

St. John's Parish  
Special Vestry Meeting  
January 13, 2021

Present: Fr. Todd Young, Rector; Bob Ayler, Karla Davis, Lou Lamb, Sr. Warden; Bob Speelman, Brian Connally, Kim Halsey, Carol Cox, Katherine Foreman, Treasurer; Rebecca Conner, Ken Brown, Missy McCray, Jane Roses, Deanna Soulis, Ellen Collins, Jr. Warden & Bruce Massey  
Absent: Jose Velazquez

- I. The meeting was called to order at 7:00 PM
  - a. Pursuant to the authority MD Code Corporations & Associations Section 2-409(d), the Vestry held a telephonic meeting in which the people listed above participated.
  - b. The Sr. Warden declared a quorum present.
  - c. The Vestry members could hear all others participating in the telephonic meeting.
  - d. Each person had an opportunity to express opinions on the subjects discussed and to cast a vote on motions.
- II. A motion was made by Jane Rozes and seconded by Karla Davis to accept the 2021 parish budget as presented.
  - a. Pledge income shortfall is \$7,000
  - b. Motion passed
- III. Mutual Ministry Review
  - a. The Rector presented the results of the Mutual Ministry Review conducted by Canon Scott Slater with the Vestry
    - i. Issues
      1. Young Families
        - a. There is general anxiety about the lack of young families in the parish
        - b. How realistic is it to expect the Rector to address this issue
        - c. Should focus on diversity and parish evangelism
        - d. Need to understand the demographics of the region
      2. Market the Parish
        - a. Look at churches in the region that are thriving to gain ideas as to how to attract new members
        - b. Ask the Diocese for assistance in developing a marketing plan
        - c. Developing a marketing plan is one of the recommendations in the Welcoming Commission's annual report
        - d. Pandemic has freed the parish to try things that would not have been considered in the past
        - e. Should establish short term and long term goals
          - i. Goals are like budgets sometimes there are surpluses and deficits
          - ii. Reviewing parish mission statement would be a good start
          - iii. Planning also involves getting feedback from the parish; a consultant might be helpful

- f. The consensus of the Vestry was to start a strategic plan initiative
    - g. The Rector will contact the Diocese about strategic plan resources
  - 3. Define Expectations of the Vestry & Commissions
    - a. What is the Vestry liaisons' role on the Commissions
    - b. Who is responsible for taking minutes at Commission meetings
    - c. Need to improve the responsibilities and structure of the Commissions
    - d. Suggested interviewing retiring vestry members & officers about their experiences with the Vestry & Commissions
      - i. Interviews should be conducted prior to the Vestry Retreat
      - ii. Develop set of questions to be asked at each interview
    - e. Ellen Collins, Deanna Soulis & Bob Ayrrer offered to revise the Commission structure and Vestry liaison's responsibilities and present at a future Vestry meeting or the Vestry Retreat
- IV. The meeting adjourned at 8:30 PM
  - Respectfully Submitted;
  - Ruth Ann Ogle, Registrar