

**St. Bartholomew's Episcopal Church**  
**Vestry Meeting**  
**Via Zoom Videoconference**  
**Tuesday, March 16, 2021, 6:00 p.m.**

**Present**

Rev. Mark C. McKone-Sweet, *Rector*  
Rev. Canon Allisyn Thomas, *Associate Rector*  
Costa Dillon, *Senior Warden*  
Susan McCormick-Davis, *Junior Warden*  
Polly Getz-Enos, *Chancellor* (joined 6:30 p.m.)  
J.D. Cowart, *Vice Chancellor*  
Amy Adome, *Treasurer*  
Akiko Tamano, *Clerk*  
Rachel Blankenship (joined 6:22 p.m.)  
Jerry Blanton  
Larry Burgess  
Mark Davis  
Shinobu Horne  
Nancy Peterson  
Margie Polishuk  
Lauren Sleeper  
Will Smith

**Excused/Absent**

Bill Angus, *Assistant Treasurer*  
Terry McCune, *Assistant Treasurer*  
Jim Oakes

**1. Gather Together**

The vestry checked in. Nancy Peterson opened with a prayer.

**2. Consent Agenda**

**Susan McCormick-Davis**

The consent agenda included the following items:

- (a) Approve the March Treasurer's Report.
- (b) Approve the February 23, 2021, vestry meeting minutes.

Mark Davis moved to approve the consent agenda as presented. The motion passed unanimously.

**3. Small Group Discussion**

**Susan McCormick-Davis**

The vestry broke into small groups to discuss Canon Allisyn's recent pastoral letter reflecting on hope, then reconvened and shared the following main takeaways:

- Knowing people's stories narrows your choices—empathy is the only possible response.

- Although this year has been particularly difficult, there have been bright spots—hope can still be found in the midst of darkness. In the past, Lent has been a time of denial, shame, and questioning whether we are good enough for God. This year feels lighter, as if we are coming up for air. We are approaching Lent from a more positive perspective: being more intentional with what we do, spending time in reflection, becoming agents of love, and reemerging and not letting fear be the driving force.
- Although there is a general feeling of hopefulness, some circumstances are weighing heavily on people's shoulders. Often hope is attached to an outcome; this is an opportunity for faith and putting things in perspective.
- Feedback from the vestry phone calls to the parish indicate that the Sunday services are bringing hope to people. Many who have been feeling isolated are starting to feel more hopeful. While there is still a long way to go, there is an optimistic feeling.

## 4. Mission/Business Discussion

### 4.1 Flags in the Sanctuary

**Fr. Mark**

Fr. Mark updated the vestry on the positioning of flags in the sanctuary. In the past at St. Bart's, flags have been placed in various locations and have sometimes created a distraction during worship. During some recent recorded services, the American flag was located so it appeared on camera—this places undue focus on the flag instead of on God.

During the sanctuary renovation over the summer, it was decided to mount the flags permanently on the walls. Fr. Mark showed photos of the Episcopal and American flags in their proposed new locations and requested vestry feedback.

The vestry discussed this change and made the following comments:

- A hardware change could be made to angle the flags more vertically, which would eliminate the need to move the Stations of the Cross icons that are obstructed from view by the flags' current positioning.
- It would be a good idea to inform the congregation of this change before services resume in the sanctuary. Some parishioners place great importance on the American flag's presence, and St. Bart's should communicate that relocating the flag is not meant to convey disrespect.
- The thoughtfulness shown in considering parishioner's sensitivities is appreciated.
- Christianity is under attack in some parts of the world; the American flag, while it should not be the center of attention, serves as a reminder that the United States Constitution gives Americans the right to worship.

Fr. Mark stated that he will work with Demetreus Gregg to inform the parish of the change before Holy Week.

#### 4.2 **Strategic Plan Updates**

**Susan McCormick-Davis**

Susan McCormick-Davis requested updates from the teams working on revising the strategic plan. The following progress was reported:

##### (a) **Radical Hospitality and Outreach**

Larry Burgess indicated that the team met with Demetreus Gregg. New team members received an orientation regarding outreach and the areas being led by Demetreus (e.g., fundraising, organizing ministries). In addition, goals in the following areas were identified:

- Membership retention
- Invite Welcome Connect
- Outreach organization
- Outreach funding

It should be possible to accomplish most of these goals in 2021, although some might take a little longer.

