

Trinity Parish Vestry Meeting

December 18, 2025

Attendees: Carol Jones, Connie Harasymiw, Rob Heath, Don Ghostlaw, Greg Joseph, Cheryl Chadsey, Aversa Sheldon, Cathy Cole, Melanie Hepburn, Bruce Duncan joined later.

Guests: Rose Riley, Warren Blessing, Rebecca Scruton, and Ray Colburn.

Absent: Melissa Pavick.

6:33pm Meeting called to order.

1. Opening Prayer, Greg Joseph.
2. Approval of Minutes. Motion to accept made by Greg Joseph, second by Aversa Sheldon. No discussion. Minutes accepted by unanimous vote. Motion passes.
3. November financial report, Rob Heath. Cost of organist is under staff as she is now an employee. Property is over by \$2400, which has been discussed before. Parish Hall accessibility project is now listed under designated accounts. Investment account continues to grow. Motion to accept the report made by Greg Joseph, second by Don Ghostlaw. No discussion. Vote to accept unanimous. Motion passes.
4. No additional agenda items.
5. Motion to move the accessibility project up in the agenda made by Carol Jones, second by Don Ghostlaw. No discussion. Vote to approve unanimous. Motion passes.
6. Accessibility project, architecture proposal. Don Ghostlaw and Warren Blessing. The project will depend on grant funding, we will not be able to fund this entirely ourselves. An RFP was distributed to 3 architectural firms. One firm has already priced themselves out. The other 2 are still in contention. 1 has experience with churches, and 1 has historical experience. Q, A & M estimated the whole project would come in around \$2 million. We asked each firm to address the project in phases – is it feasible, TLBA came in at \$32,500 for feasibility only. \$15K was estimated by other firm for feasibility, and \$124,000 for full architectural cost for whole project by Kent. Cross key, with experience with state preservation process, \$18,400 for feasibility, and \$215,000 for full architectural cost for whole project. Warren doesn't think that we really need to be focused on historical side of the church, so the highest estimate is likely out. Feasibility study will include the bathrooms (upstairs and downstairs), AC, and access. Motion is to approve the expenditure of up to \$25,000 for feasibility study to come from the accessibility fund

and the authority to decide on firm to conduct made by Don Ghostlaw, second by Aversa Sheldon. No discussion. Motion passes unanimously. Motion passes.

7. New business

- a. Vote to extend terms of treasurer and secretary. The nominating committee moves to extend their terms for an additional year made by Connie Harasymiw, second by Carol Jones. No discussion. Motion passes unanimously. Motion passes.
- b. Set date for annual meeting. Motion to set date of annual meeting for Sunday, February 8th, 2026, made by Carol Jones, second by Don Ghostlaw. No discussion. Motion passed unanimously. Motion passes.
- c. Mission & Outreach. Carol Jones. Committee did a terrific job balancing the distribution between local, national, and global. Motion to approve the recommended distributions in total. Motion to approve made by Greg Joseph, second by Don Ghostlaw. No discussion. Motion to approve unanimously. Motion passes.

8. Candidate. Carol Jones. St. James had time with candidate evening via Zoom. They designated 2 members to ask questions, each asked 3. Candidate came across as very thoughtful, insightful, calm individual. Very first question – why does he want to move to New England? He is looking for a more stable environment with less traffic. Connie was impressed with his responses to questions about conflict management. He wants to be a presence in the community. Candidate has started 2 churches for homeless youth. He is a church planter. Don thinks he would bring people into our church. St James is where we were 10 years ago, in the process of developing their lay leadership.

- a. Format for Sunday's zoom meeting. Whittle 12 questions down to 6 to be forwarded to candidate in advance of meeting. Rebecca Scruton suggested that we include a question for candidate to explain his relationship with the Lord and how that has impacted his life, his role as a priest, and as a leader. Rebecca and Rose will work on formulating the question. Recommendation that he forward his questions back to us. We will send him the names of vestry members so he is a little familiar with who we are. The vestry reviewed the list of proposed questions, refined and reordered them to flow in the most appropriate manner. Questions were distributed among members so that each can participate in the process on Sunday evening. A revised draft will be issued to vestry members and to the candidate.

9. Review of 3rd draft of budget. Rob Heath. Rob reviewed the latest draft of the budget with more details included to consider needs of potential candidate. Some other adjustments were made to supply clergy, building insurance, with a withdrawal from

the endowment of 6.1%. Expenses will increase by \$10,611. \$231,972 will be the final budget to be approved this evening, with realization that there may be edits to come. Motion to approve the amended budget for 2026 made by Aversa Sheldon, second by Cathy Cole. No discussion. Motion to approve passed unanimously. Motion passes.

10. Closing prayer. Greg Joseph.

11. Meeting adjourned at 8:45pm

Minutes respectfully submitted

By Melanie Hepburn, 12/18/2026