

January 27, 2022

Vestry Minutes



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

Also in Attendance: Doug Eberle, Finance Chair; Phil Snyder, Building and Grounds Committee; Pete Kastner, Treasurer; Aubrey Brawner; Kathleen Turner, Music Director

- The meeting was called to order at 4:33 pm
- Hal opened the meeting in prayer.
- Kathy led the Vestry Covenant.
- The December minutes were unanimously approved via email.

Vestry and Holy Currencies Overview – Discussion (Appendix, 1 chart)

Kelly led an overview of *Holy Currencies* (by The Rev. Dr. Eric Law). In a healthy congregation, everything flows well through the 6 currencies: \$, Truth, Wellness, Time & Place, Gracious Leadership and Relationships (Internal and External).

Budget and Finance Discussion

Pete noted that the congregation has more people pledging this year than last and Doug summarized that we now have enough pledges to “launch the ship” into the aspirational budget but will need additional pledges to “move the ship forward”. See the December, 2021 Financial Summary (Appendix 1) and the Finance Committee Vestry Action Items (Appendix 2). There were no motions for Vestry action at the Finance Committee meeting January 13, 2022.

Building and Grounds

Phil gave an update on lighting. The power company has repaired the 3 parking lot lights, Christmas lights were repaired/removed and LED spotlights at rear of Parish Hall were installed. Some locks for the church key system are being rebuilt. Hal, Nate and Phil repainted the women’s bathroom (Decorator White). Parts for the sanctuary furnace have been ordered.

Senior Warden’s Report

Hal requested any additional requests for By-law changes should be sent to himself or Kathryn. The final vote on the changes will take place in February, most likely by a special Zoom meeting.

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Associate Priest's Report



David summarized pastoral care activities during Advent/Christmas, the scheduling of house blessings during Epiphany and activities of the PC Committee (Appendix 3). Susan Snyder volunteered to help chaperone the Youth Ski Trip, Feb. 5-6, 2022 to Boone, NC and planning continues on the Pilgrimage to the Bay Area and Yosemite, June 10-17, 2022. David detailed the Spring Forum Schedule (Appendix 4) which will be outlined by month in Currents and the St. Peter's website. He welcomes suggestions for additional activities to be included.

Priest-In-Charge's Report

Kelly gave an update on the church nursery. Betsy Bass will coordinate the job description and posting for new hires as well as drafting a handbook to review with new hires. They are seeking 4-5 people who can pre-plan the whole year (Appendix 5). The nursery is covered under St. Peter's present general insurance policy as normal business since it is not a profit making venture. The nursery will serve children up to age 4. The Children's Minister when hired will be overseeing children 4-12.

The Vestry Retreat will be held Feb. 18-19, 2022 (Friday evening, Saturday morning).

In February, 2022, the new Vestry will need to have filled all officer positions: Senior Warden, Junior Warden, Secretary, and Stewardship Chair. Suzanne Thomas volunteered to serve as Vestry Secretary for 1 year. Delegates to Diocesan Convention also are nominated and elected by the Vestry in February. Dave Neises and Sally Robinson volunteered to be considered as delegates. Any additional suggestions of changes to current draft of the new By-laws should be emailed to Hal and Kathryn. The new By-laws will need to be approved in February, 2022.

The outgoing Vestry members, Ken Hubbard, Adrienne Williams, Lyndall Stanley and Hal Evans, offered their advice to next year's Vestry. The new vestry will need to address cost estimates and design options for the new HVAC system soon as well as whether to call Rev. Steele as the rector by April 11, 2022. New Vestry members will be voted on at the Annual Meeting, Sunday, Jan. 30, 2022 and the Annual Report will be presented (Appendix 6).

Closing

Kelly closed the meeting with prayer.
This meeting was adjourned at 6:35 pm.
Respectfully submitted
Lyndall Stanley, secretary

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Appendix 1 –

December 2021 Financial Reports

Notes from the Finance Committee Chair:

December income was disappointing compared to monthly budget amounts and December 2020 results. Non-Pledge (Plate) income was 23% under budget. Pledge income was \$5,406 (16.3%) under budget. Year-end Total Income was slightly (\$2,166) over the revised budget, ignoring one-time items. Year-end expenses are 5.7% under budget, primarily due to personnel. St. Peter's is in solid financial position at the end of the year. The Year-to-Date (YTD) actual surplus is \$58, after using only \$35,000 in reserves to balance the budget. The 2021 revised budget had anticipated using \$82,000 in reserves. The \$35K "onetime" Actual amount has not been posted yet.

December 2021:

Non-pledge Income (Plate) was \$10,807, \$3,243 (-23%) under budget, and \$12,928 under December 2020 results. Pledge Income was \$5,406 (-16.3%) under budget and \$11,344 under December 2020 results, disappointing results. Total Income is \$10,427 (-20.3%) under budget excluding onetime items. Expenses are 8% under the revised December budget. Personnel expenses are 4.7% under budget, primarily due to the reduction in Music Director salary and benefits. The Vestry approved year-end staff bonuses are included in the Personnel expenses. Administration over budget amount is due to unbudgeted convention expenses. Worship is over budget due to instrument tuning and repair and lights for Christmas.

January – December 2021: Non-pledge Income (Plate) was \$5,151 (6.4%) above the revised budget and \$3,776 (-4.2%) under January - December 2020 results. Most of this income is received via checks or on-line deposits rather than actual "plate" offerings during in-person worship.

Pledge Income was -\$4,694 (0.9%) under budget and \$138,954 below January - December 2020 results, however the 2020 annual budget was much larger. 2021 budget amounts have been adjusted to reflect the revised 2021 budget.

Miscellaneous Income, excluding onetime items, is \$1,710 over budget. Donations for use of Building income budget was adjusted to reflect new lease agreements.

Total Income, excluding onetime items, is \$2,167 (0.3%) over budget, an excellent result in an uncertain year.

Expenses are 5.7% under budget with primary savings year to date in Office Expense and Personnel (71% of total savings). 2021 expenses are \$72,262 (9.0%) under 2020 expenses even with the large increase in our Diocese Assessment in 2021. Electricity is over budget for the year but on budget in December. The contract with 360 Clean is posted to a Janitorial Service detail expense account under B&G Maintenance Expenses, this contract has been terminated but was budgeted for the full year. B&G Gen'l Repair & Grounds are slightly over budget YTD. Gen'l Repair includes the altar area hand rail (\$1,100), power & lights for outdoor signs & outdoor receptacles [Space Utilization request] (\$3,575), power washing (\$341) and other normal repair items. Grounds includes \$2k for pine straw.

Temporary Restricted Accounts (YTD): Rector's Discretionary Fund (RDF) revenue is due to the closing of the RDF checking account & transferring the funds; Maintenance Reserve Fund (MRF) revenue is due to the distribution of the Robert Tripp DDS Fund, a \$25K contribution & memorial gifts & a special \$100k gift for the roof; Designated Gifts activity was for Susan Malgrave's, Rev. Hunt's and Tim McKee's purses, the food drive and plant sale; Memorial (Gen) Fund activity was for Christmas decorations (outside) and Rev. Hunt's farewell picnic. The large MRF expense (\$247.5K) includes \$125K of currently surplus funds for the Maintenance Reserve Fund that were transferred from the checking account to an investment account. The sanctuary roof replacement project (\$88.2k) and engineering research on the Sanctuary HVAC system (\$20.2k) are the other major MRF expenditures. Year-end MRF balance is \$248,745. Expenditures from the RDF and Memorial (Gen) Fund include the transfers from these funds to the new Outreach Committee TRA (042-8042-0000), approved by the Vestry in August. The Children's & Youth Ministry fund reflects the Endowment Fund distribution and specific gifts. Some adjusting entries from the 2020 CPA review have not been posted at this point. These will be reflected in the final 2021 year-end reports.

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Appendix 2 – Finance Committee Vestry Action Items, Jan. 13, 2022 Meeting



Attendees: Regina Crofts, Doug Eberle, Kathy Fields, Hal Evans, Debbie Giordan, Pete Kastner, Steve Langston, John Sobke, Rev. Kelly Steele, Dave Sweeterman

There were no motions for Vestry action at the Finance Committee meeting on January 13, 2022.

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

† 2022 Stewardship Campaign – 2022 operating budget

Regina confirmed that we have received 148 pledges to date for a total amount pledged of \$687,681. This is an excellent result from an outstanding campaign and means that the “aspirational” budget presented at the December Vestry meeting has been approved.

† Design – Space Utilization Committee Temporary Restricted Account (TRA)

The committee continued the discussion about a new Temporary Restricted Account (TRA) for the Design Committee and Space Utilization Task Force. Everyone agreed that keeping Design Committee funds (such as direct donations and proceeds from the sale of donated furniture) separate from operating and other funds was critical. Regina has used Project Codes in *ACS* to identify the Design Committee funds that have been posted to the Designated Gifts TRA. Thus, the primary objective has been realized. Doug showed an *ACS Financials* Project Code report detailing the Design Committee funds. The committee has an operating budget expense account but has had budgeted monies only once in at least six years. Hal noted that the Design Committee may submit a budget request for planned projects, either as part of the normal budget process or as a special request to the Vestry. In many instances the funding for Design Committee & Space Utilization task force initiatives comes from the B&G budget. Historically, the Design Committee and B&G Committee have not collaborated frequently. The presence of these “silos” (groups working in similar areas but not collaborating effectively) was a key finding of the Strategic Plan. The committees have been working more closely together in the recent past and plan to continue to do so. The Finance Committee decided to not pursue proposing the new TRA at this time.

† 2021 Operating budget results

All operating budget income and expenditure items have been posted, at least all those known to the Finance Office or anticipated. The 2021 year-end financial dashboard is attached. This exhibit breaks down expenditures into various areas, rather than just one expense grand total. Personnel expenses are distributed to each area according to the percentage of their time estimated to have been spent in each. The exhibit will be part of the published Annual Report.

