



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. • December 21, 2021 – via Zoom

I. **5:30 p.m. Opening Prayer**
Led by Marcus Maltby

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

Approve October Financials

Motion to approve October financial reports (inadvertently not approved at last meeting) made by Michael Bonilla, seconded by Wendy Darling – carried.

III. **5:40 p.m. Accept Consent Calendar**
1. Altar Guild Report
2. Cathedral Outreach Committee Report
3. Pastoral Care Team Report
4. SJAT – November Minutes
5. SJAT – December Minutes
6. November Financials

Motion to accept Consent Calendar made by Tish Brady, seconded by Jessy Alexander – carried.

IV. **5:45 p.m. Discussion and Action of the Vestry**
1. Dean's Report –
- Remarks concerning fire at the cathedral: about 8:30 PM (on Saturday, December 17), an electrical fire from the heat tapes in the gutters was noted - Fire Department was alerted – they put out the fire and recommended turning all the power off – congregation notified by email there would be no in person services on Sunday – Zoom service planned but there were technical difficulties. The power was restored on Monday – a part needs to be replaced. Notes: the heat tapes had just been turned on that day in anticipation of freezing weather; the information in Ellie Bender's book was very helpful; special thanks to Wendy Darling and Teresa Carter for being at the Cathedral on Sunday for people who did not know services had been canceled.
- Search Committee – a good listening and discovery session was held on Saturday, December 4, with over 30 people in attendance to share their interests and concerns with the

Search Committee – Search Committee has had 1 meeting since, with several more to follow, on track.

- Staffing – Dean Jason announced that Sue Yerkey, the Financial Administrator, has tendered her resignation and will be leaving December 31, 2021, for a full-time position elsewhere. The plan is to utilize the Diocesan Missioner for Finance, Maria Manocchio on a very short-term basis until a new Financial Administrator can be hired.
- Sexton – looking at options regarding the Cathedral's cleaning and maintenance needs, including hiring an additional sexton, retaining a cleaning company, hiring a person with maintenance and repair capabilities, retaining an individual specifically for Sunday mornings.
- Organ update – emergency repairs were done – discussions are ongoing with Canon Precentor Robert Duerr and an organ consultant.

-

2. Fund E Emma Jaeckle (Hunger/Outreach) \$1.18M

Warden Peter Snodgrass explained that the Emma Jaeckle Fund, which is earmarked for hunger and outreach programs, has matured to the point that up to \$20,000 can be drawn annually. Discussion was held of how much of this amount Vestry wants to draw and how best to use these funds for ministry. Process will be to advise committees involved in outreach ministry of the available funds, and they will present their proposals to the Finance Committee. Suggestions from the congregation will be welcome.

Motion to draw 5% annually from the Emma Jaeckle Fund for hunger/outreach programs made by Wendy Darling, seconded by Jeremy Kinney – carried.

3. 2022 Budget Approval

Motion to adopt the 2022 Budget as presented by the Finance Committee made by Marcus Maltby, seconded by Estelle Siener – carried.

The Annual Meeting will be held on Sunday, January 23, 2022, immediately following the worship service in the sanctuary.

V. 6:30 p.m. Closing Prayer

Led by Marcus Maltby

IMPORTANT UPCOMING DATES

December 24: Christmas Eve Services – 4:00 PM and 8:00 PM
December 25: Christmas Eve Service – 10:15 AM
December 27 & 28: Cathedral & Offices Closed – Christmas Holiday
January 3: Cathedral & Offices Closed – New Year's Day Holiday
January 9: Epiphany Lessons and Carols – 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 - excused Jeremy Kinney Marcus Maltby Del Milander Estelle Siener Anne Simet Tracy Thomas	INTERIM DEAN Rev. Jason Shank CLERK Kathy Reiss	November Minutes Consent Calendar 2022 Budget