



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, Taylor Tennison

Chris Odom called the meeting to order at 3:0pm.

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

- Review / Approval of November Vestry minutes
 - A motion to approve the November's Vestry minutes was made by Carolyn Scott.
 - Seconded by Marilyn Larson.
 - A unanimous vote in favor of approving November's Vestry minutes.
- Learning Portion from Iona by All
 - Discerning Your Congregation's Core Vocations
 - Session 2
- Priest In-Charge by Rev. Greg Warren
 - Key Metrics
 - Sunday attendance and giving has stabilized, after a slight decline for the 8 weeks leading up to end-November.
 - Strong attendance at the three Wednesday evening Family Feasts (52, 45, 35). Overall feedback strong from the reintroduction of this tradition. Considering continuing in Lent.
 - Youth program a huge contributor to attendance. We are seeing 15-20 young people every Wednesday, including youth not attached to St. Peter's. Strong, consistent leadership and inclusiveness are contributing to this.
 - Excited about Christmas Eve/Christmas Day services. Christmas Eve music should be exceptional (outside paid talent) for both the 5pm and the 8pm. Christmas Day service will be simple.
 - Order of Worship for Contemplation (10:45am) is effective at providing an environment of calm and tranquility. Need to make sure signage to stay quiet isn't seen as non-welcoming. Will continue to monitor. Continue into Epiphany or bring back for Lent?



- Giving
 - Church wide letter asking people to fulfill their pledges met with marginal response. We may be seeing 'wear out' in our asks for giving (which happens frequently; that it is this late in the year affirms our May 'ask.' This helped us power through the year.
 - Bookkeeper has identified a number of pension lapses from earlier in the year for Full time and Part time personnel. We've needed to do some last minute catch up (appr. \$6,000). This has been an exceptional drag on year-end finances.
 - Given 5 Sunday month + Christmas Services, we should be able to meet our financial commitments for the 2019.

- Diocesan Update
 - Central Convocation clergy meeting set for January 9, location St. Mark's in LR
 - We agreed to host LGBT evening service following Conway Pride in June. Will also reach out to local churches and LGBT groups for assistance, participation.
 - Music?
 - Diocesan Convention set for February 14-15 in LR. Need to finalize representation.

- Worship
 - Noonday Prayer. Rev. PC led through Advent. Typically saw very low participation on Monday, but strong Wednesday involvement (Book Club). Will return in Lent.
 - Grief Support Group attended Blue Christmas (St. Nick's in Maumelle) this past Thursday. Rev. Linda unable to attend, but supported, helped organize from home.
 - Christmas Services: 5:00 pm and 8:00 pm. Latter is lessons and carols, like we did in 2018. 5:00 service an adaptation of an "On-the-Go Christmas Festival." Youth reading, familiar music for all to sing. Some choir and paid musician support.
 - Sing along Messiah December 8. Overall feedback?



- January 5 Epiphany, single service @ 10:30. Do we want to have some kind of special hospitality following?
- Pastoral
 - While St. Peter's responds well to innovation and new things, we need to be conscious not to alienate existing constituencies (e.g. long term attendees, the 9:00 am folks, more politically conservative members). We are meant to be a sanctuary for all and I feel personally responsible for monitoring this.
 - Overarching political climate is, if anything, more divided than last month. We need to continue to try to create safe, non-anxious spaces for our congregants. And to be that non-anxious presence they desperately need.
- Staffing/Organization
 - Continue to pray for Rev Linda. She's endured a lot of pain—physical as well as the pain of not being able to be with us. Linda is so important to the DNA of St. Peter's, continue praying and reaching out to her.
 - Kathryn Schmeltz has done an amazing job of getting our financial house in order. She is detail oriented, driven by accounting rules and doing what's right. Today's financial reports are the best they've been in months. She and John are doing a fantastic job.
 - 2020 Vestry Outreach. Have reached out to the following folks (status noted):
 - Will McPherson (considering)
 - Monica Dunn (considering)
 - Judy Helm (considering)
 - Melissa Felty (considering)
 - Drew Spurgers (unsolicited, interested)
 - Steve Hurd (considering)
 - Brad Teague (appreciated the ask, overscheduled)
 - Rosemary Henenberg (appreciated the ask, health concerns)
 - Warren Readnour (already served so much)
 - Are there others we should be considering?



