

All Saints Episcopal Church – Hilton Head, S.C.

Vestry Meeting Minutes taken at the home of Bryce & Mary Helen Edwards

May 27, 2025

Present: Rev. Denise Trogdon, Charlie Forbes, John Gilbert, Becky Forbes, Anita Hill, Howard Coonley, Judy Cote, Nancy Tillinghast, Bryce Edwards, Cristina Giroux, Ron Niclas, Irene Pedersen, Bobbie Helbig

Absent: Rev. Katie Presley, Joyce Emmett, Dana Duncan

1. After a lovely dinner hosted by the Edwards, Senior Warden Charlie Forbes called the Vestry meeting to order at 6:45 pm.
2. The Rev. Denise Trogdon then offered an opening prayer.
3. The minutes from the April 29 meeting *were moved approved by Bryce Edwards, seconded by Judy Cote, and unanimously passed by Vestry members.*
4. Denise led a book discussion on Chapter 4 of “**The Book of Forgiving.**” Individual Vestry members shared reflective responses on personal struggles confronting past painful situations. Also discussed were the challenges of expressing these details either directly to another or writing them down.
5. Discussion Topics:

A. Review of Progress Addressing Three Goals

- I. Develop an Infrastructure Strategy upon which to base a Capital Campaign and with which the Foundation can work (also simultaneously promoting the Foundation and developing long range views and plans).
 - Charlie indicated that Dana Duncan is nearing the end of his inventory draft that defines the church’s physical assets, the acquisition/installation date of each, the estimated life of each, replacement cost for each and the approximate amount that ASEC should have in our maintenance reserve for each asset. This information will be placed on a timeline. After he gathers more information, the draft will likely be ready next month. This document will serve as a cornerstone for the Capital campaign since it will contain solid information, not speculation or second guessing of future needs.
- II. New Family Engagement Strategies
 - Irene Pedersen, having volunteered to assist in this area, had jotted down several ideas that might be implemented; she wanted to know how and when a committee is to be formed.
 - Denise responded that committee areas of responsibility, like this, need to be discussed first with the new Associate Rector. After he comes on board, there

will be a calendar session when responsibilities and preferences will be discussed and divided between them.

- She then shared news that a new family at a recent Sunday@5 service included an 8th grade teacher who had ideas that could potentially involve and encourage parish youth expansion.

III. Develop Communication/Marketing to Expand Volunteerism and Participation in Church Ministries

- The future Fall Ministry Fair and BBQ/ Potluck supper was discussed next, with a target weekend set for the homecoming, second weekend in October.
- In terms of volunteer burn out, Nancy noted that because this sometimes caused leadership voids in key ministries, she felt co-chairing could ease the burdens and responsibilities of leadership.
- Denise said that she felt burn out could be mitigated by a 3 year cycle format. Using this framework, a committee member would be an apprentice in the first year, a chair or leader in the second year, and then an emeritus consultant in the third year. Looking for an apprentice would be a continuous process.
- She suggested that Vestry liaisons/committee members could present this leadership model to their ministry committee for possible implementation.
- Referring to burn out, Becky Forbes referred to her stand alone position as church Treasurer. She said she was getting worn out, not by the daily duties as Treasurer, but by all the work involved with playing catch-up with the 2020-22 audits. Fixing older ledgers and underlying details is very time consuming. However, she wants to persist with these audits before any leadership change is implemented.
- Since the church had a single Treasurer for over 20 years, Denise agreed that “being a change agent” is not easy. She suggested that we need to find a former CPA or church treasurer in our congregation to assist in this area.

B. Personnel Matters

Upon Denise’s request to discuss a personnel matter, the Vestry went into Executive Session to better assure staff privacy.

C. Capital Campaign Brainstorming/Consultant Usage

- Bryce began by suggesting that his experience with using campaign consultants was that they cost as much as the amount of money being raised.
- In contrast, John Gilbert explained that his experience was more positive; the consultant charged a percentage (5-10%) of the total amount raised. Also, he commented that “The consultant helped us focus the message.” They could also survey the demographic base of the church.
- Denise said the campaign could be focused on the 40th Anniversary theme.

- Charlie commented that “We REALLY need someone to chair this campaign: A leader would meld fostered ideas, organize them, and implement them.”
- Bryce volunteered to take “a” leadership role but not “the” leadership one.
- Charlie commented that there will be a Capital Campaign meeting before the next Vestry meeting to help outline this direction.
- Denise noted that the Diocese might be a source of helpful information; it could assist with advice, like the use of a consultant.

D. Reorganizing After-10:15am Church Hospitality

- Denise commented that Jenn & Pam Neyhouse have worked coffee hour for the last 5 years; they are feeling burn out since their volunteerism requires a 52 week yearly commitment. That’s literally hundreds of weeks.
 - As kitchen coordinators, they are also responsible for special events, conventions, etc.; they have only 8-10 regulars who provide food.
 - Though Denise inquired about a replacement, she cannot find one.
- She indicated that she and Debbie Orbacz devised a plan wherein “everyone in ministry is responsible for their share of after church hospitality.” Each major ministry committee (w/10 or more people) would be assigned a Sunday coffee hour by a Hospitality committee who will oversee the rotational basis of ministries responsibilities throughout the year.
- Denise then presented a four page proposal “Coffee Hour Management After the 10:15 Service” to Vestry members for consideration and later approval.
- Vestry members will be responsible for overseeing the July 23 Grill night.

6. Reports:

There were no additional comments made on any of the submitted liaison reports, having been distributed and read by Vestry members before the meeting.

7. The next Vestry meeting will be held on June 24 by ZOOM. There is no July meeting.

8. Chapter 5 of the Tutus’ “**Book Of Forgiving**” is to be read for next month’s discussion.

9. Charlie adjourned the meeting at 8:42 pm.

Respectfully submitted,
Anita L. Hill
All Saints Vestry Chief Clerk

