

Holy Spirit Vestry Meeting Minutes

Wednesday, May 11, 2022

Members present via Zoom: Mark Dvarishkis, Clem Work, Rev. Terri Grotzinger, Warren Gartner, Mary Beth Jourdonnais, Holly Swartz, John Crowley, Pat Cole, Audrey Murray, Tanya Lodahl, Kara Hanson, Nancy Errebo, and Caitlin Sherman

Guests: Kent Watson

- 1) Opening prayer led by Nancy
- 2) Consent Agenda
 - a. **Motion to approve the consent agenda items, seconded, approved.**
- 3) Parishioner concerns and correspondence
 - a. Torian Donohoe wrote in to say that she appreciates the service livestreams.
- 4) Financial report
 - a. Our income is still looking very good. With the \$60,000 unrestricted gift from the Bekemeyers our surplus is still \$69, 247.94.
 - b. Some clarity for a couple expenses: the expenditure for “copier” is over budget because of some bills that came in late, so they are just catching up. The \$1,200 labeled “miscellaneous” is the funds used to send James Gartner on the RGBM Pilgrimage.
 - c. Our investments have fallen ~\$27,000 so far this year.
 - d. Mark decided to hold off on moving funds from the Memorial Board to the Vestry because of the volatility of the current market.
- 5) Old Business
 - a. Paid sabbatical
 - i. The Personnel Committee met and decided to offer each part time employee 1 month off paid this summer. The bishop approved of this one-time offer.
 - ii. Going forward how do we give more recognition to the people who do all the work in the background?
 - iii. Valerie Hess has agreed to play the organ this summer while Nancy is off. Instead of direct payment, she would like the \$150 per Sunday as an in kind donation in lieu of her pledge.
 - b. Parking Lot
 - i. At a Zoom meeting of the exploration committee looking into the idea of converting the parking lot into affordable housing, it became clear that some parishioners thought that it was a project in motion. In order to provide more clarity, there will be a Parish Hall meeting after church on 5/22. The Creation Care container gardening workshop will shift to take place after that meeting.
 - c. Rio Grande Border Ministry – Audrey
 - i. RGBM would like to use the proceeds from our fundraiser for improvements to their laundry facilities at their shelter.
 - ii. The June 1st fundraiser will start at 5:30 pm and there will be no charge. We should all try to encourage parishioners who don’t usually come to

social event to come. There will be a large variety of things to bid on in the auction, all of which was purchase on the pilgrimages.

- d. Properties
 - i. Mark met with a contractor about sealing the outside of the church and fixing the plaster in the church. He has some concerns about being able to match the paint but believes he can make it as unnoticeable as possible.
 - 1. We will pay for all the needed supplies and the contractor will cover the labor costs.
 - ii. Next on Mark's list is the Parish Hall, painting the ceiling and refinishing the floors.
 - iii. The Montessori School has been using dehumidifiers in the basement and Terri plans to ask them how those are working during their upcoming meeting.
 - 1. The restoration company that did a walkthrough of the campus never sent over the bid they promised. Terri plans to follow up.
 - e. Convention planning
 - i. Terri and Nancy will discuss putting together a team to continue Nancy's efforts. Audrey, Mary Beth, and Warren offered to help as they are able.
 - f. Landscape Masterplan – Kent
 - i. The Draft Walkway Plan proposes some kind of lightweight decking around the tree to protect the roots and level the ground, widening the stairs to the guild room entrance, re-doing the deteriorating ramp and bring it up to ADA code, and cleaning up the area around the columbarium.
 - ii. It is important that we consider what we really want to use the courtyard space for. The tree is very sentimentally important and a carbon sink, but it limits the space. There will also need to be discussions with the church's insurance agents.
 - 1. Audrey suggested that a committee could be formed to work on planning the tree's future.
 - iii. Kent will proceed with contacting contractors to get bids for the concrete work.
 - g. Vestry Check ins
 - i. Judy provided a list of ~299 parishioners so Warren will enlist members of the Stewardship Committee to help the Vestry make phone calls.
 - h. Directory
 - i. What kind of support will we need to offer parishioners? Could we have a workshop with computers and helpers for those that need assistance?
 - ii. There will need to be some kind of physical option as well.
 - iii. Vestry members reported some issues when test driving the registration system and will give direct feedback to Kirk Johnson.
- 6) New Business
- a. The Push Pay contract is coming up for renewal. Terri will send out the information and we will call a special meeting if any in depth discussion is needed.
 - b. What month should the Vestry take off this summer? Judy suggested July as that is when General Convention is. We will move forward with that as the plan.

