

February 20, 2018 - Christ Church Vestry Meeting

Earle Conference Room, Christ Church Parish House

New Vestry Financial Orientation

New Vestry Financial Orientation was held prior to the Vestry meeting. Treasurer Chris Klasing and Assistant Treasurer Dan Seaman led training to familiarize new Vestry members with Christ Church financial procedures and how to read reports. Continuing Vestry were also invited to attend for a refresher course if they chose. Harrison commended the work that Chris and Dan have done and thanked them for their time.

Vestry Meeting

Attending: Harrison McLeod (Rector), Bern Mebane (Senior Warden), Dena Benedict (Junior Warden), Chris Klasing (Treasurer), Dan Seaman (Assistant Treasurer), Bill Kehl (Chancellor), Anne Arrington, Jim Baumgardner, Lauren Briles, Cotton Clarke, Mac Gentile, George E. McCall, Kevin Mertens, Louise Oxner, Chuck Reichert, Betty Teague, Brent Williams, Helen Wynkoop.

Absent: None.

Harrison opened the meeting with prayer at 5:06 PM.

Rector's Report

February 18 Sunday Services: Harrison said he thought Sunday's combined service was excellent. He noted all the work involved behind the scenes to make this happen. He encouraged the Vestry to thank the staff and volunteers.

Feedback was offered by several Vestry members. Jim Baumgardner expressed his concerns about sermons that addressed issues that could be considered political. Other Vestry members said they received calls, both in support and with concerns, regarding Sunday's sermons. Discussion followed. Harrison said that we, as Episcopalians, believe that God has providence over everything. His opinion is that there is no distinction between the sacred and the secular. He said he felt led to issue a call to action and said that sometimes there are events that invite the application of the Gospel in an explicit way or invite a response. Harrison said he appreciated that he could preach in an environment he could trust, and reminded us that as Episcopalians, we are able to disagree on many things, but all share in the Resurrection. Harrison reminded the Vestry that we are better because of our differences, which are to be celebrated rather than tolerated. He said that if there are parishioners who've expressed concerns to Vestry members, please tell them to call him and he will be happy to have these conversations.

Personnel: Bill Johnson has agreed to serve as Interim Business Administrator through September to provide continuity. Please express your thanks to Bill. Work to fill open positions will continue.

Ministry Area Goals: Harrison distributed a summary of this year's Ministry Area Goals. He said that the impetus for describing and evaluating success began under former Wardens Sam Erwin and Bill Hardaway. He said that the staff has worked very hard to describe what they hope to accomplish and encouraged the Vestry members to be familiar with and able to articulate their ministry area's goals and to be aware of the goals of other ministry areas as well.

Questions and Comments for Harrison: No other comments.

Senior Warden

Bern said he was pleased with the financial status of the church. He encouraged the Vestry to tout our successfully reaching our Annual Giving goal.

RBE Fund Motion

Bern said that due to the turnover over the last few years in the Business Office, we have lost a lot of institutional knowledge. One of the items forgotten was the Rector Business Expense Fund, which reimburses Harrison for normal business expenses (such as mileage, etc.) over the year. Bill Johnson found no institutional language on this fund in the original Letter of Agreement that was drafted by Dexter Hagy and Cecil Nelson upon Harrison's arrival. Former Administrator Debra Youngblood was aware of the agreement, but did not have formal written descriptive language for it. Bern asked the Vestry to formalize and document the understanding so it may be added to Harrison's letter of agreement and compensation package. He introduced a motion *to memorialize the agreement made at time of hire for reimbursement of Rector Business Expenses and payment to the Rector for the unexpended amount of the annual budgeted total, including the amount due for FY 2017.*

Discussion followed. Bill Kehl asked if the amount was budgeted at the beginning of the year. Chris responded that it has been budgeted every year, at \$10,000 (The fund was reduced upon hiring Harrison in 2008 from the original \$16,000 annually in the fund when Bob Dannals was Rector). Anne asked about the gap between what has been budgeted and what is reimbursed on a typical year. Harrison noted that it is usually around \$4,000. No pension is paid on the money in this fund, which saves the church from paying an additional 18% each year. While Vestry members asked to review the procedures in the future to determine if this is the best way, both for the church and the Rector, to accomplish reimbursements, they expressed support of the proposed motion.

Kevin moved to approve the motion as presented and Dena seconded the motion. All Vestry members voted to approve. None were opposed. The motion passed.

Junior Warden

Fall 2017 HR Interviews

Dena said that each church staff member annually participates in a 30 minute interview with a member of the Human Resource Committee. The Fall 2017 committee was composed of Randy Clark, Christie Clark, Bill Crawford, Kay Curtis, and Dena Benedict. Their findings were brought to Human Resources Director Kyle Miller. Then the Human Resource Committee, Kyle and Harrison met to discuss the findings. Additionally, Kyle and Harrison have met and determined action plans. Dena expressed appreciation to the staff for participating in the interviews and to the committee members who conducted them. For 2017, 35 interviews were conducted with staff members. Dena highlighted finding in the following areas: General Observations, Emergent Themes for 2017, and Recurring Themes from 2016. Cotton encouraged each Vestry member to engage with each person, not just the department heads, in their Ministry Areas.