- GW ‘catch up’ on health insurance. It appears my salary was not being reduced to reflect the contractual payment (on my part) for Mark’s health insurance. It was originally set up incorrectly; I had no knowledge. Results in \$6,500 due.
 - A motion to write off the \$6,500 overpayment for Rev. Greg Warren’s spousal health insurance was made by Jeff Aulgar.
 - Seconded by Brett Hardison.
 - A unanimous vote in favor to write off the \$6,500 overpayment for Rev. Greg Warren’s spousal health insurance.
- Associate Priest Report by Rev. Peggy Cromwell
 - Small groups: New groups continue to get to know one another. Existing groups are going strong and are doing some good “pastoral” care for some folks specifically in need at this time of year. The College Age Small Group will get going after school resumes in January.
 - EYC/Youth: Kelly Jeffus has suggested that we include a Youth portion in the Wake-Up during the first week of the month, to include upcoming activities. Trevor Larkowski, our lead intern, has outlined a semester full of Wednesday programming. He is still working on a potential Sunday morning class for the youth and will have a draft soon after the first of the year.
 - Ministry Teams/Acolytes: We have added some new folks (adults!) who are serving on Sunday mornings as lectors and acolytes. We can always use more help, so if you know of someone who might be interested, please let me or Dave Campbell know.
 - College Ministry: We were able to provide a Finals Week “Goodie Bag” for most of our college students at both UCA and Hendrix. The feedback we received was positive and appreciative.
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- Deacon Report by Rev. Dr. Linda Brown
- Senior Warden Report by Chris Odom
 - Over 101 parishioners pledged collected so far.
 - \$385,450.00
 - Only two short from 2019.
 - Overall down approximately \$17,000.00
 - 150 regular “givers”
 - Letter that was sent out generated \$1,500.00



- Junior Warden Report by Brett Hardison
 - Ceiling fans are hanging in the Parish Hall.
 - Outdoor signage lighting has been installed
 - Parish Hall bathroom is being looked into, and is expected to be fixed by the end of January 2020.
 - Looking into a “Work Day” during Lent

- Committee Reports
 - Food Pantry by Brett Hardison
 - A motion to use up to \$2,500 of Conway Locally Grown credit to purchase an enclosed trailer for the Food Pantry and other church related purposes was made by Jeff Aulgar.
 - Seconded by Marilyn Larson
 - A unanimous vote in favor to use up to \$2,500 of Conway Locally Grown credit to purchase an enclosed trailer for the Food Pantry and other church related purposes.
 - Will be looking into forming use policies and insurance after the purchase.

 - Guatemala Mission by Jeff Aulgar
 - Mission will stay with the church’s finances for the remainder of 2019.
 - 3 Components (Medical, Construction and Surgical)
 - Elected officers.

 - Wedding Update by Genie Davis
 - Revisions have been made to the Wedding Information Book.
 - No upcoming weddings

 - Creation Care by Marilyn Larson
 - Energy Audit will be here in January 2020.

 - SPARC by Chris Odom and Carolyn Scott
 - Waiting on Marilyn R. to finalize plans for the New Year

 - Wisdom House by Brett Hardison
 - Women’s Center and Wisdom House school hometown has been deserted.
 - Still paying salaries for when the school and center get reestablished.



- Calendar Updates by All
 - Vestry Retreat will be March 6-7, 2020.
 - Camp Mitchell is being looked at as a potential host site.
- Financial Situation Report by Rev. Greg Warren
 - An update of the financial standings of the church.
- The Vestry acknowledged the 3 Vestry members rolling off (Chris, Marilyn and Claire) for their dedication and commitment
- December Vestry Counters
 - January 5th: Brett Hardison and Melissa Courtway
 - January 12th: Marilyn Larson and Jeff Aulgar
 - January 19th: Carolyn Scott and Genie Davis
 - January 26th: Chris Odom and Kristina Ward
- Next Vestry Meeting: February 2nd, 2020.
- Motion to adjourn the meeting was made by Marilyn Larson.
 - Seconded by Chris Odom.
 - A unanimous vote in favor for adjourning the meeting.

Meeting was dismissed at 5:17 pm.