

Priest-in-Charge Report **Submitted March 22, 2022**

1. Invitation Please add to your calendars (do it now so you do not forget) the following two items:

May 21, 2022: A formal invitation will be sent as soon as we have reserved a place. The Leadership of St. Paul's will meet with the Bishop for dinner the night before we begin our 150th celebration at the intersection of 3rd and Saginaw celebration. More later, but please reserve the date.

May 8, 2022: The Reverend Canon Tracie Little will be the guest celebrant that morning as I will be attending CREDO in LA. On April 12 at 6:30 PM Canon Little will meet with the Vestry to work on the appointment of the Search Committee. It may be that on April 26 (regular Vestry Meeting) we could appoint and affirm the search committee then on May 8th the Search Committee may meet with Canon Little.

2. Committees Some additions and redundancies from earlier statements.

- Committees are appointed by the Rector with affirmation from the Vestry.
- Unless otherwise impossible, Committees should not be chaired by Vestry Members as that places all programming authority into the hands of the Vestry and changes the balance between vestry and Rector. The Rector manages day-to-day committee events and activities while the vestry gives each committee an overall charge or mission.
- Each Committee (including chairpersons and members) are appointed annually typically at the MATM.
- The Finance Committee is typically chaired by the Treasurer who is not always a member of the Vestry.
- The Building and Grounds Committee is typically chaired by the Junior Warden.
- ALL Committees should be regularly and schedule their meetings via the Master Calendar.
- Committees should be held in public locations. There should be no secret meetings of Committees.
- The Rector and Senior Warden are members ex-officio (by means of their positions) of every committee and should be invited to every meeting and included in every committee mailing/email.
- Anyone may attend committee meetings.
- Most Committees never vote on much, but if they do... only those who have been appointed by the Rector and affirmed by the Vestry may vote.

This is my current list of committees:

150th Intersection (Chaired by Parish Archivist)

Building and Grounds (Chaired by the JW)

Diversity

Finance (Chaired by the Treas)

Outreach

Pastoral Care and Hospitality (includes Tuesday Lunch and OSL)

Search Committee (to be appointed by Senior Warden)
Technology (includes live-streaming, AV, Computers, Office Equipment)
Worship and Music

Please submit prospective chairpersons and members prior to the vestry meeting.

3. **Election** The vestry holds the responsibility to elect new vestry members when a vacancy exists. The person elected will serve until the next Annual Meeting when they will be eligible to be elected to their own term. At the time of next year's elections at the Annual Meeting there will be four candidates. The person with either the fourth lowest total of votes, or a person who has asked to be a candidate for the unexpired term may be elected.

Tonight, if a nominee is made known to me before the meeting, an election will be held.

4. **Attendance** I am deeply concerned about our miniscule attendance. Our attendance is not sufficient. If we look at our actual community strength, our attendance is somewhere around 20-25%. Truly, that is horrible. I am sadly aware that some folks are protesting the current one service and the service time. This worries me too as I take the invitation of Jesus to dine with him seriously. When people decline that invitation due to anger or because they have more important things to do, I cannot help but be concerned. I have known for years that Sunday morning is no longer the day of the resurrection for most people, indeed 60% of Christians no longer attend and nearly 45% of Christians no longer identify as a part of a Christian community. I wish I had a way to change minds or make reception of the body and blood of Christ more important than the service start time, but I do not. I find our current problem quite depression and saying nothing was not an option.

5. **Courtesy** Sometimes, I find myself saying something that I wish I did not have to say, to people who should not have to hear it and already know it. Discourtesy toward a staff member should not be tolerated. This parish has excellent staff who serve with pride and love our church. When a member thinks that they have authority over a staff member, or that the staff member is less of a person than they – trust is broken. That kind of attitude does not belong in any location but surely it does not belong at St. Paul's. My expectation is that a Vestry member overhearing such a mean conversation should interrupt, protect if possible and most of all back up our staff. If you have a problem with a staff member, please bring it to the Rector or the Junior Warden.

In the Episcopal Church, the staff work directly for the Rector and not the Vestry or the congregation. Only the Rector has the authority to hire or terminate staff.

6. **A beautiful card** A lovely picture card was received from the Flint Police Department thanking the people of St. Paul's Church for our willingness to host and support the funeral of Captain Collin Birnie who was killed while on duty. I too add my thanks for everyone.

7. **Meetings and Conversations (Committee Work).** The Vestry is not a committee and should not engage in Committee Work. The Vestry should not do what a committee should do. Nor should a committee bring a question to the vestry that it has the authority to answer. The Vestry is a decision making or legislative body that acts for the people in declaring mission, adopting policy and providing focus for the parish specifically in the areas of fiscal and physical leadership. Any Vestry Member may bring up anything at any meeting, but if the subject connects to the focus of a specific committee, the issue will be assigned to the committee.

8. **St. Paul's is blessed** by a big building and yet limited space. I have submitted a number of suggestions to the Vestry. I am still waiting for a response. The silence can be overwhelming at times. As an Interim, if I see something that can be made better then I am going to suggest we make some changes and get moving. Everything we can do now to get ready for the new Rector is something that the new rector will not have to do.

- Should the Rector's Office be closer to the rest of the staff.
- Would the current Rector's office be a nice place for the library?
- The need of a children's chapel does not now, nor may it ever be needed. A good conference room with the electronic appurtenances needed could be used many times every week. I think this room could be a lovely place for our groups, classes, and outside groups to meet. I think the cost to make it a room in which to be proud would not be exorbitant, and it would be mighty helpful to your next rector. It would also show that this church is willing to do new things, to change and grow and is not totally wedded to the principal of "we've never done it that way before."

If you never change, nothing will ever be changed.

9. **Walt** I am totally sure that everything will be fine down the road and that Walt will talk about this later this evening. I wish to commend Walt and the Intersection150 Committee. I also wish to commend the members of the PSP Task Force in walking through the difficulty caused by the unexpected serious illness of a PSP staff member. New dates are established, morale stayed high, and we are rolling without a hitch. Thanks everyone. Well done.

10. **Barbara** The pancakes were delicious. Thank you for putting this dinner together, it was fun, highly attended and tasty. I am indeed grateful for your leadership and my thanks to all those who gave you a hand. Our attendance was quite good.

11. **FYI** I have recovered from COVID. Marcie has too. Thanks be to God. Don's weird calendar:

May 3-10 CREDO in Louisiana

May 11-13 Joint Diocesan Clergy Retreat – DeWitt, NE

May 14 Building Bridges Day Retreat – St. John's, Mt. Pleasant

June 11 Wedding

July 5-15 General Convention, Baltimore, MD.

At this point, I have no idea when Marcie and I will get a chance for some vacation time. I assure you, we will.

Faithfully,