

The Vestry was called to order at 7:00 pm, once a quorum (2/3) was present
 The Minutes for April 5, 2022 were accepted by 8 of 8 people.

Attendance

Nicholas Morris-Kliment (Rector)	X	Dusty Hecker (Warden)	X	Vacant (Warden)		Vacant (Treasurer)	
MaryAnn Ryan (Clerk)	R	Pete Lyons		Kathryn Mortimer	R	Cecile Leroy	R
John Carr	X	Duncan Allen	R	Lesley Day	R	Ginny Yerardi	R
Tedi Eaton	X	Alyssa Kence	R	Joe Sweeney		Christina O’Connell	R
Jim Black	R			X=present		R=attended remotely	

Prayer and Formation

Evening Prayer, led by John Carr, including: Magnificat, Psalm 148

Gathering and Common Life:

Nick requested we discuss sabbatical. He refers us to the Visitor. All necessary information is there: what Brock and Lauren’s responsibilities will be, church school, church staff, calendar into early fall. Nick commends us to have it on hand.

1. Call priests for pastoral concerns, call Ali, the warden with other concerns.
2. Ushers are needed for summer: bringing up the gifts, offering of wine, and money. The instructions for ushering are on the credenza in the Narthex.
3. Readers are needed for summer as well.
4. We need coffee hour on May 22, 2022. Dusty says he thinks he was signed up for that and will contact Debby Rempis.
5. We can make an announcement asking people to sign up on Sunday. People can sign up on line.

Confirmation Group:

Nick is optimistic that the Confirmation group can keep things going with the Methodist Group up the street after Confirmation. The Confirmation class will be confirmed this Saturday in Cohasset. It will be live streamed on St. Stephen’s web site, and the group will be in church on Sunday.

Sunday School:

The Rev. Emily Garcia, our church school consultant, is back from vacation, and making plans for church school. She is working on infrastructure, and sending out a doodle poll to families. She wants to have one or two parent meetings, and wants to get input and ideas from as many people as possible. Amy Sweeney and Christina O’Connell will be there this Sunday for church school. John Carr is wondering if Emily is involved in youth group. Emily is working 3-4 hours/week at a foundational level, gathering input, seeing what our needs and desires are.

Alyssa Kence and Christina O’Connell are on the planning team. Emily is trying to reach out to more families to see what their needs are. They will have parent meetings in May or June. Christina O’Connell is looking forward to Sunday to see who shows up and what the curriculum is about.

Safe Church:

As part of national and diocesan guidelines, safe church training is required for ordained leaders and some lay leaders; it is strongly recommended for all lay leaders. Our Church School teachers are required to take it. Nick says the church needs to continue to make sure that our community is a safe place for children. Email links will be coming from the Praesidium academy to Vestry members. There are 6, 45 minute on-line modules to take. Signs are in the bathrooms with numbers for people to call in case of issues. The idea is to keep people safe while getting some level of justice. Vestry is strongly recommended to complete these modules over the summer.

Bylaw revisions:

To be made by Jim Black. Jim is working on it and will report back.

Property Chair needed:

Hopefully someone will step up. A fair amount of work is involved. Tim Lysaght has stepped down from it, though he is responding to Woody's calls, and has moved to a consulting role.

Elections committee:

Ginny Yerardi will develop a timeline for nominating and electing new Vestry members, in coordination with the bylaws and the rest of the Vestry Class of 2023. They will get something in the Visitor, etc.

Rectory project:

The surveyor is not working out. The church wrote him a check in December. After the work was put off repeatedly the Church wanted the money back and he finally did the survey, but the Church was not comfortable with his work. We need to vote on a paying for a new surveyor. The architect is concerned that it took 5 months for the first part of the survey work, and thinks we should go with another surveyor. We are confident that the new surveyor can go forward. A surveyor cannot build on another surveyor's work, so the work will need to be restarted.

The previous surveyor was very difficult. The Church is able to document how many emails, how many phone calls were made.

