

September 29, 2021

Vestry Minutes



Members in attendance: Hal Evans, Kathy Field, Chris Goode (by Zoom), Susan Homar (by Zoom), Kathryn McLearn, Sally Robinson, Lyndall Stanley (by Zoom), Suzanne Thomas (by Zoom), Trevor Walker, Adrienne Williams (by Zoom), Rev. Kelly Steele, Rev. David Wantland.

Absent: Ken Hubbard, David Neises

Also in Attendance: Peter Kastner, Treasurer; Doug Eberle, Finance Chair; Phil Snyder, Building and Grounds Committee

- The meeting was called to order at 4:04 pm.
- David opened the meeting in prayer.
- Hal led the Vestry Covenant.
- The August minutes were unanimously approved via email

Vestry's Wellbeing Calls to Parishioners – Discussion

Kelly led a discussion of the recent Vestry calls to parishioners. As a whole, the comments from parishioners were very positive for clergy, pastoral care and direction. A few asked for David Wantland to return to the Marshes, add a new program for refugees, facilitate better transparency of future financial needs, offer a way to collect contributions on YouTube and remain focused on the Strategic Plan. Some expressed a concern for attendance. A number wanted programs for children and youth and better education of parishioners on SPY and JUST.

Kelly mentioned that a parish has 4 layers like an onion: the “Apostolic Core” of leaders forming the center, surrounded by the more passive “Sacramental Level” majority (interested only in the Sacraments), surrounded by the “Chreasters” (attend Christmas and Easter only), surrounded by the “Vicarious” members (volunteers for The Market or JUST but no other church involvement). To be successful, these boundaries must be more permeable with a Strategic Plan developing a clear pathway to the center over time. To avoid burnout, members must flow in and out of the “Apostolic Core”.

Stewardship (Appendix 3)

The Stewardship campaign starts Sunday, Oct. 3 with a 9 am service followed by coffee hour and presentation to the parishioners by Doug Eberle and Kelly Steele. Stewardship brochures should arrive in mail boxes Monday, Oct. 4. Kelly will speak Oct. 3 and Oct. 31; David, Oct. 10; outside speakers, Oct. 17 and 24. There was confusion on how to collect the talent information for Realm since it is too much information for a card. Volunteers will be needed to input talent data into Realm or the data sheets can be placed in a binder in the church office. While Invite, Welcome, Connect tries to focus on both “newly retired” and “children/youth” ministries, a Children and Youth ministry is much heavier in financial resources. The Vestry will establish a restricted account for contributions to a Children and Youth ministry.

September 29, 2021

Vestry Minutes



Strategic Decisions on Endowment Proposals

Action: **Hal made a motion that the Vestry recommends to the Endowment Board that \$12,000 of the 2021 Endowment Distribution be used to pay for accumulated capital expenses of the New Ministry-Technology Driven (Live Streaming) and that the remainder of the 2021 distribution be placed into a Temporary Restricted Account to provide initial funding for the establishment of a Children & Youth Ministry.** His motion was unanimously approved by the Vestry.

Discussion: Endowment distributions to this Children and Youth restricted account can accumulate over multiple years. These funds could be used to buy playground equipment (\$2,700), 2 picnic tables (\$900), non-salary cost of hiring a director and other uses.

Kathy's \$2,500 request from the Space Utilization Committee for new lighting for the Bride's parlor and outside as well as materials for painting restrooms and rear corridor come under Building and Grounds and would be paid from the Operating Budget.

Adrienne's request for an update to the flower room would come out of the Flower Budget as long as sufficient funds remain for the purchase of flowers. Adrienne is obtaining final written bids.

Finance Report and Action Items (Appendix 1 and 6)

Doug summarized pledge income for August was disappointing but expected for August. It should pick up in the fall. Year to Date the income is right on budget and the expenses a little higher than budget. He hopes it will all work out in the fall.

