13,897	\$ 4,413
Revenues						
Rent Income	\$ 8,299	\$ 8,300	\$ 24,898	\$ 24,899	\$ 24,255	\$ (1)
Total Revenues	\$ 8,299	\$ 8,300	\$ 24,898	\$ 24,899	\$ 24,255	\$ (1)
Net Income/(loss)	\$ (1,820)	\$ 2,989	\$ 3,841	\$ 8,255	\$ 10,358	\$ (4,414)
Principal Repayment	\$ 17,860	\$ 4,290	\$ 12,222	\$ 12,156	\$ 11,826	\$ 65
Net Cash Flow	\$ (19,680)	\$ (1,302)	\$ (8,381)	\$ (3,901)	\$ (1,467)	\$ (4,480)
	1210191.85					

Notes

1. Gifts received designated for 323 Main Street	\$ 102,267	
less 2021 deficit	\$ (4,892)	(\$12,156)
2022 deficit	\$ (17,125)	
2023 deficit YTD	\$ (8,381)	
Balance	<u>\$ 71,869</u>	

Cash Flow - St. Paul's Episcopal Church

	Main Campus Three Months Ended 3/31/2023	323 Main Street Three Months Ended 3/31/2023
Income (less Debt Reduction)	\$ 279,874	\$ 24,898
Less Operating Expenses	217,227	21,057
Net Operating income w/o Debt Reduction	\$ 62,647	3,841
Less Debt Principal Reduction from operating funds	19,947	12,222
Net After Principal Reductions	\$ 42,700	\$ (8,381)
Main Campus loan balance (2.42%) as of 3/31/2023	\$ 445,118	
323 E Main Loan Balance (3.34%) as of 3/31/2023	1,210,192	
	\$ 1,655,310	
Cash Balance First Horizon as of 3/31/2023	\$ 996,014	
Endowment Fund Balance as of 12/31/2022	\$ 1,394,431	
Restricted/Designated funds	\$ 399,335	
Acolyte Trip Scholarships	1,565	
Altar Guild	574	
Angel Tree Program	629	
Associate Priest's Discretionary Fn	993	
Building Fund	21,662	
Choir	1,577	
Christian Ed	647	
Columbarium	24,335	
Connect Ministry	6,246	
Continuing Education-Staff	1,926	
Cursillo/Utreya	2,963	
Dandridge Trust/Coldest Nights	8,690	
Debt Reduction/ Above & Beyond	164,651	
Designated Campus Improvement	48,771	
DOK Daughters of the King	1,475	
ECW - Women's Ministries	5,543	
Episcopal Peace Fellowship	120	
Flower Guild Operating Funds	7,780	
Food Bank	200	
Haiti Mission Trip	135	
Library	50	
Memorial Garden Project	13,358	
Memorials	48,272	
Missions/Designated	735	
Music	950	
Music-Church Organ Fund	19,326	
Piano Fund	40	
Rector's Discretionary	2,574	
Scouts	(1,696)	
Stained Glass	467	
Troop Support	1,508	
UTO	61	
Youth Fundraisers	13,212	

Avg days cash on hand

199

Scott Peek

Communications

April 2023 Report

I met with Heather this week and talked about needs and priorities for the communications team. We compiled a list of parishioners who had shown interest in helping with our outreach, and those who have helped in the past. We are reaching out to that group to coordinate with them and establish a schedule outreach so people know what to expect and when.

I do not have any motions to present.

Thanks,
Scott

Stewardship Report – April 2023

Submitted by: Don Clayton

April 14, 2023

- Thanks to Heather, I now have a spreadsheet with 10 years' anonymized giving data that I will be analyzing for meaningful trends and other insights that can be applied to our 2023 giving campaign.
- Scheduling a "handoff" meeting with Gina Urban to debrief last year's campaign: what worked well, what can be improved, and what skill sets we need most in a new chairperson (which we will need to find.)
- Under the category of being stewards of our physical property, we will be evaluating the potential for moving the Church offices into the Parish Hall and renting the Wall Building for income. At this point, this is very preliminary and will depend on both the rental market and our ability to make the space work out.