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Appendix 3 – Associate Priest's Report

Pastoral Care

- Advent/Christmas Recap
 - The 35 people on our Pastoral Care list received Advent Calendars, Christmas Day goodie bags, and poinsettias in an effort that combined Pastoral Care Team members, individual volunteers, and the Flower Guild. It's a great example of cross-group collaboration and the message received was that people felt very cared for.
- Epiphany House Blessings
 - Though the Omicron spike has delayed this effort, we've begun scheduling house blessings during the season of Epiphany. This is a great way to bring church to people, and to check in on them. Help us get the word out between now and March 1
- PC in Omicron surge
 - Our PC committee has been wary of visiting people in-person due to the Omicron spike, but they have pivoted to making phone calls and sending letters to maintain points of contact.

Youth

- Ski Trip: proceeding as planned Feb 5-6 in Boone, NC. Currently taking 12 teens (SPY members and some of their friends).
- Pilgrimage Planning continues on their St. Francis-themed trip to the Bay Area and Yosemite, Jun 10-17, 2022.

Adult Formation

- The Spring Forum Schedule is out and available for pick-up at the church office and will be included, by month, in Currents and the St. Peter's website.

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APPENDIX 4 – SPRING ADULT FORMATION SCHEDULE

* indicates read ahead

Mon.	01/17	6:00-8:00 pm: Logos Book Discussion	The Parlor*
Sat.	01/22	9:30-12:00 pm: Quiet Half Day with Dr. Westina Matthews	Zoom
Sun.	01/30	10:15 am: Annual Meeting	Parish Hall & Zoom
Sun.	02/06	9:00-10:00 am: Men's Group Book Discussion Falling Upward Ch. 1-3 11:30-12:30 pm: Market Charities Presentation	The Parlor* Parish Hall
Sun.	02/13	9:00 am: Confirmation Class 11:30-12:30 pm: The Band of Sisterhood Conversation	Conference R* Parish Hall
Tues.	02/15	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*
Sun.	02/20	9:00-10:00 am: Men's Group Book Discussion Falling Upward, Ch. 4-6	The Parlor*
Mon.	02/21	6:00-8:00 pm: Logos Book Discussion	The Parlor*
Tues.	02/22	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*
Sun.	02/27	9:00-10:00 am: Confirmation Class	Conference R*
Tues.	03/01	10:00-11:00 am: Women's Book Discussion on Falling Upward 6:00-7:30 pm: Shrove Tuesday/Mardi Gras	The Parlor* Parish Hall
Wed.	03/02	7:00 am Ash Wednesday 12:00 pm Ash Wednesday 6:00 pm Ash Wednesday	The Chapel The Chapel The Church
Sun.	03/06	9:00-10:00 am: Men's Group Book Discussion Falling Upward, Ch. 7-9 11:30-12:30 pm: Ritual in Daily Life with Lynne Kemp	The Parlor* Conference Rm
Tue.	03/08	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*

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APPENDIX 4, pg. 2 – SPRING ADULT FORMATION SCHEDULE



ST. PETER'S
EPISCOPAL CHURCH

* indicates read ahead

Wed.	03/09	11:30-12:30 pm: Lenten Church & Chowder 5:00-6:00 pm: Sister Wendy DVD Part 1	The Chapel & Parish Hall The Parlor
Sun.	03/13	9:00-10:00 am: Confirmation Class 11:30-12:30 pm: Stages on Spiritual Path with Nancy Kelly	Conference R* Conference Rm
Wed.	03/16	11:30-12:30 pm: Lenten Church & Chowder 5:00-6:00 pm: Sister Wendy DVD Part 2	The Chapel & Parish Hall The Parlor
Sun.	03/20	9:00-10:00 am: Men's Group Book Discussion Falling Upward, Ch. 10-13 11:30-12:30 pm: IWC Presentation	The Parlor* Parish Hall
Mon.	03/21	6:00-8:00 pm: Logos Book Discussion	The Parlor*
Tues.	03/22	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*
Wed.	03/23	11:30-12:30 pm: Lenten Church & Chowder 5:00-6:00 pm: Sister Wendy DVD Part 3	The Chapel & Parish Hall The Parlor
Sun.	03/27	9:00-10:00 am: Confirmation Class 11:30-12:30 pm: Anglicans Worth Knowing	Conference R* Conference Rm
Tue.	03/29	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*
Wed.	03/30	11:30-12:30 pm: Lenten Church & Chowder	The Chapel & Parish Hall
Sun.	04/03	11:30-12:30 pm: Anglicans Worth Knowing	Conference Rm
Tues.	04/05	10:00-11:00 am: Women's Book Discussion on Falling Upward	The Parlor*
Wed.	04/06	11:30-12:30 pm: Lenten Church & Chowder	The Chapel & Parish Hall
Sun.	04/10	9:00-10:00 am: Men's Group 11:30-12:30 pm: Holy Week Heads Up	The Parlor Conference Rm

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APPENDIX 4, pg. 3 – SPRING ADULT FORMATION SCHEDULE



ST. PETER'S
EPISCOPAL CHURCH

* indicates read ahead

Mon.	04/11	4:00-4:30 pm: Holy Week Evening Prayer	The Chapel
Tue.	04/12	10:00-11:00 am: Women's Book Discussion on Falling Upward 4:00-4:30 pm: Holy Week Evening Prayer	The Parlor* The Chapel
Wed.	04/13	11:30-12:30 pm: Lenten Church & Chowder 4:00-4:30 pm: Holy Week Evening Prayer	The Chapel & Parish Hall The Chapel
Thurs.	04/14	6:00-7:30 pm: Maundy Thursday	Parish Hall
Fri.	04/15	12:00-1:00 pm: Good Friday 6:00-7:00 pm: Good Friday	The Church The Church
Sun.	04/17	9:00-10:00 am: Bishop's Forum 11:30-12:30 pm: Easter Reception	Parish Hall Parish Hall
Mon.	04/18	6:00-8:00 pm: Logos Book Discussion	The Parlor*
Sun.	04/24	9:00-10:00 am: Confirmation Class Recap 11:30-12:30 pm: Anglicans Worth Knowing	Conference R* Conference Rm
Sun.	05/01	11:30-12:30 pm: Men's Group Cookout	The Patio
Sun.	05/08	11:30-12:30 pm: Planned Giving Financial Seminar	Parish Hall
Mon.	05/16	6:00-8:00 pm: Logos Book Discussion	The Parlor*

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APPENDIX 5 - NURSERY JOB DESCRIPTION AND POSTING



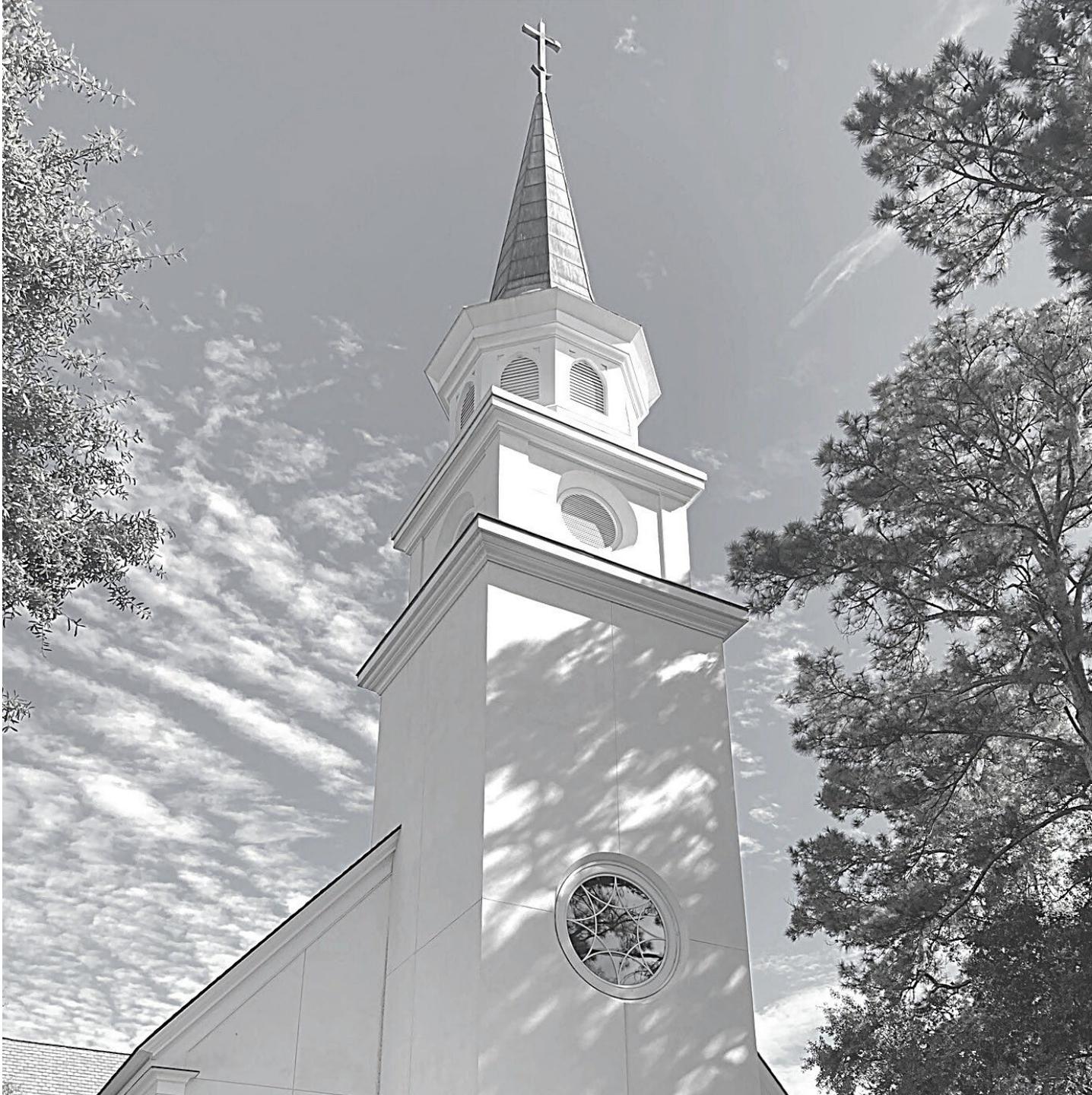
- a. **St. Peter's Episcopal Church Nursery: Seeking Applicants:** St. Peter's Episcopal Church is a group of Christians enthusiastic about making a difference for others on Skidaway Island, in Savannah and abroad, which you can read about at www.saintpeterssav.org. We are hiring Nursery Attendants to bolster our ministries once more among children and families. Our nursery hours are Sunday mornings from 10:00 AM - 11:45 AM. The nursery attendants usually care for approximately 0 to 5 children, ages birth to 4 years. The nursery has not been open since the pandemic started so this would be a restart of this program that will take passion and patience. On special Sundays, such as Easter, there may be more children present. The nursery is located in the Education Wing of the campus, in a building adjacent to the worship spaces and parking. Our nursery will compliment and work in tandem with our restart of our children's music and ministry offerings as well. We only employ proactive individuals who have demonstrated responsible work habits in past employment (e.g. timeliness, communication, professionalism) and have experience and passion for working with young children. We require background checks, references and online training certification in what is called "Safeguarding God's Children" and CPR. These Attendants will report to a volunteer Nursery Coordinator and, by extension, the Priest-In-Charge. We require no more than two unplanned missed days per calendar year. We pay \$50 per "trip" to the church, for the indivisible time period on Sundays. More "trips" or working hours may be requested for special events at the same trip rate. We hope to hire a team of four or five individuals. Together, we will plan the yearly schedule around each person's availability. If you are interested, please submit a resume and cover letter to The Rev. Kelly Steele, Priest-In-Charge at St. Peter's at ksteele@saintpeterssav.org or 912-598-7242.