- 7) The next Vestry meeting is scheduled for June 8th at 5:30 pm and will be in person. The August meeting will also be in person and Terri will meet with the wardens to devise a schedule for which meetings will be in person and which will be via Zoom through the fall.

Respectfully submitted

Caitlin Sherman
Clerk of the Vestry

May Rector's Report to Vestry

Our last meeting was the Wednesday during Holy Week with the offering of our Maundy Thursday, Good Friday, Easter Vigil, and Easter Sunday still to come. The planning for all of these was already done. The offering of each one was in many ways a new experience for ALL of us because this was the first time since 2020 that we held Holy Week and Easter in-person and live-streaming. It all seemed new in many ways but most importantly, it was a gift to see so many at each type of service and the church full for Easter. Hope was palpable and the smiles on the Day of Resurrection plentiful! My heartfelt thanks to everyone who was behind the scenes making sure every aspect came together smoothly. It took extra care and did not go unnoticed by me. Alleluia! Christ is risen; yes – risen indeed!

I took the week after Easter off and cared for worship on the Sunday after Easter. After that, I headed up to Camp Marshall in Polson for the Clergy Conference. I rehearsed with the music group on Monday before everyone arrived later that evening and we all experienced a wonderful conference. We finally knew most everyone in advance because of the weekly and the every two-week Monday evening Zoom meetings of the clergy with Bishop Marty. What a wonderful gift to know all our colleagues across the diocese, something that had been very difficult in the past due to the geography of the diocese. The presence of Presiding Bishop Michael Curry as our guest and speaker was, as always, uplifting, energizing, and full of God's grace. We were all blessed to share the time together.

While at Camp Marshall, I received news of Arthur Renander's passing. I met with Zara upon my return, and we planned his memorial for Saturday, May 14, at 11 a.m. The memorial for Andrea Wiley was also finalized (and will be held Saturday, May 7th, at 4 p.m.). We are only beginning to experience more in-person memorial gatherings, something that makes a huge difference and just couldn't happen in the same way during the past two years of Covid 19 protocols. Perhaps we are more aware than ever of how vital the relationships are in our faith community, in-person and on-line.

I have had an abundance of Standing Committee President duties with on-going discussions with Bishop Marty. Just like with each parish, there are changes caused by the pandemic such as retirements of several clergy and the need to prepare for and initiate Priest in Charge Searches in many parts of the diocese. Please pray for all the congregations of the diocese but especially those in transition, that the Spirit will bring the right clergy to serve in each place.

The Personnel Committee met as requested by the vestry and discussed the potential to provide a one-time benefit of paid time off to our part-time employees who worked so hard to help keep things going during the last two years. Each have been offered 1 month off, not necessarily all at one time, from now through August. Each one is to give me a proposal for their time off and I will make the final decisions as to who is off when based on what must be done and what will not be done and ensuring that we have enough staff and/or volunteers lined up to keep things simple but running. Please pray for this endeavor to provide us renewed and energized part-time staff by fall.

Lastly: I decided that we will do as we did last year and have one 9 a.m. in-person/live-streamed service from June through Labor Day. This was done to allow the Altar Guild some respite as well as to help with the scheduling of the time off mentioned above.

Faithfully,

Rev. Terri Ann Grotzinger, Rector

May Assistant Priest's Report to Vestry

Pastoral Care. I provided pastoral care for 6 families in April.

Communication. Had regular planning meetings with Terri. Wrote a *Paraclete* article and made submissions to the Spirited Times.

Diocese. I participated in one diocese-wide call and I attended the Clergy Conference at Camp Marshall during the last week of April.

Community. I participated in a house dedication ceremony for the Carey family at the opening of their Habitat for Humanity house.

Worship. I presided at Sunday worship once in April and I preached at the Easter Vigil service. Coordinated Holy Week prayer Vigil with Holly Swartz.

