

– MINUTES –

ST. ANNE'S VESTRY MEETING SEPTEMBER 24, 2024

Present: Kristifer Bell, Justin Cook, David Fant, Jeff Gibbs, Kimberly Jacobs, Pam Leonard (Clerk), Sherry McCullough, Kathy Moreno (Treasurer), Heather Newberry, Shelly Schmeisser (Jr. Warden), Alan Smith, Fr. Nathan Wilson, and Brian Yost

Absent: Rich McDonald (Sr. Warden) and Karen Smith

1. OPENING PRAYER – Pam Leonard opened the meeting with prayer.
2. FORMATION – Fr. Nathan discussed the life of Deaconess Anna Alexander, Patron Saint of the Episcopal Diocese of Georgia, and how her life and ministry can inspire us today.
3. Minutes for the August 27, 2024, meeting were approved as circulated (motion by Sherry McCullough/second by Kathy Moreno).
4. FINANCIAL REPORTS – Treasurer Kathy Moreno shared the financial reports for the month ending August 31, 2024 (attached). She also reported the following:
 - a. Budget requests are due September 30.
 - b. St. Anne's Foundation By-laws Update: Per David Hilliard, the National Office has issued new by-laws which will be reviewed before requesting Vestry approval to any updates to the St. Anne's Foundation by-laws.
5. DISCUSSION
 - a. Consecration Sunday – Kristifer Bell reported:
 - i. He is working with Parish Administrator Emily Guerry on mailers, etc.
 - ii. Two speakers for October Sunday services are confirmed. Others are to be scheduled.
 - iii. He is working to contact Tom and Jill Coogle regarding lunch catering.
 - iv. Copy for the newsletter has been submitted.
 - v. As there is no guest priest available to preach on Consecration Sunday, Brandon Medley was suggested to deliver the sermon.
 - b. Vestry Retreat 2025 – Scheduled for January 24-26 at Honey Creek.

- c. LGBTQIA+ Task Force Report – The report was circulated to Vestry members prior to the meeting (attached). Brian Yost discussed the information and answered questions. (See *Decision*)

6. INFORMATION

- a. Rector’s Report – Fr. Nathan is working with the Diocesan Office on plans for the Diocesan Convention which will be held in Tifton on November 8-9.
- b. Senior Warden’s Report – No report.
- c. Junior Warden’s Report
 - i. Members of the Vestry Nominating Committee are Shelly Schmeisser, Tyler Riddle, Kimberly Jacobs, and Pat Walker.
 - ii. Shelly is scheduling an appointment for her and Fr. Nathan to meet with Stacey Greene of Greene Collective regarding Stacey’s contract with St. Anne’s. Fr. Nathan will now edit the e-newsletter, so a discussion of better use of her time – website updates, special event flyers, printed mailouts – is necessary.
 - iii. Shelly is compiling a notebook containing information on all ministry areas. Liaisons should send her updated information.
 - iv. A campus workday is scheduled for November 2.
- d. Liaison Reports – Reports submitted in advance of the meeting are attached. Additional information presented during the meeting is below:
 - i. Adult Formation (*B. Yost*) – No report.
 - ii. Communications/Technology (*D. Fant*) – No report.
 - iii. Finance (*J. Gibbs*) – No report.
 - iv. Mission (*J. Cook*) – See attached.
 - v. Outreach (*H. Newberry*) – See attached.
 - vi. Parish Life (*S. McCullough/A. Smith*) – See attached.
 - vii. Pastoral Care (*A. Smith/K. Smith*) –
 - Shelly Schmeisser and Jason Cook met with the committee offering Youth Mission work with members of the Parish (yard cleanup, simple repairs, etc.) The first recipient of this service will be identified, and work scheduled.
 - Fifty cards per month are sent for various needs.
 - viii. Stewardship (*K. Bell*) – See attached.
 - ix. Transition/Rector Search (*J. Gibbs*) – n/a
 - x. Worship – (*H. Newberry*) – No report.
 - xi. Youth & Children (*K. Jacobs*) – See attached.
- e. Upcoming Dates