Susan asked that Larry upload the meeting notes to Boardable's "Discussion" section.

##### (b) **Youth and Christian Formation**

Will Smith reiterated that the most pressing goal is to have Sunday school resume as soon as possible. The children's needs are not being met currently, and families with small children will find it difficult to attend services unless there is an active Sunday school program.

##### (c) **Resource Management**

Susan McCormick-Davis reported the following goals:

- Operating income goal, looking further to the future
- Vestry becoming an advocacy leadership organization (phone calls and ministry assignments are steps toward this goal)
- Authorization of the COVID-19 management team to develop a response for reopening the campus (Mike Fuqua is taking charge of this effort)

Susan indicated that goals should be solidified by April, resulting in a simplified, actionable plan for 2021 that also looks to the future.

Fr. Mark and Canon Allisyn also noted that people are feeling fatigued and losing the capacity for emotional resilience. While it is good to identify shared goals, timing is less important, and spiritual health should not be neglected.

#### 4.3 Staff Development

**Costa Dillon**

The vestry went into executive session; voting members of the vestry, the Chancellor, and the Vice Chancellor were present for this portion of the meeting.

#### 4.4 Finance Committee Recommendations

**Amy Adome**

##### (a) **Borrowing of Funds to Pay Off Solar Panel Lease**

Amy Adome explained that the lease for the solar panels, which are being relocated from the parish hall to the sanctuary, has a remaining balance of \$39,799. The money in Fund 5, Building, raised through the capital campaign has been invested, but given today's financial market, it is not earning much return. The finance committee therefore recommends that Fund 1, Operating, borrow money at 1% interest from Fund 5, Building, to pay off the remaining balance on the solar panel lease. The interest rate on the lease is 5%, so this would result in a 4% savings.

The vestry was asked to approve Fund 1, Operating, borrowing \$39,799 from Fund 5, Building, to pay off the remaining balance of the lease for the solar panels. (See section 5.1).

##### (b) **Funds to Move Solar Panels and Inverters**

Mark Davis explained that the original plan was to move the approximately 150 solar panels on the parish hall in two phases, with some being moved to the sanctuary and the rest being stored until the community center was built. However, in working with the solar provider, it was determined that all the panels could be moved in one phase to the sanctuary, with an option to expand to the community center in the future. This will be a little more expensive than originally budgeted due to the City of Poway's requirement to make certain upgrades.

In response to vestry questions, the following points were clarified:

- The panels will be installed on the sanctuary's standing seam metal roof and will blend in with the roofline. Because the roof is angled, significantly less superstructure will be required.
- It will take about seven weeks to move the panels and inverters to the sanctuary.
- The period when St. Bart's will be without solar while the panels are being moved has been accounted for in the budget.
- Funds are available for this use.

The vestry was asked to approve spending of up to \$114,000 of Phase 2 Building Funds to move the solar panels and inverters. (See section 5.2.)

## 5. Action Items

- 5.1 **MOTION: To approve Fund 1, Operating, borrowing \$39,799 from Fund 5, Building, to pay off the remaining balance of the lease for the solar panels. Fund 1 will pay 1% on the borrowed funds to Fund 5.**

Will Smith moved to approve Fund 1, Operating, borrowing funds from Fund 5, Building, to pay off the balance on the solar panel lease. The motion was seconded and passed unanimously. (See section 4.4(a) for discussion.)

- 5.2 **MOTION: To approve spending up to \$114,000 of Phase 2 Building Funds for moving the solar panels and inverters, along with changes needed to meet current building codes.**

Mark Davis moved to approve the expenditure of up to \$114,000 to move the solar panels and inverters. The motion was seconded and passed unanimously. (See section 4.4(b) for discussion.)

- 5.3 **MOTION: To approve disbursement of funds from Fund 3, Outreach, to the following organizations in the amounts listed:**

Haiti Epiphany School (plus transfer fees not to exceed \$300)	\$10,000
Interfaith Community Services, Escondido	\$5,000
St. Luke's City Heights	\$5,000
Vida Joven de Mexico (orphanage)	\$2,500
St. Mark's	\$2,500
RefugeeNet	\$2,500
Episcopal Community Services (San Diego)	\$2,500
Camp Stevens	\$2,000
Palomar Health Foundation (abused children and women's shelter)	\$1,000
Peace and Justice Ministry	\$250

Jerry Blanton moved to approve the disbursement of funds from Fund 3, Outreach, to the organizations listed. The motion was seconded and passed unanimously.