Spiritual Formation:

Adult Ed. Our Lenten series: *Prayer in the Night* wrapped up in the month of April. We had up 16 participants between Holy Spirit and St. Paul's. Started publicity and planning for the Women's Retreat.

Creation Care. I participated in the monthly Creation Care meeting for coordination and communication among ministries.

Social Concerns. I attended the monthly Social Concerns meeting for collaboration and coordination of ministries.

Children's Ministry. Coordinated pastoral care for 2 of our Holy Spirit kids. Facilitated a zoom meeting for Church School leaders to assess how having children in worship is going. Made plans for ongoing children's sermons in adult worship. Discussed moving to a Sunday morning for kids in which they would arrive with family, stay in adult worship through the children's time, leave after that for snacks and games and return at the end of worship for Eucharist. Began plans for family worship, a new once-a-month service. We are currently looking for a kick-off date for this service in June.

Continuing Education & Self Care. I participated in my monthly spiritual direction group and I met with my spiritual companion once and my spiritual director once. I am continuing to read a book about the spiritual practice of pilgrimage and I attended Clergy Conference and go to hear Presiding Bishop Michael Curry!

Submitted by: Rev. Gretchen Strohmaier

May Vestry Ministry Reports

A) Communications – Clem Work (Judy Parock, Chair)

The pace of parish life has not slowed down after Easter. In fact, the calendar has been full of events which is a good sign for our church community as we come back from the pandemic. Here are the highlights of what has been happening:

- **Promotion of Church Events:** Our focus after Easter has moved on to promoting all those church events. We developed posters for the Creation Care Ministry's Earth Day Celebration on April 23, the Women's Retreat at Camp Marshall on May 13-15, the Container Gardening Workshop on May 22, the Rio Grande Borderland Ministry fiesta and fundraiser on June 1 and the Creation Care Ministry field trip to see the Camas bloom at Packer Meadows on June 18. We have also created rotators for all these events and posted them on the website, the church app, and the church Facebook page. We also promoted these events in the Spirited Times, the church newsletter and the Sunday service leaflet. We created Facebook events for all of these activities and used those Facebook events to invite people to share information about the event and to participate in the event as well. Detailed information about the events is always available on the event page for each of these activities on the church website and on the church calendar on the website as well.

We also created posts on the Google Maps and Search (which has replaced the Google My Business app) for these events as well. We currently have posts for the Women's Retreat, the Container Gardening Workshop, the RGBM Fiesta and Fundraiser, and the field trip to the Camas bloom.

The posters for the Women's Retreat and the Earth Day Celebration were shared with St. Paul's Church in Hamilton in the hope that people from that congregation would also join in. The invitation to the RGBM fiesta and fundraiser will also be shared with St. Paul's since people from that congregation were part of the pilgrimage and have stories from the border to share as well.

- **Website Updates:** Post-Easter we have revamped the homepage of the website. The top panel on the homepage now features a photo of the church parking lot and links to the "Housing in Missoula" page of the website which features Clem Work's article on the possibility of turning our church parking lot into affordable housing. There is a link on that page to the PDF of the PowerPoint presentation to the Vestry about the possibility of building affordable housing on the parking lot land. This information was also included in an article in the May issue of *Paraclete* and a shorter version in the weekly Spirited Times, providing a number of venues for people in the congregation to receive the information about the project.

Another panel on the homepage encourages folks to "Stay Connected" via the church App. I decided to include that panel on the homepage after looking at the updated analytics for the app. They show that the most popular content on our app are those containers for connecting to our Sunday worship service and downloading the Sunday bulletin. We want to encourage more people to connect with our worship that way and to use the Sunday bulletin online in order to care for creation and lessen our use of the paper leaflets.

- **Update to COVID Protocols:** We let the congregation know of the change in our COVID masking protocols by a "Note from the Rector." That information was also included in the weekly Sunday service email and in the service information in the Spirited Times and on the church website "Worship" page. We also updated the COVID information on the church app.
- **Printed Publications:** We sent out the May *Paraclete*, our monthly newsletter, to 326 households. This will be our last printed newsletter until the fall.

