



Present Vestry Members, Staff, and Parishioners:
Claire Losardo, Brett Hardison, Carolyn Scott, Chris Odom, Genie Davis, Rev. Greg Warren,
Rev. Peggy Cromwell, Melissa Courtway, Marilyn Larson, Jacob Turner, Taylor Tennison

Chris Odom called the meeting to order at 1:0pm.

The meeting was opened with prayer led by the Rev. Peggy Cromwell.

- Review / Approval of October Vestry minutes
 - A motion to approve the October's Vestry minutes was made by Marilyn Larson
 - Seconded by Melissa Courtway
 - A unanimous vote in favor of approving November's Vestry minutes.
- Learning Portion by All
 - Iona Content
- Priest In-Charge by Rev. Greg Warren
 - Key Metrics
 - Average Sunday Attendance is trending down versus 2018. Average since September is down nearly 10% (16), with declines seen in all services (7:00: -3 or -21%; 9:00 -4 or -9%; 11:00 -9 or -8%)
 - Giving
 - Need to fill gaps in giving (pledged) by year-end. Also plan on making a pitch for year-end giving. Thanksgiving basket giving is strong. We moved stewardship campaign earlier this year to avoid duplicating the asks, but TG baskets, GEMMfest, and Poinsettias still create a year-end emphasis. Continue to monitor.
 - Diocesan Update
 - Camp Mitchell still a major financial headache for the diocese. We should consider adding a line item in 2020 to give (one time or regular)
 - Central Convocation clergy meeting set for January 9, location TBA.
 - Diocesan Convention set for February 14-15 in LR. Need to finalize representation.
 - Worship



- Advent: Bringing back light effects for Advent/Christmas services.
- Advent Soup Suppers: December 4,11,18. Vestry set to provide soups for December 4 event. Open to all. Attendance is encouraged. We'll do the "Family Feast" setup in the Parish Hall.
- Noonday Prayer (Monday and Wednesday). DOK not doing this year; the Rev. PC will lead.
- Blue Christmas (St. Nick's in Maumelle). We're encouraging support for this event. December 19th at 6:00pm.
- Christmas Services: 5:00 pm and 8:00 pm. Latter is lessons and carols, like we did in 2018. Exploring ways to make the 5:00 pm family friendly, welcoming. 2018 had Jerusalem's "living gospel" which was well received but had little music. Working to enhance this.
- Sing along Messiah December 8, with reception to follow. Lots of conflicting programs this Sunday (Hendrix, Woodland Baptist, etc.). Continue to explore timing in future years. (move to the 15th?)
- Wednesdays in 2020. Exploring ways to enhance Wednesday services next year. Like move to the PH Chapel, but attendance continues to be dedicated but small. Looking at a year-long program focused on more contemplative liturgies. "A Closer Walk with Jesus"—pilgrimage, journey themed:
 - 1st Wednesday: Taize
 - 2nd Wednesday: Contemplative Prayer
 - 3rd Wednesday: Evening Prayer or Compline
 - 4th Wednesday: TBD



- Pastoral
 - In general, I continue to be concerned for the general pastoral health of our congregation. Not due to specific internal challenges, but the general anxiety that pervades our culture. As one of the more progressive groups in Conway, our folks can feel especially embattled. I see this every day in the social media battles that many of our congregants participate in. This will only get worse as we head into the new year.
 - How can we be more intentional about creating safe spaces here in the community? (Non-politicized, focused on self-care and healing).
 - Keep an eye out toward who might be in pain. Let clergy know and/or be the supportive listener.
 - Are there programs we should consider moving into Election year?
- Staffing
 - Kathryn Schmeltz moving to 15 hours/week as bookkeeper. We have significant needs to get Realm Accounting books correct and ready to move forward. Targeting 2020 to begin with clean slate.
- Trevor's hours will increase in 2020 as part of enhanced Youth program (funded out of grant).
 - I will be out on Sunday, December 8. Feeling called to make a trip to the border to work with undocumented/asylum seekers. 000 December 5-12.
- Associate Priest Report by Rev. Peggy Cromwell
 - Small Groups:
 - 2 new groups have formed and are meeting. Tom and Melissa Courtway facilitate one group. The Courtway group is going to use the Living Compass Self-Assessment as a way to get started. The Self Assessment is designed to help assess the following areas of wellness in one's life: Care of Body, Stress, Vocation, Organization, Rest & Play, Spirituality, Emotions, and Relationships. It is meant to be a snapshot of one's current life and a tool used to help focus on future wellness goals.
 - Will and Candice McPherson facilitate another group. The McPherson group is getting to know one another better by talking about traditions (holiday/family/vacation/liturgical).