Third Century Commission Consultant Funding Motion

Dena reported on the Third Century Commission's (3CC) progress. She shared that Penn Williams has accepted the co-chair position. Penn is a parishioner, a former staff member, and a mother of young children. She said that 12 potential consultants were identified and then narrowed down to three. One is local, another in Atlanta and the third did not respond. The local consultant, Dawn Huntley, presented her proposal and was interviewed by the 3CC Monday. She was approved by the commission to serve as the consultant.

Dena presented a motion from the Commission for the Third Century Commission *to use the Vestry designated Strategic Planning Reserve for the funding of the Third Century Commission consultant, Dawn Huntley*. The fund is \$10,000. Any additional expenses incurred by the Commission's scope of work will need to be sourced elsewhere. The motion was seconded by Cotton. All Vestry members voted in favor. None were opposed. The motion passed.

Treasurer's Report

Chris called the group's attention to the monthly report sent earlier by email to the Vestry. He said we've invested, from cash accounts, \$500,000 in a money market account at TD Bank. This is a small step in finding safe and liquid ways to obtain some interest income on funds that previously had been in non-interest bearing checking accounts. The hope is to pick up another \$5,000-6,000 in income annually with this and other similar measures.

January Vestry Meeting Minutes,

The January 27, 2017, Vestry Meeting minutes were distributed prior to the meeting by email. A motion to accept the minutes was made by Cotton and seconded by Chuck. All Vestry members voted in favor, none were opposed. The motion carried.

New Business

2018 Budget

Chris distributed a summary of the 2018 budget. He noted the FIA Priest will likely not be hired until mid-year and the resulting reduction in budget. The Preschool rent is expected to increase. Chris discussed other potential cost savings measures that are under consideration. The budget comes from the Finance Committee as a motion, *to adopt the 2018 budget as proposed*. The motion needed no second. All Vestry members voted to approve. None were opposed. The motion passed.

Canterbury Counseling Center Board Candidate

As Pastoral Care Vestry Representative, Kevin Mertens presented Casie Butler as candidate for the board of directors of the Canterbury Counseling Center, a ministry of Christ Church, which provides pastoral counseling for the parish and community. CCC is supported by other area churches, but as the sponsoring church, Christ Church holds nine of the 14 seats on the Board of Directors. Christ Church provides the facility, maintenance and through Pastoral Care, subsidy for parishioners to obtain services. Casie is proposed to take the community at large seat on the board. She is a member of FBC Simpsonville and her husband is the CCES basketball coach. Casie's resume was distributed via email to the Vestry prior to tonight's meeting. Kevin brought the motion to the Vestry, and Anne seconded the

motion. There was no discussion. All Vestry members voted to approve. None were opposed. The motion carried.

Committee/Team Reports

Resource Development: Cotton thanked everyone for taking time to write thank you notes for the Annual Giving campaign and passed along 14 names to each Vestry member to make thank you calls to donors. He also provided a talking points sheet, and a deadline of March 2 to make the calls. Staff, Annual Giving and Resource Development Committee members will also participate in these thank you calls – an opportunity to engage parishioners and pass along their feedback without asking for something. Cotton updated the AG numbers: 801 pledges (97% of goal), \$2.614 million pledged (101% of goal), 401 increased pledges and 75 new pledges.

Restoration Sunday: Lauren Briles said that she and Helen are working with Lei, Donald and Lauren Sigmon on the April 29 Restoration Sunday celebration planning. Their goal is to increase Vestry and leadership participation in this event. She said that we don't have a budget for this event, but we can all carve out time to help. If you know of parishioners who have skills or resources for this event, please let Lauren or Helen or these staff members know.

CCES: Betty Teague shared that she recently attended the International observance at Chapel at CCES. The students spoke and sang the entire service in foreign languages. She distributed a handout from the event that gave the order of worship in multiple languages. Betty praised the students, whose linguistic abilities she found extraordinary. Just like Pentecost, at the High School Chapel, the Lord's Prayer was said in several languages simultaneously. Betty also attended the Middle School program, where her grandson acolyted and spoke in Latin. She found the services so inspirational and inclusive that she wanted to share this with the Vestry in person and simply not in a written report.

JGT: Betty said that everyone in here needs to sign up online to be a Joyful Garden Tour volunteer - there are 400 positions for this event, which is April 27-28. Sponsorships are still available.

CCEP: Helen reported that she attended the Preschool board meeting last night and the main topic was security. One concern expressed was how to protect CCEP during church events, such as funerals, when security doors are left open.

Historical Society: This group will be meeting here Sunday, afternoon February 25. Harrison will present the program about the history of Christ Church. A reception follows.

Building & Grounds Question: Mac reported a parishioner comment about handicapped parking places being used inappropriately. Dena said that there was an announcement to this effect in the bulletin recently. Rose noted the Parish Life goal of engaging a parking lot team of volunteers who could help in such instances.

Worship: Mac encouraged everyone to take advantage of the musical offerings and other worship opportunities during Lent.

The meeting adjourned at 7:30 PM.

Respectfully submitted, Rose Cuddy