Youth and Children's Ministry Report

April 2023

Kyle Nix

Youth/Children's Events

Since our last meeting, we have had some great youth/children's events to round out this holy season. We had a great turnout for Palm Sunday service. Several of our kids took part in the Stations of the Cross on the Friday before Easter. This was an excellent event that our kids (and parents) enjoyed together. We had several kiddos help flower the cross during our Easter Sunday services, and they all enjoyed partaking in this year's Easter egg hunt! Families also enjoyed the post-egg hunt reception in the Parish Hall!

We are now entering our final weeks of Christian Education for this year. April 30th is the last day of Sunday morning Christian Education and the last day of SNL until the fall.

Here are our upcoming events:

April 29th – 30th- Confirmation Retreat

April 30th- Last day of Christian Education and SNL until the fall.

May 7th- Confirmation at the 11am service

May 14th- Youth Sunday (more details to come)

May 21st- End of Year/Summer Kick-Off Party at the Gamble residence (5pm – 7pm)

June 5th – 9th- VBS

*All youth events through May can be found on the St. Paul's Facebook page!

Current Topics of Discussion

We have officially made a verbal offer to a new youth minister who will be graduating from Duke Divinity School in May. Since we have been without a youth minister for quite some time, this will bring much-needed relief to our youth parents.

Current Needs

Continued support and participation for youth events! We will also likely need additional support for our new youth minister as they transition into this position and into life at St. Paul's.

Jr. Warden Report – April 2023

Completed Projects (March Report):

- Basketball goal procured – site identified to be located here.



- Irrigation de-winterization confirmed.

Jr Warden Report – April 2023

- Reviewed dead shrubbery around the campus. Working on identifying a landscape architect to help design the replacement of shrubbery and trees that have died due to the hard winter freeze.
- Had contractor propose an alternative to installing a dehumidifier system in the Wall Building. Their assessment was that the air intake vents need to be modified.
- Heather initiated work on the chancel heating system plumbing project. It will start April 17th.
- Working on a safer way to change the bulbs in the Nave without having to use the large ladder.

Current Projects (April Report):

- Getting proposal for HVAC modification in the Wall building to fix the mold problem. This will take the place of installing a dehumidification system.
- Repair holes drilled in front porch during American Leak Detection inspection
- Install basketball goal
- Repair & paint dormers facing East Main Street - estimate is \$6300 - approved by Vestry at December meeting - work to occur when weather warms up
- Review proposed contract and evaluate whether we want to put the church bell on an annual maintenance contract
- Replace / repair ceiling tiles in men / women narthex bathrooms
- Level table between dishwasher & window - raise by 1/2"
- Replace ground-level box lights in front of the building
- Create & deploy signage for various applications on the church property

Senior Warden's Report

April 2023

1. Executive Committee was called on 3-22-2023. Present at the meeting was Kristine Blaess, Jeanne Potter, Don Clayton, Martha Tolbert, Brad Miller, and Sharon Dieringer. The primary purpose of the meeting was continued discussions regarding bids from the Haynes for improvements to the property at 323 E. Main. We reviewed the priority ranking of the proposed renovations, considered the square footage market value of the property, and discussed a potential update to the pro forma. We also discussed the possibility of structuring a future lease in such a way that it meets the needs of the pro forma as well provides a financially feasible mechanism for the parking lot to be improved/repaired.

Executive Committee discussed options for updating church door locks in the interest of improving building security.

Executive Committee discussed the need to review St. Paul's Strategic Plan. We agreed that a group dedicated to this specific purpose is in the church's best interest.

2. Senior Warden will begin making periodic brief announcements during all 3 church services, not necessarily on the same Sundays, to address the congregation in person about Vestry highlights. This may include such items as upcoming events, reminders, celebrations, requests for additional volunteers, etc. In the interest of time, not every liaison or ministry will be mentioned each address. Liaisons are invited to inform the Senior Warden of any highlights that they would like mentioned.

