



St. Margaret's Church
Westminster Parish
Vestry Meeting
Tuesday, February 21, 2017



Feast of John Henry Newman, Bishop and Theologian, 1890



Attending:

Peter Mayer+
Steve Brennan, Junior Warden
Fran Becker
Gwen Davis
Paul O'Donnell
Al Todd

Jane Hague+
Charlie Lang, Treasurer
Nellie Bowers
Christine Feldman
Trish Schilling
Valery Weekley

Anne Sessions, Senior Warden
Kathy Polk, Clerk
Doug Castonguay
Tim Parker
Doug Seybert
Tom Wenz

Absent: Maggy Cullman, Julia Drooff, Ruth Harmon

Guest: The Rev. Dr. Angela Shepherd, Canon for Mission

Also attending: Elizabeth Radley, Senior Administrator

1. Opening Prayer – The Rev. Peter Mayer gave the opening prayer at 7pm. He introduced our guest, the Rev. Dr. Angela Shepherd, Canon for Mission from the Diocese of Maryland. He also introduced the new vestry members Nellie Bowers, Gwen Davis, and Paul O'Donnell. Maggy Cullman was out of town.

There was a unanimous election of officers:

Anne Sessions – Senior Warden
Steve Brennan – Junior Warden
Charlie Lang – Treasurer
Kathy Polk – Clerk

Peter+ will be sending out information about the vestry retreat March 10-11.

The purpose of the meeting is to reflect on the MMR (Mutual Ministry Review) led by Canon Shepherd. [The original MMR was conducted Tuesday, November 17, 2015 with the Rev. Scott Slater, Canon to the Ordinary for the Diocese of Maryland after an extensive survey and research by a team from St. Margaret's.]

Angela+ began with a short video clip about our mission of discipling: love, liberate, lead, and launch. Everyone engaged in an activity called "Ungame" in which there are no winners and losers. Each was given a card from a stack with a question about faith. An example – "Joseph's father gave him a coat of many colors. What did your father give you?" Another example – "What does fellowship mean to you?" The opportunity gave everyone a "quick glimpse" into the thinking of others. Previously, "Mutual Ministry Valuation: Two Parables" had been sent for vestry members to read prior to the meeting.

Angela+ first reviewed key elements of areas of improvement recommended for the rector:

- Leadership development
 - How to manage self and others
 - How to inspire, empower, and support other leaders through more effective delegation and trust

- More attention to pastoral care needs
 - Especially of leaders (Mission commission chairs for example)
 - Inspire, empower and support
 - Effective delegation and trust
 - Be willing to "let go"
- More consistent interpersonal communication
 - Follow-up
 - e-mail

Everyone was reminded that when the rector succeeds, St. Margaret's succeeds. It is not the success or failure of one or the other.

Peter's sabbatical was evidenced of a good example of Peter+ being able to "let go" and give responsibility to others. There was surprise on the part of the team working with Peter+ that the Episcopal Church does not have leadership training. There was agreement that tangible progress was being made.

The vestry was challenged:

- Commissions/Commission structure
 - Organize
 - Develop
 - Recruit
 - Empower commissions
- Increase visibility
 - On Sundays
 - At Events
 - At social forums

The vestry felt that clear progress was made using commissions' responsibilities for areas of interest. There has been increased visibility on Sundays. Laura created a "visual" of vestry members in the foyer of the Parish Hall. Relationships with the staff have been strengthened. The use of commissions developed lay leaders.

FEED FORWARD MUTUALLY: The vestry was asked – What do you value about what has transpired since 2015? There has been empowerment of the staff, vestry, and commissions to action. Communication has shown improvement with greater transparency. Peter+ is happier as a result of the work that all have done. The fruition of the Formation Building has brought success. The vestry ownership of commissions has increased trust between lay leaders and the staff.

What would make it more valuable?

- Confidence in the "system"
- Document missions ministry for turn-over and reference and share with the parish
- Recruit more leaders
- Transition from dream big to dream better ("more church >>better church")

What is sustainable? What should we keep? What shall we do differently next time? What else do we need to do in order to be successful? What else has our success inspired us to do?

Identify things we do well and focus on them

- The shift to local missions and establishing relationships with them
- Youth formation
- Adult formation
- Music
- Financial planning
- Attracting good professional staff
- Sharing leadership skills
- Maintain an advisory MMR
- Day School relationship

Next dream:

- Long term planning
- Social justice issues
- Transforming lives through Christ

In order to keep parishioners aware, there should be a "St. Margaret's 101" to inform the parish of the structure and organization –more communication and education.

How do you avoid ministry being a "one-person" ministry?

GOALS:

- Improve commission awareness
- Organizational chart
- Communication
- "Blessing the commissions" during church time for better awareness
- Use scripture references to reinforce the purpose of the missions
- Become evangelistic vestry members

It was noted that Willie Williamson has left a financial leadership hole. He provided a great model, but we need to find someone else to serve.

Check-ins help create bonds and empathy with those you are working with.

What does it take to become a commission?

Angela+ also gave a handout: **Creating Cultures of Excellence – an appreciative Inquiry Path to Mutual Ministry Reviews** by Rob J. Voyle and Kim M. Voyle

Helpful questions about solutions:

- What do you want to achieve? What would a successful outcome be?
- Ensure the goal is specific and positively stated.
- Invite the person to imagine achieving the goal made into a movie.
- When, where, and with whom do you want to achieve this goal?
- How will you know when you have achieved it?
- What will happen when you achieve it?
- Are there any negative impacts of the goal?
- **Does any part of you object to achieving the goal?
- **What would satisfy those objections?
- (Note: we want to satisfy and not overcome the objection.)
- What resources do you need to achieve the goal?
- When will you achieve it?
- What is stopping you from having the goal right now?
- What will having the goal give you? Why is the goal valuable to you?
- What is the first step?
- What other steps will you need to take?

Peter+ thanked Angela+ for her visit. The meeting closed at 9pm with the singing of the doxology.

Faithfully,

Kathy Polk
Clerk

There will be a vestry retreat March 10-11. The next scheduled meeting will be Tuesday, March 21, 2017.