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APPENDIX 6 – 2021 ANNUAL REPORT presented at annual meeting, Jan. 30, 2022



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PEOPLE

CLERGY & STAFF

The Right Rev. Frank S. Logue, Bishop of the Episcopal Diocese of Georgia

The Rev. Hunt Priest, Former Rector

The Rev. Kelly Steele, Priest in Charge | ksteele@saintpeterssav.org

The Rev. David Wantland, Associate Priest | dwantland@saintpeterssav.org

Dr. Timothy McKee, Former Director of Music Ministries

Shirley Newhart, Interim Director of Music Ministries

Matthew Rice, Associate for Youth & Children's Ministry | mrice@saintpeterssav.org

Susanne O'Day, Parish Administrator | soday@saintpeterssav.org

Regina Crofts, Bookkeeper | rcrofts@saintpeterssav.org

Nate Hodges, Maintenance & Facilities Manager | nhodges@saintpeterssav.org

The Rev. Don Hands, Associate Priest | drdonhands@gmail.com

2021 VESTRY

Hal Evans, Senior Warden | hevansmail@comcast.net

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Trevor Walker | trvrwlkr19@gmail.com

Adrienne Williams | boduywms@gmail.com

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WORSHIP & MINISTRY

Priest in Charge's Message | The Rev. Kelly Steele

The message will be delivered at the Annual Meeting on January 30, 2022.

Chancel Choir | Shirley Newhart, Interim Director of Music

To St. Peter's Episcopal Church Family,

It has been an honor and real joy to serve as your interim director of music from August - December. Thank you for allowing me the opportunity to serve in this capacity.

Here are highlights from the past 5 months:

- ❖ The choir room was cleaned and reorganized with the assistance of Marilyn Sobke and Nannette Allen. Nate Hodges, Facilities manager, was also instrumental in helping reorganize and declutter.
- ❖ The music library was organized and placed on shelves making it more accessible for the Director of Music - once again with the help of choir members. Many thanks to Carol Wheaton, Nannette Allen, Susan McCain, and Joan Loos for their tireless work. Special thanks to Tom Stanley, who, with David Howell assembled the new music library shelving. The hymnal holders on the sides of the choir chairs were replaced and David Howell engineered shims to secure the holders on the chairs.
- ❖ A spreadsheet for the music library was also developed to make it more accessible.
- ❖ Thanks to Judy Kenney, choir robes and cottas were cleaned and organized. Children's choir robes were cleaned, organized, and stored as well.
- ❖ Singing masks were purchased by choir members to protect them from Covid-19. We continue to monitor the virus should we need to mask up for rehearsals and worship in the coming months.
- ❖ The organ was repaired by Schantz Organ Company ensuring many more years of beautiful music.
- ❖ The organ was tuned, and a damaged pipe was repaired by Stephen Spake from Lincoln Pipe Organs, Inc. Stephen designed a mirror for the organ console to help the organist see what is going on at the altar.
- ❖ The Baldwin grand piano in the choir room and Steinway grand piano in the nave have both been tuned. There are four other pianos throughout the church to be evaluated and then tuned as needed - an Aerosonic spinet piano, a Yamaha console, a Kawai grand piano, and a Petrof console.
- ❖ Three new paid singers have added a foundation to the choir which we have not had in recent years; giving confidence the rest of the choir to sing their best. Trained singers also assist the choir in learning the music more quickly; saving time for the director and the choir.

Richard Cheong, bass; Gene Pinion, tenor; Taylor Levesque, soprano

- ❖ The choir has embraced my philosophy of church music - I feel that it is important to have an eclectic music program serving up a wide variety of music. We can praise God using many styles of music remembering that different music speaks to people in different ways. Most importantly, the choir and I have had fun preparing to lead God's people in worship, and, in the end, I believe the choir has developed a new sense of pride in their work and their group.

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P. 4

Eucharistic Minister, Lectors, Vergers |Chris Goode, Leader

Due to Covid, these ministries were stretched to meet the needs of St. Peter's. As fears have declined, more volunteers have come forward to add to those already serving. We have added five Eucharistic Ministers, three Lectors and one Verger, so we are ending 2021 on a higher note with similar numbers to the end of 2019 which is very encouraging.

Looking at 2022 we anticipate more Eucharistic Ministers and vergers will be trained and will encourage additions to our team of Lectors and Intercessors.

Ushers | Bill Wright, Chair

Recruiting efforts during 2021 helped bring the total number of ushers to 16. Chuck Koepke, Phil Turek, Hal Evans, and Bill Wright will remain as head ushers for 2022 and Sally Robinson will take over as Usher Chair.

Greeters | Nancy Richards, Chair

Committee Members: Sue Addington, Jackie Brasher, Debby Cuttino, Debbie Giordan, Margie Hardesty, Kathryn McLearn, Judy Ost, Sally Robinson, Chuck Smith, Lyndall Stanley, Suzanne Thomas, Trevor Walker, Julie White, Laura Wieners.

Greeters were actively greeting at the 8 AM and 10:15 AM services when possible due to Covid restrictions throughout the year. They were instrumental in welcoming new visitors, gathering contact information and generally serving as terrific ambassadors for St. Peter's! We have greeters scheduled to the end of 2021. Challenges involve greeters for the 8 AM service as most greeters attend 10:15 AM.

Altar Guild | Cynthia Calder & Wyndie Eberle, Chairs

Committee Members: Sue Addington, Cynthia Calder, Wyndie Eberle, Gwen Gissendanner, Sharon Grozine, Beth Holmquist, Nancy Hubbard, Ann Hubbs, Jan Seeley, Susan Snyder, Laura Wieners, Julie White

The Altar Guild is still adjusting to new norms, both because of a change in priests and a change in pandemic recommendations. More people are worshiping in person with two regular services every Sunday morning. We've also had a wedding and multiple funerals. The good news is we are up to the task after having had to respond during Covid! We lost several members due to moving or leaving St. Peter's but are happy to report we have four new members coming on board in 2022. This year, for the first time in two years, we were able to hold a group meeting to discuss issues and procedures, and such topics as care of the silver. Kelly and David joined us, which was very helpful. We followed this with dinner and Margueritas at Tequila Town. We know how to be serious about our ministry, but we know how to have fun as well!

As requirements change, it is helpful for the Vestry and Clergy to keep the Altar Guild directors informed early, and engaged in the discussions about the requirements for communion, Altar setting, number of attendees, special needs such as baptisms, etc. Coordination with the Flower Guild is also important for holidays. The regularly scheduled Monday liturgical meetings should help with communication between the major stakeholders, especially when there are special services deviating from the norm.

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P. 5

New Technology Driven Ministry | Chris Goode, Leader

Team members: James Brawner, Ed Field, Margaret Hunter, Richard Sullivan, David Wilhelm, Al Mullins.

The use of this technology has continued to improve throughout the year in quality, system improvements and operator skills. This ministry faced growing demands as many funerals request live streaming for family members and friends who cannot travel.

Streaming certainly supports the growth of our membership. In a typical 4-week period we average 3,000 views of recorded services. (Views are when a device opens a YouTube recording from St. Peter's-- a smart phone, iPad, laptop, or PC.) Exact numbers of those watching are unknown, but the industry usually estimates by multiplying viewers by 1.5, which in the case of St. Peter's results in over 1,100 per week.

We continue to be challenged from a staffing perspective as we expand our live streaming coverage, and we welcome any would-be operators to this very rewarding ministry.

Flower Guild | Adrienne Williams & Kate Kastner, Co-chairs

Members: Sally Eckerson, Sara Hacala, Regina Holdernes, Margaret Hunter, Muffin King, Crissy Mondy, Susan Roberts, Kristina Svenson.

The year started slow and picked up fast. The Flower Guild's annual training/recruitment session, scheduled for January, was cancelled due to restrictive access to the church. Shortly after that, the decision was made to return to indoor service with limited seating and social distancing. Flower Guild members were asked to volunteer to make Altar arrangements for the rest of January and February. Some were comfortable at once; others were still reluctant.

The new normal required flexibility and patience. By March we started to get into a routine when the supply shortage hit. First it was fresh flowers then hardgoods. Designers routinely had to make 2-4 stops to get a decent selection of flowers for Sunday's Altar arrangement. Selection is crucial because the Altar flowers are transformed into "Posy to Go" vase arrangements which are delivered to those on our Pastoral Care List. We want the recipients to enjoy them for as long as possible.

Through the trying times, we came together as a team, adapting and growing. Every week the Altar was adorned with beautiful fresh flowers, greenery for Lent and Advent, plants on occasion, and even some reclaimed fallen branches. Over 170 individual "Posy to Go" arrangements were made for delivery by the Flowery Delivery team. Approximately 50 plants were packed up and delivered to those on the Pastoral Care List during Lent and Advent. Twenty-one requests for Altar Dedications were made. Additionally, during Lent, the team made over 300 palm crosses for handouts and participated in a slightly competitive, highly successful Food Drive.