- B) Holiday Market/Outdoor Fall Festival – Caitlin Sherman (Marva Gallegos)
Holiday Market does not have an update - yet. Hopefully we'll have one in the coming months.
– Bob Wattenberg and Sue Lowery, Co-Chairs
- C) Parish Life – Mary Beth Jourdonnais (Kathy Swannack, Coffee Hours; Anne Cohen, receptions)
Reception committee report: A reception for Andrea Wiley's memorial service was held on May 7 after the service.
– Anne Cohen

Coffee Hours: Rev. Terri has been talking about returning to post-service hospitality, but no plans have been made as yet.

– Kathy Swannack, Coffee Hour Coordinator

- D) Properties – (Margaret Borg and Kevin Borg, co-chairs)
Properties/Buildings Report: Signed maintenance agreements with Temp Right to do the regular maintenance on our boilers, plus the backflow assembly prevention tests and routine maintenance on the hot water heaters.

Mark Dvarishkis met with a contractor to look at the bubbling paint issue in the church. The contractor feels that the issue is a leak in the gutter which can be repaired and then the paint re-done in the church.

- E) Rummage Sale – Holly Swartz (Marva Gallegos, Chair)
The Rummage Sale has nothing new to report at this time. Thank you to the Vestry for ordering tables for future sales.
– Marva Gallegos, Chair
- F) Social Concerns – Audrey Murray (Jim Wiley, Chair).

**Social Concerns Committee Report
From Meeting on May 3, 2022**

The meeting opened with prayer led by The Ven. Dorcie Dvarishkis.

- 1) Report on Borderland Ministry of the Diocese of Rio Grande
 - Planning for the June 1st fundraiser in the Parish Hall and/or Courtyard continues.
 - Urgent needs have been identified by RGBM, and focus on upgrading the St. Christopher's receiving shelter, which is expected to be receiving two groups of asylum seekers/week. The most urgent need is for laundry facilities; cost of \$6,000 to \$7,000.
 - The Committee decided not to set a specific goal, but to provide information on what donations will be used for and why this is needed.
 - **Two planning meetings are scheduled: May 10th @ 5:00 PM and May 17th at 4:00 PM.** The first will focus primarily on the video and pilgrim stories, the second on food and beverage.
 - **Bishop Marty has been invited to attend the June 1st Fundraiser.**

- 2) Habitat for Humanity
 - Bob Deaton has arranged for two "Build Days," June 9 and 16. 8:30 to 4:30. SCC members signed up to help and Bob will recruit others from the congregation. Kate Laney and Carla Mettling will coordinate food for Build Day volunteers.

3) Community Ministries

Dorcie provided the following report:

Parenting Place

- We had 25 people attend either the Trauma 101 class or the screening of the two documentaries during April. There was good interest shown in the April Awareness programming that was done during the Missoula Exchange Club Thursday luncheons and the PP mission was reinforced during Exchange's ACE (Accepting the Challenge of Excellence) Awards luncheon honoring five high school seniors on April 21.
- PP will be participating in Missoula Gives May 5-6, and your support is welcome and new donors' gifts will qualify for the Muralt Family Foundation 1:1 match!
- PP is also hosting a work party on May 14 from 10AM-1PM – those good with gardens are especially encouraged to join in! Sign up with Dorcie to join in.
- The PP Board and staff will have a strategic planning retreat on May 24th – thank you for your prayers.

Hellgate High School

- We are seeing some renewed interest in the haircut ministries, praise be!
- We have lifted up either October 16th or 23rd for Hellgate Sunday for A'Lisa and Tracy's consideration.

Missoula Interfaith Collaborative

Here are a few more invitation details for Common Good Missoula's Founding on May 19th:

As members of Common Good Missoula (CGM), we would like to invite you to join us for our Founding Celebration on May 19, 2022, from 5 to 9 pm at the Missoula County Fairgrounds 4H Pavilion.

From 5:00 to 6:30 pm, you will have a chance to support an Indigenous art market and buy great food from Missoula's food trucks while enjoying visits with old and new friends. Bring lawn chairs.

