

St. Anne's Parish  
Vestry Meeting Minutes  
Tuesday, March 10, 2020

*Clergy and Vestry Members Present*

Rev. Manoj Zacharia  
Linda Adamson  
Thea Chimento  
Al Collins  
Betty Creighton  
Carrie Dana-Evans  
Mark Grimes  
Kev Hays  
Katherine Hilton  
David Huggins  
Sharon McElfish  
Townsend McNitt  
Sarah Morse  
Paul Pope

*Vestry Members Not-Present*

Jason Houser  
Susan Thaxton

*Non-Vestry Members Present*

Howard Buskirk, clerk  
Amy Hoffman, director of the Preschool for the Arts at St. Anne's

**Welcome and Introduction of Guests**

Manoj+ opened the meeting at 7:02 p.m. with prayer.

**PASA Update**

Amy presented on the PASA budget and changes that are coming. Families want more time at PASA, more hours and days, she said. PASA is opening up 12 spots for three-day two year olds as well as other sections and continues to “show strength” in the five day a week program, she said. Planning is underway for next year.

“Things are looking great for next year,” Amy said. Other changes are possible, she said. The program may start earlier since 7:30 a.m. is more convenient for many families and the extended care program may be extended to 4 p.m. They are actively reviewing the guidelines for having kids for longer period, she said.

Kev asked about stability of staff at PASA. There has been a fairly low turn over and fairly stable staff, Amy responded. Teachers tend to stay a number of years and “we try to knock it out of the park” when we hire, she said.

Mark said the budget looks “great” and the Vestry is willing to help with the school as needed.

Vestry went into executive session for five minutes to discuss the PASA budget. Back in open session, members approved the budget with one amendment to the compensation line, on a motion by Paul.

### **Rector’s Report**

Manoj+ asked Vestry to form a task force to oversee church committees and asked Linda to oversee the group. Al said he would love to be part of the effort. Manoj+ called for an “organizational development” plan, with a focus on “aligning ministry groups into administrative categories that help in the procurement of information and aid in intra-parish communication.”

The task force should focus on four areas, Manoj+ said: “How do committees operate/function? How do they report matters and concerns to vestry? How does vestry communicate to these groups? How the ministries share their stories of impact on the lives they touch?”

The mid-February Consortium of Endowed Episcopal Parishes meeting, which he attended with Mark, was an “interesting experience,” Manoj+ said. “I learned a lot,” he said. One question is “what can members expect from St. Anne’s,” he said. “That is an amazing, amazing aspect of ministry we need to reflect on.” Manoj+ said it was “inspiring” to see practices at other churches. “Stewardship and development is a learning area for me,” he said. Manoj+ plans to attend the fund raising school by the Lily Foundation in September.

The Human Resources Advisory Committee has proposed someone for sexton and background checks are underway, Manoj+ said. The Parish subsequently announced that Paul Manning was appointed sexton. The group also has a new member, Dr. Thomas Calo, who teaches Human Resources and Organizational Development, Manoj+ reported.

Manoj+ told the Vestry M. Dion Thompson, senior associate priest, plans to seek a clergy renewal grant through the Lily Endowment, as part of a 12-week leave that would be taken in the Fall of 2021. Manoj+ said he supports Dion+’s pursuit of the grant. “We would find ways to cover Father Dion’s ministry in meaningful ways,” he said. The Vestry agreed by acclamation to encourage Dion to pursue the grant.

### **Vestry Retreat**

Members reflected on the recent Vestry retreat. Kev expressed concerns about follow up on discussions there on attacking institutionalized poverty in Annapolis. “The divide appears to be growing ... people are growing further apart,” he said. In Guatemala we thought we were doing good, but realized we weren’t doing everything we thought we were.

Al said he took a course on urban ministries and the question becomes: "How do you bring this stuff to scale? ... How do you go somewhere with it?"

Kevin and Carrie volunteered to lead the new Skunk Works committee. Manoj+ asked them to put together a team of nine, with professionals of various capabilities, asked to serve.

### **Facilities Report**

Jason submitted a report but was not at the meeting. The key item at this point is the chairs in the Parish Hall, which are damaging the floor, Mark said. There will be a recommendation this summer to replace the floor, but the Parish can't do that until chairs are replaced, he said.

Sarah suggested we find a place to donate the chairs. Sharon said Stanton Center may need chairs. Thea moved that the Vestry approve up to \$7,000 from the capital account to replace the chairs and examine donating them where there is a need if possible. The motioned passed on a unanimous vote.

### **Treasurer's Report**

Mark said Susan had to miss the meeting so there would be no formal report. He said he would forward a written report before the next meeting on April 14.

### **Outreach Committee**

Questions were raised on some of the Outlook amounts contained in the Rector's Report. The Vestry agreed to table a discussion until next month.

### **Other Discussion**

June 28 makes the two-year anniversary of the killings at the Capital Gazette, which the church plans to commemorate.

Dr. David Gushee, distinguished university professor of Christian ethics and director of the Center for Faith and Public Life at Mercer University, has agreed to speak at this year's Pride Service.

### **Approval of February Minutes**

Townsend moved that the reading of the February minutes be waived and they approved as submitted, which Vestry members approved on a unanimous vote.

Respectfully submitted

Howard Buskirk  
Clerk of the Vestry