Action 1: **Hal made a motion that the vestry approve the recommendation of the Finance Committee on September 23, 2021 (Appendix 1) that the Vestry request account signatories Deborah Giordan and Steve Langston close out the Sun Trust credit cards for the church, and directs the Treasurer to close the Sun Trust B&G MRF money market account (\$69,606.04 in G/L account 216-8302-000) and to move those MRF funds into the Schwab account (managed by Minis).** Hal's motion was unanimously approved by the vestry.

Action 2: **Hal made a motion October 4, 2021 (by email) that the vestry approve the recommendation of the Finance Committee (Appendix 6) that the Finance Committee establish a Temporary Restricted Account (TRA) for a Children & Youth Ministry Fund according to the conditions in the attached Request for a Temporary Restricted Account Form. The account will be used for posting specific donations to the Children and Youth Ministry and the disbursement of those monies.** Hal's motion was approved by the vestry by email on October 5, 2021.

September 29, 2021

Vestry Minutes



Building and Grounds Report (Appendix 2)

Phil Snyder outlined the executive summary from the Building and Grounds report, requesting that the vestry approve the following 2 motions:

Action: **Hal made a motion that the vestry accepts the recommendations of B&G and declines to fund the fees proposal from Greenline Architects.** His motion was unanimously approved by the vestry.

Action: **Kathy made a motion that the vestry accepts the recommendations of the B&G for an engineering and architectural design/rendering analysis as described above and direct the B&G to obtain cost estimates for both engineering and the Modified Design Two and architectural design renderings of the exterior of the Church showing the new gothic exterior and the new HVAC design.** Her motion was unanimously approved by the vestry.

Discussion: It is important that the whole congregation vote to determine which rendering. The system will most likely fail in the next 3-5 years and may need temporary repairs in the meantime.

HVAC Taskforce Report

Pete reported that they are several months from having a hard HVAC estimates because further work on the estimates will be postponed until B&G has their 2 action items decided.

Senior Warden's Report on the Vestry Nominating Process

Hal reported that Nancy Richards will chair the vestry nominating committee. Other members include: Hal Evans, Debbie Giordan, Sharon Grozine, Ken Hubbard, Pete Kastner, Judy Kenney, Jim Morgan, Lyndall Stanley, Adrienne Williams. Rotating off the Vestry in 2022 will be Hal, Ken, Adrienne and Lyndall.

The *Currents*, Sept. 30, requests those interested in being nominated return the completed forms by October 31. The goal is to have an even split of men and women on the nominating slate, focusing especially on 2 with potential to be senior wardens who would inspire and work well with people. Each candidate must have been confirmed in the Episcopal Church before the election. If needed, Kelly may be able to find another Episcopal Church where the Bishop is visiting for an early confirmation.

September 29, 2021

Vestry Minutes



Music Director Search Update (Appendix 4)

Out of 22 candidates, the Music Search Committee liked 11 which they narrowed down to 6. On Sept. 29, they will select 3 or 4 organists to be notified Sept. 30 they are finalists. Hal Evans, David Wantland and Kelly Steele will also interview; HR will interview as well. Reference checks are being conducted at this time.

The committee is looking for interest in vocal teaching valued by St. Peter's choir in addition to skills with a children/youth ministry. The organ has been fixed and one small pipe sent off for repairs.

Associate Priest's Report (Appendix 5)

On Sunday October 17 at 10:15, St. Peter's will formally commission Eucharistic Visitors. David's goal is to integrate the multiple prongs of pastoral care under one commission which meets regularly.

SPY kicked off with a dock party and began their twice/month meetings Sundays from 6-8 pm on Sept. 25. The teens will choose the curriculum and discuss a possible summer 2022 pilgrimage. When the youth are active with a Sunday service, David Wantland will cover for Matt who works on Sundays.