September 28	Adopt-a-Mile, 8:30 a.m.
October 3	Blessing of the Animals
October 18-20	New Beginnings, Honey Creek
October 20	Vestry Meets - Consecration Sunday RSVPs, 12:30 p.m.
October 27	Consecration Sunday
October 31	All Hallows’ Eve

November 2	St. Anne's Grounds Workday
November 3	Annual Meeting/All Saints Day
November 5	The Great Litany
November 8-9	Diocesan Convention
November 9	Fr. Nathan's Celebration of New Ministry
November 16	Middle School Mission Work (tentative)
December 24	Christmas Eve Midnight Mass
December 25	Christmas Day Mass

7. DECISION

- a. Results of Diocesan Convention Delegate Vote by email: Linda Moore, Lorie Felton, Riley Johnson, and Lisa Gibbs (alternate).
- b. Motion to accept the LGBTQIA+ Task Force report and recommendations (motion by Jeff Gibbs/second by Heather Newberry). The motion was approved.

8. CLOSING PRAYER – Heather Newberry closed the meeting with prayer.

Respectfully submitted,
Pam Leonard

St. Anne's Episcopal Church

Profit/Loss: August 2024 vs August 2023 & YTD Actual '24 vs YTD '23 & Budget

	Month of Aug-24	Month of Aug-23	Actual YTD 2024	Last Year YTD 2023	Budget YTD 2024	Budget 2024
INCOME						
Operating Income	\$28,005	\$29,532	\$232,248	\$281,325	\$322,144	\$483,228
Interest Income	10	14	102	108		
TOTAL INCOME	28,015	29,546	232,350	281,434	322,144	483,228
EXPENSE						
Administration Expenses	8,959	9,735	68,877	61,268	69,136	103,760
Ministry Areas						
Adult Formation	0	20	335	982	392	600
Missions	0	0	100	695		
Outreach	177	518	3,575	4,069	4,160	6,250
Parish Life	684	239	2,797	1,859	2,224	3,600
Pastoral Care				126	992	1,500
Stewardship	0	0	78		800	1,200
Worship	134	766	6,101	8,761	9,184	13,800
Youth Formation	22	269	7,512	7,382	7,656	11,550
Total Ministry Areas	1,017	1,812	20,498	23,873	25,408	38,500
Payroll & Related Exp						
Rector						
Salary & Payroll Tax	8,889	4,583	43,110	37,310	38,832	58,252
Benefits	3,125	1,180	12,060	9,724	62,544	93,848
Total Rector	12,014	5,763	55,170	47,034	101,376	152,100
Church Administrator						
Salary & Payroll Tax	4,195	4,072	33,558	32,579	33,552	50,337
Benefits	862	1,131	10,003	9,851	10,992	16,492
Total Church Admin	5,057	5,203	43,561	42,430	44,544	66,829
Music Dir & Musicians	3,549	4,522	29,561	31,575	28,368	42,593
Nursery & Kitchen	0	0	0	0	5,560	8,367
Total Payroll Exp	20,621	15,489	128,293	121,039	179,848	269,889
Buildings & Grounds						
Building Maint	391	120	4,947	5,114	6,192	9,300
Cleaning	1,236	1,406	11,900	10,122	10,328	15,500
Grounds Maint	600	600	6,659	4,800	5,232	7,850
IT Expense	85	0	255	0	232	350
Repairs	752	135	4,035	3,016	2,464	3,700
Utilities	8,360	3,560	25,790	17,837	19,024	28,550
Total B & G	11,423	5,822	53,586	40,889	43,472	65,250
TOTAL EXPENSES	42,020	32,858	271,254	247,069	317,864	477,399
PROFIT/LOSS	(\$14,005)	(\$3,312)	(\$38,904)	\$34,365	\$4,280	\$5,829

St. Anne's Episcopal Church
Selected Account Balance Summary
Beginning of 2024 vs Current Month vs Same Month in 2023