The Vestry authorizes an increase of up to \$2,850 in the amount of the draw from the Property Improvement Fund of Four Points approved on November 16, 2021, for the rectory improvement project. This will provide for completion of the work by a reliable surveyor and the possible nonrecovery of some expenses to date.

Motion, seconded, discussion: Dusty spoke a little about the small claims court. The complaint can be made online, and Nick will be sending it in. Dusty says there is a little time involved in this.

Motion carries, no nays.

Air Filters for Chapel:

The Vestry had the following motion before them:

The Vestry hereby authorizes not more than \$2500 to procure portable air filters suitable for making the Chapel safer for indoor teaching and worship, the money to come from the property improvements line item of the operating budget for 2022.

It is apparently a portable machine that filters the air, and can be moved, but isn't easily moved. Motion, seconded. Some discussion, and a few minor changes made. Ginny moved, Tedi seconded. All but one aye, one abstention.

Respite for staff:

In our March meeting, we discussed the Bishop's Letter that had just come out, inviting parishes to take a Covid-respite. After discussion with colleagues around the Diocese who implemented it, Nick would like to offer a shorter version of the respite to our staff. He proposes the last week of June. By then we are well into our summer schedule, and are only open Monday – Thursday. It allows us to back up on to the July 4th holiday. So we are only talking about 4 days. Lauren Lukason, our sabbatical priest will still come in, and Ali will find some volunteers to cover the desk for at least a couple of those mornings.

The Altar Guild will be off before and after the respite. There will be no live stream. There may be a recording made for posting later. There will be no pastoral care meeting. Lauren will be here. Woody might have to be on call for a building emergency. The building is not under heavy use at that time in the year. The Bishops have been alarmed by what they have seen as they have visited parishes in the Diocese over the last two years. The concept of sabbath is foreign to modern culture. How foreign to have extra time to rest. Steve Sussman will play on both Sundays. The church will be closed June 24 through July 4. Church will have morning prayer on June 26 and July 3. We will need to specify that the only difference is that there will be no Eucharist.

Discussion about how the staff and 1099 staff can have this time off clarified, and the Vestry is generally in favor of it.

Motion: The Vestry confers on the Rev. Lauren Lukason (May 16 to July 4) and the Rev. Brock Baker (July 5-August 14) clergy voucher approval authority during the Rector's absence of from May 15 to Aug 14, 2022.

Payroll, worship expenses are things that need to be given official fiduciary approval abilities.

Dusty moved, Duncan seconded. Discussion: Tedi was wondering if there should be a limit to their authority. In terms of the spending limit: Nick sees the hours of people who work here, if he sees something unusual, it is flagged. The priest doesn't write the check. The clergy approves a voucher that the check is written from.

All in favor.

Vestry approves the sabbatical, wishes Nick well, etc.

Prayer/Adjournment

A simple closing saying Lord's prayer.

Calendar:

Rev. Lauren Lukason (May 16 to July 4)

Rev. Brock Baker (July 5-August 14)

Respite: June 24 through July 4

Minutes taken by MaryAnn Ryan, Clerk of the Vestry

 /s/MaryAnn Ryan

Date: 5-10-22



Vestry Agenda
Tuesday, May 10, 2022
7:00-9:00 pm

Chair: Dusty **Clerk:** MaryAnn

Opening Prayers (7:00-7:20) – John

Common Life (7:20-8:10)

Sabbatical Provisions from the Visitor - Nick
Youth Group and the Methodists/Church School Planning Team - Nick
By-Law Revision – Dusty
Election Committee - Ginny
Property Chair – Dusty
Safe Church – Nick
Coffee Hour—5.22.2022 and forward

Motions (8:10 – 8:40)

Rectory Project Surveyor Costs
HEPA Filters for Chapel
Covid Respite for Staff, per Diocese
Voucher authority for Sabbatical Priests

Parking Lot/ Other Business

Prayer and Adjourn

Dates:

