

**MINUTES OF THE VESTRY  
ST. MATTHEW'S EPISCOPAL CHURCH, HILLSBOROUGH, NC  
November 16, 2021**

**Present:** The Rev. Robert Fruehwirth, Rector; The Rev. Lisa Frost-Phillips, Associate Rector; Kim Powell Madeline Liddicoat; Vera Shanley; Edward Wright; Dorothy Wood, Treasurer; Mary Ann Plambeck, Clerk of the Vestry

**Absent:** Marie Costello & Sonja Tilley

The meeting was called to order at 6:03 pm. The meeting was held in person following the diocesan and governmental recommendations for preventing the spread of COVID-19. Elizabeth Hays opened the meeting with a prayer.

Formation

God Present in Our Lives: Mr. Steve Hutson  
Mr. Hutson can apply his spiritual faith to his work as a mediator. People attending mediation tend to find themselves in situations of disagreement, taking opposite positions. The key to mediation and what can also be applied to life is to not take a position, listen and find a common interest that both parties can support. This allows people to move forward and potentially heal.

Rev. Fruehwirth led the group through a discussion exercise on "Restoration to Unity: Mission and Means in the Episcopal Church."

Information

**I. Consent Agenda – All**

The following reports were submitted for this month's review.  
*Reports are attached.*

- October Meeting Minutes
- Reports from the Clergy
- Vestry Liaison: Faith & The Arts- Edward Wright
- Senior Warden
- Junior Warden

**ACTION: Dr. Vera Shanley motioned to approve the consent agenda and Mr. Edward Wright seconded the motion. The Vestry voted unanimously to approve the submitted reports.**

Addendum to the Rector's report.

- Rev. Fruehwirth will be forming a discernment committee to meet with David McDuffie as he pursues his goal to be ordained.
- Kate Wisz' last Sunday at St. Matthew's is December 19, 2021
- Mary Rocap's retirement celebration will be on a Sunday in mid-January.

**II. Financial Report- Dr. Dorothy Wood**  
 October Financial Reports are attached.  
 October was another fiscally good month, \$20,000 income over expense for the month (We are at 95% of budget income & 80% of total budget expenses for the year.)

**III. Stewardship Campaign- Ms. Madeline Liddicoat**  
 See attached Stewardship report

- 143 pledges for a total of \$441,526. That's just -\$3,500 below our goal.
- 29 new pledges
- Thank you notes will be going out to parishioners this week
- Potential creation of a stewardship committee for 2023

**III. By-Law Changes - Rev. Robert Fruehwirth**

- Remote Participation- Diocese has changed their by-laws to allow annual meetings to be held remotely. St Matthew's will need to amend our own bylaws to allow for remote annual meetings.
- Rev. Fruehwirth will prepare for the December Vestry Meeting a plan for amending parish annual meeting bylaws to allow for remote participation and various means of voting. We will be adapting the bylaws already adopted by the Chapel of the Cross in Chapel Hill, already approved for parish use by the Diocese. The Vestry would like the language to be as open-ended as possible to allow for future technological developments Voting by proxy is however prohibited under diocesan and national canons.

**IV. Rector's Discretionary Fund- Rev. Robert Fruehwirth**

The rector's discretionary fund is for individuals or groups in need of relief at a moment in time. It is not for use for anything that is in the budget. When a donation is given to the rector's discretionary fund and the money can be used elsewhere, the rector may contact the donor and ask if the gift or part of it could be redirected, informing the Vestry of this conversation. The Vestry then approves the use of that money for that particular purpose. There is an opportunity for education via the newsletter and website on how the rector can use this fund. Dorothy Wood has volunteered to write the article for the newsletter and to include direction about the giving of securities to the church.

**V. Strategic Visioning: From Mission to Vision to Plan for 2022-Rev. Robert Fruehwirth**

Rev Fruehwirth led the discussion on what might be the goals and purpose statement for the strategic priority engaging our history. Dr. Vera Shanley provided the group with paper copies of goals she thought might apply. This all vestry exercise served as the foundation for the other two groups to reconvene, each joined by a clergy member.

Decision

**VII. Burial request- Rev. Robert Fruehwirth**

- Nell Schrader is requesting a full body burial. She recalls signing up in 1985 for this request, but there is no record of this request.

