**St. Bartholomew’s Episcopal Church**

**Vestry Meeting Parish Office and Zoom Videoconference**

**Tuesday, February 18, 2025, 6:30 pm**

**PRESENT EXCUSED/ABSENT**

The Rev. Nina Bacas*, Rector* Helena Chan

Jerry Gray, *Senior Warden*

Joseph Snodgrass, *Junior Warden*

Polly Getz-Enos, *Chancellor,* remote

Annalisa Parker, *Treasurer*

Anne Snyder*, Clerk,* remote

Patrick Borkowski

Lance Cleveland

Rosalind Duddy

Alexander Escobar, *Youth Representative*

David Goff

Sally Lyons-Abbott

Judy Macemon

Greg Moran

Steve Natoli

Donna Watson

**Gather Together:**

The vestry checked in. Steve offered an opening prayer.

**Consent Agenda:**

The consent agenda included the following items:

Approve Vestry Meeting Minutes of January 21, 2025

Approve January 2025 Financial Reports

Approve Annual Parish Meeting Minutes of January 26, 2025

**With no objections, the vestry adopted the Consent Agenda as presented.**

**Financial Discussion:**

 • January Treasurer’s Report Annalisa Parker

# See attached document, St. Bart’s Treasurer’s Report – January 2025.pdf

January income totaled $152,432, $51,318 more than budgeted, due to unusually strong receipts.

January Pledge Income was $127,570, $40,306 more than forecast. January Other Offerings were $13,234, $7,984 more than forecast, for a total of $48,290.

January expenses totaling $95,919 were $4,267 less than budgeted (about a 4% variance), resulting in a surplus of $56,513.

Building Fund on November 30th has net assets, less fixed assets totaling $2,775,920 of which $1,931,033 is in cash, government money market or CDs. The long-term maintenance portion of that cash is $177,671. $135,000 approved for HVAC, Trellis removal and carpet replacement. Balance will be $42,000.

Endowment & Investment Fund shows total net assets of $645,315 at the month end. This includes $78,500 of permanently restricted endowment and $548,791 in Vestry Designated Reserves.

Rebate on Solar Panels in the amount of $50,000 is expected to be received this year.

• **Motion:** **Accept January 2025 Treasurer’s Report.**

The motion was moved, seconded and unanimously approved.

\*See Motion under **Action Items**

**Rector’s Report:**

See attached document, 2025 February Rector's Report.pdf

Mother Nina shared the following:

# Sacraments & Worship

* On Feb 8, we were the site of a diocesan led Know Your Rights meeting for immigrant/migrant parents with children in PUSD.

o 19 adults and 6 children

o David Goff joined me and was a huge asset

o 10 adults stayed for a Holy Eucharist in Spanish

* Feb 16, Father Isaiah from RefugeeNet joined me at that altar. He is originally from South Sudan and was ordained by the Episcopal Archbishop of South Sudan while he was in a Uganda refugee camp.
* Two parishioners beginning the diocesan discernment process as “Inquirers.”

# Welcome and Connect

* Newcomer’s Brunch on Feb 9 with 10 in attendance; next brunch scheduled for March 23.
* Newcomers engaged with the ministry fair on Feb 16.

# Children & Youth

* Zoe Howard’s birthday was Feb 12, which was a Wed. Her parents came to Youth CREW for the last 20 minutes and Jacob led a prayer litany with cake.

Fellowship

* I held a staff appreciation dinner at our home on Feb 17.

# Communications

• Between podcast platforms and YouTube, The Fig Tree has 60-90 views per week.

# Military Ministry

* On Jan 24, I met with Ferguson Harris, chaplain of MCAS Miramar, at his office.

o He will publicize our church services and call on me if help is needed, such as weddings.

* Feb 7, parishioner Guy Close, director of MCAS Community Services, invited Andy and me to a happy hour at the MCAS Officer’s Club where we met the base commander.

# Personnel

• Lisa Watts resigned citing the need for higher pay.

o Terry McCune, staff and volunteers have filled the gap.

o We will seek a part-time employee for this role.