SELECTED ACCOUNTS	1/1/24	8/31/24	1 Yr Ago 8/31/23
CASH/CASH EQUIVALENTS			
Operating (South GA Bank)	\$388,013	\$246,156	\$357,433
Dedicated Accounts (Ameris Bank & EJ)			
Building Fund	35,406	15,063	33,183
Adult Formation	10,030	9,377	10,030
Kitchen Fund	4,775	5,345	4,775
Maintenance Reserve	27,559	30,878	111,533
Mission Fund	1,334	3,744	1,491
Needlepoint	9,043	9,043	9,043
Outreach	5,522	5,037	5,661
Parish Life	4,171	3,826	4,171
Parish's Clerical Reserve Fund	3,362	5,680	2,485
Pastoral Care	346	346	346
Rector's Discretionary Fund	2,143	2,187	424
Rector's Search Fund	20,349	18,925	20,559
Restricted Memorials	1,884	1,884	1,884
Unrestricted Memorials	3,440	5,290	3,315
Worship	9,418	7,251	7,030
Youth Formation	9,650	13,169	9,373
Other Dedicated Funds	1,263	4,568	1,755
Total Dedicated Accounts	149,698	141,613	227,059
Investment: CD (Edward Jones 2/12/24)	0	100,034	0
TOTAL CASH/CASH EQUIVALENTS	\$537,711	\$487,803	\$584,493
Endowment-St. Anne's Foundation	128,547	140,951	118,941
LOAN	1/1/24	8/31/24	8/31/23
Mortgage on Ministry Center	\$216,119	\$192,541	\$220,678



LGBTQIA+ Inclusion Task Force Suggestions

Timeframe/timeline: Compile suggestions in a cohesive manner, present to Fr. Nathan when he settles in. After that we can pass along suggestions to vestry, take action, etc. Suggestion to present a small cluster of action items to the vestry for consideration and action.

Current members:

Allen Smith
Brian Yost
Amanda Fowler
Harlee Bell
Sarah Cook

Jeff Newberry
Lisa Gibbs
Supporting: Kaleb Bell
Brandy Frye
Kathy Kerst

Suggestion is to involve members of the LGBTQIA+ community to review after we have our list for any obvious omissions, checking for unintentional offense, etc.

For Fr. Nathan's approval:

- Statement inviting all to communion regardless of race, gender identity, sexual orientation, etc. and welcome to worship in bulletin- complete
- Stan to use inclusive or affirming for welcome before service during announcements, Heather can add it to her online comments too. -Emily can include it in the announcements.

- Update website to specifically address a welcoming congregation (St. Paul's message including those who are doubting)
 - Our mission is to love and celebrate God as Father, Son, and Holy Spirit. Here we welcome, accept, and respect you wherever you are in your spiritual journey. St. Paul's is a place for all people, a place of being with God. We welcome all ages, races, sexual orientations, gender identities, political views, physical abilities, degrees of belief or disbelief, professions, and socioeconomic statuses." -Sarah will add to website

- Share things that the national Church is doing to introduce our parish to LGBTQIA+, creation care, human rights, etc. rather than just a spotlight on this one particular issue to soften the introduction to the topic on Facebook

- Newcomer cards include preferred pronouns, ministry areas they might be interested in including LGBTQ outreach (visitor QR code in bulletin)-Sarah will create Google form and QR code for Emily to include in bulletin

- Honor anniversaries of all couples in the same way, i.e. bulletin or newsletter listings or by mention in the prayers of the church. Ask each couple for permission prior to listing. - complete, touch base with Emily to affirm

- Offer rituals and observances for transition: Name change ceremonies, transition ceremonies, service of renaming, etc.- Father Nathan is prepared for these liturgical services if requested to perform them.

Recommendations for Vestry liaisons, ad hoc committee chairs:

The vestry has asked for a task force to be formed to address affirmation/inclusion practices in our lives at St. Anne's. Here are some of the considerations that we recommend vestry members explore in their particular ministry areas.

