

Episcopal Church of the Incarnation
April 23, 2024 – Regular Vestry Meeting

Location: Short Hall

Minutes

Attendees: Robert Aguero, Matt Bonacorso, Bill Glenn, Inese Heinzl, Joseph Ferrucci, Mark Neumann, John Torres, Laura McLellan, Rebecca Kendall; Stephen Shaver, Rector; David Jasper, Treasurer; Kathleen Kane, Clerk.

Absent: Karin Dutra, Linelle Lane.

Visiting parishioners: None.

Call to Order: Stephen called the meeting to order at 6:34 pm.

Opening Prayers: Chaplain Matt offered an opening scripture reading.

Check-in: Laura, Stephen, Rebecca, Mark, and Matt gave brief personal check-ins.

Consent agenda:

- Approval of February 27 vestry meeting minutes, as revised.
- Approval of Resolution designating Stephen, Bill, Pamela Moore and Paul Mallatt as authorized signers for the Deacon's Discretionary Fund bank account.

With no objections, the consent calendar was approved.

Learning / reflection time - Leadership and Emotional Systems:

All systems comprised of groups of people include an emotional "force field".

- We all affect each other.
- Leaders affect an emotional field disproportionately.
 - Leaders can cast more light and more shadows.
 - Leaders who are not emotionally aware or who are intentionally malicious can do a lot of harm to others and to the system.

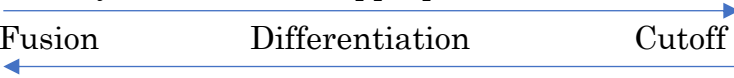
Basic Life Forces

- Closeness.
- Distancing.
- When both forces are working together in balance, the result is Differentiation, a state in which people have appropriate boundaries knowing they are different but in relation.

Triangles

- Triangles are the strongest shape.
 - They are the basic polygons.
 - Any other polygon shape can be broken down into one or more triangles.
- Triangles are the basic molecule of human relationships.
 - They are always present.
 - They are often useful.
 - They can be unhealthy (“triangulation”) or healthy.
- Some strategies for triangle management:
 - Recognize and name the triangles you’re in.
 - Notice your own impulse to triangulate.
 - Consider, when appropriate:
 - Repositioning yourself;
 - Collapsing the triangle;
 - Working on yourself;
 - Setting norms; and
 - Instituting processes to hear the collective.

In summary:

- Thinking systemically is very helpful.
- We all affect emotional fields, especially leaders.
- Anxiety is normal; the appropriate level is desirable.
- 
Fusion Differentiation Cutoff
- Triangles are everywhere. Healthy triangle management is a skill of self-differentiated leadership.
- None of this is easy but we all can develop our capacity.
- Grace abounds!

Imagine Incarnation: Stephen recapped the April 21 congregational session with Siegel and Strain, during which the final concept draft for the generational plan was presented. Next steps are outlined as:

Generational plan approval process:

- S&S to work on the formal plan document, which will be provided to vestry and Generational Plan Task Force members.
- Vestry will discuss the draft plan at their May meeting.
- After providing any additional feedback to S&S, the vestry will consider the final plan for adoption at their June meeting.

Implementation of designated Phase 1 work:

- Do more design work:
 - Clarify costs, scope, and what the “project” is
- Study financial capacity:
 - Capital campaign research. Possibly use consultant to help.
 - Grant research

- Capital campaign soft launch
- *Need to achieve prerequisite of balancing annual operating budget*

Financial Sustainability Task Force update – Stephen noted that the Task Force’s mandate is to brainstorm, explore, research, winnow, and bring back to vestry actions that may be taken to balance the annual operating budget. This could include identifying ways to both increase revenues and reduce expenses. The group, comprised of Stephen, Bill, Inese, Joe, Laura, Mark, and David, has met three times and plans to complete their work by August. They will then present ideas and recommendations for discussion by vestry.

Treasurer’s Report for Quarter Ended March 30, 2024:

- Through Project Restart, disaster relief response boxes were created and were available, as needed, to multiple churches. David noted that some financial contributions were received from other churches in the Diocese, but they did not fully cover costs. Daphne Vernon has requested that money to cover the Project Restart budget deficit of \$3,713 be drawn from Incarnation’s Disaster Relief Fund, which currently has a balance of \$20,600. The vestry approved the transfer of funds to cover the deficit. (*Moved: Bill. Seconded: Inese. Vote unanimous.*)
- Seed money for the Incarnation 100 Bike Ride was initially provided from the first Congregational Development Grant, and was carried forward for each year of the event. Because the Inc100 has been on hiatus since 2020 due to the Covid pandemic, and will not be restarted for the foreseeable future, the Finance Committee has recommended zeroing out the current \$2,061 fund balance by moving the money back into the current Congregational Development Grant. The vestry approved the transfer. (*No motion required. Rebecca recused. Vote unanimous.*)
- The Finance Committee requests approval of John Torres as a member of committee. The vestry approved Johnny’s appointment. (*Moved: Mark. Seconded: Bill. Vote unanimous.*)
- David noted that Joe Michalek contributed \$1,000 per month from his retirement fund for the solar panel project. His donations over the course of 36 months make him the largest single donor for the project.
- Quarterly financial report:
 - David reminded vestry members that figures for employee annual salaries cannot be calculated by looking at March monthly figures and multiplying by 12 months, because employees are paid bi-weekly and get 26 paychecks per year. March is one of the two months in which they received three paychecks.
 - Modest rental income has started to come in from the Journey Center.

- Stacey Duvall, Stephen, and David comprised the Disaster Relief Fund team responsible for approving expenditure of the funds following recent disasters. In light of the fact that the team has now lapsed, the vestry approved a policy that distributions of less than \$3,000 from the Disaster Relief Fund may be made with the Rector's final approval subsequent to the advice and consent of the Treasurer or a Warden. (*Moved: Bill. Seconded: Inese. Vote unanimous.*)

Development report: Joe noted that the committee met on April 22. They developed a tentative calendar for 2025 pledge campaign and started planning for a legacy giving program.

Summing up tonight's meeting for parish announcements

- Imagine Incarnation summary and next steps.
- This month's learning / reflection: triangles and triangulation.
- Incarnation 100 on hiatus and money transferring to Congregational Development Grant fund.

Closing Prayer: Chaplain Matt offered a closing reading.

Closing Music Blessing: Music Chaplain Rebecca sang a closing blessing.

Meeting adjourned: 8:48 pm

Next monthly meeting of the vestry to be held on May 28, 2024 at 6:30 pm.

Respectfully submitted,
Kathleen Kane, Clerk