

# Palmer Memorial Episcopal Church Vestry Meeting Minutes

March 29, 2022

**Vestry present:**

The Rev. Neil Willard  
David Robinson, Senior Warden  
Danna Kurtin, Junior Warden  
Melanie Fahey  
Abigail Follmar  
Pam Harvey  
Bet Hunter  
Rand Key  
Jim Rosenbach  
Posey Saenz  
Libby Spoede  
Marie Wehrung  
Lam Yu

**Vestry absent:**

Margie Dieter  
Andy Williams

**Assisting Clergy present:**

The Rev. Ryan Hawthorne  
The Rev. Jack Karn

**Assisting Clergy absent:**

The hybrid in person and virtual meeting started at 5:32 PM and ended at 7:19 PM. Roger Hutchinson was present to assist with the hybrid technology.

1. **Opening Prayer.** Jack opened the meeting in prayer.
2. **Community Sharing.** Neil encouraged community sharing.
3. **Dwelling in the Word.** The passage from Second Corinthians 5:16-21 was used for the exercise.
4. **Approval of Minutes.** There were no corrections for the March 6, 2022 minutes. Motion by Melanie, second by David R, and the vestry voted to approve the minutes.
5. **Discussion of Strategic Planning Proposals.** The proposals were sent to the vestry and virtual meetings were held with Tucker from CDM and Nathan from Saison. The subset included in the meetings included Neil, Ryan, Shannon, David R, Danna, and Margie. Each plan would start with gathering information, then discerning and planning. Danna noted the similarities were the approach/organization of the project, they were personally approachable, and they proposed a combination of individual and small group gatherings. The difference is that CDM had a more comprehensive and systematic approach with task force work and infrastructure assessment of bylaws, funding sources, and seemed more comprehensive and seemed to have more staff support. Danna noted that Nathan could also offer some of the other phases of the assessment that was already built into the CDM proposal. When asking about cultural fit, Danna said that both would be a good fit and approachable. There was discussion about the balance of having enough time to be diligent (and not overwhelm the congregation) but not have it drag on and have burnout of the congregation. There was a fundamental question on if the visioning process is intended to affect the short or long term, looking at the next several decades and addressing fundamental issues that are not sustainable, such as funding. References from both

groups will be contacted to obtain some feedback on their experience which may be divided up among the vestry. It was encouraged that the vestry reach consensus after having time to discern the proposals and evaluating references. Motion by Bet, second by Jim, that the vestry will reach out to a minimum of three references for each consulting group to have the report sent to the vestry prior to the next meeting on Monday, April 18<sup>th</sup>. The vestry voted to approve. Danna will draft the questions to use to obtain consistent answers; Roger will help organize the list for contacts.

- a. **CDM (Change Develop Move).** The fees would be over 2 calendar years of approximately \$60,000 including travel costs, estimated at an additional \$8,000-10,000 (however these may be reduced if some of the meetings are held via zoom). Tucker has worked largely with educational institutions, but some churches. There was a concern that the proposal may be too much (more comprehensive) than what is needed.
  - b. **Saison Consulting.** The proposal from Nathan is \$32,600. Nathan has worked primarily with churches. The timeline seems more concise and more focused to what Palmer needs, but there may be drawback to a shorter timeline. Nathan was very specific in the number of focus groups and meetings to meet with parishioners but didn't mention data and analysis as much as the CDM proposal. This group was recommended to Neil by the Consortium of Endowed Episcopal Churches.
  - c. **Funding Sources.**
    - i. Bishop Quin Foundation. Neil said that the diocese would help walk him through the funding application once the vestry has decided on a strategic plan.
    - ii. \$10,000 matching fund from two anonymous Palmers who want to engage the whole congregation.
    - iii. Individual asks by the Rector. Neil offered to reach out to parishioners to seek funding.
6. **New Business.** Neil said that the candidate for the associate rector has been in contact with 3 churches and has declined one offer so far. A select group of lay leaders and staff were able to meet her during her in person interview.
7. **Closing Prayer.** Neil closed the meeting in prayer.