Respectfully submitted,

Sharon Dieringer
St. Paul's Vestry
Senior Warden

St. Paul's Episcopal Church
Safety Overview
April 14, 2023

Dear friends,

As we grieve the shooting at the Covenant School in Nashville and other shootings that are happening regularly around the country, St. Paul's clergy, staff, and lay leaders have been continuing the good work began in 2018 and even before to promote a safe, healthy environment in which our members and visitors can worship, learn, serve, and participate in fellowship, growing together into the body of Christ.

I offer this list below of safety measures that have been implemented and that are being considered. But first, let us frame our values that inform our decision-making regarding the important matter of safety:

- 1) *We are forming people into the body of Christ.* This is St. Paul's mission, which should be fostered through our decisions regarding building use, policies, etc.
- 2) Nurturing a healthy, welcoming, well-boundaried church culture is the first and most important way to maintain a safe environment. The majority of violent attacks are carried out by someone associated with the community.
- 3) As we consider possible safety measures, we should clarify the answers to three questions:
 - a. Who is it for?
 - b. What does it do?
 - c. How does the allocation of human, time, and financial resources promote or hinder our successful implementation of our mission? Our resources are finite.
- 4) The most common potential safety issues in churches are
 - a. Unsecured facilities overnight
 - b. Safety and management of homeless neighbors on church grounds at night and during the day
 - c. Panhandling between services
 - d. Disruptions by people struggling with mental illness
 - e. Health emergencies requiring alert and trained staff and volunteers
 - f. Falls in parking lot or church building
 - g. Possibility of drug overdose
 - h. Tornado/severe storm shelter
 - i. Possibility of physical/emotional/sexual misconduct

Safety measures implemented since the formation of the Safety Committee in 2018:

1. Safety committee formed: 2018
2. Safety audit and recommendations by Murfreesboro police: 2018
3. Safety plan presented to parish: February 2019
4. Shatter-resistant window film applied to windows on Catechesis rooms: September 2018

5. Outdoor cameras: 9 cameras to monitor outside areas of the campus.
 - a. 2019 – a team monitored the cameras from the Wall building on Sunday mornings. This was discontinued during the pandemic and has not resumed.
6. Emergency manual door locks installed in sanctuary
7. Background checks and Safeguarding training for staff and all volunteers who work with youth, vulnerable populations, and finance: Ongoing
8. Decluttering of Storm Shelter areas in the Nave and Parish Hall: 2020
9. CPR/AED training for staff and ushers: 2022
10. First aid kits updated: 2022
11. First aid kits and AED devices checked twice yearly
12. De-escalation training for staff and ushers, presented by Murfreesboro police: 2022
13. Homeless interaction spreadsheet: created 2022 and ongoing
14. Communication with ushers about people who should not have access to our facility: as needed
15. Outdoor lighting update: bulbs replaced in 2022, quotes being received for replacement of large ground fixtures that are rotted
16. Doors locked: After churches services begin, doors are meant to be locked and ushers welcome guests. Nursery exterior doors will always be locked.
17. Re-key Wall Building and upstairs St. Margaret's hall: 2020
18. Squawk boxes were in use in 2018 until pandemic

Projects ongoing:

1. Requested new safety audit from Murfreesboro Police Department
2. Replacement of locking mechanism for nursery wing doors, narthex, parish hall, and back doors near JRs to "Storefront" doors that do not remain unlocked if door is unlocked from the outside.
3. Safety committee received bids for new locks, electronic key-card access, and re-key of entire building.
4. Receiving bids for window film/glazing for all downstairs doors and adjacent windows: both shatter-resistant and shatter-proof. First priority is security of nursery wing.
5. Communication of Sunday morning church-locking practices, particularly keeping Academy street nursery access locked.
6. Removal of exterior sign on Academy-street entrance to Nursery, which says "Worship and Nursery"
7. Consideration of Narcan kits in the church.
8. Received a bid for adding additional outdoor cameras and indoor security cameras.