Saturday, May 14 at 10:30am; Confirmation at St. Stephen's Cohasset, FB live-streamed
Sunday, May 15 at 10:00am: Sabbatical Send Off and Confirmation Celebration
Sunday, June 5 Feast of Pentecost; Godly Play at 9:45am;
Sunday, June 12, Summer Worship (Sunday, 9:00am); Office Hours (M-Th, 9:00am-2:00)
June 21, 7:00pm, Vestry Meeting/ hybrid
August 16, 7:00pm, Vestry Meeting/hybrid

Sabbatical Priests:

The Rev. Lauren Lukason May 16-July 3, 2022
The Rev. Brock Baker July 4-August 14, 2022

Attachments/links: Rector's Report and Motions

Loving God and neighbor as Jesus teaches

The Reading: Acts 11:1-18

Now the apostles and the believers who were in Judea heard that the Gentiles had also accepted the word of God. So when Peter went up to Jerusalem, the circumcised believers criticized him, saying, "Why did you go to uncircumcised men and eat with them?" Then Peter began to explain it to them, step by step, saying, "I was in the city of Joppa praying, and in a trance I saw a vision. There was something like a large sheet coming down from heaven, being lowered by its four corners; and it came close to me. As I looked at it closely I saw four-footed animals, beasts of prey, reptiles, and birds of the air. I also heard a voice saying to me, 'Get up, Peter; kill and eat.' But I replied, 'By no means, Lord; for nothing profane or unclean has ever entered my mouth.' But a second time the voice answered from heaven, 'What God has made clean, you must not call profane.' This happened three times; then everything was pulled up again to heaven. At that very moment three men, sent to me from Caesarea, arrived at the house where we were. The Spirit told me to go with them and not to make a distinction between them and us. These six brothers also accompanied me, and we entered the man's house. He told us how he had seen the angel standing in his house and saying, 'Send to Joppa and bring Simon, who is called Peter; he will give you a message by which you and your entire household will be saved.' And as I began to speak, the Holy Spirit fell upon them just

as it had upon us at the beginning. And I remembered the word of the Lord, how he had said, 'John baptized with water, but you will be baptized with the Holy Spirit.' If then God gave them the same gift that he gave us when we believed in the Lord Jesus Christ, who was I that I could hinder God?" When they heard this, they were silenced. And they praised God, saying, "Then God has given even to the Gentiles the repentance that leads to life."

The Psalm: Psalm 148

1 Hallelujah!

Praise the LORD from the heavens; *
praise him in the heights.

2 Praise him, all you angels of his; *
praise him, all his host.

3 Praise him, sun and moon; *
praise him, all you shining stars.

4 Praise him, heaven of heavens, *
and you waters above the heavens.

5 Let them praise the Name of the LORD; *
for he commanded, and they were created.

6 He made them stand fast for ever and ever; *
he gave them a law which shall not pass away.

7 Praise the LORD from the earth, *

you sea-monsters and all deeps;

8 Fire and hail, snow and fog, *

tempestuous wind, doing his will;

9 Mountains and all hills, *

fruit trees and all cedars;

10 Wild beasts and all cattle, *

creeping things and winged birds;

11 Kings of the earth and all peoples, *

princes and all rulers of the world;

12 Young men and maidens, *

old and young together.

13 Let them praise the Name of the LORD, *

for his Name only is exalted,

his splendor is over earth and heaven.

14 He has raised up strength for his people

and praise for all his loyal servants, *

the children of Israel, a people who are near him.

Hallelujah!

Confirmation/Youth

I have had productive talks with our neighbors up the street, and Sandra Bonnette-Kim, the pastor at Carter United Methodist Church, is enthusiastic about including us in planning for their youth group activities in the fall. This would/could include home and away picnics, roller skating, mini golf, a joint service opportunity locally, and even collaborating on a service trip farther afield for a week in the early summer of 2023. As I write this, I have not had conversations with the current Confirmation class families, though I will have had them by the time we meet after our Confirmation Family dinner on Sunday, May 8. (The kids will be confirmed next Saturday, May 14 in Cohasset. Many thanks to Kevin Ruddy for teaching the kids.) I suspect there will be some enthusiasm for this approach, as there was enthusiasm a year ago when we made similar plans, but the new pastor came, and then the youth minister with whom I had had the conversation, left suddenly in early September, and then a virus surge cancelled the activities that we had planned. But these early conversations are cause for hope.

