



Mission Statement

The people of St. Paul's Episcopal Cathedral strive to be a beacon of God's love in Western New York through transformative worship, inclusive fellowship, and active service in partnership with the wider community.

Core Values

Service • Love • Compassion • Community • Inclusion

Group Norms

As members of the Vestry of St. Paul's Cathedral, we:

- are an action-oriented group;
- triage topics, issues and decisions and relay to appropriate group;
- prioritize meetings;
- come to meetings prepared;
- are open to new ideas, concerns and feedback;
- accomplish our agenda with focus and in a timely manner without interruption of side-bar conversations or cell phones;
- hold honest, non-repetitive, collaborative discussions;
- use respectful conversation and respectful listening;
- agree that trust and confidentiality will be respected at all times;
- use consensus whenever possible in decision making;
- make major decisions after reasonable discernment;
- take ownership of individual thoughts and opinions;
- support the decisions of the body;
- refrain from participating in triangulation.

Vestry Meeting Minutes

5:30 p.m. • November 16, 2021

I. **5:30 p.m. Opening Prayer**
Led by Su Hadden

II. **5:35 p.m. Approve October 2021 Minutes**
Motion to approve October 2021 Vestry Minutes made by Del Milander, seconded by Estelle Siener – carried.

III. **5:40 p.m. Accept Consent Calendar**
1. Garden of Love Report
2. Properties Report

Motion to accept Consent Calendar made by Tish Brady, seconded by Su Hadden – carried.

IV. **5:45 p.m. Discussion and Action of the Vestry**

1. Dean's Report – Interim Dean noted that he was appearing by zoom from the Clergy Retreat
 - Meeting with members of staff, plan to meet monthly
 - Search Committee has held their first meeting
 - SC planning Day of Listening on Saturday, December 4 – vestry members encouraged to attend
 - SC will meet 4 times thereafter to develop profile.
 - Tenure of Vestry Members, including those who are representing the Vestry on the Search Committee, which is set to expire in January 2022, will be extended for one year. This will be announced to the congregation 60 days prior to the Annual Meeting in January for approval by the congregation.
2. October Financials (Note: Financial reports were included with the Vestry Packet but were not accepted as part of the Consent Calendar)
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3. Finance Committee is in the process of drafting the budget for 2022 and a copy will be emailed to the vestry prior to the next meeting.

A stewardship letter regarding pledges for 2022 is being sent to all members of the congregation by the interim Dean. Michael Bonilla volunteered to assist with stewardship.

A letter with Christmas Services is also being sent.

Discussion regarding need for additional sexton – a candidate was interviewed 2 weeks ago. Contracting with a management company is being considered.

V. 6:50 p.m. Closing Prayer

Led by Marcus Maltby

IMPORTANT UPCOMING DATES

- November 20 – Social Justice Action Team Event – 9:30 AM
- November 21 – Choral Evensong – 4:00 PM
- November 25 & 26 – Cathedral & Offices Closed for Thanksgiving
- November 28 – Advent I
- December 4 – Day of Discovery & Listening – 10:00 AM
- December 6 – Regional Gathering with Bishop Sean Row – 6:00 PM
- December 12 – Evensong – 4:00 PM

Please see St. Paul's weekly eLetter and website for additional updates, events and opportunities.

MEMBER ATTENDANCE	CLERGY ATTENDANCE	HANDOUTS
Peter Snodgrass, Warden Wendy Darling, Warden Jessy Alexander - away Michael Bonilla Tish Brady Su Hadden Jeremy Kinney Marcus Maltby Del Milander Estelle Siener Anne Simet Tracy Thomas - excused	INTERIM DEAN Rev. Jason Shank CLERK Kathy Reiss	October Minutes Consent Calendar