Our most honored accomplishment was being entrusted with design of Final tributes for 8 fellow parishioners. Throughout the year our membership averaged nine. That is down from a high of 16 in 2019. We hope our scheduled training / recruitment class in January 2022 will entice prospective members.

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Flower Delivery Ministry | Kristina Svenson, Chair

Members: Sue Addington, Jackie Brasher, Aubrey Brawner, Wyndie Eberle, Steve Langston, Marilyn Sobke, Trevor Walker

The Flower Delivery Ministry is a ministry that works in coordination with two other ministries, the Flower Guild and Pastoral Care. Each week Pastoral Care designates the recipients of the “Posy to Go” vase arrangements created by the Flower Guild to be lovingly transported by a Flower Delivery driver. It requires dedication, flexibility, and teamwork to work seamlessly, especially during the stress and operational changes brought on by the Pandemic. Our team has shrunk, and the workload has increased these past two years. Pre pandemic, the team was larger (10) and delivered one arrangement each week. Fast forward, we now have fewer members (7) and deliver 3 arrangements each week. With a membership of 7, each has committed to making 7 or 8 deliveries a year. This year more than 170 Sunday arrangements were delivered. In addition, the group assisted in the delivery of plants during Easter and Christmas.

Because we are now delivering more vases each week, we have requested permission to purchase 2 car caddies for more secure transport of vases and plants.

If you would like to join our Ministry, contact Kristina Svenson at 912 598-9470.

Prayer Guild | Susan Snyder, Chair

Members: David Adams, Debbie Cuttino, Shirley Forssell, Mary Ellen Fox, Kathy Henderson, Judy Kenney, Ginger Malachuk, Susan McCain, Maggie Mitchell, Pat Shay, Sally Spencer, Claudette Warlick, The Rev. Kelly Steele (ex officio), The Rev. David Wantland (ex officio).

The St. Peter's Prayer Guild, conceived by Dori Creasman and Shirley Forssell at our founding, has a 25+ year history. The Guild continues to be the pinnacle of our dedication to prayer and thanksgiving. Through prayer, we make known requests from parishioners, family, and friends for guidance, comfort, and healing.

Guild members (presently 13) pray daily for requests from the Confidential Prayer List and the weekly Bulletin. The combined list average 110 names. Despite the Pandemic, we had 6 monthly meetings this year to pray together, update the requests, and celebrate our Thanksgivings. We find the Guild's collective prayers provide solace not only to those on the list but also to our members

We gained one new member this year and will focus on recruiting more members next year.

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SPIRITUAL FORMATION & EDUCATION



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Adult Christian Formation | The Rev. David Wantland, Leader

Committee Members: Dr. Westina Matthews; the Rev. Don Hands, Ginger Malachuk, Dr. Chris Baker, A.L. Addington, Lynne Kemp, Pam Clift, Anne Hurley.

Adult Christian Formation in 2021 was all about flexibility as the pandemic carried on. Many of the planned forums needed to pivot or be rescheduled because of pandemic realities. Because of the delta variant in the fall of 2021, we reduced our planned Sunday morning programming to monthly presentations, either online or hybrid, allowing coffee hour to take priority over formal formation offerings and answer the longing for community in this time of isolation. As we look ahead, we are hopeful to bring back more formal programming in the spring. The clergy and staff are so thankful for the leaders who learned new skills and kept rhythms of formation going amidst a lot of transition.

One new addition to the formation offerings this year was the St. Peter's Men's Group, led by Trevor Walker and the Rev. Don Hands. Their leadership has established a high quality of subject matter and conversation and has responded to the need for more opportunities for men of the parish to connect. They look forward to growth in the season ahead and welcome all men of the parish to join. The Wednesday Bible Study continued to gather online this year, with a mid-year change of leadership when the Rev. David Wantland arrived as Associate Priest. In the spring, Pam Clift led a study focused on Bishop Michael Curry's book, *Love is the Way*. In the fall, they studied the Book of Job (timely!). Evening Prayer continues to be a meaningful point of connection and prayer for those who gather most weekdays on Zoom, as has the Contemplative Prayer group. Despite the frustration of the pandemic's persistence, Adult Formation opportunities continue to try to meet the spiritual and intellectual curiosity of this parish. We are grateful to all who have participated in these activities and will continue to work on better communication of programming in the year ahead.

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PARISH LIFE



Music Director Search | John Sobke, Chair

Committee Members: Aubrey Brawner, Vice Chair; Nancy Richards, Secretary; Dave Neises, Vestry Liaison; members: Kim Ribbens, David Frothingham, Judy Sweeterman, George Hubbs, Ben Templeton, and Susan McCain.

Many of us were surprised in late July when Dr. Tim McKee announced that he was taking the position of music director in his hometown church at Fernandina Beach. This occasioned the commissioning of a search committee for a new Music Director at St. Peter's. Reverend Kelly appointed John Sobke to chair the search effort, and together, they selected the members of the committee listed above. John, Aubrey, and Nancy formed the Executive Committee, or Excom.

Aubrey wrote the position description posted with the American Guild of Organists and the Association for Anglican Musicians. This advertising effort produced 28 applicants from across the country, Peru, and the UK. Many applicants viewed our Sunday services online and were impressed by the beauty of the Sanctuary, our magnificent Shantz organ, the wonderful acoustics, and the music of our outstanding choir under the direction of Shirley Newhart, the Interim Director.

Nancy distributed the applications to the committee by email and corresponded with the applicants by email and telephone. The applications included YouTube musical presentations of the organists and their choir direction as well as references. The Excom screened the applications by "yes" or "no" evaluations. The Excom rank ordered the "yes" applicants after much deliberation, study, and discussion. It was agreed by the committee to interview six candidates by Zoom. Then, four candidates were brought to St. Peter's for auditions and interviews. References were checked by selected members of the committee who then recorded the results which were distributed to all committee members as well as the clergy. Arrangements for travel, lodging, and expense reimbursements were handled by Aubrey and Nancy.

Kathleen Turner, Christ Church Frederica, St. Simons Island, was selected in a meeting with the committee, clergy, the Senior Warden, Hal Evans, and the chair of the HR committee, Debbie Giordan. Reverend Kelly, the Senior Warden, and the HR chair proceeded with the hiring process which included an extensive background check and the preparation of a Letter of Agreement. Kathleen's hiring was announced on November 7, 2021. She will start her position on January 1, 2022.

Music Committee | Marilyn Sobke, Chair

Committee Members: Marilyn Sobke, Chair; Tim McKee, Music Director; Libbie Cluett, Doug Eberle, George Hubbs, Susan McCain, Betty Stout, and Carol Wheaton.

The Music Committee met twice during 2021 to discuss current music programs and future needs. The committee heartily commended Tim McKee for his efforts to continue quality music with instruments and small ensembles during the Covid shutdown. They also expressed gratitude for

Tim's daily contact with choir members to decrease isolation and encourage continued practice and vocal health.

The Concert Series was curtailed due to restrictions on gatherings and crowd size and the difficulty in travel for performers. Funding for future concerts is earmarked and will be available for a continuing series.

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The Committee and the Chancel Choir held a farewell party for Tim and his family, including current and former choir and committee members, presenting him appropriate gifts for his twelve years of dedicated service to St. Peter's. Several Music Committee members also served on the Music Director Search Committee.

We especially wish to commend Shirley Newhart for her exemplary role as Interim Music Director. She has cleaned the choir room, organized the music library, overseen repairs of the Schantz organ and several pianos, and led the choir with great love and enthusiasm.

Music Academy | Aubrey Brawner, Chair

The St. Peter's Music Academy continued virtually for the first six months of 2021 with Tim McKee meeting about 12 students using Zoom. He continued to encourage their vocal performance, note reading, and rhythm practice. The Music Academy did not begin again in the new school year. The new Music Director will decide how best to move forward with the program.

The Savannah Young Artists' Piano Competition was held again in February with live-streamed performances enabling many people to enjoy it from home. The competition offers the incentives of cash prizes and "bragging rights" (sometimes called "resume building") for both solo and ensemble performances in two separate age divisions.

Invite, Welcome, Connect (IWC) | Sally Robinson & Kathryn McLearn, Chairs

Members: Regina Holderness, Babs Lutton, Betty Stout, Edwina Walker

The Invite Welcome Connect committee tries to go beyond "The Episcopal Church Welcomes You." It hopes to ensure those who come through St. Peter's doors find not only a wonderful place to worship but also ways to engage and become a part of our community of faith, ministry, and outreach.

IWC became active in late spring 2021 under new leadership and a new committee. They are building on the accomplishments of the previous IWC committee under the leadership of Linda Tierney. IWC met to update and create a method of tracking our newcomers and newest communicants. We put newcomer cards into the pews and David+ created an IWC brochure for the pews as well. With Susanne O'Day's support, an IWC welcome statement is in the weekly Currents and Sunday bulletin. In addition, either Kelly+ or David+ welcome newcomers during announcements at Sunday services. These new processes seem to be working as at least 12 newcomers have met with either Kelly+ or David+ and are in the process of or have decided to become members of St. Peter's in the past six months.

The committee hosted two early evening socials--one in late June and one in early October--where 7-10 new members gathered outside on the parish hall porch to meet each other, Kelly+, David+ and members of our committee. A member of IWC always reaches out to each newcomer to keep connected.

Another important part of IWC is connecting newcomers to the various ministries and activities of St. Peter's. So far, we have been able to involve newcomers in the Flower Guild, The Market, Coffee Hour, Living Waters Fabric Art project and The Angel Tree. We hope to expand this in 2022 and continue the social gatherings to keep newcomers engaged and connected.

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Although Invite Welcome Connect is a committee, we encourage all parishioners to help in this important ministry by welcoming anyone--whether an existing parishioner or someone unknown.

To become involved or if you know of anyone possibly searching for a church home, please contact Sally Robinson at srobinga@gmail.com or 912.308.5872 or Kathryn McLearn at kmclearn1@bellsouth.net or 912.598.4520.

Greeting Cards | Edwina Walker, Chair

Members: Sue Addington, Barbara Baker, Jackie Brasher, Debbie Cuttino, Shirley Forssell, Debbie Giordan, Margie Hardesty, Ann Hubbs, Steve Langston, Nancy Richards, Joan Seaman.