**Action: Mr. Steve Hutson moved to approve the request of Ms. Schrader for a full body burial. Dr. Vera Shanley seconded the motion. The Vestry voted unanimously to approve the request.**

- The Rev. Fruehwirth made an emergency authorization for the interment of three people in the memorial garden. He did this with approval from Elizabeth Hays and Blythe Thompson. The three people are relatives of the Rev. Miriam Saxon and the ashes will be combined in one grave. The people are William John Johnston, Scott Andrew Johnston, and Ellen Scarsbrook Johnston.

Formation

Ms. Elizabeth Hays closed the meeting with prayer. Meeting was adjourned at 8:04.

Respectfully submitted,

*Mary Ann Rasmbeck*

Mary Ann Rasmbeck  
Clerk of the Vestry

Next meeting 12/14/2021

# RECTOR'S REPORT TO VESTRY

FOR VESTRY MEETING November 16, 2021

## REFLECTING ON THE MONTH PAST

The month past has seen really joyful moments at the church — and enkindled in me a vision of the church as a reliable and intentional community, gathered around the Gospel, providing joy, connection, support, beauty, practical teaching and meaning in a world where all these are increasingly threatened.

One of these moments of joy was the first offering of Village Church, outside, explicitly for all ages. Sam Bush played guitar with great skill. Kim and Lisa+ had arranged for interactive sermon experiences with several parishioners impersonating saints. The service attracted families (some not a part of St. Matthew's), people looking for something less formal, and many people hesitant to meet inside. The feedback was resoundingly positive, it being one of our largest services since Covid came. For the older folks it was great to see a great many children taking part. For the young families, they were able to worship together in a less restricted setting. For the St. Matthew's youth who attended it was, to quote, "the best service ever."

Another fantastic worship moment was at the Festal Eucharist for All Saints. In-person church numbers rose that day to 42 and 63 for 8 and 10:30, and 37 sign-ins online. We had 9 children involved in the 9:15 Godly Play/Growing in Christ offering. A canon from the Diocese preached and led a full forum. A newcomer, Diane Fitzpatrick, who is looking to have her 2 year old son baptized, hosted coffee hour. A number of parishioners not seen in church since the start of the pandemic came back that day. The best thing about this day was the phenomenal music provided by Jason Wright, even as the choir still struggles to sing through masks and to regain regularity. Having the strings support the music offering was a blessing. This service followed an All Soul's day choral Evensong which drew upwards of 35 people and likewise had a solemnity and beauty to it.

Challenges for the past month have not been absent.

- While we wait for a new firewall to increase network capacity, a gift of mesh wifi devices has enabled us to close any of the gaps in wifi on the campus and to provide redundant means of connectivity. At the same time, software conflicts between Apple devices and the mesh network have caused unpredictable losses of connection at crucial moments. I believe firmware updates are resolving these issues and, at the same time, making the campus mesh wifi more consistent.
- The church video and audio stream for the 10:30 service has had some unpredictable glitches and freezes. Every week this system is checked for the stability of its connection to the internet, as well as software and firmware updates, and the overall configuration of the different devices in relation to each other. This is also checked again before services on Sunday mornings. The internet is solid coming into the church. The devices are updated and integrated. And still, there can be unexplained freezes on Sunday morning (perhaps because of the volume of churches coming on line to stream at the same time?). I think we've reached the stage where we need to invest in a permanent A/V solution involving mountable hi-quality cameras, a sound board, and a direct line into the church's existing audio system. This will run, I'd estimate, into the middle 4 figures.
- While technology consumes more of my time (and mental bandwidth, especially on Sunday mornings, when I would like to be available to parishioners), pastoral needs in the parish are increasing. It has been a joy to make visits to more home bound parishioners and I am also aware of increasing frailty of some of our members who may never return to in-person worship. Several members who were able to attend at the start of the pandemic are now less able. We have a growing population at Carol Woods and Croasdale, and while I am planning for regular pastoral offerings, including worship services and lunches at these facilities, I am also aware of members living in their homes but not able to make it to worship, or even sign-in online. This is troubling, and I think calls for some significant planning around pastoral care. I also aim to petition the diocese for a deacon.

Coming out of the personnel reviews this past fall, I am keenly aware that the staff of St. Matthews has put in consistently more hours than they are paid for, particularly through the pandemic. I am also aware, more positively, that Lisa+, Kim, and Jason are each in places where their ministries at St. Matthews are ready to flourish — Lisa in community and leadership development inside the parish and in collaboration with groups outside, Kim in intergenerational worship and formation, Jason in a revitalized music program that elevates worship, builds parish fellowship and children's involvement, and draws in the community from outside. The key question for me is financial: providing proper support of Lisa's position for the hours she is already working and for Jason's vision of the music program, at the same time as finding proper tech support for the parish as a whole.