The program, beginning at 6:30, will include drumming, a prayer by Leo John Bird, and a concluding round dance. Speakers include Miskanahk (Suzanne) Karhlio-Dzus of the Calgary Alliance, D'Shane Barnett of the Missoula City-County Health Department, community chaplain Courtney Arntzen, Winona Bateman of Families for a Livable Climate, and other leaders. We will also hear from and get public commitments from Mayor Engen, all the Commissioners, and Senator Ellie Boldman. Sign language interpreters will be interpreting during the program from 6:30 to 8:30 PM.

4) Parking Lot / Affordable Housing

Clem Work kindly explained the concept to SCC members, which generated some discussion of various aspects of the project. Clem confirmed that the first meeting of the Exploration Committee will be May 4th, 2022.

- 5) Plans to celebrate Social Concerns' 20th Anniversary in October/November
Jeanne Twohig will interview several current or past SCC members (Glenn kept the list).
Gretchen will check with someone (name?) who is organizing church archives to get more information on past events.
Several ideas were discussed:
- Tying the celebration with a service opportunity
 - Possibly tying services opportunities to Alms Sundays ("A Year of Celebration")
- In any event, it was agreed that the purpose of the event would be two-fold: celebration and awareness.

6) Alms Sundays Update:

- Plans for the following months were confirmed:
 - May – RGBM (May 22) – preview for June 1st -- Audrey coordinating
 - June -- Habitat (tentatively June 12) – Pat King to coordinate with Bob Brewer
 - July – All Nations Health Center (tentatively July 17) – Gretchen and Dave Strohmaier coordinating

7) Creation Care Update

- May 22 – Container gardening activity in the Courtyard
- June 18 – repeat Lolo Pass visit to view the camas
- July – Travelers' Rest Visit
- August – event tied to the Church Picnic
- Additionally, the Creation Care Ministry is exploring ways to recycle other household items, including Make Up packaging, dental products and prescription containers

The next Committee meeting is scheduled for **June 7, 2022**.

The meeting closed with the Lord's Prayer.

– Jim Wiley, Chair

- G) Spiritual Formation – Nancy Errebo (Gretchen Strohmaier, Chair)
See Assistant Priest's report.

Youth Ministry:

Looks like spring has finally sprung, I hope you all are excited as I am. This pertains to youth group in a couple ways, the first being that as weather permits I am going to hold meetings at parks or at trailheads instead of at the church. When it is nice in Montana, I see no reason to stay indoors and the kids feel much the same, also while outside we will be closer to the Lord. In this vein I'm going to lead hikes as long as the weather holds. With the summer months looming I have been thinking about organizing a raft trip for late July, only a day or two long, but I've found rafting to be a fantastic team building exercise while being incredibly fun. I have some friends who guide for local rafting companies that I am sure would be willing to hook a church group up and will know for sure once they are back in town from their snowbird haunts. Other than the change of scenery I have talked to Terri and the kids about getting involved with the program at the border and have gotten enthusiastic responses from both parties. I will flesh out over the next month on how best we can help with that outreach. That is all I have to report for April. I hope this finds you all well.

Enjoy the weather!

– Lewis Myers, Youth Director

H) Stewardship – Pat Cole (Barb Hosier, Chair)

The Stewardship Committee met in the Guild Room on April 20th. Understanding that providing opportunities and tools for Holy Spirit parishioners to re-connect and stay connected after the pandemic is an important step in stewardship efforts, the Committee decided to move ahead with a plan for an online membership directory which had been started in 2021. As a "test" of how easy/difficult it will be for members to navigate registering for the directory, a special invitation to register was sent to Vestry and Steering Committee members. Plans were discussed for future "registration workshops" following Sunday services for those who need help. Kirk Johnson has done a great deal of work in researching and testing this program and in confirming the program's strong security features. Molly Bowler will provide short informational pieces for Spirited Times and Paraclete to inform members, and the committee respectfully encourages all Vestry members to respond to the registration invitation they received and to provide feedback so we can be aware of any issues we need to address before this is rolled out to the membership. The Committee is also moving ahead with researching options for a traditional printed directory.

