

Christ Church Vestry Minutes
Tuesday, August 16, 2022
5:00 pm

Attending: Harrison McLeod (Rector), Nelson Arrington (Junior Warden), Dena Benedict (Senior Warden), Milton Bates, Betsy Elliott, Betty Parker Ellis (Secretary of the Vestry), Sam Erwin, Julie Haas, Dexter Hagy, Bill Hardaway, Nancy Kennedy, Chris Klasing (Treasurer), Paul Landis, Cecil Nelson (Chancellor), Cindy Poe, Reid Sherard, and Michelle Brown (Clerk of the Vestry).

Absent: Kay Jenkins and Wade Kolb (Asst. Chancellor)

Zoom: Elizabeth Fletcher

The Rev. Dr. Harrison McLeod opened the meeting with prayer at 5:05 pm.

Kristin Bennett introduced Katy Trawick as our new Communications Coordinator. Katy has been at Christ Church for just over 3 weeks and will be staying on full time when Jessica returns.

Welcome to Elizabeth Saylor and Gracen Miller. Both of these high school students are very active youth at Christ Church.

The Student Leadership Team has selected Elizabeth Saylor and Gracen Miller to serve with the Vestry. Harrison asked for a motion to grant Elizabeth and Gracen to have a seat and voice as youth members of the Vestry.

Motion to grant Elizabeth Saylor and Gracen Miller a seat and voice

Motion: Nelson Arrington made the motion to grant a seat and voice to Elizabeth Saylor and Gracen Miller as youth members of the Vestry. Reid Sherard seconded the motion. There was no discussion. All were in favor. None were opposed. The motion passed.

Inviting to All – Nancy Kennedy

Nancy expressed her appreciation for having children who took the time to invite others to come to church with them. It was not just church but maybe Sunday School or other events, too, that they participated in at church. Every time we talk about “Inviting to All,” Nancy thinks about how inviting her children were when they were growing up.

Inviting to All – Kay Jenkins

Not present.

Rector’s Report – Harrison McLeod

Regarding our campus security, there was a good three-hour session with police officers last week to work with the Preschool faculty on how to make our campus safer. It was generally educational, and we recognized it as a first step. There are many steps we can take that will not cost a lot of money, and there are other things that will require professional help. The short-term things are adding locks, which should prevent someone from entering into certain areas and providing a place to hide. There is a lot of glass around the Preschool area; one of the things we are looking at is to cover those windows with artwork or posters which could possibly slow someone down. There will be security officers that will

work with the Preschool faculty, greeters, ushers, and staff with more personalized information and steps that can be taken in case of an emergency. There is work being done on the front doors of the Preschool. Another suggestion was to cut down foliage and the trees in front of the Parish House. There are other suggestions that may or may not be implemented at this time.

Nelson – A Security Committee has been put together to address security on campus to cover all activities. Nelson walked the campus with an officer after the Active Shooter Training and asked him about his perspective on what we could do. One of the suggestions again was cutting down some shrubs and trees.

The Security Committee will be meeting this week to work on some protocols; Bill Hardaway and Christine Skelton are on the committee. They will be discussing the training for different groups. If anyone has any suggestions or questions, please reach out to Nelson.

Comment: Due to the sensitive nature of this area, the published minutes will not include any mention of specific security protocols or issues.

Harrison – Any time you're on campus and something occurs to you we welcome any suggestions. You can email Harrison or Nelson.

There should have been an email that went out sharing the work on our priorities, starting to build the budget for 2023. Thank you for taking the time to come out and meet with the staff to begin this process. We look forward to implementing those things that don't cost money as well as those that do. The work that we shared will go on to the Finance Committee, then to the staff for development, and then to the Vestry to pass it.

We have one position open now which is the Director of Children's Ministries. We're looking at two attractive candidates. Either one of them would make a good choice.

The work with Shannon Dew will continue. She will be working with the new employees and the clergy. We're hoping she will come back and do a couple of staff retreats with us next year.

Are there any questions about staff or HR? No questions.

Joleen George was here today and had the office laughing. She is so energetic and full of joy!

The Brainstorming sessions have been concluded which were hosted by Harrison and Jennifer and led by Kellie. We had groups of stakeholders -- involved in children's, youth, and adult ministries -- who brought out a lot of good ideas.

There was a time a short while ago when we had nine vacancies on the staff which was very challenging. We needed to evaluate where we stood and look at bringing on the right staff while being attentive to Inreach without surrendering Outreach and by learning how to balance those complementary priorities. Harrison could not be happier about the growth that has taken place and the programming coming up for the fall. These events include:

- Kick-off Sunday on September 11 with breakfast being served before Sunday School begins. During the breakfast, there will be a drawdown (reverse raffle) where the last three tickets drawn will be the winners. To participate, each person must be there to get a ticket and present

it to win. There are three prizes: a \$250 gift certificate to Hall's Chop House, a Hook+Gaff watch, and a free weekend to the Parish Retreat at Kanuga.