**LOOKING TO THE MONTH AHEAD**

The next month will be a busy month, with the holidays coming. Elizabeth Hays and I have thought of slowing down our pacing of the Vestry's work on the Strategic Plan in order to accommodate stresses in vestry members' individual lives and in the holiday season as a whole. While pastoral care tends to become more demanding with the holidays, there is also an increase in services and social gatherings. Elizabeth Hays and I will also be leading the vestry through annual work of preparing for the February election of new vestry members and, in December, to consider passing by-laws to allow for remote participation in annual meetings.

**PARISH DATES TO NOTE**

Nov 20	Diocesan Convention, online
Nov 25, 10am	Thanksgiving Day Service
Nov 28	First Sunday of Advent
**Dec 5 TBC	Vestry Holiday Party**
Dec 11	FEST
Dec 12, 4pm	Advent Lessons and Carols
Dec 13	Holiday Help in Grief Bereavement Workshop with Jehanne Gheth (also Jan 1)
Dec 24, 4 & 9pm	Christmas Eve Services, late service followed by parish celebration
Dec 25, 10am	Christmas Day Service
Dec 26, 10am	Christmas Lessons and Carols
Dec 31	Mary Rocap's retirement. Details of celebrations forthcoming.

Faithfully,

*R. Fruehwirth*

The Rev. Robert Fruehwirth

1. Worship; Collaborating, preaching, celebrating at "Village Church" in Memorial Garden; preaching 11/14; Wednesday (10/13, 27, 11/10)
  2. Formation:  
GP story teller(11/7); Weekly Bible Study- (Oct 15, 22, 29, Nov. 5); Coordinating guest speaker Susan Eastman at Bible study
  3. Social Ministries:  
Habitat Workday Nov. 6  
JU-email with Julia and with St Matt's reps re. Subgroups  
Development/ approval of 2021 Social Ministries 2021 budget disbursements;  
check requests and letters to organizations we support  
Newsletter article  
Follow up with RAFI to talk about possible CSA initiative at St. Matthews
  4. Children and Youth:  
Meet/ confer with Kim re. Programming/ Village Church; pastoral care of families,  
planning for future programs  
Godly Play storyteller  
Labyrinth Build  
Confer regularly with Kim  
Personnel Review for Kim and follow up meeting with Kim  
Personnel Review for me and follow up meetings with Robert
  5. Pastoral:  
office visits (1); house visit (2); t/c and emails; Trello check in; pastoral care team  
monthly meeting (prep for leading reflection in Nov)
  6. Admin  
Staff meeting (every other week); newsletter review; social ministries checks and disbursement; Associate Rector Report; calls/ emails/ communication with FEST leaders/ Habitat/ Ju
  7. Diocese  
T/c re. Serving on COM for deacons  
Convocation meeting for convention
- Highlights include Friday Bible Study and visit from Rev. Dr. Susan Eastman; GP story telling and walk to the labyrinth with kids- nice to have it available to use; approval of disbursement for Social Ministries and seeing how deep support can be for organizations; Village Church; witnessing deep commitment of many people to social ministries and service

Faith and the Arts:

Core Value Statement:

*We draw on the creative talents of our parishioners to enhance our worship and other programs as an expression of our faith, we are dedicated to making St. Matthew's a place where the performing and visual arts are valued, for the benefit of the Hillsborough community.*

Over the past two years, the Faith and the Arts ministry has faced significant challenges. It had to cease regular operation during the pandemic, the chair of the committee resigned, and the founder and coordinator Mary Rocap retired. With a shared appreciation for the value of Faith and the Arts, the Church leadership has taken a renewed commitment to build and deepen this essential ministry.

Kim Powell Cox has been appointed the Executive Director of Faith and the Arts for 2021 to serve under the Rector with the approval of the Vestry and to receive a stipend for 20 hours a month. She has formed an Events Action Committee to actively support her in the practical details of communication, planning, and event productions. This committee has had their first meeting. Kim is in the process of forming a Visioning Council of parish artists, craftspeople and art lovers to generate programming ideas and to build connections with artists beyond the parish. The Rector will be a member of the Visioning Council. With these changes and the development of the Angel benefactors, Faith in the Arts is positioned to move forward.