- Jacob Turner is organizing the formation of a Young Adult Group (ages 18-25) which will begin meeting after the first of the year. The initial plan is for them to meet at the Morgan House on a Sunday afternoon/evening. A meal will be provided.
- Children/Youth:
 - Children's Ministry: Heidi Mackey has things well in hand. Savannah and Kayleigh are faithful workers. I am awaiting Heidi's planning notes on programming for the coming year. I will post them once I have them. Youth (EYC): Trevor Larkowski, Avery Olmstead, Kelly Jeffus, and Kenna Jeffus have things well under control. Big thanks to Kenna for stepping up as our "gap hour" volunteer on Wednesday afternoons!
 - Some of the youth will be on hand Tuesday to help with the packing of the Turkey Baskets. The fall semester is winding down after that. The youth have submitted their "BIG" questions to Kelly, to be addressed when the spring semester begins. The questions include the following:
 - "How do we figure out what we believe?"
 - "Is hell a metaphor or is it real?"
 - "Is our God the only god?"
 - As you can see, these kids aren't just "screenagers;" they do some deep thinking. Kelly has requested that the clergy be involved in the discussion of these (and other) questions. Trevor is working on a more detailed plan for the spring semester. I will forward that to you as well, once I receive it.
- Ten Talks
 - Our initial Writers' Series was very well received. The Book Signing/Reception will be held Sunday, Dec. 1, in the Parish Hall from 2:00-4:00 pm. SPARC is handling those arrangements. We will probably do another Writers' Series later in the spring to highlight those who were unable to participate this time. Marianne Black will present on Dec. 1 about the Guatemala Mission. The rest of December and January will be devoted to Creation Care topics:
 - Dec 8 – Bret Carroll, CEO Conway Corp
 - Dec 15 – Richard Underhill, Beekeeping
 - Dec 22 – Creation Care Team–Overview



- Dec 29/Jan 5 – BREAK
 - Jan 12 – Whitney Reuschling – Conway Sanitation/Recycling
 - Jan 19 – Dr. Maureen McClung – Hendrix/Audubon – Birds
 - Jan 26 – Richard Underhill – Pollinator Friendly Gardening
- Please let me know if there is someone you think might bring a valuable presentation to this formation ministry.
- Supply Work
 - Part of my obligation to the diocese is to serve as a supply priest when I can. So far, I have three “gigs” on my calendar between now and the end of the year. These will not impact my responsibilities here at Saint Peter’s. I am grateful for this opportunity to serve both my home church and other congregations which may not be able to afford a priest on a regular basis.
- Deacon Report by Rev. Dr. Linda Brown
 - Community of Hope (COH)
 - An international ecumenical group who focuses on the training of lay chaplains in a congregation.
 - I am now a member of the state Board for COH (taking Peggy Cromwell’s spot)
 - I helped in planning of state retreat held at Camp Mitchell November 1-2
 - Peggy was there on Friday night to celebrate Eucharist and give a Homily. It was appreciated and well-received with lots of compliments.
 - Only one other COH member from St. Peter’s attended (Judy Helm)
 - A great presenter, Dr. Catherine Crisp, on self-compassionate meditation.
 - Our own Circle of Care met on Tuesday, Nov. 12, and agreed to establish regular meetings every other month on the second Tuesday. We are seeking new members and planning for another training. The training is extensive and covers 18 modules with experts in the topic fields coming in to teach components.
 - I will work on awareness of the program and solicitation of more participants.
 - Examples of services provided by our Chaplains: hospital and home visits, taking individuals to needed appointments or just going with



them, providing food when they come home to recover, going to grocery stores or other errands, checking on animals in house while someone is sick, sitting with individuals while their main caregiver has to be gone. Our main purpose is to be a presence for those in need.

Brown Bag Book Club

- Great attendance weekly (15-18) for discussion on Richard Rohr's The Universal Christ.