Church School

Emily Garcia has been taking some vacation, so the work of the Church School Planning Team has paused. She is back this week and will be continuing the infrastructure and planning work, as well as continuing to initiate conversations with Church School families. The plan still is to draw up a job description over the summer, and to have me interview people when I get back, and perhaps have a few summer fellowship events. What we can currently afford is a very part-time job, so it is not clear how robust the response will be. Our early attempts to lure back kids to Church School on Sunday morning have not yet been successful, and the response to the call for volunteers to help teach a simple curriculum (Storymakers) in addition to Godly Play yielded one person for this spring. On the other hand, two people have accepted my invitation to attend a Godly Play demonstration, and one person has agreed to help with Storymakers in the fall.

Safe Church

As part of Diocesan and National Church guidelines, it is recommended that lay leadership in various capacities in parishes complete basic Safe Church training modules. They are online, and you will have received an invitation to complete 6 modules. They are straight forward, and may replicate the kinds of training that some of you may have experienced in other settings. As part of our commitment to awareness and safety, please complete these modules over the summer.

I put several motions before us.

1. The first motion concerns allocating money for a surveyor as part of the Rectory Improvement Project. The surveyor we engaged in December to do the initial survey has proven to be untrustworthy, and we are pursuing recovery of the \$1800 cost in small claims court. In the meantime, the Finance Committee has recommended that the Vestry approve allocation of further funds from the Rectory Improvement Fund to engage a new more trustworthy surveyor, who comes highly recommended by the architect with whom we are working. We need to do the initial survey over again, as surveyors do not build on another's work in this kind of situation. His quote is for the three phases of surveying typically associated with a project like this (*existing* plot plan \$1850; with *plans* for new construction \$450; *as built* with new construction \$550.) The amount for all the surveying work beginning to end of project would be \$2850. Suggested motion:

The Vestry hereby allocates up to \$2850 dollars to pay Continental Surveyor for the surveying services necessary for the completion of the schematic design phase of a potential Rectory Improvement project, the beginnings of which were approved by the Vestry on November 16, 2021, as well as further expected surveying services through to the completion of the project.

Another motion.

2. It has become clear from Emily's conversations with our teachers that we need to have the means to purify the air in the Chapel, one of our primary teaching spaces. This capability would be helpful for baptisms and funerals in that space as well. They have made me bit nervous because we cannot open the windows in

those spaces. In order to have the something like the same level of comfort that our families with young children still at home enjoy in school and daycare settings, I feel we need to make this investment. It will help even when this particular pandemic is beyond us, whenever that it. The youngest kids in our Church School program are still not cleared for vaccinations. The Finance Committee agreed, and has recommended to the Vestry that we set aside funds from this years property improvement budget of \$20,000 for these filters. From my preliminary research in conversation with Emily, and research documents put together by a scientist in her parish, I believe that we can find the equipment we need that will achieve the clean air delivery rate that we need in the Chapel (2700 sq/ft)for less than \$2500, likely even less.

The Vestry hereby allocates not more than \$2500 to procure portable air filters suitable for making the Chapel safer for indoor teaching and worship, the money to come from property improvement monies for 2023.

3. On March 22, our Bishops and the Standing Committee sent a letter to lay leaders in the Diocese urging our congregations to provide a paid, Covid-respite for Church workers and to cancel unnecessary meetings and other work (not worship) for a period of two weeks.
<https://www.diomass.org/news/diocesan-news/bishops-and-standing-committee-call-covid-respite-church-employees> We spoke about this briefly at our March Vestry meeting, but did not act on it. I will be on sabbatical, so the point is moot for me. But after conversation with other clergy in our parishes in the Diocese, I would like to offer a shorter version of this respite to our staff. I propose the last week of June – June 27 to June 30. We are well in to our summer schedule at that point, and are only open Monday – Thursday. It allows us to back up on to the July 4th holiday. So we are only talking about 4 days. Lauren Lukason, our sabbatical priest would still come in, and Ali will find some volunteers to cover the desk for at least a couple of those mornings.