Kim is well suited to hold the position of executive director. She has a degree in Art and Theology. Her involvement in Duke's Initiatives in Art and Theology has given her an appreciation for the uniqueness of St. Matthew's program. She shares Mary's commitment to allow the arts to support the sacredness of our worship space and to welcome the wider community to share with us in this form of worship. As Kim assumes this new role, she is particularly concerned that she be given clarity in her role by Robert and be supported by the Vestry. She requested a regular and comprehensive evaluation.

With the constraints put on public performances Kim developed a podcast by interviewing a series of St. Matthew's artists on their artistic work and their faith. She interviewed Jerry Eidener on Poetry, Hunter Taylor on Painting, Mimi Games on Iconography, Mary Rocap on Baking and Songwriting, Holden Richards on Photography, and Domenic Tiani on Woodworking.

Upcoming events will be Mary Rocap "Farewell" Concert (not the official title yet) on Sunday February 27th and Mike Wiley's Emmett Till during Lent. Kim intends to invite Tim Tyson, author of both Blood Done Sign My Name and The Blood of Emmett Till, to join us for a live Q/A with the St. Matthew's Community. Other items on the horizon but not scheduled are Poetry Jam in April for National Poetry Month and Faith and the Arts Podcast 2.

From my conversations with Mary, Robert, and Kim these are possible ways for the Vestry to offer support to the Faith and the Arts.

- Recruitment of volunteers for the Action Committee and Visioning Council.
- Building relationships with the artist community
- Attend the Visioning Council.
- Evaluation of Robert and Kim in their work
- Structure of financial support.

I plan to sit in on some of the Action Committee and Visioning Council meetings, meet periodically with Robert and Kim, and attend and volunteer for the Faith and the Arts offerings. This involvement will help me serve my role as a liaison to Faith and the Arts.

Edward Wright



Senior Warden Report  
St Matthew's Hillborough  
November 19, 2021

The weeks between meetings are flying by. I continue to have check in conversations with Vestry members and with members who have not returned to church. One notable highlight was attending a 10:30 service in early November, counting over 60 people, and hearing a choir of 10 accompanied by a duo of violins and our talented interim music director, Jason Wright. The alleluia in the air was uplifting!

- Met with Robert
- Met with Blythe for monthly meeting
- Continued on Morning Prayer rota
- Chaperoned Youth Group trip to McKee corn maze
- Continued in Scripture Study group
- Counseled on Stewardship Campaign
- Canvassed for Stewardship Campaign
- Worked with Edward and Lindsay on small group
- Reached out to previous Senior Wardens to foster connection

Respectfully submitted,

Elizabeth Hays

**Junior Warden's Report  
November 16, 2021**

**Recently Completed:**

- Parish workday on Sat., October 30th-14 participants.
- Temporary labyrinth installed by the youth.
- Rocking chairs and teak chairs built and placed to enhance outdoor gathering spaces.
- Attended the initial meeting of Daughters of the King.
- Met with 'Parish Community' vestry sub-group.
- Met with Logan Poe from Excel Engineering to update the crawl space report/drawing.
- Monthly meeting with Elizabeth.
- Monthly meeting with Robert.
- Attended R/JRC movie discussion.
- Parish House and Hayden Building roofs inspected from the inside.
- Jason Hawkins will continue to be available for snow removal and our rates are the same as in 2019 and going forward.

**Currently In Progress:**

- Waiting for all responses to Doodle poll about Jr. Warden subcommittee on rectory renovation/repair budget estimates.
- Stained glass window installation/repair during the week of November 15th.
- Contact Ron Bartholomew to reset toppled headstone (Annie Ruffin).
- Glass ordered to repair side door of Hayden Building.
- Leaf and Limb contracted to trim/prune limbs in churchyard and rectory.
- Shades ordered for Jason Wright's office. If well liked and easily installed, will order the same for other offices on the second floor of the Hayden Building.
- Considering the falling ceiling tiles in the Fellowship Hall.



