

Episcopal Church of the Incarnation
Short Hall
Vestry Meeting – March 25, 2025

Attendees: Robert Agüero, Matt Bonacorso, Joe Ferrucci, John Torres, Karin Dutra, David Jasper, Kathleen Kane, Rebecca Kendall, Laura McLellan, Mark Neumann, Lisa Pollard, Joan Roughgarden; Stephen Shaver, Rector. **Absent:** None

Guests: Becoming Beloved Community Ministry Team: Daphne Vernon, Miriam Casey, Bob Wohlsen, Amy Nykamp, Grace Harris, Fernando Dizon

Call to Order: 6:30 by Stephen Shaver

Gathering; Opening Prayer; Robert, Chaplain

Check-in: Several check-ins about loss, comfort, change and support in stressful times. Thankful for the BBCM team. Spring Break stories were told.

Minutes approved unanimously.

Learning/Reflection – Group Needs Model

Adapted from “The Group Needs Model: A Tool for Creating Extraordinary Groups”

By Geoffrey M. Bellman and Kathleen D. Ryan

What are the qualities that make a team transformative?

Balancing characteristics:

Self – feeling accepted, while encouraging potential

Group – sense of purpose, while growing bonds between members

World – in touch with reality, while creating an impact in the community

We did the Group Needs Checklist – and discussed several examples of how this group (and the church) functions within this model.



Land Acknowledgement:

BBCM team shared the latest draft of the Land Acknowledgement.

A part of our baptismal covenant to strive for justice and peace among all people, we recognize that we stand on unceded tribal and ancestral land. We worship on ancestral Southern Pomo territory, and many of our members live in the homelands of Southern Pomo, Coast Miwok, Kashia Pomo, and Wappo peoples. Our beloved oak tree began its life on this land and provided sustenance for their ancestors. Their stories and ours are intertwined. With God's help, we

commit ourselves to acknowledging the truth of California's history and building collaborative relationships with our Native neighbors today.

BBCM team shared that the acknowledgement is written in three parts:

‘I see you.’ – naming the Native tribes

‘I am here to be seen.’ – the beloved oak tree

We have a history together.

The Vestry has been asked to approve the Land Acknowledgement for use in various ways in church materials. BBCM team would like to post acknowledgement on the Incarnation website posting, and in our bulletin. A plaque and celebration would be appropriate.

Thoughts and ideas were discussed regarding how to actively build relationships with the Native people and the non-profits in the area. Straw poll indicated strong support for having a Land Acknowledgement with mixed feelings about the language around the oak tree. We thanked the BBCM team for their presence with us and asked them to revisit the wording for the final proposal on which we will vote next month.

Capital Campaign Project:

The Vestry has been asked by the Architect Liaison Committee to help prioritize which project will be the ‘catalyst’ project in keeping with our adopted Generational Plan. Stephen explained what the team has been doing and the outside hires needed to go forward with a project. The Committee has selected TLCD as Architect and Nordby as Contractor for initial conceptual design phase. Additional subcontractors are being explored. Stephen’s ad hoc ‘Thoughts Toward a Project Scope’ was discussed. Are there creative solutions to the chancel ADA compliance? Funding and how it relates to prioritizing projects was discussed. Concerns were expressed regarding the current state of the economy and how that will affect the campaign. Farlander Hall improvements have strong support from Vestry while the chancel project received mixed results, based on a straw poll.

Vestry authorized the Architect Liaison Committee to proceed with contracts for a conceptual design phase not to exceed \$200,000, to be paid from the Capital Campaign funds received to date. David motioned; Lisa seconded. *Unanimously approved.*

Treasurer’s Report:

Red text has been added in the notes to the financial report so that items that have changed since last month can be easily identified. February expenses are on track. The Pledges are a bit behind, which is normal this time of year. John added a funding tool so Vestry can monitor money brought in and spent during special events.

A Neighborhood Festival tentatively scheduled for Fall.

Stephen shared details about a conversation with Eric Fraser about a potential neighborhood festival by Greater Cherry Street Neighborhood Association. We have been asked to host the

event this Fall on our campus. A grant has been won for \$2K by Eric to support costs. We are asked to supply volunteers, if possible, to participate in the planning. Stephen will list this in *News and Notes* and make an announcement at church soon in an effort to recruit volunteers.

Campus Security

Stephen, Laura, and Kathleen reviewed concerns with campus security and relations between the Open Table guests using Farlander Hall after 8 am and parishioners. Historically the Open Table team is responsible for clearing the campus of program guests before the 8 am service, and we need to follow due process if that is going to change. It is not clear whether those using the Hall are mostly Open Table attendees or parishioners just arriving on campus. Some Vestry members expressed concerns about process and approvals for beginning a new hospitality ministry that might use church resources and impact parishioners. Concerns about the need for hospitality and the importance of welcoming everyone were also expressed. Stephen invited vestry members to make marks on a Gradients of Agreement chart expressing their sense of agreement with these two statements.

Based on my best understanding of God's call to us right now as a gospel community, I think ...

- *We should offer a ministry of hospitality (space, bathrooms, food/drink) to all people on Sunday mornings from 8:00-12:00, regardless of their participation or not in programs (liturgy and formation).*
- *Our hospitality for all people is expressed at Sunday Open Table, but from 8:00a-12:00p our ministry of hospitality (space, bathrooms, food/drink) is for those participating in our liturgy and formation programs, and those not participating in them should not be encouraged to use our space/bathrooms/food/drink during this time.*

Vestry members made their marks, and we will use this to help continue this conversation in a future meeting.

Legacy Launch

Rebecca expressed an urgent need to support the Bishop Dinner with Legacy donors scheduled on May 10, 2025. Rebecca requested a budget to fund the dinner. She is also looking for volunteers.

Vestry approved a proposal to budget up to \$3000 from the Estates Fund to support this dinner. David motioned and Lisa seconded. *Unanimously approved.*

Summing up: highlights for this Sunday's announcement

- We met with BBCM team and affirmed our intention to publish a Land Acknowledgement after some wording is reworked.
- The Neighborhood Community Festival idea will be introduced during the announcements and in the newsletter with a request for volunteers.

Vestry authorized funds to go forward with conceptual design and have done some prioritizing regarding the catalyst project, in keeping with our Generational Plan.

Closing Prayer – Robert, Chaplain

Meeting adjourned at 9:10 pm

Respectfully submitted,
Karin Dutra, Clerk