

**Opening Remarks**  
**All Parish Meeting**  
**June 5<sup>th</sup>, 2022**

As a kid, I was fascinated by snow globes and other toys that involved rearranging the inside of water container it was in. It was fun for me to see what shape things would take when everything settled. It was the anticipation for things to settle.

This is what it has been feeling like to me for us at Holy Trinity and, I know, to many of you too.

The last two and a half years have brought much change. Some of that change is in response to what we went through and some of it is a result of what we went through.

But, we are not in a pandemic anymore. Like me, you have experienced the reopening of the things that make life feel like it is back to normal. We have, for the most part, free reign again in how we go about the business of life.

At Holy Trinity, we too have been making the transition, but we have still not reached the point of a pre-pandemic, fully functioning parish.

People are asking good questions about why we are still not at 100%, and what our plans are for the future, which is one of the reasons we are having this meeting today.

Some of the questions that have been asked, both by individuals and some from Heather's forum I want to address now. Some of them will be answered as we look at the **Vestry Liaison Structure**.

- I have plans to start a study back up mid-August and am thinking about both a mid-day and evening option.
- We are working on projects around the property to repair and renovate our space. We are going to replace the dry rot around the building, remove some dirt, put up some more railing to take care of our outdoor space. We are looking at repairing the ceiling in the nursery that has water damage, and then repainting it to be of use again for ministry here.
- We are looking to get some office support again to be able to have regular office hours and to free some of my time back up.
- I am looking to create some open times for people to stop by and chat without needing to make a formal appointment. In saying this, I want to make sure that you know I am always accessible. As many of you know who stop by the office, I am always happy to have visitors. You may email me at any time to set an appointment as well. It may feel like my schedule is full or that I am too busy, but I am always available to meet in my office or for coffee or lunch or even a hike.

I want to look together at two things and you have a handout on them. The Vestry Liaison Structure and the Vestry Goals.

- The Liaison Structure is meant to do a few things:
  - Free Me up of some administrative responsibilities.
  - Empower the Vestry members in the ministry of the church.
  - Give you all permission to ask questions about the various ministries of Holy Trinity and to engage in them.
- The Vestry Goals name the goals that the Vestry discerned were priorities this year



## 2022 Vestry Liaisons

As a part of our offsite retreat in late February, the Vestry decided to add a new dimension to the group: establishing an area of parish function for each Vestry member to focus on, providing a point of contact for the congregation at the Vestry level around specific areas. We hope this will provide increased visibility to all the good work that goes into running our parish.

In some cases, there are active, working Committees already in place and that does not change. In other cases, we don't have anyone currently focused on the activities, so new committees and/or additional volunteers will be joining the efforts over time.

Below, you will find the Vestry Liaisons and a brief description of the areas of focus. We will also be adding information on the website for all Vestry members.

**Buildings & Grounds:** Barry Shurtz, Junior Warden  
Buildings & Grounds Committee; church property improvements and maintenance

**Finance:** Larry Hoy  
Finance Committee; Budgetary Process and Reporting

**Communications:** Trish Shurtz, Clerk  
Communications Committee; Website, Social Media, Press, Public Relations

**Parish Life:** Laura Pare  
Service Volunteers; Hospitality Committee

**Community Outreach:** Todd Hoida and Randy Chilton  
Interfaith Ministry, Tuesday Dinners, Christmas Family Adoption, Kare Crisis Nursery, Boy Scout Charter Organization

**Christian Education:** Summer Green, Senior Warden  
The Forum, The Point, Bible Studies, Morning/Evening Prayer, Retreats, Sunday School, Youth Group

**Membership and Growth:** Rob Stepp  
Pledge Process, New Member Welcome, Networking Events

As always, you can send an email to the entire Vestry with the email: [vestry@holytrinitynevadacity.org](mailto:vestry@holytrinitynevadacity.org). Don't hesitate to reach out with questions, comments, or thoughts.



## Vestry 2022 Goals

As discussed at Offsite Retreat, February 26, 2022 and amended at Vestry Meeting on March 25, 2022

Make our Goals **SMART: Specific, Measurable, Attainable, Relevant, Time-bound**

### Goal: Evaluate How we Intentionally Welcome Guests

*Lead: Todd*

Ideas included having a Greeter script, more communication on The Point, the newsletter, name tags, welcome bags, information in the bulletin, pie program.

Make this a programmatic approach AND an attitude/culture.

*Measure:* Have an initial welcome process defined and parishioners assigned to the specific tasks by start of Holy Week. Incorporate feedback and adjust process as appropriate prior to Advent.

### Goal: Create New Approach for Pledge Season

*Lead: Brad (w/Terry)*

Communicate the difference between the intention to give and the actual pledge, and the importance of pledging.

Be transparent about what the budget gets spent on.

*Measure:* Document a series of communications to go to the parish: quarterly budget updates, summary statement for 2022 prior to 2023 Pledge Intention process, and streamline/adapt the online and paper estimate process before September 1, 2022

### Goal: Implement a Vestry Liaison Structure

*Lead: Trish*

Define a set of Parish functional areas, and have each Vestry Member attach themselves to one. These become the specific role of the Vestry Member, who will liaison with the appropriate parishioners/Committee Chairs in their area and report back to the Vestry on both activities and needs.

*Measure:* Areas identified and defined, Vestry members identified, parish notified, three months of reporting out to Vestry completed.



**Goal:** Define a Process for How to Manage Salaries

*Lead: Barry*

Document the Trinity-specific approach for defining goals and a review process for our Rector, as well as other paid employees, based on Dioscean policy and our bylaws.

*Measure:* Work with Fr. Brad to establish a set of goals for him to complete in 2022 by April 1, 2022. Have a formal review of those goals prior to the 2023 budgeting process to ensure any needed adjustments can be made. Establish salary ranges for other employees.

**Goal:** Develop a Sabbatical Plan

*Lead: Summer and Trish*

Lead a Vestry-wide process to identify all areas of Parish functions we need to address while Fr. Brad is away (assuming January through March, 2023.). Hold regular meetings, separate from regular Vestry agenda. (or incorporate a standing 15-20 min. slot during monthly meetings.)

*Measure:* Identify gaps/needs by June 1, 2022. Address those gaps by November 1, 2022.

**Goal:** Provide a Funeral/Memorial Planning Structure

*Lead: Laura*

Provide workshops, planning packets and other resources to help families with funerals and memorials.

*Measure:* Define the scope of this project by June 30, 2022. List out activities to create/identify the resources by August 1, 2022. Determine how it gets “packaged” and communicated by November 1, 2022. 2