The Sunday adult formation classes for October will focus on stewardship. Regular formation opportunities include Wednesday Bible Study at 10:30 am, Daily Evening Prayer at 4:00 pm and Bi-weekly Men's Group on Sundays at 9:00 am.

Priest-In-Charge Report

Kelly will be conducting staff meetings each Monday at 10 am to determine where there are bottlenecks, such as everyone working with Susanne. She requests that parishioner avoid seeking Office help during that time.

On Nov. 7, they want to be creative for All Saints and are considering advertising in TWATL/Skinnie about leaving framed photos Oct. 31-Nov. 7 of loved ones who have passed, having a trumpeter play, lighting memorial candles in a sand basin or introducing a few icons.

The Diocese Convention is Nov. 4-6, 2021. All attendees must be fully vaccinated. Kelly will run for Diocese Council and members for St. Peter's can run for other openings. In addition, Kelly will chair the General Convention, July 7-14, 2022 in Baltimore with work starting in November, 2021.

Closing

Kathy closed the meeting with prayer.
This meeting was adjourned at 6:04 pm.
The next Vestry meeting is October 26 at 5:30 pm.
Respectfully submitted
Lyndall Stanley, secretary

September 29, 2021

Vestry Minutes



Appendix 1: REPORT TO ST. PETER'S VESTRY

THE FINANCE COMMITTEE

Vestry Action Items – September 23, 2021

Meeting Attendees: Regina Crofts, Doug Eberle, Hal Evans, Debbie Giordan, Pete Kastner, Steve Langston, John Sobke, Rev. Kelly Steele, Jim Toedtman, Rev. David Wantland.

The following motion for Vestry action was approved at the Finance Committee meeting on September 23, 2021.

❖ Closing Sun Trust (Truist) Accounts St. Peter's old business credit card account was with Sun Trust. We have established a new business credit card account with South State Bank, but the Sun Trust account remains open. St. Peter's also has a Maintenance Reserve Fund Money Market investment account at Sun Trust with a balance of \$69,607. The Finance Committee has desired, for several years, to close this account and transfer the funds to a different investment vehicle. The Sun Trust MM account should be closed now that the new Schwab investment accounts, managed by Minis Co., have been established. This will consolidate our banking relationships to South State Bank and Schwab and rid us of credit card hassles.

Motion: The Finance Committee recommends that the Vestry request account signatories Deborah Giordan and Steve Langston close out the Sun Trust credit cards for the church, and directs the Treasurer to close the Sun Trust B&G MRF money market account (\$69,606.04 in G/L account 216-8302-000) and to move those MRF funds into the Schwab account (managed by Minis).

The Finance Committee wishes to inform the Vestry of the following item:

❖ 2022 Stewardship message – 2022 Budget

The Clergy, Treasurer, Senior Warden and Stewardship chair, along with select Vestry members, continued developing an "aspirational" budget proposal, focusing on the remaining items from the 2019 Strategic Plan, including a Children's ministry. The October 3 presentation (Stewardship Kickoff Sunday) will provide a high-level financial overview of St. Peter's strengths and challenges, presenting the financial needs for the 2022 'Base Budget' ("Keeping the ship afloat"). The second portion will present ideas for action on the Strategic Plan Elderhood and Children's Ministry initiatives for an "Aspirational Budget" ("Set Sail with God"). The "Aspirational Budget" requires additional funding beyond the "Base Budget" level.

The 2022 operating budget development effort will start in mid-October with a request to staff and committee & guild chairs for guidance on 2022 expenditures. Each area will be provided with 2021 detailed expenditure reports for activity through September. The first draft budget will be presented to the Finance Committee and Vestry in November. Pledge income is a key component for identifying the level of expenditures possible in 2022 to achieve a balanced budget.

