

“To love others as Christ loves us”

**Christ Church Episcopal Vestry Minutes
Earle Conference Room
Tuesday, October 21, 2025**

Attending: Harrison McLeod (Rector), Nancy Kennedy (Senior Warden), Chan Boyd (Junior Warden), Nelson Arrington III (Asst. Treasurer), Chris Klasing (Treasurer), Wade Kolb III (Asst. Chancellor), Wes Clarke, Betty Parker Ellis, Jane Harrison Fisher, Norma Givens, Martha Louise Lewis, Smyth McKissick IV, Mary Holt Murphy, Dorothy Nicholson, Phil Peterson, Angelle Reichert, John Wood.

Minutes Taken by: Wes Clarke.

Attending by Phone: None.

Not in Attendance: Cecil Nelson (Chancellor).

Guests: None.

Welcome & Prayer:

The Reverend Dr. Harrison McLeod (Rector) opened the meeting in prayer at 5:02pm.

Rector’s Report – Harrison McLeod:

Harrison opened his report by sharing that the Church continues to discuss an armed resource officer for the Pre-school. Many questions remain. While the hourly rate is reasonable according to the market, the position would entail at least 52 hours weekly, including 12 hours of overtime, and would not yet include hours on Sunday or during basketball activities. Thus, the expense could increase, and there is no clear boundary for where the need or desire for presence would end. Phil shared that the Safety Committee felt that some investment should be made. The current arrangement covers Sundays only, at a total budgeted expense of ~\$22k/year. If the officer was a church employee, that would require a permit to carry, whereas an independent contractor would be responsible for this component separately. The needs of and responsibilities for the Church and the Pre-school dovetail. Harrison stated a desire to continue to work with Katelyn Barnett and Kevin Mertens to exhaust every option to provide safety, including possibilities of converting existing church facilities into sheltered playground spaces.

Continuing with the Pre-school, Harrison stated that some spaces are filling to replace students who withdrew after learning that there will not be a K5 class next year. The Vestry discussed pursuit of payment for the semester’s tuition for the withdrawn students according to the letter of enrollment, and under the circumstances.

Dr. Russ Levenson will visit this weekend, delivering a talk Friday at Noon, attending the Celebration of Giving gathering Saturday evening at the Mebane home as a thank you to donors, teaching in the Rector’s Forum on Sunday, and preaching at the main Sunday service. Harrison expressed his excitement, and encouraged the Vestry to attend. Dr. Levenson’s books will be sold only on Friday.

Stewardship is off to a strong start through only two and a half weeks, eclipsing \$1 million in pledges so far.

Assistant Director of Facilities Fabio Neira has given his notice, and his last day will be this Sunday. His ministry will be celebrated by the staff.

Finally, Harrison has asked the ministry leads to develop three goals for their areas. Goals should be aspirational, yet realistic, intentional, and measurable. The goal-setting exercise is purposed to focus efforts and be life-giving, not burdensome as a measure of performance. He asked Vestry members to support their ministry areas in this effort.

Senior Warden's Report – Nancy Kennedy:

Nancy reported excitement at the strong start to Annual Giving, and encouraged the Vestry to reach 100% in submitting pledges.

Junior Warden's Report – Chan Boyd:

Chan reported that the fascia on the Washington St. side of the Parish House has been replaced, but is not yet painted. A visiting security company identified the small playground off Washington Street as a potential liability, as well as the playground's current gate. In response, the Church has requested a bid to build a wall with a larger wooden door to make that area much safer. Finally, the Wardens and Harrison plan to interview three architects in early November, the three who responded to the master plan Request for Qualifications. Chan will keep the Vestry posted.

Treasurer's Report – Nelson Arrington & Chris Klasing:

September was a really good month for the budget. Pledge giving (~\$2.05million) is running a little bit ahead of budget for the first time this year. Overall, the year-to-date bottom line of ~\$60k is slightly positive, ~\$195k better than the budgeted loss that is typical for September and October in the annual cycle. The Treasurers are close to finalizing the 2026 budget, and hope to fine-tune most details by November.

Approval of Minutes from September 16, 2025:

John moved to approve the September minutes, and Jane Harrison seconded the motion. With no discussion, all voted in favor, with none opposed.

New Business:

None.

Committee/Team Reports:

Angelle reported on an upcoming GOAL house meeting at Long Branch Baptist Church, a recent JustFaith class on gun violence prevention that included study of *The Violence Project* book authored by two professors of criminal justice, and the JL Mann and Greenville High Spirit Week that raised over \$1 million for Jasmine Road and The Dream Center.

Norma shared with excitement that the Choir has been invited to perform at Carnegie Hall on June 20, 2027.

Betty Parker lauded the healthy numbers for the recent Confirmation, which included 19 adults and 4 youth, and Discovery Sunday in September, which approximately 30 people attended.

Other Business:

A balanced Pre-school budget for 2026 was presented for approval. The budget includes 3-4% raises for employees, a 3.5% tuition increase, and funding for a School Resource Officer (split with the Church) through a new per student monthly fee. The budget currently contemplates 12 unfilled student slots, and will improve as any of those spaces are filled. Smyth moved to approved the budget, and Norma seconded. With no additional discussion, all voted in favor, with none opposed.

Next, the 4th quarter Endowment Distribution for 2025 was presented, in the amount of ~\$141k, with ~\$109k allocated to ministry. Chris explained that the quarterly amount varies slightly from one-quarter of the annual amount, because the Pearce Fund is drawn only in the 4th quarter, being restricted to unbudgeted needs which are not known until later in the year. Chan moved to approve the distribution, and Smyth seconded. During discussion, a question about an increase of ~\$11k over the course of the budget year was answered, with a portion of the increase attributed to the Pearce Fund draw, and a portion owing to a lag from the endowment fund manager in reconciling the original projection to actual market performance. All voted in favor, and none were opposed.

Finally, a Conflict of Interest Policy and Forms were presented. The Church has never before formally adopted a conflict of interest policy, but the Church's auditors recommended we do so. Church bylaws already prevent Vestry eligibility if the prospective candidate or his/her spouse or child is on Church staff. The Policy will apply to the Vestry, the Finance Committee, and the Endowment Board, who will all complete disclosure forms once it is implemented. Mary Holt moved to approve the policy, and Phil seconded. All voted in favor, with none opposed. Vestry members were asked to complete and submit a copy of the disclosure form at their earliest convenience.

Prior to closing, Harrison shared with the Vestry his plans to retire effective December 31, 2025. The parish was notified the following day via email message. Harrison offered a closing prayer, followed by a prayer for Harrison offered by Chan, and the meeting was adjourned at 6:14pm.