St Peter's Birthday and Anniversary cards are written at home each month by a dedicated group of caring volunteers. We usually have 12 members, and each volunteer is responsible for card writing one month a year. Many of our long-standing volunteers choose the same month each year and think lovingly of the recipient as they write the card.

In 2022 we will face the challenge of some turnover, and our goal is to recruit additional members and alternates who would fill in on occasions, as necessary.

This year we have sent out a total of 443 cards with 72% being Birthdays and 28% being Anniversaries and we have received feedback that this Ministry is very much appreciated.

We look forward to 2022 when we can physically get together and show our appreciation for the volunteers in this much needed Ministry, and we have requested \$100 to be added to the annual budget to facilitate this.

Hospitality/Fellowship | David Neises, Task Coordinator

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.

2022 should see this ministry reinvigorated to compliment all our Internal relationships.

Men's Group | Trevor Walker, Leader

We deliberately met in a variety of formats which worked for us and were sufficient to establish the group:

- ❖ Book Study- *God and Sex* led by The Rev. Dr. Don Hands
- ❖ Sunday cook-out
- ❖ Presentations- *Slavery in Savannah* led by Dave Fox; *Life in Prison* led by The Rev. Dr. Don Hands; *The Grapes of Wrath* led by Chris Baker
- ❖ Early breakfast before 10:15 service.

Our pattern is to meet on the 1st and 3rd Sunday in the month using the "in between time" (9-10 AM). We are inviting ladies to attend our presentations in the future.

Based upon survey results (see under "Aging in Place"), our 2022 program will include a presentation on the *Spirituality of Aging* by Don Hands, and a book study of *Falling Upwards* by Richard Rohr. We will also explore a program called Compass designed to improve our individual performance within the team.

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Buildings & Grounds (B&G) | Ken Hubbard, Chair

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Members: Charlie Arraiz, Art Chapple, Stuart Evans, Ken Hubbard, Phil Snyder, Dick Sullivan, Phil Turek, Walter Hough, Joe Witten, Alice Wright

The B&G Committee had a very busy year. In fall 2020, Paul Soderberg resigned for health reasons. Ken Hubbard took over B&G and Paul's agenda of projects. As the pandemic waned, the project list got longer, but the men and women of B&G rose to the challenge. A remarkable amount of work was accomplished.

A sub-committee of B&G was formed to deal with the Sanctuary HVAC system concerns. That group of four professionals investigated system's history, considered options for rehab or replacement, and offered design solutions for new systems. All was extensively reported to the Vestry in April. After reviewing the HVAC report, the Vestry voted to have the subcommittee continue their work. The subcommittee's recommended design was to be investigated from both architectural and engineering points of view. Architectural design renderings were prepared along with a full set of mechanical engineering drawings. A final report was then presented to the Vestry.

Meanwhile, B&G was also completing previous work on energy savings, yard sprinkler system repairs, and water loss. The Church received a new priest-in-charge and the main entry sign required renovation and new lights. The shrubbery around the sign was revised and paver paths through the pine trees, which had become a liability, were removed. The entire site and lighting were restored to full operation.

Non-functional speakers hanging from the ceiling in the Sanctuary at the crossing were removed.

Inspection of the Sanctuary roof indicated that the shingles were very close to failing due to age. A report was submitted to the Vestry recommending the roof be replaced. The project was bid and a contract let for \$89,000. When the tear off started, it was discovered that the roof sheathing was in much worse shape than anticipated. Only by the Grace of God serious interior water damage of the Sanctuary was avoided. Once again, God smiled on St. Peters. An anonymous donor stepped forward and paid for the roof.

An inspection of the Sanctuary floor tile revealed water intrusion from below the substrate concrete slab had caused the grout in the tile to fail. The B&G initiated repairs on loose tiles and recommended that the floor be replaced during the installation of a new Sanctuary HVAC system.

The B&G handled miscellaneous tasks. The Vestry decided to form a Space Utilization Committee to research rental of unused space in the Church. The B&G helped that Committee by providing BOMA standards and measurements of spaces for use in structuring lease agreements.

The pandemic brought up a need for streaming of Church services. When the Altar and Choir furniture required relocation for camera focusing, the B&G stepped up to design and provide new iron railings at the choir edge for safety of the Clergy and readers. Black out curtains were installed at the production studio.

A review of the Church's insurance policy by the Insurance Committee revealed a need for a valuation of the ceramic medallion hanging in the Narthex. The B&G is working with Sotheby's and Christies art auction houses to attempt to value the medallion.

New pine straw was installed all around the Church and new lighting was installed along the choir path.

The regular group continued to work on other issues like preservation of the stained-glass window in the chapel, electrification of the courtyard to create more options for use of the space, and replacement and repair of multiple small HVAC units around the Church including the 10-ton unit serving the Parish Hall. The work on this unit was expensive and once again a parishioner, through a bequest from her mother,

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funded the work. Beautification of the exterior of the Church completed the 2021 work projects with restoration of the Ark by the B&G and volunteer parishioners and power washing of the main façade.

Within 2-4 years the Sanctuary HVAC unit is expected to fail. The underground ductwork system is failing and leaking water and condensation which increases the humidity problem in the Church. In last year's report, Paul emphasized the need for a large expansion of the Maintenance Reserve Fund to cover replacement of this system in the near future. That is an immediate challenge. A new operating budget for the committee has been developed which realistically predicts operating expenses for 2022. The new Chair of the B&G will have sufficient funds available to continue the work of the committee if the overall Church budget is met through pledges, donations, charitable trusts etc.

I am pleased to report that all issues on Paul's agenda of projects were completed this year.

Building & Grounds Committee membership is challenging and rewarding. We are always looking for new and dedicated members of any skill level to join us. All are welcome.

Communications | Suzanne Thomas, Task Coordinator

Communications at St. Peter's are managed by Susanne O'Day, the parish administrator. She does an excellent job coordinating a host of activities both internally with ministries at St. Peter's and externally.

In 2021, Susanne revamped the weekly electronic newsletter (Currents) including a new announcement section and special mailings for Christmas and Easter. She has streamlined the overall look and feel of our "brand" at St. Peter's and has created a preliminary Style Guide based on the logo and historical design.

Susanne created a Twitter and Instagram account for St. Peter's, posting regularly on social media platforms with a focus on Facebook.

The website for St. Peter's has received a lot of attention from Susanne. In 2021, she overhauled the landing/home page and reformatted all of the other pages while removing obsolete information. She is constantly working on a more user-friendly and up-to-date website. A website is the new "front door" of church, so Susanne is working to create a great impression. In addition, Susanne has worked to optimize search engines so St. Peter's is found more easily on Google, Bing, etc. The online streaming platform (YouTube) has been optimized as well. Susanne claimed ownership of all possible places she could find St. Peter's on the internet, updating parish information, staff, clergy and contact information. 2022 will bring continued refinement of the website with a potential workshop to clarify the mission and vision of St. Peter's communications moving forward.

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Human Resources Committee | Debbie Giordan, Chair

Members: Debbie Giordan (Chair), Jim Morgan, Wyndie Eberle, Hal Evans (Vestry Liaison)

The HR committee in conjunction with the Senior Warden began the year reviewing and revising the Letters of Agreement, and job Descriptions for the Parish Administrator, Bookkeeper and Facilities Manager. The Employee Handbook was reviewed and updated as well. The committee has been very busy since March with calling Kelly Steele our Assistant Rector to Priest in charge in April, interviewing three applicants for Associate Rector and hiring David Wantland in July. The HR committee worked with the search committee interviewing four finalists for the Music Director position this fall. We look forward to beginning a new year with Kathleen Turner as our Music Director. We pray for a stable and productive new year.

Senior Warden's Report | Hal Evans, Senior Warden

The message will be delivered at the Annual Meeting on January 30, 2022.

Vestry Nominating Committee | Hal Evans, Task Coordinator

Members: Nancy Richards (Chair), Hal Evans (Senior Warden), Sharon Grozine (Altar Guild), Judy Kenney (Choir), Adrienne Williams (retiring Vestry member), Lyndall Stanley (retiring Vestry member)

The committee was formed in early October after which nominations were solicited from the Parish members to fill the four Vestry slots that would be vacated by Vestry members whose 3 year terms were expiring. The committee met again on November 3rd to review the nominees. After discussion and confirmation that all candidates met the requirements to be nominated to the Vestry and have agreed to serve if nominated, the committee nominated Aubrey Brawner, Doug Eberle, Pete Kastner and Phil Synder to the 2022 Vestry Slate. The nominees will be presented to the Parish Congregation for election at the Annual meeting on January 23rd.

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STRATEGIC PLAN

The full St. Peter's Strategic plan may be found on at www.saintpeterssav.org under the "About" header.

Internal Relationships | Chris Goode, Task Coordinator

Things we may forget from 2020:

Zoom for Sunday Worship, coffee hour, book clubs, weekly prayer services, Bible Study, Foyer Groups.

Vestry calls to all parishioners

Changed over to Realm, a more user-friendly program

Pastoral Care Committee expanded; cards & letters sent to parishioners.

God is clearly at work through St. Peter's church, and the God-given results are outstanding even if the year was not a "normal" year. 2021 was anything but normal! Covid forced us to play a role of worshiping God and sustaining all our many Christian activities, sometimes never getting physically together, sometimes meeting via ZOOM, sometimes meeting with recommended spacing and always wearing masks, perhaps in hindsight we will call this the "Year of the Mask."

All the above was just not enough of a challenge for the St. Peter's team. God called our Rector, The Rev. Hunt Priest, to play a national leadership role in addressing the mental issues many people, particularly the homeless, face today. God always knows what is best. Unanimously the Diocese, St. Peter's vestry, and St. Peter's membership agreed The Rev. Kelly Steele was our first and only choice as a replacement for Hunt. The path of going from an Associate Priest to a Priest in Charge is not normal in the Episcopal church, but Kelly is such a special priest, loved by everyone who knows her.