September 29, 2021

Vestry Minutes



Appendix 2: REPORT TO THE ST. PETER'S VESTRY

BUILDING AND GROUNDS COMMITTEE SEPTEMBER 28, 2021 EXECUTIVE SUMMARY- DISCUSSION ITEMS

The Vestry is requested to consider the fee proposal for construction cost estimating from Greenline Architects. The fee for the Overhead Design was solicited primarily so that Joe Witten's cost estimate would have a back up. It is our recommendation that the Vestry not accept this fee because of the confidence we have in Joe's ability and the cost of the fee. The second part of the proposal was a fee of \$ 29,000 for preparing a construction cost estimate for the Underground system replacement. It has now been decided that that system is too complex and too expensive to replace and therefore there is no longer any need for a construction cost estimate. It is our recommendation that the Vestry not accept this fee.

Proposed Motion

The Vestry accepts the recommendations of the B&G and declines to fund the fees proposal from Greenline Architects.

Some parishioners have come forward with an alternate HVAC design proposal. They object to any modification to the interior of the Sanctuary and are proposing an alternate exterior solution. This proposal would place the exterior HVAC equipment along the north and south walls of the Church facing Publix and the courtyard and introduce conditioned air into the Sanctuary through the exterior walls.

The B&G subcommittee has evaluated the basic elements of the proposed design from an engineering and aesthetic perspective. The proposal may have several engineering concerns including length of duct runs, ability to throw air far enough and hard enough inside the Sanctuary to achieve proper air flow, and the ability to control of humidity. We are requesting that the Vestry consider allowing the B&G to have the proposed system engineered and to have

additional renderings prepared of the exterior of the Church on both the north and south sides to show what the modifications might look like. For an idea of the proposed aesthetics and functional concept of the new proposal, please review the second half of Design Two in the HVAC report.

The difference between Design Two and the new proposal (Modified Design Two) is that the HVAC unit or units would be located in the south yard and possibly the courtyard to shorten duct runs and to eliminate the "crossing of the transepts" obstacle that plagued several other design solutions. Camouflage of the side yard HVAC units and direction of their fan noise should be considered as a part of the engineering. Renderings would give the congregation an opportunity to view the exterior in a new and more distinct period of architecture.

September 29, 2021

Vestry Minutes



Proposed Motion

The Vestry accepts the recommendations of the B&G for an engineering and architectural design/rendering analysis as described above and directs the B&G to obtain cost estimates for both engineering of the Modified Design Two and architectural design renderings of the exterior of the Church showing the new gothic exterior and the new HVAC design.

REPORT

1. Smith & Vandenburg Engineers have turned in two progress sets of drawings. While they are making progress, the quality and quantity of the work is not acceptable at this time. On Friday, September 10, Joe, Hal, Phil and Ken met with Kayton and Charlie. We handed them markups of their work along with written comments including those from Dicks Sullivan. B&V promised that they would be finished with all work by the 28th of the month and that the work would be done to an acceptable industry standard to be judged by Ken, Charlie, Joe and Dick.

On September 24, Ken called Charlie Vandenburg. He told Ken that they were making great progress but did not want to set up a meeting at that time. Ken reminded him that he was going out of town for five weeks on the 29th. Charlie said that he was aware of that but since their drop dead date had been extended to October 1 at their request, no meeting would be scheduled at this time.

2. Dave Dvorak, the architectural renderer hired to produce two renderings for the new Overhead HVAC system has completed his work. He provided still images and two walkthrough videos. He has been paid. This completes the work we commissioned from him,

3. Stu Evans has resigned from the Committee. He did not agree with the planned disposition of the stained glass window in the Chapel. The end result of the window discussions was that the window will remain in place until it falls apart.

4. Phil Snyder once again adjusted thermostats. They have been adjusted several times. We cannot seem to get a handle on automatic operation that meets our needs and those of the tenants.

5. Art Chapple and Nate finally resolved the water leak issue. All hose bibs are now locked and the fire hydrant on our property is monitored to prevent theft of water from that source.

6. The reroof of the Sanctuary project was completed in a professional and satisfactory manner for a total final cost of \$ 88,177.92. The damage to the old roof was much worse than anticipated and the replacement of the roof was very timely.