ST. MATTHEW'S EPISCOPAL CHURCH	
NON-BUDGET FINANCIAL INFORMATION FOR OCTOBER 2021	
NON-BUDGET FINANCIAL STATUS INFORMATION AT MONTH-END	
NOTES/COMMENTS	
1	FIRST HORIZON CHECKING ACCOUNT BALANCE (Operating + Custodial account balance)
	\$332,392
2	OPERATING ACCOUNT BALANCE
	\$164,068
3	CUSTODIAL ACCOUNT BALANCE (Pass-through funds and Reserve funds)
	\$168,325
6	CD'S: CD (Outreach endowment)
	\$8,177
7	DIOCESE-MANAGED ENDOWMENT VALUE:
8	VALUE CHANGE SINCE LAST MONTH
	-\$18,956
9	VALUE CHANGE SINCE START OF YR
	\$128,029
	\$956,276 (Churchyard + Murphy + Undesignated)

St. Matthew's Episcopal Church  
 Summary of Restricted Accounts - Custodial  
 January to October 2021

Note: The Report Option to include Open Transactions is selected.

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
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800001 - cust, MEMORIALS	\$10,264.25	\$500.00	\$157.19	\$10,607.06
800006 - cust, BROOKS' RETIREMENT EXPENSES	\$0.00	\$0.00	\$576.00	(\$576.00)
800013 - cust, BISHOPS DISCRETIONARY FUND	\$6,850.45	\$0.00	\$105.32	\$6,745.13
800050 - cust, ARCUS GIFT	(\$408.00)	\$408.00	\$0.00	\$0.00
800051 - cust, CHOIR/MUSIC FUND	\$1,500.00	\$0.00	\$620.00	\$880.00
800100 - cust, FESTIVAL SOCIETY TREE	\$9,096.17	\$250.00	\$8,146.17	\$0.00
800112 - cust, GROWING IN CHRIST	\$235.31	\$0.00	\$0.00	\$235.31
800120 - cust, GEMETERY FUND	\$31,086.16	\$5,471.95	\$1,150.00	\$35,408.11
800200 - cust, EPISCOPAL RELIEF	\$0.00	\$2,955.00	\$0.00	\$2,955.00
800203 - cust, DICKERSON CHAPEL	\$0.00	\$100.00	\$100.00	\$0.00
800206 - cust, FAITH & THE ARTS	\$13,820.10	\$2,000.00	\$2,501.00	\$13,319.10
800208 - cust, ENDOWMENT INCOME -PROPERTY	\$15,924.75	\$26,110.08	\$21,110.92	\$20,923.91
800210 - cust, FLOWERS	\$1,659.24	\$1,020.00	\$1,577.62	\$1,101.62
800223 - cust, PRISON MINISTRIES	\$0.00	\$25.00	\$25.00	\$0.00
800226 - cust, HABITAT FOR HUMANITY	\$0.00	\$0.00	\$0.00	\$0.00
800227 - cust, HOLY LAND/GOOD FRIDAY	\$0.00	\$0.00	\$0.00	\$0.00
800233 - CUST, GIFT FOR Pastor	(\$50.00)	\$50.00	\$0.00	\$0.00
800235 - cust, MENS FELLOWSHIP	\$872.67	\$0.00	\$0.00	\$872.67
800242 - cust, OCIM DONATION	\$0.00	\$264.73	\$239.73	\$25.00
800250 - cust, SABBATICAL-RECTOR	\$2,000.90	\$0.00	\$0.00	\$2,000.90
800256 - cust, SOCIAL MINISTRIES	\$544.45	\$0.00	\$544.45	\$0.00
800257 - cust, STAINED GLASS REPAIR FUND	\$5,325.92	\$14,000.00	\$15,016.79	\$4,309.13
800258 - cust, SEXTON EQUIP, MAINTENANCE	\$250.00	\$0.00	\$250.00	\$0.00
800260 - cust, THOMPSON CHILDREN'S HOME	\$0.00	\$0.00	\$0.00	\$0.00
800263 - cust, Verger Discretionary	\$1,000.00	\$0.00	\$0.00	\$1,000.00
800267 - cust, RUIR	\$2,500.00	\$300.00	\$172.73	\$2,627.27
800270 - cust, UNITED THANK OFFERING	\$0.00	\$0.00	\$0.00	\$0.00
800272 - cust, SCHOLARSHIP	\$3,350.00	\$0.00	\$0.00	\$3,350.00
800273 - cust, IT	\$1,917.50	\$0.00	\$1,917.50	\$0.00
800275 - cust, COVID RELIEF	\$0.00	\$13,320.00	\$6,500.00	\$6,820.00
800277 - cust, WOMEN'S SINGING CIRCLE	\$247.12	\$80.00	\$118.61	\$208.51
800280 - cust, YOUNG ADULT MINISTRIES	\$500.00	\$0.00	\$0.00	\$500.00
800281 - cust, BE LOUD SOPHIE	(\$10.00)	\$10.00	\$0.00	\$0.00
800282 - cust, PORCH DONATION	\$0.00	\$25.00	\$25.00	\$0.00
800283 - cust, YOUTH TRAVEL/SCHOLARSHIP	\$3,292.39	\$0.00	\$320.54	\$2,971.85
800285 - Honduras/St. Stephen's trip	\$0.00	\$25.00	\$25.00	\$0.00
800298 - Jane clunie donation playground	\$0.00	\$4,969.20	\$0.00	\$4,969.20
800299 - PARISH BUILDING FUND	\$368.00	\$0.00	\$368.00	\$0.00
800300 - cust, HISTORIC CHURCH FUND	\$2,000.00	\$0.00	\$0.00	\$2,000.00
800301 - cust, Rectory renovations/maintenance	\$39,926.00	\$2,950.00	\$15,892.22	\$26,983.78
800302 - cust, Boada Gift	\$15,267.12	\$0.00	\$0.00	\$15,267.12
800303 - cust, Re-Entry House Fundraiser	\$2,062.30	\$1,000.00	\$2,062.30	\$1,000.00
<b>Total Temporary Restricted</b>	<b>\$171,392.80</b>	<b>\$76,453.96</b>	<b>\$79,522.09</b>	<b>\$168,324.67</b>

