

## **Priest-in-Charge Report Submitted October 18, 2022**

**1. As we begin this meeting,** let me take a moment to stress the importance of next month's meeting. Typically, this meeting is held in December, sometimes between Christmas and New Year's Day to "get it in" before the end of the year. The November meeting at St. Paul's is the last Vestry meeting until the Annual Meeting on the last Sunday in January. The following major items are brought to this meeting:

This is the last meeting for Barbara, Becky and our retiring Vestry members.

At this meeting we adopt the budget for the next year.

At this meeting the Vestry approves the report of the nominations committee for the Annual Meeting.

At this meeting the Vestry receives the last financial report for the year.

A new Rector may wish to change the tradition of holding this meeting in November and I would suggest the Vestry support the change. Next to the Meeting After the Meeting (MATM), this is the most important meeting of the Vestry year.

**2. Review of Committee Charges and position expectations** As we move forward to the Annual Meeting, I have included the Committee Charges and believe we can adopt them tonight. I hope we can also spend a little time reviewing the position expectation pages that we put in place last year. I have edited them a little, so that they stay up with the times.

**3. A word about Committees.** Almost every active member of the parish should, could be a member of a committee. The goal here is to get folks that have new ideas, and imagination to serve as they bring new life. Then when they bring-up new ideas, even ideas that have been tried before, support them blocking out the motto of the dying church "we've never done it like that before."

I strongly, passionately believe that vestry members should not be the same people year after year. The best folks are new folks who have never served before, then welcome them, encourage them and invite them to share their thoughts. For some reason this is a threat to vestry members who have committed themselves not to allow change. Sad. If you want new leaders, you must be willing to stand back and let them lead.

Committees should meet when employed people can attend, even if there are no employed members currently serving on them. When a committee meets other than early morning or early evening, they loudly proclaim that no one who works during the day is welcome. We know that such a proclamation is not true to the group's intent, but perceptions always speak louder than words or actions. I encourage every committee to meet when the most folks can attend. Use ZOOM if necessary.

Committees should not be small vestries. In the best world, I would hope there is no more than 2 vestry members on any committee. The Senior Warden is an ex-officio member of all committees but not a voting member of any committee. The Junior Warden is the Chair of Building and Grounds as long as that duty has been assigned by the Vestry, the JW does not HAVE to be in charge of B&G. Same with the Treasurer who need not be the chair, but is a member of the Finance Committee.

I would encourage that (after Annual Meeting) that the vestry commits itself not to have four vestry members attending the same committee or ministry meeting. Four will be a majority of the vestry and constitute, by their presence, and unofficial vestry meeting.

#### **4. Thank you**

My appreciation to the members of the Finance Committee: Maggie (Chair), TaMara, Jan, Becky along with staff advisor George. The development of the 2023 budget was tough. It includes a return to a full salary for a new rector, and the return of a part-time Administrative Assistant. I am thankful for their good work.

#### **5. Good Work**

Becky attempted to get a new Building and Grounds Committee up and running and I am deeply grateful. Sadly, those present were all members of the Finance Committee. That cannot work. When that kind of thing happens decisions will be made or discussions and topics brought-up for a committee not meeting and the specific lanes of each will be blurred. I attempted to speak to this at the time and did an appalling job for which I am sorry.

How do we find Committee members? Ask? Then ask again. Get up and tell the congregation why it is so important, write articles for the "Epistle;" give examples of mistakes made because we blew past the needed due diligence and remind everyone of the gospel of sharing gifts. Truth is, the more folks involved, the more folks that will understand. Morale is always based upon a bunch of people happily doing the same thing, I hope without the "help" of a grumpy stressed-out priest. (Ug)

#### **6. I pushed too much**

A couple of months ago, I asked the Executive Committee about how much I should push about the security and phone systems. I was concerned about answering the door when alone, and not being able to deal with the current situation. The Committee did not really answer my question, and I have should have listened to their silence. Sigh! I pushed, and maybe I pushed too much. Yes, I believe this is important especially if we have a new Administrative Assistant who could be asked to open the door when he/she is all alone. I apologize for pushing too much, sometimes it happens.

#### **7. All Saints**

I encourage the Vestry to support the upcoming All Saints Observance of Glenwood Cemetery. This should be meaningful and respectful of the way in which our lives have been influenced by the lives, courage, and actions of the Saints. I will be telling the story of our enthusiastic, passionate and headstrong first rector, and one of the few who has not been fired, or pushed out the door. Daniel Brown was a jumping bean of a missionary to the wilds of Michigan when it was a long day's travel to Saginaw for a Diocesan Convention. The worship service will be at 2:00. My thanks to Walt, Joel and my fellow clergy for the work on this. I sure hope was can get some folks to see it as important enough to attend.

## **8. Invitation**

Marcie and I plan to invite the members of the staff and Vestry (and spouses) to our home on a Sunday afternoon in December for a in and out Advent pie moment. We have a rather small home, so we hope folks will stagger themselves to attend. A formal invitation will be forthcoming along with a way to RSVP. This is a small way to thank you all for your kindness, understanding and support during our time here.

## **9. HAPPY**

I am proud that we have a full delegation plus that will be in attendance in 10 days or so at the third joint convention of the Episcopal Diocese of Eastern and Western Michigan. I am very proud of Erynn Ford who will be a youth delegate, and Dr. Jordan, and Jelesia Geraghty who will be attending due to their elected positions as members of the Diocesan Council and Standing Committee.

Joe Kennedy will be ordained to the sacred order of Deacons on Saturday afternoon. Dr. Jordan and I will be involved in the service as well as members of the Kennedy family. Two transitional deacons will be ordained priests and a priest of the Anglican Church of Kenya will be received into the Episcopal Church.

The Standing Committees of the two dioceses are now meeting jointly for all business. This is part of Bishop Singh's season of practice as we move closer to the moment we elect to raise up a new Diocese that will encompass the jurisdiction of both current dioceses. The vote to request the General Convention for Juncture (Two dioceses ending, a new diocese created) is scheduled for our convention in 2023 (one year from now). This is an exciting time.

Bless you all and Thank you,