Insurance we have through Church Insurance Agency Corporation:

Malicious attacks: Protects the church after an incident

- Provides extra security and counseling
- Hires a PR firm in case of injury to parishioners or staff
- Coverage in case of litigation towards the church
- Property damage

Draft of Minutes for March 2023 Vestry Meeting

Vestry Meeting, March 21, 2023

In attendance

- Vestry members: Kyle Nix (KN), Martha Tolbert (MT), Don Clayton (DC), Scott Peek (SP), Brad Miller (BM), Matt Casteel (MC), Louis Kyriakoudes (LK), Sharon Dieringer (SD), Nick Burgess (NB), Ione Smith (IS), David Green (DG), David Owen (DO), and Allison Kellermann (AK).
- Clergy: Kristine Blaess (KB), Michael Whitnah (MW)
- Jeanne Potter (JP), David Rowe (DR), and Heather Studenberg (HS)

6:00 p.m. Kristine opens with devotional

Rev. Kristine Blaess

- Leads activity where vestry members are asked to move to stand on a spectrum to visualize how we see church decisions, leadership, conflict, focus.
- She then leads an overview of church size theory (see attachment)
- Goes over vestry administration goes over the new meeting structure and the overview of what the vestry will vote on. She shared that Sharon will cover what things we can celebrate and will schedule vestry members to be at events two by two.
- Asks what else we can add to the agenda:
 - Jeanne shared we need to discuss when will we pay down the debt
 - Ione shared that the Solotech contract livestream equipment support is probably not needed.
- KB asks for us to approve the agenda. MT motions, NB second
 - All approved
- Asks if any corrections to January minutes, then asks for a motion to approve the Jan 23 minutes. SD motions, DC seconds
 - All approved
- Brings up the 2022 parochial report that was emailed out to everyone in advance to review. DC motions, BM seconds
 - All approved

Jeanne Potter: Financial Report

- Discusses that we approve a total budget, but that she works to distribute it based on historical use. Therefore if you look at February, we are rolling along as we should be. Revenue is less, but so are expenses on par with each other.
- Year to date with 323 is a slight loss, which is on par with projections.
- Goes over the summary of cash flow for SPEC, 323, Endowments & Restricted accounts.
- She asks for any new vestry member to please reach out to her for any questions or more in-depth questions as they are getting more acquainted with the financial report.
- KB asks to approve SD motions, MT seconds

Draft of Minutes for March 2023 Vestry Meeting

- All approved

Brad & David Owen: JR Warden Report

- David discusses the dehumidifier proposal in Roscoe Brown, and discussed mold issues in the Wall Building. Asked if anyone has any questions, no questions.
- Brad discusses the need for assistance about the basketball goal. Possibly boy scouts, youth parents, but will possibly take two weekends.
- David shared that all vendors prices are going up.

Martha Tolbert: Finance & Administration

- Shared the floor with Jeanne to discuss when we will make an initial payment of debt retirement to our mortgage.
- Ione and Martha discussed making quarterly payments. To spend the funds the way the donors intended.
- Martha motions that we take the cash received through the end of March 2023 to make a payment to the mortgage and then at the end of the fiscal quarter additional payments will be made. DC seconds
 - All approved

Don Clayton: Stewardship nothing to add to the report DC

Scott Peek: Communications

- Nothing to add but wants to get back in touch with the communications meetings.
- Scott and HS agreed to meet and get the communications team together.

Louis Kyriakoudes: Arts/Design/Scouts

- The Rood
 - Lauren has been educating the parish about the Rood.
 - No news on the construction of the Rood.
 - Louis will follow up with the artist

Ione: Worship & Music

- Brought her report to share.
 - Has taken time to get to know her constituents.
 - Discussed challenges with building an acolyte team.
 - Music is moving along and sharing their upcoming schedule.

Allison Kellermann: Parish Life

- Two more Lenten soup suppers to go, Parents Group and the Men's Club are responsible for the next two dinners.
- Wednesday Night Dinners will not take place after Holy Week and need to come off facilities calendar)
- Tristin Casteel is doing the reception after the Easter Vigil.