Vestry Report November 16, 2021

Stewardship Campaign

Total as of 11/9/2021

143 pledges

\$428,556.00 total

- 29 new pledges!
- a 14.76% increase for these 148 pledging families.

29 pledgers from 2021 have not renewed, representing \$64,920

Thank you notes are being signed week of 11/8

Newsletter article with thank you's to all volunteers

Upcoming – process review and potential creation of a stewardship committee for 2023.

Date : 11/09/2021  
Time : 8:20:32 AM

St. Matthew's Episcopal Church

2022 pledges

General Fund

Amount 1: Pledge (01/01/2021 - 12/31/2021)

Amount 2: Pledge (01/01/2022 - 12/31/2022)

Count	Amount 1	Amount 2	Difference	Percent Change
0	\$0.00	\$0.00	\$0.00	0.00
68	\$228,630.00	\$228,630.00	\$0.00	0.00
15	\$45,900.00	\$30,440.00	(\$15,460.00)	33.68
36	\$98,900.00	\$115,570.00	\$16,670.00	16.86
29	\$0.00	\$53,916.00	\$53,916.00	100.00
0	\$0.00	\$0.00	\$0.00	0.00
148	\$373,430.00	\$428,556.00	\$55,126.00	14.76
Lowest Amount	\$100.00	\$100.00		
Highest Amount	\$40,000.00	\$40,000.00		
Total Number with Amounts	119	148		
Average Amount	\$3,138.07	\$2,895.65		
Weekly Average	\$7,181.35	\$8,241.46		

*Our work shall reflect God's spirit*

**Formation**

6:00	Opening Prayer	Elizabeth	5
6:05	God Present in Our Lives	Steve	5
6:10	Formation	Robert+	20

**Information**

6:30	Consent Agenda: June Minutes, Reports from Clergy, Senior Warden, Junior Warden, Liaison Report	Elizabeth	10
6:40	Financial Reports	Dorothy	10
6:50	Stewardship Campaign	Madeline	5
6:55	By-Law Changes: Remote Participation and Mail-in Voting	Robert	10

**Discussion**

7:05	Rector's Discretionary Fund	Robert	10
7:15	<b>Strategic Visioning: From Mission to Vision to Plan for 2022</b> Reports from "the field," small group leaders share visioning work	Sonja, Vera, Edward, Robert+	40

**Decision**

7:55	Burial request: Nell Schrader	Robert	5
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**Formation**

8:00	Closing Prayer	Elizabeth	2
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*St. Matthew's Vestry Covenant*  
**We Will Work Together As The Body of Christ**  
 We will keep Christ at the center of all we do. We will be respectful of all as children of God, even those with whom we disagree. When we disagree, we will do so with honesty, respect and civility. We will speak only for ourselves, using "I" language. We will focus on issues, not personalities. We will refrain from side-bar conversations or cross-talking. When the meeting is over, we will present a unified team—even if we disagree within the meeting. We will not engage in triangulation, but talk to the appropriate persons with whom we need to clarify issues.