 Sheila Martin might return from medical leave.

**Junior Warden Election:**

**Motion: Appoint Joe Snodgrass as Junior Warden.**

The motion was moved, seconded and unanimously approved.

\*See Motion under **Action Items**

 **Music Ministry Season Proposal 2025-26:**

# See attached document, 2025 Music Season submission vestry.pdf

The 2025-26 Concert Series Goals:

 Income $42,500

 Expenses $23,000

 Net Profit $19,500

 **Motion: Approve the Music Ministry Season Program for 2025-2026.** The motion was moved, seconded and unanimously approved.

\*See Motion under **Action Items**

**Ministry Liaison and Committee Reports:**

• Property Committee

# See attached document, February PC report to vestry.pdf

Joe reported the following:

HVAC Bids. We have selected a vendor, Aire Care Heating and Air, from the rebid pool. Our parking lot on the upper level is made from permeable concrete to promote high efficiency drainage but needs special protection from the weight of the construction crane and other equipment. The Finance committee on February 12th approved (recommended to Vestry) as much as $7K of additional expenses to place covers over the parking lot to spread the load of the construction equipment.

Wooden Trellis Tops Dry Rot. The demolition work and the electrical work of moving the lights and cameras have been completed. Sails are received. Next step is to install sails.

Stucco Repair. It should be completed by the end of the first quarter of 2025 (weather permitting).

Carpet replacement (carpet squares). Work starts Thursday 2/20 and will be completed on Saturday.

Church parking lot signage and building signage. The parking lot signs are installed. Building signage will be a 2025 initiative, along with a pair of “You are here” type directional signs to be installed at the main stairways to the main campus area to help visitors find the building they are headed to.

* Outreach

Our Outreach Partners were present at last Sunday’s Ministry Fair.

Gala Update – Announcement at this weekend’s services about the Gala donations.

The Gala is on Saturday, May 3, 2025, at the Country Club of Rancho Bernardo from 5:30 to 9:00 pm. A Kentucky Derby inspired-charity event to benefit the Outreach Ministry.

The RefugeeNet Gala will be on Saturday, March 29, 2025, Mount Soledad Church, 5:30 pm. Tickets available.

Episcopal Community Services Gala will be on Saturday, May 17, 2025, Hyatt Regency Hotel, 5:30 pm. St. Bart’s Outreach will purchase a table.

* Strategic Plan Leadership Update

Pillar Leaders for Strategic Plan areas are:

Community Connections – Polly Enos-Getz

Grow the Church – Greg Moran

Resource Management – Joe Snodgrass

Ideas for team members under each area are:

Community Connections – Parth Domke, Mike Fuqua, Rosalind Duddy Grow the Church – Donna Watson, Alexander

Resource Management – Mark Davis, Costa Dillon, Mike Fuqua

* Music Ministry

# See attached document, Music Ministry Vestry Report February 2025.pdf

2025 New Zealand Choir Tour Preparations. 32 travelers

2025 Musical Theatre Summer Camp Preparations

3/4, 6pm Mardi Gras/Shrove Tuesday Celebration

3/5 Ash Wednesday Services

3/16, 4pm Haydn *The Creation* concert

• Welcome and Connect Ministry

# See attached document, Welcome and Connect Committee Meeting.pdf

Donna shared the February meeting items discussed:

-50 red envelopes for newcomers were made up for Christmas services. 30 were given out. New red envelopes will be filled this month with correct information.

-The Newcomers Brunch was February 9 with 10 guests. Follow-up calls will be made in the next two weeks.

-The name badge board was re-alphabetized .

-The next newcomer brunch will be March 23.

-The next newcomer dinner gathering will be after Easter.

-The Ministry Fair was Sunday February 16, 9-10 AM and 11:15-11:45 AM.