7. The Ark was restored on the 25th of September by a very able and willing crew consisting of Hal, Ed and Kathy Field, David, Phil Turek and Phil Snyder, Bill Haeger from the Methodist Church, Art Chapple and Emilie Miller. The wood is too wet to finish the work of the Design Committee. It will probably not be dry for a couple of weeks.

September 29, 2021

Vestry Minutes



Appendix 3 – Planned Giving Endowment Report, Sept. 24, 2021

Yesterday the committee, Haydee, Margret, and myself, discussed several topics:

1. Last week we discussed the definition of the Key Society which was outlined in the minutes. Yesterday we discussed putting a key on the name tags for the Key Society members. I worked with Susanne to come up with a prototype. She should be able to show it to you. I do not have it electronically. The cost is \$11 each plus freight. we may have 30 potential recipients which will cost about \$340. Once approved by the Vestry we will look to the Endowment Board for funding.
2. Regarding marketing I have reviewed with Susanne the items on the website and in Realm for giving. I will be making some proposals to the committee and then a blessing from you before insertion. Susanne did insert a Planned Giving paragraph in The Currents. I asked for top billing, but Susanne made no promises.
3. The Seminar which was temporarily scheduled for 11/7 may have to be postponed. Our speaker may not be available and we want to wait and see what kind of turn out we have on 10/3.
4. We intend to have a thank you party for Key Society members early next year. One of our new parishioners, Kathy Dole, has volunteered to host the event.
5. Yesterday we received another completed Planned Giving pledge card from a parishioner. We are following up. We would like the Vestry to complete cards as to set an example for others.
6. As we discuss things with parishioners they seem to be somewhat in the dark about the financial needs of the church: i.e. HVAC, play ground, etc. I wonder if more could be said during announcements on Sundays or in the currents.

May God Bless St. Peter's Church. Respectfully, Ed Field, Sept. 24, 2021

Appendix 4 - Interim Report on Music Director Search, Sept. 29, 2021

DAVE NEISES, COMMITTEE MEMBER AND VESTRY LIASON

John Sobke, Aubrey Brawner and Nancy Richards have put together a solid process which is running smoothly. The committee works well together and seems able to effectively discern the strengths and weaknesses of the candidates as a team. We had an initial meeting in person to strategize and collate each member's rankings of the stronger people who submitted resumes, letters of introductions and music samples. The six highest-ranked applicants were selected for Zoom interviews. We spent the two most recent Saturdays interviewing three candidates on each day, concluding minutes ago. On the 29th, the committee will meet to discuss the candidates and select the finalists, either three or four. They will be invited to Savannah to audition on our organ for the committee and clergy, and will meet the clergy in whatever format the clergy thinks best. We will consult with Kelly, who will make the final decision. I believe, but am not certain, that the HR team will be involved in formulating an offer. St. Peter's timeline will be short as we can make it; however the entire timeline is uncertain because the candidates' schedules for availability to report for work is unknown at this point. Thus far, there are at least three apparently viable candidates. The finalists will be notified Thursday AM, with the intention of forestalling them from accepting another position while the process proceeds. Please feel free to contact me with any questions. Regards, Dave

September 29, 2021

Vestry Minutes



Appendix 5 - Associate Priest Report, Sept. 29, 2021

Pastoral Care

- Currently monitoring 25 people with regular calls and visits from Eucharistic visitors
- We will formally commission Eucharistic Visitors on Sunday October 17 at 10:15 service.
- Goal: to integrate the multiple prongs of of pastoral care under one committee
 - Flower delivery, prayer shawl ministry, prayer guild, and EVs
- If you know of people who could use pastoral attention, prayer, or eucharistic visitation, please let your clergy know.

