

Holy Spirit Vestry Meeting
Minutes for Wednesday, May 14, 2025 (REVISED May 22)
5:30 p.m., Parish Hall

Present: Patti Beckley, Julie Benson, Molly Bowler (Sr. Warden), Alice Caplins, Rev. Terri Ann Grotzinger (Co-Rector), Glenn Hladek, Rev. Gretchen Strohmaier (Co-Rector), Jim Taylor, Jim Wiley

Opening Prayer: Glenn Hladek opened the meeting with a prayer.

Previous Meeting Minutes:

April 9 minutes were approved as submitted. May 5 special meeting minutes were approved with a change to include the amount of the landscaping contract as \$4,903.65.

Financial Report:

Looking at the month of April alone, the financial report does not look good, but this is entirely due to the acceleration of income versus our original budget. Year-to-date, our finances are still looking very positive and well above our budget for 2026.

Specifically, Annual Gifts were \$13,000 below budget in April because of significant prepayment in earlier months; through April, Annual Gifts are \$81,000 over budget. Similarly, funding from the Memorial Foundation was \$2,000 below budget for April because all Memorial Foundation funding was received earlier in the year. And, finally, we mistakenly budgeted Spring Market Income in April, when it should of course been in May.

As you may have noted, Spring Market ended up with Sales of over \$10,000, which is well above our total budget of \$5,000!! Great news!!

On the expense side, all expense categories were below budget for April. Total Compensation was slightly below budget. General Operations was \$2,084 below budget and the largest variance was in Outreach spending, primarily because some of this was already done earlier in the year. Buildings and Grounds was \$3,250 below budget due to early budgeting of expected capital improvements for the lawn/gardens. The only item over budget was our utilities bill, which we will examine more closely.

Through April, we have a budget surplus of \$129,300 versus a budgeted surplus of \$16,000.

Jim mentioned he is working on an approval method for the Church Insurance Group's new requirement that payments be made through their portal. He also will review the costs for the

JCCs accounting resource for payroll being offered by the diocese. Our early sense was that this was not appropriate or needed for Holy Spirit.

Terri asked if we could review annual gifts to date to understand if the overage in income reflects prepayments only or, in fact, added gifts. Jim will work with Connie to answer this question.

A motion was made and approved to accept the April Financial Report.

Building and Grounds:

- Basic landscaping work is set to start on May 19th, including grading, seeding, and sprinkler installation.
 - Wild Rockies Landscaping will handle the grading and seeding for \$4,903.65, while Spectrum Sprinklers will do the sprinkler work, approved in April.
 - We also discussed the possibility of planting shrubs with the remaining budget of approximately \$4,500.
- Molly Bowler and Charlie Swannack met in April with Alan Johnson from the Church Insurance Group about our 2025 property & casualty insurance renewal.
 - Because of our storm damage claim, our premium this year increases by 11.5% (over the average of ~6.5% for the diocese). The new annual premium is \$19,290. The rate of increase will moderate over a five-year average if we have no claims during this time.

Co-Rectors:

Wanting to make sure the co-rector arrangement is meeting current needs, Gretchen discussed approaches to address gaps in support for several programs: Godly Play, adult spiritual formation and pastoral care. Terri has experienced some health and energy issues this year; we need to tweak how we do things, remembering that we have less clergy time (two half-time persons vs. 1.5 persons) than previously.

Gretchen proposed adding Dorcie Dvarishkis for 3-4 hours a week at \$500 a month to support the Godly Play program, which requires significant effort in its first year to create materials and organize resources. Storytellers want to continue the program through the summer so that anyone who visits Holy Spirit will find an up-and-running children's worship. There is also interest in offering quarterly Family Worship activity.

Regarding spiritual formation, Gretchen, with leadership from Julie Benson, proposed creating a committee of lay leaders to oversee and plan additional adult education offerings. Julie plans to research how other churches organize their adult education programs.