**Vestry Liaisons Assignments:**

# See attached document, Vestry Liaison Assignments Working Document for 2025.pdf

After some discussion, the following assignments were accepted by vestry members:

Polly – Peace & Justice

Jerry - Personnel

Joe – Columbarium, Wisdom Circle, Property

Patrick – Children’s Ministry, Youth Crew

Helena – HFBF/Arch

Lance – Music

Rosalind – Welcome/Connect

Alexander – Youth Crew

David – Fellowship

Sally – Children’s Ministry

Judy – Outreach

Greg – Communications

Steve –Ushers/Greeters/Bartmobile

Donna – Welcome/Connect

Not yet assigned – LGTBQ

Not yet assigned - Feeding Programs

**New Business:**

* Bridge Loan from Vestry Reserves

Mother Nina explained the need for a loan from the unrestricted Vestry Reserves for woodwork project in the sanctuary. The contractor, Del Cover Woodworking, is available now. One gift is from a parishioner and the other from Mim Josephs’ estate gift. The scope of work is to make a Tabernacle Altar for $4,000 and a Gradine for $4,643.10. The loan total will be $8,643.10. Once the gifts are received, the Vestry Reserves will be reimbursed. The projects provide more Sacred Spaces around our campus.

**Motion: Approve $8,643.10 as a loan from Vestry Reserves to build a Tabernacle Altar and Gradine.**

The motion was moved, seconded and unanimously approved.

* Additional Funding for HVAC Project

Joe informed the members that additional funds of $7,000 from Long Term Maintenance Fund are needed to provide special protection of the upper parking lot permeable surface. Jerry has spoken with the engineer who designed the lot to get perimeters of the specific protection from the weight of the construction crane and other equipment needed to place the new (8) heat pumps on the Education Building roof. The engineer’s answer is expected this week. Joe has secured estimates for solutions using MegaDeck or Trench plates.

**Motion:** **Approve an additional $7,000, if needed, for HVAC Project to protect the upper parking lot permeable surface from the weight of the crane.**  The motion was moved, seconded and unanimously approved.

\*See Motions under **Action Items**

* Safeguarding God’s People certification is necessary for each vestry member, and it lasts for three years. Mother Nina will send the link to the new vestry members and officer.

* 2025 Scholarship Program - Anne reported that scholarship applications will be available for high school seniors and women over 25 years of age who are members of St. Bart’s on March 3. Article is currently running in the e-News with a link to download an application or those interested can contact Anne for an electronic application. Request for one Outreach applicant from our Outreach Partners, St. Luke’s and Interfaith TYA (Transition Youth Academy) will be sent. The deadline for completed application packets is Monday, April 14, 2025, at 4 pm in the church office or sent by email to Anne. Scholar Sunday will be June 8, 2025.

* Fellowship – David shared that the ministry is taking signups online to join a group with similar likes as you. There are currently 110 parishioners participating.

**Action Items:**

**MOTION: Accept the January 2025 Treasurer’s Report.**

The motion was moved, seconded, and unanimously approved.

**MOTION: Appoint Joe Snodgrass as Junior Warden.**

The motion was moved, seconded, and unanimously approved.

**MOTION: Approve the Music Ministry Season Program for 2025-2026.** The motion was moved, seconded, and unanimously approved.

**MOTION: Approve $8,643.10 as a loan from Vestry Reserves to build a Tabernacle Altar and Gradine.**

The motion was moved, seconded and unanimously approved.

**MOTION: Approve an additional $7,000 if needed, for HVAC Project to protect the upper parking lot permeable surface from the weight of the crane.** The motion was moved, seconded and unanimously approved.

**Closing Prayer:**

Greg closed the meeting with a prayer.

**Adjournment:**

The meeting was adjourned at 8:33 pm.

**Future Meeting/Events:**

Mardi Gras/Shrove Tuesday Celebration, Tuesday, March 4, 2025. 6:00 pm

Ash Wednesday, March 5, 2025, Services at 12:00, 6:00 and 7:00 pm Lenten Soup Suppers begin Wednesday, March 12, 2025, 6:00 pm Vestry Meeting, Tuesday, March 18, 2025, 6:30 pm.

St. Bart’s Gala, Saturday, May 3, 2025, Country Club of Rancho Bernardo, 5:30 pm

Respectfully submitted,

Anne M. Snyder,

Vestry Clerk