- Junior Warden/Senior Warden:
 - Explore long-term plans to move toward providing a gender neutral/family bathroom (there is a shower upstairs in the ministry center that could be just unlocked and identified as a family/gender neutral bathroom)

- Outreach:
 - Consider outreach to college students:
 - ABAC Town and Gown
 - Mom hugs/welcome to LGBTQIA+ students at ABAC

- Talk to Dean of Students if there is a desire to have a more formal group (like Baptist College Ministry)
 - Invite to Wednesday night supper with a hangout spot/place for Bible study
 - Ashes to Go
 - Thursday lunches at the cafeteria
 - When we are comfortable that we have done our due diligence, list our church on gaychurch.org.
 - List your congregation as a referral for worship services or pastoral care with the Ruth's Cottage
- Youth:
 - Does your congregation offer Sunday School registration forms that list "parent(s)" instead of "Mother and Father?"
 - Encourage youth activities to not divide up boys vs. girls.
 - Youth policies require male and female chaperones for mission trips; how can this be reworded to include gender-diverse chaperones? Must have chaperones of more than one gender?
 - Make sure church volunteers are trained in gender identity issues. Make sure church nursery workers and Sunday school teachers are trained to respect and celebrate gender diversity in children.
- Worship/welcoming
 - Provide training for your greeters and ushers on welcoming people of all gender identities and expressions and sexual orientations.
- For all vestry areas: Consider adopting an affirmation statement that we will welcome but will not out members of the LGBTQIA+ community. Much like we ask parents before we post photos of their children, we must not utilize anyone with LGBTQIA+ status as a mascot, spokesperson, or figurehead without their 100% agreement.

LIAISON REPORTS

SEPTEMBER, 2024

Adult Formation (B. Yost)

- No report.

Communications/Technology (D. Fant)

- No report.

Finance (J. Gibbs)

- No report.

Mission (J. Cook)

- Mission Liaison Justin Cook met with Pastoral Care and Youth Committee members about a local fall mission trip for middle school EYC members. Pastoral Care has identified a parishioner that has some minor building and yard work needs for the youth to assist with as a pilot for this local missions initiative. Middle school EYC students will work on Saturday, November 9 at the home to address these needs. High school EYC members are encouraged to join as well.

Outreach (H. Newberry)

- Knots of Love – Two prayer shawls have been sent in the last few weeks.
- Adopt-a-Mile – The next clean-up is scheduled for September 28 at 8:30 a.m.
- Loaves of Love – A bake sale is scheduled for September 22 and possibly another on December 15. Art Lawton cannot keep up with the demand/need for his loaves of bread and with plans for him to be gone for 10 days in October, the supply issue will only get worse in the short term. For now, the proposed solution is that monthly food boxes and emergency food bags will each include only one loaf of Art's bread instead of two.
- Monthly Food Boxes – All is status quo. Jimmy Felton appreciated the youth's help unloading his truck of supplies last week. They made quick work of a task that is anything but quick for one person. Jimmy plans to ask Tyler Riddle and Justin Cook about the youth helping with this in the future if he can coordinate his food bank pickups with Wednesday activities, as he inadvertently did last week. Jimmy will try to get more bread from the food bank to help with the bread supply issue.
- Emergency Food Bags – Twenty-one food bags were given out in August and nine have been given out in September as of the 17th. The committee plans to create a sign-in list to keep better track of where/to whom the emergency food bags are going.
- Terra Cycle – Libby Robertson just sent off four more loads of socks and has two more already prepared to be sent. A total of eight loads have been sent for recycling. The congregation has not slowed down bringing socks, so this particular program will continue for now.

Parish Life (S. McCullough & A. Smith)

- Foyer groups are set to begin meeting in October.

Pastoral Care (K. Smith & A. Smith)

- No report.

Stewardship (K. Bell)

- Unable to secure guest leader. Speakers for announcements secured. Seeking recommendations for prayer chair.

Transition (J. Gibbs)

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Worship (H. Newberry)

- No report.

Youth Formation (K. Jacobs)

- Volunteers are still needed for Wednesday night dinners. Get ready for All Hallows' Eve! Details concerning trunks and how to donate are coming soon.