Draft of Minutes for March 2023 Vestry Meeting

- KB brought up the general need for norms around alcohol when kids are present. Have it be sparkling grape juice, not wine.

David Green: Member Engagement

- Asked for us to review his job description for member engagement that he shared and provide feedback.

Matt Casteel: Discipleship

- Shared that we do a lot but those who are newer here, how do they learn about all of the opportunities.
- Wants to identify the appropriate champion for each area of the church to connect people to help them find their ministry/formation niche/opportunity.
- Shared that Sandy is in need of ushers for Good Friday.

Kyle Nix: Youth & Children Liaison

- Additions to her report:
 - Met with parents about concerns about the youth ministry.
 - Met with CYMT today and went over what we are looking for, our hopes in a candidate, and learned we get to interview.

Sharon

- Nothing to add to the report
- Shared that the first executive board meeting was held and will meet again tomorrow night.
- Opened up scheduling two by two for upcoming events to ensure vestry presence.
- Celebration
 - All vestry members are here! Yeah!
 - First vestry reports are in and look great.
 - Youth parents meeting went great in moving us forward.
 - Efforts to communicate with each other is going great, more purposeful.
 - Sharon served as an acolyte for the first time at church.
 - Parochial report is complete
 - First pilgrimage completed since pandemic
 - Meat & Potatoes 17 people at the retreat
 - Cindy Guévart is a steady rock for the church
 - Ash Wednesday evening service was great.

Heather Studenberg, parish administrator: nothing to add

David Rowe, assistant to the rector on liturgy and formation: nothing to add

Michael Whitanh discusses Holy Week.

Draft of Minutes for March 2023 Vestry Meeting

- Shared the reason for no dismissal to services in Holy Week is that they flow into each other with the culmination on Easter Vigil. Encourages vestry to come, participate. See the arc.

Kristine Blaess

- Shared updates on staffing.
 - Jennifer Handy started in the front office and additional responsibilities.
 - Communications holding off until we see how the youth position hire plays out, to see if not CYMT then may need to combine those two to have a better offer to another person.
- Executive session opened, then closed.

Everyone stood and joined in reading Compline.

Louis M. Kyriakouides

Vestry Report, April 2023

Gifts Committee:

- A. The Gifts Committee met to discuss the uses for a recently received, \$3,000 unrestricted gift. The following two uses for the funds were discussed and approved by the committee:
 - 1. Payment towards costs to install outdoor basketball goal. Junior Warden Brad Miller indicated that the basketball goal and installation would cost approximately \$1,200. The committee approved this.
 - 2. Funds for rectification of non-conforming fence on northeastern corner of church property, abutting the Taylor-Poleskey home. The committee discussed the need to ensure that the fence reflects the property line. The remaining funds could go towards a survey to demarcate the correct property line and then to remove and/or replace the fence, as determined necessary by the Vestry. ***As the Taylor-Poleskey property is now for sale, this should be a high priority item.***
- B. Baptismal Gown Donation: In late 2019, Ione and H. Stephen Smith donated an heirloom quality baptismal gown for the use of the parish. It is a handmade item, fabricated by local artisan Debra Shearon (who made children's clothes for the fancy Nashville clothing store "Helen's" which many long time Murfreesboro residents went to for special clothing finds) The Smiths donated the gown in memory of Stephen's father and Ione's great grandfather, hoping that it would be a resource for any St Paul's family who wished to use it for their baby's baptism. We want to build awareness of this resource for families.

Scouting:

On March 9th 2023, Andrew Ivey and Grady Knox successfully sat for their Eagle Board of Review and became the newest members of Troop 1108 to attain the highest rank awarded to scouts. This is a very commendable accomplishment as each year only approximately 6% of eligible Scouts attain that rank, and when you look at the number of Scouts that attain that as compared to the overall population of age eligible individuals that number drops to 0.3% of their peers.

Arts/Design Committee:

No report