The "rest is history," but not quite. With Kelly promoted we needed a replacement Associate Priest. The search team set off enthusiastically seeking a new priest, though not at the best time in the church calendar! Who God offered to us was due to a set of God driven opportunities--The Rev. David Wantland. David was quickly accepted by everyone and is today one of the jewels of St. Peter's.

Still, God had another challenge. Dr. Tim McKee, longtime Music Director, resigned to move a church closer to his family and friends. Sitting in St. Peter's choir was an accomplished singer and musician, Shirley Newhart, who loves playing golf but stepped up to be Interim Musical Director. Shirley showed such pizzazz that we were rocking at the altar of God.

John Sobke led a team to search for a permanent replacement to help us achieve our new growth goal. God was again rewarding our faith in moving forward, and St. Peter's had a new Musical Director join us on January 1, 2022. Kathleen Turner has incredible syncopation with our next growth steps, and it is amazing.

2021 was a year of multiple changes and challenges not previously experienced in anyone's life, but look at what we have done through "moving forward in faith!" Just read this report and you will know that 2022 will be a truly remarkable year, thanks to our faith and love of God.

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External Relationships | Susan Homar, Task Coordinator

Things we may forget from 2020:

- Outreach: Angel Tree for Hesse School, Bethesda Academy, Family Promise, Safe Shelter
- Food drives for St. Michael's Church Pantry
- 15,000 masks for the children in the Dominican Republic
- St. Peter's has 22 "network members" of JUST (formerly SAIJM), a new and growing network of more than 50 Jewish, Christian, and Muslim congregations in Chatham
- IWC sent out hundreds of note cards introducing and welcoming community residents to St. Peter's.
- Livestreaming Sunday Worship Services introduced many people to St. Peter's.

Moving forward, we can leverage our personal and organizational relationships to be stronger and more far-reaching, to help grow the congregation both numerically and spiritually, in order to increase the number of people served through our actions and interactions.

The continuing pandemic directly impacted plans in this area. Areas targeted in the Strategic Plans include:

Music Academy: With the pandemic and the departure of Tim McKee as our Music Director, the Music Academy was suspended in 2021. With our new Music Director, and as pandemic issues are diminished and mitigated this will serve as an opportunity to build a reinvigorated strategy to engage children within and without our church community (and their families).

DR Eye Mission: It is a goal of the DR Eye Mission Team to continue their work in the DR and to identify opportunities to expand that work in the Savannah area. The pandemic has stalled this effort. The team planned to go back to the DR in January/February 2022. Due to the recent omicron surge, that trip has been delayed, with the hope and intent to fulfill it during the third or fourth quarter of 2022. Once the pandemic is diminished and or mitigated, the opportunities for a local application will be revisited.

Living Waters Program (LWP): A goal of LWP has been to improve the communication of the accomplishments of LWP in our parish. To that end, LWP has incorporated information regularly in Currents to keep the congregation informed. Additionally, a project is underway to provide a visual of the various impacts of LWP on display at St. Peter's.

In spite of the limitations imposed by the COVID pandemic, LWP and Outreach with the support of Saint Peters congregation, have continued to provide meaningful impact in our greater community, including the Angel Tree, support for Family Promise, the JUST ministry, and multiple food drives to support St. Michaels food pantry. Invite, Welcome, Connect (IWC) has incorporated invitations to support these activities to newcomers.

Family & Youth | Dave Neises, Task Coordinator

Unfortunately, any data that is available concerning retirees, families and children is all very dated and if used may misdirect this ministry. What I have discerned is that the residents of the Landings have been evolving and we see a growth of empty nesters but not retired, new retirees, plus more families are moving to the Landings. Clearly all these offer St. Peter's growth opportunities and we need to aggressively attack Youth/Children programs plus add increased support to our Aging in Place program.

More emphasis should be placed on these in 2022.

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Space Utilization, Kathy Field, Task Coordinator

Committee Members: Kathy Field, Debbie Giordan, Jim Morgan, Hal Evans, Susanne O'Day and Kelly Steele.

This newly formed Committee began this year with the following charge: enhance the rental potential of underutilized space within the Church. This Committee is a result of a Goal in the Strategic Plan.

The Committee first reviewed and revised the Church's Short-Term Room Rental Policies. They also created a formal rental contract for the three long-term renters and increased their sq. footage costs. All three rental agreements were successfully signed. Additionally, the Short-Term Rental Policies along with the revised fees for all Church spaces were approved by the Vestry.

The Committee next focused on enhancing spaces to increase rental potential. It was agreed that wedding rentals should be priority since the Church facilities offer a total on-site, affordable "package" that can be offered. The Committee, with the assistance of the Design Committee, is currently focusing on improving the ambiance of the Parlor to make it more appropriate as the bride's changing or staging area; working on the potential of replacing the carpeting within the Parish Hall; and re-painting the walls with a complimentary color to the carpeting to make it more enticing for bridal receptions.

Additionally, in conjunction with the Design Committee, appropriate playground equipment has been chosen to enhance the space surrounding the "Ark." Installation will follow in early spring. Finally, the Committee has proposed other wall-painting projects including the back hallway in the Education Wing as well as the two main restrooms.

Work will continue maximizing the space potential of the Church. Kudos to the hard-working Committee members!



Aging in this Place | Trevor Walker, Task Coordinator

Pastoral Care

Nine Lay Eucharistic Visitors have been qualified so we have additional capacity to take the eucharist to church members who cannot get to church. At present we have 25 units (single, couple or family) requiring pastoral care. Pastoral Care continues to recommend recipients of flowers on a weekly basis for action by the flower guild and the delivery team. The team also delivered gifts (bags containing candles, host, candy etc.), courtesy of Westina Shatteen and Pam Clift, before Christmas to folks who require pastoral care. After Christmas we will deliver plants provided by the flower guild.

Seeking Future Pastoral Care Direction - Survey

An online survey was conducted to explore interests. Folks scored activities in the following, "very interested," "maybe interested," "Probably not," and "not interested." We pooled the results for the first two and produced these topics with high interest.

Social interaction	95.23%
Ongoing learning/education	90.91%
Spiritual wellbeing	90.91%
Cultural engagement	85.7%

Surprisingly, physical activity, memory care and financial/legal/planned giving scored very low.

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Governance | Dave Neises, Task Coordinator

As is the case with many aspects of our church's life, Covid has had an impact on fully realizing the governance goals of our strategic plan in a formal sense. However, that does not mean considerable work and progress toward meeting these goals has not occurred. The governance goals are listed below with a following note describing worksteps which have been, are being and will be achieved:

Goals:

- ❖ *Achieve a full contribution to the Diocese within a balanced budget supporting the ministry (by 2022).*
Under the leadership of our Treasurer, Peter Kastner, and our Finance Committee Chair, Doug Eberle, the church has embraced a strong focus on budgeting specifically, and fiscal responsibility in general. It has persevered in the face of revenue challenges presented by Covid, attrition associated with an aging congregation and other factors. Along with Pandemic-related assistance from the federal government, this focus has elicited a budget surplus at present. In addition to balancing the budget and supporting the ministry, the church is endeavoring to enhance revenues such that expanded ministry is possible. All parties involved are clear-eyed as to the challenges which lie ahead and are actively planning to keep the church on a sound financial footing. The key will be to realize both increased and new to St. Peter's contributions to offset the withdrawal of federal funds and to make new ministry possible.
- ❖ *Undertake a Mutual Ministries Review (evaluation of the effectiveness of ministries and ministers.)*
Within the structure of the Episcopal Church, the clergy governs. An effective Senior Warden, Vestry, and other lay leaders can clearly have an impact on governance, but all major initiatives, processes, and decisions must be led and/or supported by the clergy. When she became Priest-In-Charge, Kelly Steele gradually began a more rigorous review of all ministries than we had done previously. As she got her feet on the ground, and as coping with the various crises imparted by Covid allowed, this review increasingly took hold and gained momentum. This already heightened process will be further advanced during 2022. To some extent, the fruit it bears will have a positive impact on the financial discipline addressed in the first item above. Once the evaluation is complete, the next and vital step will be to implement any needed changes.
- ❖ *Develop structures and processes that support the ministry and are well-communicated to the parish.*
A Steering Committee under the leadership of the Senior Warden has been formed to oversee this effort. Chief among its goals is to ensure that each ministry, department, and initiative of the church is coordinated with one another, with lay leadership and clergy. Using two old sayings, the goal is to have everyone singing from the same hymnal and pulling the oars together as an orchestrated and effective engine of common purpose. The next step will be to overcome tradition, territories, and egos toward functioning as a team.
- ❖ *Evaluate and document the administrative processes of the Church (in progress).*
This process continues and is intertwined with the preceding two goals.
- ❖ *Establish a financial dashboard, i.e. annual financial projections reflecting proposed revenues and expenses (in progress).*
As stated, our financial lay leadership team is very effective. To some extent, this goal has been realized; however, this team is further refining and improving this effort.

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FINANCE



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Finance, Audit, & Budget Committee | Doug Eberle, Chair

Members: Doug Eberle, Hal Evans, Debbie Giordan, Pete Kastner, Steve Langston, Rev. Hunt Priest (through April 2021), John Sobke, Rev. Kelly Steele, Dave Sweeterman, Jim Toedtman, Rev. David Wantland (since July). Parish Financial Associate Regina Crofts also participates in the meetings.

What went well in 2021:

Developing a “balanced” budget is always an interesting process. For 2022 the desire to move forward with the remaining areas of the Strategic Plan resulted in developing a “base” (Keeping the Ship Afloat) and “aspirational” (Set Sail with God) budget. The committee addressed the challenges of: large decline in 2021 of pledge income and number of pledging households (could that be reversed in 2022?); the needs for increased staff compensation, restoration of the annual contribution to the Maintenance Reserve Fund and restoration of 2021 budget cuts. A planned 2021 mid-year budget review and revision addressed the impacts of the clergy transition and improved year-end projections. The committee developed proposals for two new Temporary Restricted Accounts (TRAs) for the Outreach Committee and Children’s & Youth Ministry Fund. These accounts ensure funds donated for these ministry purposes are easily monitored & controlled; they are currently available for direct donations. We also reviewed in-active TRAs (no activity in 3 years) and recommended Vestry action on these accounts. The committee reviews financial reports monthly and identifies any issues for Vestry concern. Treasurer Pete Kastner headed an effort with Endowment chair Chuck Koepke to create new investment vehicles for the Library Fund and excess cash (primarily restricted funds) in the checking account. The committee reviewed and revised policies for Clergy Discretionary Funds and developed a new method of funding the account. We also developed area specific operating budget reports so staff and committee/guild chairs can easily monitor their expenditures. The committee worked with Stewardship chair and clergy to present a well-received parish financial overview presentation for Stewardship kickoff Sunday in October. The committee also accomplished many regular activities, such as updating signatories on financial accounts, working on the annual external CPA review & assessing results, and evaluating insurance coverage adequacy. We continued work on a complete rewrite of the Treasurer’s Manual, last revised in 2002.