I) Creation Care Ministry – Warren Gartner (Karen Simons Gartner, Chair)

Creation Care notes
28 April 2022 noon Via Zoom

Present: Karen Simons Gartner, Warren Gartner, Kate Laney, Sue Lowrey, Jocelyn Snider, Gretchen Strohmaier

Opening prayer: Robert Browning poem

1. 4 areas of focus

a. Holy Spirit Sustainable practices

i. Solar power for church

1. Educational programming and/or signage. Ideas:

a. Warren is waiting to hear from the bishop's office to see if we can set up a tour for diocesan convention this fall.

i. Could be a regular session or pre-convention or post-convention tour

ii. Open it up to other churches.

b. Creating a banner - Warren - Ask Kirk about the dove

ii. Recycling

1. Kate shared sources of bins. The group agreed that the stackable bins would work best. Gretchen and Kate will meet to make bin selections. Kate will work on signs to label the bins.

iii. Energy Audit

1. Northwest energy has a standard form

2. Some information may be in the grant

3. Karen will check the grant form from the solar panels and compare.

4. Karen has contacted Nancy Tyrell to see if she will help

5. Further discussion next month

iv. Carbon Tracker

1. Members to read more about it and talk about it next time

2. Could offer to the parish

3. Discussion postponed until next month

v. Holy Hikes

1. Gretchen has books related to them

- 2. She will look into it and contact priest in Helena for more information
- vi. Housing proposal using HSP parking area - in very early stages of exploration. CC group will be thinking of ideas to make this a green building. Demonstrate conservation practices like a green roof?
- b. Getting info to members to help them live more sustainably.
 - i. Paraclete
 - 1. Kate wrote about Solar Panels at home in March
 - 2. Lance has sent one for September (no Paraclete in summer) about the Hess family putting on solar panels
 - 3. Warren sent articles on field trips.
 - 4. Karen sent an article about container gardening day for the Spirited Times.
 - ii. Container gardening day - May 22. How are things going?
 - 1. Kate to find plants
 - 2. Sue to arrange compost
 - 3. Karen has started plants
 - 4. We will ask people to recycle their containers by bringing them back.
 - 5. Lance has put 15 more containers in the garage and brought one with ashes.
 - 6. Info. tables - not necessary
 - 7. Seed packets - not necessary
 - 8. Need: popup tents (Gartners and Sue) wheelbarrows (Gartners and Sue), shovels (all), pinecones (Gartners) containers (Lance), potting soil (Kate), compost (Sue), ashes (Lance), seedlings (Kate and Karen), planting tools (all), water-not needed
- c. Community voice
 - i. Diocesan Convention
 - 1. offer early morning bird hikes, get folks outside.
 - 2. Offer a map of local hike trails and destinations that participants can take during breaks in the conference.
 - a. Native plants garden behind old Missoulia
 - b. Add stop at church for contemplative prayer
 - ii. Warren, Sue, Carla, Pat and Kate went to the MUD Earth Day celebration - Organizations to work with? Could work with 1000 New Gardens and making raised beds. Could connect them with Habitat
 - 1. ideas for a booth next year? We could be an example of what a faith community can do. Could do a "kid" activity. Help kids be trail smart, make a trail kit, plant bean seeds, pinecone birdfeeders.
 - 2. Work with students at Hellgate. No word from anyone yet. Wait until Autumn at this point.
- d. Fun opportunities -
 - i. May 22- container gardening after church
 - ii. June 18 - Camas Bloom at Lolo Pass
 - iii. July - Silver Park picnic. Pattee Canyon. Build solar oven, take a nature walk.
 - iv. Travelers Rest tour - no cost - we can look into it for August.
 - v. Taser gardens - Kate to find out more - open from 10-6, have an herb and medicinal plants. Have a high tea. Quite a drive.
 - vi. Labyrinth
 - vii. Milltown dam
 - viii. Fall - Native Plants
 - 1. Sue to check on
 - 2. Fort Missoula - we could do our own tour at any time?

- ix. Lee Metcalf
 - x. Possibly a group camp out? Sue will check out options
 - xi. Karen Shelley could do a walking tour of the U of M campus. Gretchen will mention it to her.
2. Other business - new members and who will contact them
- a. John Hess - Lance - no
 - b. Abigail Carey - Gretchen
 - c. Sue LaRosa -Gretchen
 - d. Nancy Tyrell - Karen will check - not heard from yet
 - e. Mike Kennedy -
 - f. Susie Wiseheart - Lance - no

Next meeting May 19, 2022

– Karen Simons Gartner