Fr. Mark asked that Larry Burgess work with Demetreus Gregg to inform the parish of these distributions.

## 6. New Business

Vestry members raised the following issues:

### 6.1 Ministry Liaison Assignments

Margie Polishuk asked how the ministries listed on the poll recently sent to the vestry were chosen. Costa Dillon indicated that Fr. Mark and Canon Allisyn had pared the list down to approximately 100 ministries that require a liaison; this topic will be discussed in more detail at a future vestry meeting.

## 6.2 **St. Bart's Truck**

Jerry Blanton expressed concern over the condition of the old thrift shop truck, which is needed to deliver food for the St. Luke's food bank. The truck is currently in the shop for repairs, and Jerry suggested that a thorough assessment be conducted so it can be determined whether the truck is worth continuing to repair or a new truck is needed. Fr. Mark requested that Larry Burgess follow up with Beth Dean and Mike Jewett regarding the truck's condition.

## 6.3 **Ministry Funding**

Shinobu Horne asked about funding for the flower guild now that indoor services are resuming. Fr. Mark responded that an Eastertide offering appeal will be made to fund ministries such as the flower guild that have been on hold during the pandemic, and he will propose some funds be made available in advance.

# 7. **Announcements**

## 7.1 **St. Bart's Website**

Fr. Mark announced that the new St. Bart's website will be rolled out on the Saturday before Palm Sunday. Online worship services will be viewable directly on the website, as well as on Facebook and YouTube. Demetreus Gregg and the tech team will be testing all the technological components next week.

## 7.2 **In-Person Worship Services**

Fr. Mark indicated that, since San Diego County moved into the red tier today, St. Bart's will be able to go forward with holding most worship services indoors starting in Holy Week. The 9 a.m. Easter Sunday service will be held outdoors, as attendance is expected to be high. An email went out today with links to register for services.

## 7.3 **Parish Phone Calls**

Fr. Mark reminded the vestry that they will be making phone calls to parishioners again in April, along with the launch of the time and talent survey. It was suggested that it might be helpful to email people first to let them know they will be receiving a call.

## 7.4 **Paycheck Protection Program (PPP) Loan Update**     **Amy Adome**

Amy reported that the PPP loan has been approved. The Small Business Administration is expected to issue its final approval shortly, after which the funds should be released to St. Bart's.

## 7.5 **Upcoming Events**

**Fr. Mark**

### (a) **St. Bart's Weekend: August 28–29**

The hope is to recommission ministry teams over St. Bart's Weekend.

### (b) **"All You Need Is Love" Gala / Outreach Fundraiser: October**

The plan is to make this an annual event. Demetreus Gregg, Nancy Rollins, Anne Hand, and Larry Burgess are co-chairs. More details will be forthcoming in a few months.

(c) **Stewardship Season: September**

October has historically been stewardship season, so this is a change from previous years.

(d) **Diocesan Convention (St. Bart's Host): November 12–13**

St. Bart's will be hosting the diocesan convention; this will impact the vestry only if volunteers are requested.

(e) **Bishop Curry: December 2–4**

A revival weekend will be held at the Town and Country Resort.

## 8. **Closing Prayer**

Nancy Peterson closed the meeting with a prayer.

## 9. **Adjournment**

The meeting adjourned at 7:58 p.m.

## 10. **Future Meetings/Events/Key Dates**

April 4	Easter Sunday
April 20	Vestry meeting
May 18	Vestry meeting
Spring	Camp Stevens (group development/"fun")
June 15	Vestry meeting
July	NO MEETING
August 17	Vestry meeting
August 28–29	St. Bart's Weekend
September 21	Vestry meeting
October 19	Vestry meeting
November 12–13	Diocesan convention (St. Bart's hosting)
November 16	Vestry meeting
December 2–4	Bishop Curry revival visit

Respectfully submitted,

Akiko Tamano  
Vestry Clerk