Gretchen and Terri Grotzinger also discussed the need for added pastoral care support. Terri has suggested earmarking her Tuesday afternoons for pastoral visits. There may be additional needs in this area. Terri reminded us that Judy Anderson as deacon used to handle a good part of pastoral care and that Holy Spirit previously had a larger number of active deacons. They discussed the role of the Home Visitation committee whose members currently visit shut-ins.

Jim Taylor suggested there should be an end date for the stipend for Dorcie's support of Godly Play and a plan for reevaluating the need at that time. Gretchen and Terri will finalize a description of Dorcie's role. In future meetings, look for further information/discussion on progress re: both pastoral care and adult formation.

A motion was made and approved to fund a \$500 per month stipend for Dorcie Dvarishkis for one year.

"Act with Mercy & Compassion":

Vestry discussed the upcoming "Act with Mercy & Compassion" Sunday, May 18. Three speakers will present during the sermon time (re: Missoula Food Bank, Housing Advocate Network, and Soft Landing Missoula) followed by congregation members submitting their preferences for community action. We discussed concerns from the Social Concerns Committee about weighing causes against each other, emphasizing that the goal is to unite the church community in a shared purpose to offer more avenues for involvement and the opportunity to act in support of our values. We will collect and review feedback from the congregation before making decisions in June. We also discussed the concern that many people are already very involved in a number of church and community initiatives – in response, Molly indicated that our hope is to provide opportunities for others who are looking for new ways to connect and be involved.

Safe Church Letter:

As proposed by the Social Concerns committee, we discussed a letter to the editor about immigration issues and safe church, and its further use as a basis for a resolution at the Diocesan Convention.

A motion was made and approved to okay the recommendations from the Social Concerns committee (attached).

Brief Updates:

- Active Incident Training is set for May 27 with Officer Lydia Arnold from the Missoula Police Department. Glenn Hladek will forward the larger plan that outlines a range of actions for Vestry review at the June meeting. He hoped Alice Caplins would investigate further the Episcopal Network video resource for potential use in the fall.
- We noted the success of the Spring Women's Retreat and plans for a similar fall event.
- Vestry members applauded the highly successful Spring Market and especially leadership from Bev Sherman.
- We noted that Bev and Frank Sherman spearheaded a kitchen cleanup in April with more to come this fall. Thank you!
- Upcoming events: Community Concerns (on Temporary Protected Status) May 21; Creation Care field trip to the Bison Range May 31; Pride Parade in late June; scheduling of an All-Ministries Meeting.
- Terri will investigate whether someone within the parish might refinish the donated table in the Parish Hall, per a suggestion from Bev Sherman.
- Thank you to Vestry for putting on the two terrific Easter morning receptions.
- We have fielded a request from a parishioner re: preventing their image being placed on Facebook. We will refer this to the Marketing committee, which is meeting this month, and come back quickly to this issue and need for an opt-out.
- We talked briefly about a request regarding a one-time use of our parking lot and deferred further discussion.

Summer Coffee Hours:

Vestry members agreed to continue the practice of providing cookies and juice/lemonade for summer Sundays, beginning June 1. Molly will send around a signup sheet by email.

Update from Rector Search:

Bill Drummond, chair of the Rector Search Committee, joined the meeting and said the committee is now complete, including himself, Tracey Gage, Mike Irwin, Lindsay Iudicello, Natalie Jaeger, Sue LaRose, Zara Renander, Gary Swartz and Adrienne Tranel. The search committee has scheduled a meeting with Canon Steven Day on May 31. Bill said the group is beginning work on a parish survey to build the parish profile, and help discern Holy Spirit's identity and desired qualities in the next director. Bill said he is preparing an article for Spirited Times listing the committee members. Molly noted progress on salary package discussions and plans for reviewing the website and updating the church's photo archive to support search committee efforts.

Closing: Terri closed the meeting with a prayer. Meeting adjourned at 7:02 p.m. Please note: the Vestry will not meet in July but we will meet June 11.

Respectfully submitted,
Blake Lineweaver
Clerk of the Vestry