Youth

- SPY Kick-off took place at Langston and Betsey Bass' house, for parents and youth and there was good energy for this year's group.
- The first regular SPY meeting begins Sunday, September 25. Youth group will be twice a month on Sunday nights from 6-8 PM, with teens leading the discussion of our curriculum, *Faith Confirmed*.
- Youth group leaders will plan and decide where they will go on pilgrimage in the summer of 2022 and decide what fundraising efforts they want to take on.

Adult Formation: Stewardship Month

- Our October Preaching/Formation Schedule reflects the focus of this year's stewardship campaign
 - October 3: aspirations for 2022
 - October 10: Canon Joshua Varner preaching on stewardship of time and talents
 - October 24: Bertice Berry preaching on stewardship as a practice of thanksgiving
 - October 24: Helen White forum on collaborative children's ministry
- Regular formation opportunities
 - Wednesday Bible study at 10:30 AM
 - Daily Evening Prayer at 4:00 PM
 - Bi-weekly Men's Group on Sundays at 9:00 AM

Vestry Minutes



Appendix 6

St. Peter's Episcopal Church
Skidaway Island, Savannah, Georgia
Request for a Temporary Restricted Account

Date: September 29, 2021

The Temporary Restricted Account (TRA) named below is requested to be established with the following conditions:

Name	Children's and Youth Ministry Fund
Purpose	Facilitate recording of contributions directed for Children's and Youth ministries at St. Peter's and the disbursements of those monies. These contributions are separate from operating budget monies directed for Children's & Youth programs.
Duration	Initially Short Term, could transition into a Long Term TRA Note: Establishing an effective Children's Ministry is a multi-year initiative with a likely six-to-seven-year implementation phase.
Source of Funds	Contributions to St. Peter's directed for Children's & Youth Ministry purposes outside of the operating budget. These contributions could be direct from parishioners, memorial donations when the family has directed the contributions be for this ministry, Endowment Fund distributions dedicated to this ministry, or similar donations.
Conditions for use policy	The St. Peter's Vestry has discretion over the expenditure of the monies, in coordination with clergy and the Wardens of St. Peter's. Disbursements are focused on the establishment of an effective Children's & Youth Ministry program and may include hiring a Children's Ministry Director, purchasing materials for the program, enhancing the St. Peter's facilities to attract children and youth, and other related purposes. All disbursements will be in accordance with canonical or church expenditure policy.
Expenditure approval	Initially Clergy or a Warden. If a Children's Ministry Director is hired, then expenditure approval will become the responsibility of that person. Any expenditure greater than \$1,000 should be coordinated with clergy and the Vestry should be informed of the disbursement.
Termination rules	If the Children & Youth Ministry initiative fails to receive adequate funding or is terminated by the Vestry, the Vestry may transfer any remaining monies to another Temporary Restricted Account (TRA) which has a focus for attracting children and/or supporting children and/or youth programs. The Music Academy Fund, Youth Pilgrimage Fund and/or the Outreach Committee Fund are potential appropriate TRAs.

September 29, 2021

Vestry Minutes



Vestry Approval on	September or October ???, 2021
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September 29, 2021

Vestry Minutes



Appendix 7 – Distributed prior to meeting.

Internal Relationships Strategic Activities Report Vestry Meeting **September 2021**

(Sincere thanks to all VPC's that provided information for this report, Chris Goode)

Aging in Place

Pastoral Care

- 8 volunteers who provide care with phone calls and visits
- October additional LEVs will be commissioned so that all providers will be LEVs

Men's Group

- Bible Study and discussions
- off to a good start

JUST (Justice Unites Savannah Together)

- expect to bring our ask of City Council to transfer \$5MM from the Biden relief fund to a conclusion in a few weeks
- the first stage of a new cycle to identify anew area for research and action is underway

Invite Welcome Connect

IWC has created a different method of tracking our newcomers and newest communicants

IWC has dates for two socials, one in October one in November.

At least one will be on the porch at church and will include a tour of the church buildings.