Technically, I do not believe we need a Vestry resolution for this, since the Rector is in charge of staff, but it does have a financial impact, which is the Vestry's business. A sense of the Vestry's support of this, (if it does) would be helpful as the parish is informed about it.

Temporary Voucher Approval Authority for the Sabbatical Priest.

4. In my absence there will be items that would need approval from me as clergy if I were here, according to the operating expense approval matrix. This motion would temporarily transfer that authority to Lauren and Brock. These are things like payroll, worship expenses, and the like.

Motion: The Vestry confers on the Rev. Lauren Lukason (May 16 to July 4) and the Rev. Brock Baker (July 5-August 14) clergy voucher approval authority during the Rector's absence of from May 15 to Aug 14, 2022.

With gratitude for your faithful service. I will miss you while I am away! Please prayer for me as I pray for you.

Respectfully submitted,

The Rev. Nick Morris-Kliment,
Rector
Eastertide,
May

1. The Vestry hereby allocates up to \$2850 dollars to pay Continental Surveyor for the surveying services necessary for the completion of the schematic design phase of a potential Rectory Improvement project, the beginnings of which were approved by the Vestry on November 16, 2021, as well as further expected surveying services through to the completion of the project.

Should now read as:

The Vestry authorizes an increase of up to \$2,859 in the amount of the draw from the Property Improvement Fund of Four Points approved on November 16, 2021, for the Rectory Project Improvement project. This will provide for completion of the work by a reliable surveyor and the possible nonrecovery of some expenses to date.