What would be helpful from the Vestry, Clergy and/or Congregation in 2022:

Continued engagement of the Vestry and congregation in the financial aspects of St. Peter’s would be beneficial. The committee welcomes revenue enhancement and expense reduction ideas, and especially ideas on how to effectively communicate our financial status to the parish. Every parishioner’s support for the Invite, Welcome, Connect team is also critical; new members are the best solution to our financial challenges. Additionally, increased volunteer time to leverage staff effectiveness or offset third party expenses (e.g., the B&G team’s continued efforts to address minor maintenance issues and improve our buildings and grounds), would improve St. Peter’s financials.

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2021 Financial Overview

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Area	Budget	Actual	Variance
Non-Pledge Contributions	\$ 80,000	\$ 85,151	\$ 5,151 +6.4%
Pledge income	\$ 594,000	\$ 589,306	\$ -4,694 -0.8%
Other income*	\$ 106,250	\$ 60,960	\$ -45,290 -43%
Total income	\$ 780,250	\$ 735,417	\$ -44,833 -5.7%
Diocese Assessment	\$ 84,296	\$ 84,296	\$ 0 0%
Buildings & Grounds & MRF contrib.	\$ 73,950	\$ 73,282	\$ 668 -0.9%
Admin, Program, Personnel, etc.	\$ 621,836	\$ 577,780	\$ 44,056 -7.1%
Total expenses	\$ 780,082	\$ 735,358	\$ 44,724 -5.7%
Surplus / Deficit	\$ 168	\$ 59	

Budget #s are from mid-year revision and reflect impact of clergy transition & other adjustments

* Other Income includes prior year surplus and reserves - \$82K in Budget, \$35K in Actual, \$47K difference

Primary expense savings in Personnel, Outreach (no D.R. Eye Clinic Mission) and Office Expense

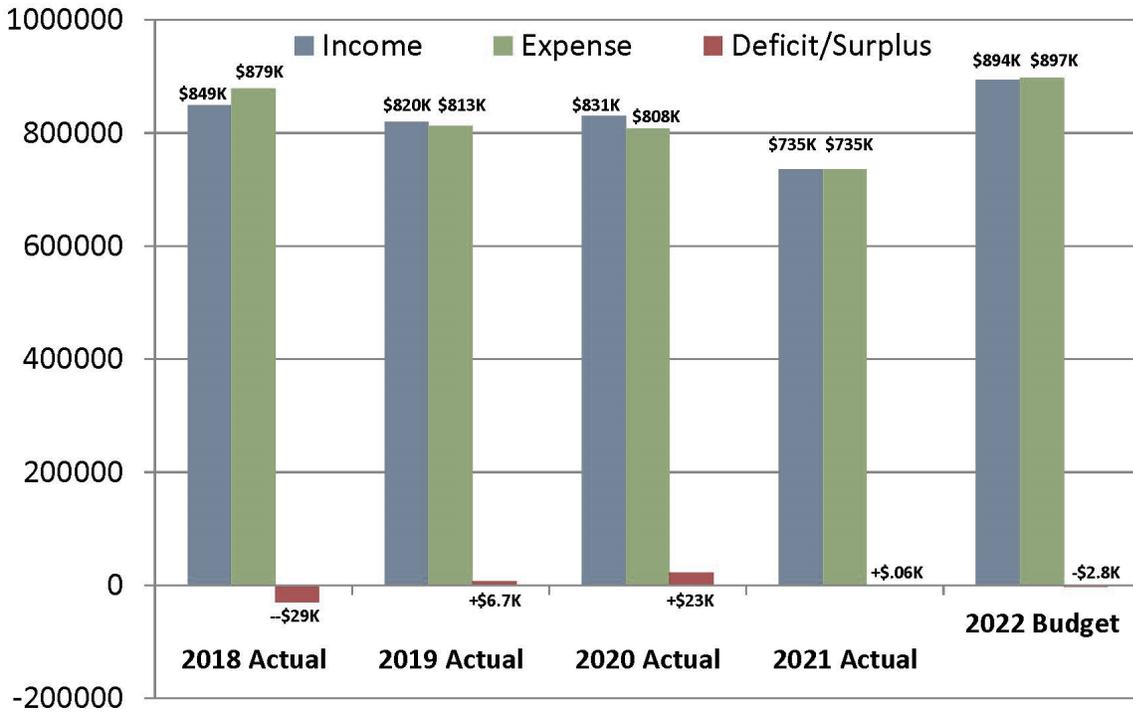
2022 Budget Overview

Area	2021 Actual	2022 Budget	Notes
Non-Pledge Contributions	\$ 85,151	\$ 80,000	Same as 2021
Pledge income	\$ 589,306	\$ 685,000	"Aspirational" pledge campaign, +16%
Other income / Endowment	\$ 60,960	\$ 129,500	Endowment, Building Rental, Reserves
Total income	\$ 735,417	\$ 894,500*	15% increase, 14% increase excl. 1 time
Diocese Assessment	\$ 84,296	\$ 99,223	12% for 2022, vs. 10% in 2021
Buildings & Grounds & MRF contrib.	\$ 73,282	\$ 90,600	\$15K for MRF
Admin, Program, Personnel, etc.	\$ 577,780	\$ 707,488	increases most areas, 13.8% > 2020 budget
Total expenses	\$ 735,358	\$ 897,311	15% > 2021 budget
Deficit / Surplus	\$ 59	\$ 2,811	

* \$97,250 (13.9%) increase excluding \$99K one-time items – Endowment funding & Reserves.

2022 expenses - 6% compensation increase for staff, \$16K one-time items, includes Children's Ministry

Operating Income & Expense 2018-2022



2021 Financial Results

The Vestry approved a challenging 2021 budget that reflected a substantial decrease in pledge income (\$186K less than 2020 budget) with many difficult expenditure reductions, including a \$0 contribution to the Maintenance Reserve Fund. The budget was revised mid-year, as planned, and recognized the impact of the clergy transitions and revised yearend forecasts. Budgeted other than (O/T) pledge contributions and pledge income were \$166k (19.8%) less than the 2020 budget. Total 2021 actual income was \$735,417, a \$95.2K (11.5%) decrease from 2020 (\$130.2K (15.7%) excluding onetime items in 2021). Total expenses were \$735,358, \$72.3k (8.9%) less than 2020. 2021 expenses were below budget primarily due to the Music Director transition, cancellation of the D.R. Gift of Sight mission trip and controlled office expenses. The 2021 budget was balanced by using the 2020 surplus and other reserves, i.e., onetime items. These amounts are reflected in the Other Income line below, \$82K in the Budget and \$35K in Actual. Excluding the onetime items, total income was \$2,167 over budget.

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2021 Financial Dashboard

Income	Budget	Actual	Difference	Pct.
O/T pledge contributions	\$ 80,000	\$ 85,151	\$ 5,151	6.4%
Pledge	\$ 594,000	\$ 589,306	\$ (4,694)	-0.8%
Other	\$ 106,250	\$ 60,960	\$ (45,290)	-42.6%
<i>Total Income</i>	<i>\$ 780,250</i>	<i>\$ 735,417</i>	<i>\$ (44,833)</i>	<i>-5.7%</i>
Expenses				
Adult Formation	\$ 40,418	\$ 39,265	\$ (1,153)	-2.9%
Buildings & Grounds	\$ 132,920	\$ 130,688	\$ (2,232)	-1.7%
Children & Family	\$ 49,709	\$ 42,685	\$ (7,024)	-14.1%
Diocese of Georgia	\$ 84,296	\$ 84,296	\$ 0	0.0%
Ministry Support	\$ 165,192	\$ 157,334	\$ (7,858)	-4.8%
Outreach	\$ 20,474	\$ 15,522	\$ (4,952)	-24.2%
Pastoral Care	\$ 45,799	\$ 43,071	\$ (2,728)	-6.0%
Worship & Music	\$ 241,274	\$ 222,497	\$ (18,777)	-7.8%
<i>Total Expense</i>	<i>\$ 780,082</i>	<i>\$ 735,358</i>	<i>\$ (44,724)</i>	<i>-5.7%</i>
Surplus / Deficit	\$ 168	\$ 59		

Note: Personnel expenses are distributed to the functional area the staff supports.

Negative Expense numbers identify Actual less than Budget, i.e., expense savings.

Large expense savings primarily to transition from full time to part time Music Director.

The above amounts are unaudited & subject to revision based on additional information and CPA review.

Planned Giving | Ed Field, Chair

Members: Ed Field, Margaret Hunter, and Haydee Toedtman

The Committee met several times in 2021 and discussed several new projects for Planned Giving. With financial assistance from the Endowment Fund, the Committee designed, printed, and distributed a Planned Giving brochure in May, resulting in twelve parishioners who have pledged to give money to St. Peter's Church upon their death.

The Committee originally planned an estate planning seminar in fall 2021. For a variety of reasons out of the Committee's control, the seminar was canceled and is rescheduled for the Lent season this spring. Also, the Committee had planned a thank you party for Key Society members. It was to follow the seminar where we hoped to pick up more members. The party is now scheduled for late spring. Money for this party is budgeted.

The Committee plans to install plaques (funded anonymously) honoring parishioners who have given to the Church.

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Endowment Board | Chuck Koepke, Chair

It was an outstanding year. The Endowment increased from \$ 554 k to \$638 k, net of an \$ 18 k distribution, \$ 1.3 k of expenses related to planned giving, and Minis fees of \$ 4.4 k. That's an annual return of about 15% net and 19% gross. Endowment, at the behest of Vestry, made a disbursement in 2021 that went toward live-streaming and the remainder went toward a Children's & Youth Ministry Temporary Restricted Account (TRA) as seed money for the new Children's Ministry. The Endowment Committee met quarterly in 2021 and continues to do so, led by Chuck Koepke as Chair.



