

The Church of the Good Shepherd
1401 CARROLLTON AVENUE, BALTIMORE, MARYLAND 21204-6518
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Minutes for February 16, 2021 at 6:30 PM Vestry Meeting by Zoom due to the COVID-19
Pandemic

Clergy and Staff present: Arianne Rice+

Mutual Ministry Facilitator: John Frisch of Shawan Leadership

Officers present: Tina Thomas (Sr. Warden), Harry Andrews (Junior Warden), Bill Nesbitt (Treasurer) Cynthia Fraser (Registrar)

Vestry members present: Bill Baker, Liza Ebeling, Mary Ellen Gervais, Harry Gormley Jr., Jill Hanson, Brooke Riegel, Marge Rodgers, Barry Rollins, Rebecca Williams

Vestry members absent: Missy Adams

VESTRY MEETING And MUTUAL MINISTRY REVIEW

This vestry meeting concluded the Mutual Ministry Review (MMR) process conducted over the course of three separate meetings led by John Frisch, of Shawan Leadership. John is the son of parishioner Joanne Frisch, knows and has worshipped at Good Shepherd, and is a sought-after consultant, facilitator and leadership coach who works with organizations to help them discover their mission and purpose, joyfully.

As we are unable to gather in-person and conduct the traditional Annual Retreat for the vestry, the Mutual Ministry Review served that purpose. The MMR, like a Retreat, is not recorded via minutes. The MMR “Take-aways and Next Steps” are included as the minutes.

Submitted with the minutes is the presentation from the National Association of Episcopal Schools attended by Arianne+ and Tina Thomas, Sr. Warden in January, 2020. The presentation describes an organizational understanding of a Church and Church PreSchool along with best-practices for maintaining healthy relationships in service of mutually supportive missions that was a key component for our current understanding and goals.

MMR AND NEXT STEPS

- Arianne shared her reflections on the Vestry’s first Mutual Ministry Review Session.
 - She expressed her deep gratitude for the very positive feedback and assessment you provided with respect to her leadership, the quality of the Vestry and the health of the Vestry/Rector relationship.
 - She emphasized the need for Good Shepherd to re-engage and re-commit to the relationship between the Day School and the Church, making use of the National Association of Episcopal Schools’ guidelines.
 - She shared a framework for considering action for 2021, based upon the flow of the Trinity, embracing Worship, School and Outreach as key pillars.
- Following discussion, the Vestry agreed to the following:
 - A committee of the Vestry will be formed to conduct a full and constructive “mutual review” of the Day School’s relationship with Good Shepherd

ensuring alignment of mission and understanding of our organizational structure as defined by our Mission Statement and By-Laws. Arianne identified Rebecca, Jill and Brook as initial members to serve on this.

- Vestry to read the Sacred Ground Lenten Reflections and discern areas where you would like to share your service and support.
- The Personnel Committee to be re-connected with Tina reaching out to invite other vestry and members to work with Arianne on the hiring of additional clergy and/or staff. Including assessing how staff support connects with the congregation's desire to grow the community and offer a variety of worship. What skills might be needed in addition to networking, building communities, marketing & communications? The Committee will make recommendations to the Vestry. There was a sense that these personnel costs should be paid from the Church endowment if other funds are not readily available, particularly regarding additional clergy.
- Vestry will seek out online worship experiences that are meaningful and effective and you will forward links of those to Arianne. Together, we hope to expand our awareness of the various worship styles.

We concluded our meeting by singing "Happy Birthday" to Tina Thomas and praying for those in need including those in Texas without power or water from the recent snowstorm. We said "The Lord's Prayer" and ended with a quote from Rainer Rilke's "Go to the Limits of your Longing".

The meeting adjourned at 8:20PM

Submitted by Cynthia Fraser, Registrar for the Vestry

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