

Episcopal Church of the Incarnation
November 12, 2024 – Regular Vestry Meeting
Location: Short Hall
Minutes

Attendees: Robert Agüero, Matt Bonacorso, Karin Dutra, Joseph Ferrucci, Bill Glenn, Rebecca Kendall, Laura McLellan, Mark Neumann, John Torres; Stephen Shaver, Rector; Kathleen Kane, Clerk.

Absent: Linelle Lane, Inese Heinzl; David Jasper, Treasurer.

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

Opening Prayers: Chaplain Laura offered an opening prayer.

Check-in: Matt, Bill, John T, Kathleen, Rebecca, and Mark gave brief personal check-ins.

Consent agenda:

- Approval of October 22, 2024 vestry meeting minutes.

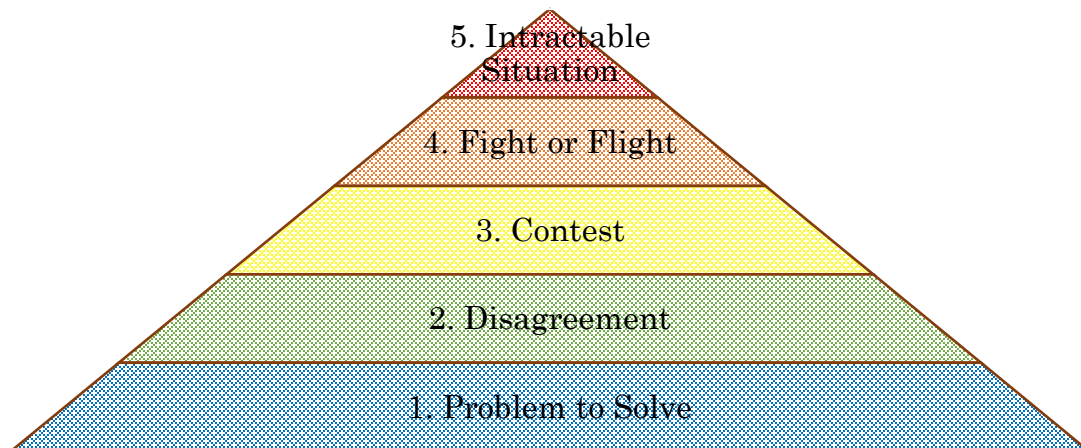
With no objections, the consent calendar was approved.

Learning & Reflection: Levels of Conflict

Stephen explained the “Pyramid Model” of conflict resolution, created by Speed Leas. An important feature of the model is that it considers conflict to be normal, natural, and necessary. Conflict is not inherently bad. Because God makes us different from one another, we have different preferences, opinions, agendas, etc. So, the goal is not to eliminate conflict but to become comfortable with it and more skilled at resolving it.

The Pyramid Model is comprised of 5 levels of conflict as shown on the graphic below. In practice, conflict at levels 1 and 2 are healthy; conflict at the higher levels of 3 to 5 is less healthy. It is good to become skilled at recognizing and resolving conflict at the lower levels. Handling conflicts at the higher levels requires more formalized intervention.

Pyramid Model



Level 1 – Problem to Solve

- Tone is optimistic & collaborative.
- People understand & trust one another and may disagree.
- Norms and facilitator can help; brainstorm and prioritize together.

Level 2 – Disagreement

- Tone is more cautious; goal is to solve the problem without getting hurt.
- Participants may withhold information; some lack trust.
- Normal facilitation important; role reversal, paraphrasing/repeating are helpful.

Level 3 – Contest

- Tone: more cautious; win / lose dynamics.
- Goal is to win (but not yet at level of wanting to hurt opponents).
- Structured process is key; external consultant is highly recommended.
- Contact between two sides may need to be managed.

Level 4 – Fight or Flight

- Tone: inflexibility, mutual judgment; language is about principles, truth, rights.
- Goal to defeat, hurt, or get rid of the others.
- External consultation is needed; legal issues may be involved; communication through 3rd parties.

Level 5 – Intractable Situation

- Goal is to damage / destroy the others.
- Conflict is no longer manageable; outside authorities will need to make hard decisions; some may need to be asked to leave.

Key Points...

- Conflict is normal, natural, necessary
- As degree of conflict rises up the levels, more structure and external intervention is necessary; more boundaries, more trust work.
- Outside intervention helpful at level 3 and needed at level 4
- When in doubt about degree of conflict consider assuming a higher level.

Pledge Drive Update: Stephen thanked the pledge drive team for doing a wonderful job this year. As of tonight, we have received 134 pledges totaling about \$445,000. A list will be developed for needed follow up calls.

2025 Operating Budget: Revised Draft

Stephen reviewed provisions included in this version of the draft 2025 budget. The vestry discussed possible revisions to the current draft with the expectation that a final budget will be brought for approval at their December meeting.

Capital Campaign Update: Bill and Stephen gave brief updates on the status of the capital campaign and the architect selection process.

Summing up tonight's meeting for parish announcements

- Conflict resolution discussion.
- Updated pledge campaign figures.
- Operating budget discussions.

Closing Prayer: Chaplain Laura offered a closing blessing.

Meeting adjourned: 8:41 pm

Next monthly meeting of the vestry to be held on December 17, 2024.

Respectfully submitted,

Kathleen Kane, Clerk