IWC are organizing to do a coffee hour with IWC people

IWC has included IWC people in the Market, and Altar Guild.

IWC with Susanne O'Day's support has added an IWC statement in Currents and Sunday bulletin

IWCV put pew cards into the church for newcomers

IWC asked that Priests make statement of welcome with announcements.

Greeters

Greeters are booked through November, and everything is going well.

September 29, 2021

Vestry Minutes



Ushers

Bill Wright's recruitment effort this summer, has added additional parishioners to the usher team.

AED and CPR training as well as review of medical emergency protocols to be undertaken in October.

Ushers' role in invite-welcome-connect program emphasized.

Hospitality/Fellowship

All formal Hospitality events were suspended due to Covid. Parishioners who saw the need for the few events (farewells etc.) mounted them and staffed them by their own initiative.

Adult Education

Forums and Discussions Planned Meeting are included every week in "Currents", as shown below:

OCTOBER 3 *10:15 AM*	STEWARDSHIP: OUR ASPIRATIONS 2022
OCTOBER 24 9:00 AM	ENGAGING IN MINISTRY WITH CHILDREN
OCTOBER 31 *10:15 AM*	STEWARDSHIP CELEBRATION
NOVEMBER 7 11:30 AM	THE INS & OUTS OF PLANNED GIVING
NOVEMBER 14 11:30 AM	BERTICE BERRY: THE POWER OF STORIES
NOVEMBER 21 11:30 AM	KATRINA BOSTICK: FAMILY PROMISE
NOVEMBER 28 9:00 & 11:30 AM	ADVENT WREATH MAKING

Adult formation/Education also includes other regular offerings, like Evening Prayer, the Wednesday bible study, and the men's group gatherings on Sunday mornings."

Parish Weekend

Not a planned activity in 2021

Pray Guild/Greeting Cards

These are two separately functioning elements of the Internal Relationship Team, and it may be preferable to address them individually.

Prayer Guild

After innumerable years of fantastic service Shirley Forssell has handed over the reins to Susan Snyder; Susan clearly wants to build on this past success.

September 29, 2021

Vestry Minutes



The guild continues to meet every Friday morning at 9:30am in the Parlor in the Admin Building of St. Peter's and Susan encourages any likeminded confidentiality adhering members of the church to join them. (Some of those seeking our prayer support wish their requests to remain confidential.)

Greeting Cards

The Greeting Card Ministry headed by Edwina Walker submitted an article in CURRENTS "Cheers for Volunteers", which ran 2 weeks in September.

The article emphasized that this is an at home ministry, requiring only a month commitment per year and that many of the members have been involved for several years.

The group sends approximately 450 handwritten cards annually. GREAT JOB!!

Flower Delivery/Communication

The Flower Delivery Ministry is headed by Kristina Svenson who has been out of the country for the past few months, so contact has been extremely limited.

This Ministry works closely with the Flower Guild and Pastoral Care Committee's contact Trevor Walker.

The Flower Guild and Flower Delivery Ministries are both operating with reduced members, necessitating a greater commitment from each.

In addition the workload has increased, and the schedule has been shortened.

The Delivery system has gone from 2 drivers with 2 deliveries to 1 driver with 3 to 4 deliveries.

The timeline from Altar to completed "Posy to Go" arrangements has gone from 1 hour for 2 arrangements to 45 minutes for 3 to 4 arrangements.

The change has been frustrating for all involved and has not always produced the best outcome.

It is believed discussions should rethinking this element of our Internal Relationship to confirm and then meet the two primary objectives:

To provide beautiful altar arrangements to the Glory of God.

To brighten the day of our recipients through beautiful long-lasting arrangements made with love.

Communications

Significant progress has been made with St. Peter's communications, thanks to the great support from Susanne O'Day.

Currently a new web site is being reviewed/developed and studied, and at the appropriate time the use of a 3rd party web site developer will be requested