Grief Support

- Support Group
 - Meeting every third Sunday afternoon at 2:00
 - Attendance (open meeting) is always 10-15
 - Positive feedback on the value of the group from those participating
 - I plan to coordinate taking the group to St. Nicholas, Maumelle, for their Blue Christmas Service in December.
- Walking the Mourner's Path
 - I will plan and advertise to be implemented after January
 - 8 - week structured group program

Eucharistic Visitors

- Dinah Reed is coordinating the schedule for EV's
 - I have several names to contact to see if they would be willing to be trained
 - We need more people trained to go out on Sundays
- Senior Warden Report by Chris Odom
 - STANDARDIZED AGENDA
 - Starting this month and going forward, we are moving to more of a standardized agenda. This will include monthly reports (when applicable) from different ministries/groups, including those with Vestry liaisons. Starting in December, the following should be ready to share information with the group, assuming there is info to share:
 - GEMM – Jeff
 - SPARC – Carolyn
 - Food Pantry – Brett
 - Wedding – Genie
 - Worship – TBD
 - Creation Care – Marilyn



- STEWARDSHIP
 - Giving trend is down currently.
 - Are other asks affecting this? GEMMFest, turkeys, letter from bishop?
 - Pledges:
 - 2020: 97 pledges- \$377,000
 - 2019: 103 pledges- \$402,000
 - Starting in December, Vestry members will reach out to pledgers that are currently behind in 2019 and those that pledged in 2019, but not in 2020.
- 2020 VESTRY NOMINATIONS
 - The following people (in no particular order) are currently being considered for the slate of Vestry nominees at our 2020 Annual Meeting:
 - Will McPherson
 - Dr. Amy Hawkins
 - Dave Campbell
 - Henrey Van Lierop
 - Warren Readnour
 - Monica Dunn
 - Dr. Brad Teague
 - Drew Spurgers
 - Any other's that need to be added?
 - Jay or Kris Burford
 - Steve Heard
 - Rose McGarity
 - Dr. Rosemary Henenberg
 - Andrea Savage
 - Melissa Felty
- DATES AND EVENTS FOR VESTRY
 - December 1st: Book Signing in the Parish Hall from 2:00pm-4:00pm
 - December 4th: Vestry providing soups and drinks for 1st Advent Soup Supper at Parish Hall
 - December 8th: Sing-along Messiah with reception to follow in lobby
 - December 24th: 5:00pm and 8:00pm services
 - December 25th: 9:00am service with Christmas Meal delivery to follow.
 - GEMMFest “broke even” which is good considering this was the first year. The consensus at the post-mortem meeting is that the event should be repeated, but done prior to Daylight Saving Time ending to provide more light and hopefully be a bit warmer. The market again did well, and the attendees clearly enjoyed the



brisket, as it was nearly all gone. GEMM will take the next year to focus on whether this is a community or a church event as that changes the planning and marketing.

- DECEMBER VESTRY MEETING AND CHRISTMAS PARTY
 - Next Vestry meeting- Sunday, December 22, 2019. Greg and Mark are again generously inviting the Vestry and spouses/significant others/dates to a Christmas party at their house.
 - Vestry meeting at 3:00pm.
 - Party to follow at 5:30pm.
 - Is everyone available for both?
 - A motion was made to approve Rev. Peggy Cromwell's housing allowance by Genie Davis.
 - Seconded by Melissa Courtway.
 - A unanimous vote in favor of approving Rev. Peggy's housing allowance.
- Junior Warden Report by Brett Hardison
 - Priority tasks to accomplish before October Vestry meeting:
 - Estimate on Parish Hall bathroom floor fix
 - Issue has been assessed. John working with insurance company to file claim. John has the commode fixed to where it does not leak. Job is small, so it is difficult to find a contractor that will work on it. John is researching.
 - Estimate on Parish Hall front and doors fix.
 - On hold until financial audit complete. Will touch base with John this week.
 - New signage.
 - Prince Street sign- up
 - Need to check one of the lights.
 - Office sign up. Will touch base with John this week on other signs. Brett needs to work with Jacob, John and Greg on other signage needed.
 - Tasks to complete before November Vestry meeting
 - Estimate to fix drainage issue behind pet columbarium.
 - Estimate to build raised bed in columbarium.
- Committee Reports



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- Calendar Updates by All
- Financial Situation Report by Rev. Greg Warren
 - Motion to approve the Financial Report was made by Brett Hardison.
 - Seconded by Marilyn Larson.
 - Unanimous vote in favor of approving the Financial Report.
- December Vestry Counters
 - December 1st: Brett Hardison and Claire Losardo
 - December 8th: Melissa Courtway and Chris Odom
 - December 15th: Marilyn Larson and Genie Davis
 - December 22nd: Kristina Ward and Brett Hardison
 - December 24th: Genie Davis and Brett Hardison
 - December 29th: Jeff Aulgar and Carolyn Scott
- Next Vestry Meeting: December 22nd, at 3:00pm.
- Motion to adjourn the meeting was made by Genie Davis.
 - Seconded by Chris Odom.
 - A unanimous vote in favor for adjourning the meeting.

Meeting was dismissed at 3:30pm.