Date	Day of Week	Service Title	Type of Service	Format	In-person	Peak Live Viewers	Website service hr + 1 hour after	Zoom	Youtube	Total Attendance	notes
2-Jan	Sunday	The Second Sunday after Christmas	HER I	no service						0	one service Sunday
2-Jan	Sunday	The Second Sunday after Christmas	HER II	in-person only	34				8	42	issues streaming, service not streamed on website or FB
9-Jan	Sunday	The First Sunday after the Epiphany	HER I	no service						0	one service Sunday
9-Jan	Sunday	The First Sunday after the Epiphany	HER II	in-person and streaming	52	19	24	0	2	97	
16-Jan	Sunday	The Second Sunday after the Epiphany	HER I	in-person only	10					10	
16-Jan	Sunday	The Second Sunday after the Epiphany	HER II	in-person and streaming	18	13	31	0	2	64	
23-Jan	Sunday	The Third Sunday after the Epiphany	HER I	in-person only	4					4	
23-Jan	Sunday	The Third Sunday after the Epiphany	HER II	in-person and streaming	33	15	16	0	1	65	
30-Jan	Sunday	The Fourth Sunday after the Epiphany	HER I	no service						0	There was a blizzard, so no 8:15am.
30-Jan	Sunday	The Fourth Sunday after the Epiphany	LoW	zoom only				30	4	34	There was a blizzard, so cancel offered LoW on Zoom instead of in-person.
6-Feb	Sunday	The Fifth Sunday after the Epiphany	HER I	no service						0	one service Sunday
6-Feb	Sunday	The Fifth Sunday after the Epiphany	HER II	streaming only	16	25	31	0	6	78	Annual Meeting Sunday, streaming service only
13-Feb	Sunday	The Sixth Sunday after the Epiphany	HER I	in-person only						0	
13-Feb	Sunday	The Sixth Sunday after the Epiphany	HER II	in-person and streaming	35	17	11	0	14	77	
20-Feb	Sunday	The Seventh Sunday after the Epiphany	HER I	in-person only	7					7	
20-Feb	Sunday	The Seventh Sunday after the Epiphany	HER II	in-person only	25				46	71	issues streaming, service not streamed on website or FB, service was recorded and posted to youtube, sent an email with link that week
27-Feb	Sunday	The Last Sunday after the Epiphany	HER I	in-person only	9					9	
27-Feb	Sunday	The Last Sunday after the Epiphany	HER II	in-person only	26				45	71	issues streaming, service not streamed on website or FB, service was recorded and posted to youtube, sent an email with link that week
2-Mar	Wednesday	Ash Wednesday at 7:30am	HER II & Imposition Ashes	in-person only	9					9	
2-Mar	Wednesday	Ash Wednesday at 7:30pm	HER II & Imposition Ashes	zoom only				6		6	
6-Mar	Sunday	The First Sunday in Lent	HER I	in-person only	15					15	
6-Mar	Sunday	The First Sunday in Lent	HER II	in-person and streaming	35	9	12	0	4	60	
9-Mar	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	zoom only				5		5	
9-Mar	Wednesday	Wednesday Prayers in Lent 8:30pm	New Zealand Night Prayer	zoom only				3		3	
13-Mar	Sunday	The Second Sunday in Lent	HER I	in-person only						0	
13-Mar	Sunday	The Second Sunday in Lent	HER II	in-person and streaming	44	10	15	0	5	74	
16-Mar	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	no service						0	no WPL, Nick away and no volunteers to led
16-Mar	Wednesday	Wednesday Prayers in Lent 8:30pm	New Zealand Night Prayer	no service						0	no WPL, Nick away and no volunteers to led
20-Mar	Sunday	The Third Sunday in Lent	HER I	in-person only						0	Nick away, guest preacher/presider the Rev. Dr. Matthew Kruger
20-Mar	Sunday	The Third Sunday in Lent	HER II	in-person and streaming	35	9	16	0	2	62	Nick away, guest preacher/presider the Rev. Dr. Matthew Kruger
23-Mar	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	zoom only						0	Jean McCarthy led and had lots of fun
23-Mar	Wednesday	Wednesday Prayers in Lent 8:30pm	New Zealand Night Prayer	zoom only				3		3	Annie Russell led, Lesley Day and her son
27-Mar	Sunday	The Fourth Sunday in Lent	HER I	in-person only	14					14	Nick away, guest preacher/presider the Rev. Canon Edie Dolnikowski
27-Mar	Sunday	The Fourth Sunday in Lent	HER II	in-person and streaming	35	10	9	0	1	55	Nick away, guest preacher/presider the Rev. Canon Edie Dolnikowski
30-Mar	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	zoom only				5		5	
30-Mar	Wednesday	Wednesday Prayers in Lent 8:30pm	New Zealand Night Prayer	zoom only				3		3	Duncan, Nick, and Shirley Mae Epp joined on her computer!
3-Apr	Sunday	The Last Sunday in Lent	HER I	in-person only	12					12	
3-Apr	Sunday	The Last Sunday in Lent	HER II	in-person and streaming	44	10	11		4	69	
6-Apr	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	zoom only				3		3	Nick, Claudia Y., Betsy Amsbdy
6-Apr	Wednesday	Wednesday Prayers in Lent 8:30pm	BCP MP Rite I	zoom only				8		8	Nick, Leslie Day + her children Colin and Charlotte, Brian H, Duncan, Heidi, Shirley Mae
10-Apr	Sunday	Palm Sunday	HER II	in-person and streaming	76	10	14		7	107	only 1 service at 10 am
13-Apr	Wednesday	Wednesday Prayers in Lent 8:30am	BCP MP Rite I	zoom only				4		4	Jean M., Betsy A., Jim C. from Oneonta NY
13-Apr	Wednesday	Wednesday Prayers in Lent 8:30pm	BCP MP Rite I	zoom only				3		3	Nick, Brian Horrigan, Leslie Day
15-Apr	Friday	Good Friday	The Last Seven Words of Jesus	in-person and streaming	12	4	19		1	36	
17-Apr	Sunday	Easter Sunday 9am	HER II	in-person and streaming	63	6	34		5	108	total Easter day attendance in person and online = 188
17-Apr	Sunday	Easter Sunday 11am	HER II	in-person and streaming	63	7	10			80	
24-Apr	Sunday	The Second Sunday of Easter	HER I	in-person only	12					12	
24-Apr	Sunday	The Second Sunday of Easter	HER II	in-person and streaming	37	8	21		2	68	