- We have some great classes lined up for the fall.
- We will be starting a Habitat House in September which consists of the three Abrahamic Faiths - Christian, Jewish, and Islamic. We will reinvest ourselves in Habitat and offer that experience while learning more about our neighbors.
- October 2nd for our Annual Giving kick off, we will have a FoodTruck Fest.
- In November, we will have an All Saints Sunday Celebration.
- For the Annual Meeting, we will be putting the time capsule inside of the church under the ambry, where it can be easily found a hundred years from now. There is a large stone in Harrison's office that says "corner stone" which will mark the time capsule's location.
- November 13 will be our food packing day. A parishioner is funding this entire event as a gift to the Parish.
- December will bring us Advent and Christmas

Harrison is hopeful about this fall and how the events will reignite and bring people back together again.

Are there any other questions?

Bill Hardaway gave a shout out to Donald Duncan for a job well done on the Creative Arts Camp. There were about 120 kids involved, some from Legacy Charter along with the children of the Parish. Great outreach!

Senior Warden – Dena Benedict

Those who were not here to do their "Inviting to All" devotional will be rescheduled, and Michelle will let you know when you will be asked to present. Please let Michelle know if you will not be able to attend a meeting so that we can make sure we fit you in. Kay and Bill will be assigned to another time.

Thank you to Bill and Kristin for the treats from Staff Engagement.

In keeping our campus as safe as possible, I ask Michelle and Betty not to include specific security details in the minutes as these are posted publicly and could be viewed by persons of concern.

Junior Warden – Nelson Arrington

He gave all of his comments during Harrison's Rector's Report.

Treasurer's Report – Chris Klasing

- The trend is better than expected with the budget
- The pledge revenue YTD is a little bit of a concern. It's \$65,000 below budget. Statements have been mailed out and hopefully our numbers will be brought up to date.

Q. Are the statements that went out the first set to go out this year?

A. No. The first set went out either April or May which was the second quarter of this year.

Once a quarter we will be looking at the Preschool's finances. One issue that has arisen is payroll increases. A concern is that prior grants will not continue, and that source of income will not be available to cover increases in payroll expenses. There is a consideration of raising tuition and fees midyear instead of waiting until January to address this.

Reid Sherard – This has been announced to the parents. They were told in April there would not be an increase in tuition. Now that things have changed, an increase will have to take place in January. We had our Preschool Advisory Council meeting last night and spent a little time answering questions from parents. The next communication to the parents needs to be more informative with an explanation of why things have changed including why tuition will be raised.

Harrison – We are looking at increasing salaries so that we can maintain quality employees and keep what we already have in place. We had discussion last year with each staff member and in interviews with new ones that it isn't just a salary being offered, it is a compensation package which includes various benefits of employment.

Sam Erwin – In 25 years of management, I never saw requests for pay increases. That part is so different, but everyone is stuck in this kind of environment.

Milton Bates – The national trend is calling this period The Great Resignation.

Chris Klasing – To accommodate some vacation schedules, the September treasurer's report will come out the week after the Vestry meeting next month.

Minutes from July 19th Vestry Meeting

MOTION: Bill Hardaway made a motion to approve the July 19th minutes as presented. Milton Bates seconded the motion. There was no discussion. All were in favor. None opposed. The motion passed.

Vote on 2023 Current Priorities

Dena and Harrison thought the Vestry should vote to approve the priorities and pass them to the Finance Committee in time for their Aug. 29 meeting with the Vestry's endorsement. Because this is not on the agenda they can vote electronically if everyone is not comfortable voting on them tonight. Following more discussion on this matter, it was decided that everyone preferred to take the time to go over the priorities again.

Harrison will send out an email with a list of the five priorities (Pastoral Care was combined with Inreach) for affirmation. There must be 100% participation in an email vote. If you have questions or need clarification, please "reply to all." The electronic vote must be in by August 28, 2022.

Note: An electronic vote was taken on August 19, 2022, and the motion was passed with 100% participation from all vestry members.

1. Engagement/Inreach
2. Empower Staff
3. Welcome Newcomers
4. Pastoral Care
5. Outreach
6. Diocese

New Business:

Reid Sherard – Nominations Committee

Vestry Nominations open tomorrow, August 17, 2022.

The meeting was adjourned a 6:53 pm.