2022 Stewardship campaign | Jim Toedtman, Chair

CELEBRATE CHEERFUL GIVERS, CELEBRATE A CHEERFUL STEWARDSHIP CAMPAIGN

In Corinthians, Paul tells us that “God loves a cheerful giver.” His admonition is that our giving should be voluntary. It should not be compulsory or reluctant. Rather, giving is a matter of the heart and should spring from a cheerful attitude.

St. Peter's stewardship campaign has reached a cheerful conclusion. Parishioners have pledged \$685,681, which represents an 18% increase over last year. More importantly, we've received pledges from 147 households, reversing the trend we've seen since 2017 of fewer pledges each year.

There are many reasons for our success. For one thing, the average pledge increased to \$4,664, the second highest total in the past decade. There were also 22 pledges from new parishioners, or from those who had not pledged in earlier years. This is a very encouraging trend for 2022 and for the future. In recent years, we've been urged to “bring a friend to church.” You did, and it helped.

We end the campaign as we began – with a simple, six-word message: Thank you! Thank you! Thank you!

Year	Pledges	Total	Average
2014	173	\$ 642,310	3712.77
2015	172	\$ 707,540	4113.60
2016	188	\$ 759,965	4042.37
2017	192	\$ 783,279	4079.58
2018	187	\$ 796,000	4256.68
2019	162	\$ 667,000	4117.28
2020	158	\$ 759,963	4809.89
2021	140	\$ 582,000	4157.14
2022	147	\$ 685,681	4664.50

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OUTREACH



Outreach Committee | Langston Bass, Chair

Committee Members: Jim Brawner, Susan Homar, Kathryn McLearn, Kim Ribbens, Trevor Walker, Mal Welch

- ❖ St. Michael's & All Angels Food Pantry: St. Peter's has an ongoing relationship with this vital, invaluable resource for Savannah citizens who experience food insecurity. Clients served come on foot, by bus, and on bicycles. Whether homeless, grandmothers caring for grandchildren, or elderly and disabled, they can leave with bags of food. St. Peter's has supported this ministry with donations of both money and food for many years. This year, St. Peter's organized several food drives with various St. Peter's parishioners participating.
- ❖ St. Peter's vs. St. Thomas Lenten Food Drive Competition: During Lent, parishioners dropped off food and money donations at the church. On March 14, St. Peter's Altar Guild and Flower Guild hosted a very successful food drive at the front circle of the church that resulted in 1000 lbs. of food being donated and St. Peter's winning the competition.
- ❖ The Outreach committee hosted an equally successful drop off Thanksgiving food drive at the front circle of the church on November 14. Due to the generosity of parishioners, 1100 pounds of food and \$200 were donated. The Outreach committee donated \$500 to the food drive.
- ❖ Parishioners Kate and Peter Kastner organized a food drive for St. Michaels at their recent neighborhood Christmas block party that resulted in 200 lbs. of food being donated.
- ❖ The outpouring of support by St. Peter's parishioners resulted in 2120 lbs. of food for Savannah's citizens who experience food insecurity.
- ❖ Susan Homar and her angels (Sue Addington, Debbie Cuttino and Lyndall Stanley) pick up baked goods donated from Publix each Sunday and deliver them to St. Michaels.
- ❖ Saint Peter's Hybrid Angel Tree 2021: Our annual gift buying for underserved children in Savannah was, for the third year, focused on education. This ministry supports two agencies (Family Promise and Safe Shelter) and teachers at Hesse School and Bethesda Academy. Angels were on the tree in the Parish Hall -- 64 for children in the care of Family Promise and Safe Shelter-- school uniforms for the school aged and a variety of items for preschoolers, from diapers to strollers.

Teacher requests were entered into a database on myregistry.com -- 21 resource teachers from Hesse asked for everything from pencils and paper to enrichment games, while Bethesda administration chose Amazon gift cards for their 12 teachers. We can safely estimate that more than 1000 children are reached by our gifts to these 33 teachers. The Outreach Committee donated \$2000 to this effort. The overwhelming Parish response for the Angel Tree ministry continues -- every request has been fulfilled. Kelly blessed the gifts at the altar on December 12th.

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Project participants included Joan Loos, Livvy French, Kathy Dole, Sue Addington, Jackie Brasher, Susan Homar, Anne Hurley, Patty Morgan, Tina Gilbert, Kathryn McLearn and Mal Welch. Special thanks to Susanne O'Day for tech consulting.

- ❖ Family Promise: For over twenty years, St. Peter's has had a sustained a vital relationship with Family Promise. During the COVID pandemic, we were not able to "host" families at St. Peter's in our usual manner. Nonetheless, under the leadership of Jim Brawner in 2021 parishioners made dinners or donated money for breakfast and lunch meals to the Family Promise location on Waters Avenue for the weeks of May 23-29 and October 24-31, serving five families and 12 children.

Participants included: Aubrey & Jim Brawner, Sue Addington, Susan Homar, Susan Snyder, Mary Ellen & Dave Fox, Danny & Joseph Edwards, Debby Cuttino, Ginger & Dan Malachuk, Kathryn McLearn, Mal Welch, Wyndie & Doug Eberle

- ❖ Living Waters Fiber Art Project: Under the leadership of Mal Welch and Martha Hough, the goal of this project is to be a visual representation of St. Peter's ongoing and numerous Outreach ministries. Many parishioners are involved in what will be a "knitted fiber river" including photographs, paintings and written descriptions of the ministries. It will be mounted on a wall in the Parish Hall. The project is designed to be fluid to accommodate existing and new initiatives. The installation is scheduled to happen in 2022.

Project Participants included: Jim Brawner, Linda Fiddler, Mary Ellen Fox, Patty Frothingham, Karen Scheib, Joan Seaman, Randy Hatch, AL Addington, Barby Townsend, Carol Wheaton and a gift from Bethesda Academy.

- ❖ Spring Plant Sale: In consultation with the Senior Warden and Rector, Cynthia Calder decided to have a Spring plant sale for parishioners at St. Peter's knowing how much our parishioners love plants. It was a "pick-me-up" after dealing with COVID for almost a year. Oleschigs was contacted and originally any proceeds were to go to our Memorial Garden Fund. However, this turned out to be a conflict for Oleschigs. In keeping with St. Peter's outreach tradition, it was determined that the proceeds would go to vulnerable children whose learning had been most impaired by COVID. The Plant Sale took place March 9th and \$2,350 was donated to Greenbriar Children's Center to purchase computers.

Project participants included: Cynthia Calder, Peter Calder, Patty Morgan, Jim Morgan Patty Frothingham, Debbie Giordan, Wyndie Eberle, Doug Eberle, Muffin Thomas, Cindy Howell.

The Market at 3 West Ridge Road | Debbie Giordan, chair

Unfortunately The Market at 3 West Ridge did not take place this year due to the pandemic. However, the Market Committee has been meeting regularly and planning for the 2022 Market to be held February 8 - 10th. The Market Steering Committee selected Frank Callen Boys and Girls Club and Performance Initiatives to receive our financial support.

God willing, we will be together for a joyous and successful 2022 Market.

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The Gift of Sight Mission Team | Jim Toedtman, Leader

Our mission team devoted its energies to planning and preparing for a 2022 trip to the Dominican Republic. In Savannah, we have assembled a team of 20 enthusiastic missionaries – optometrists, opticians, and volunteers. We have collected, sorted, and shipped glasses, instruments, and supplies. We have continued to work with Drs. Bill Degenhart and Judith Piro, nurses, and technicians from the Georgia Eye Institute who also travel to San Pedro de Macoris to perform cataract surgeries on patients we have identified during our examinations. We shipped a container full of glasses and medical instruments, which arrived in Santo Domingo Christmas weekend.

Though the January trip is delayed, we expect to reschedule our mission for late spring or fall in 2022. Our expectation is that we will again examine about 1,000 adults and children, perform some 100 surgeries, and distribute 1,500 pairs of prescription, reading, and sun glasses.

We spent considerable time this year maintaining our close relationship with the Episcopal Diocese of the Dominican Republic and leaders and members of La Iglesia San Esteban and La Clinica de Esperanza y Caridad in San Pedro de Macoris. The Clinic closed for two weeks early in 2021 but has since remained open and continues to provide important health and clinic services to the local community. We've negotiated long distance to secure a new hospital location for the cataract surgeries we perform. As part of our activities, Dr. Piro and Dr. Degenhart will meet with local ophthalmologists to share practices and procedures. We've penetrated the quagmire of global shipping to secure passage for our supplies.

We remain grateful beyond measure for this opportunity and the ongoing support of the St. Peter's congregation. We're especially grateful for the wonderful team of volunteers who for nine years have participated in this mission and invite others to join us as we look forward to continuing this project in the future. *Gracias and bendiciones!* Haydee and Jim Toedtman

JUST (Justice Unites Savannah Together) | Trevor Walker, Liaison

Safe affordable housing emerged as a huge opportunity from "sacred conversations" in fall 2020. The research phase began in early 2021. Biden pandemic relief funds (\$28 MM in 2021 and \$28 MM in 2022) were quickly recognized as a potential source of funding for housing. City Council was asked to transfer \$5MM this year and \$5MM next year into the housing fund. The difficulty was that we could never quite gather enough votes to get a proposal through City Council. A breakthrough came with the appointment of Jay Melder as the City Manager. He insisted on a team approach to devising a budget for 2022, and his budget proposal was passed unanimously on December 9. The key point is the transfer of \$7MM into the housing fund and the promise of funding of a similar magnitude in the years ahead. I was amazed to see how quickly others came forward to contribute (banks, corporations, hospital, individuals). The amounts were in the range of \$2,000 - \$40,000 and add up to a significant amount.

City Council has and will continue to use funds to pay hotel bills for the homeless and to subsidize rents. One of the challenges ahead is to ensure these funds go to support housing for those with the greatest need. I am a member of the 2022 steering committee for safe affordable housing.

A second cycle of JUST has selected Cash Bail as the subject for research.