

“To love others as Christ loves us”

**Christ Church Episcopal Vestry Minutes
Christ Church – Earle Conference Room
January 21, 2025**

Attending: Harrison McLeod (Rector), John Wood, Dorothy Nicholson, Betty Parker Ellis, Nelson Arrington (Assistant Treasurer), Angelle Reichert, Martha Louise Lewis, Mary Holt Murphy, Cecil Nelson (Chancellor), Betsy Baumgardner, Chris Klasing (Treasurer), Chan Boyd (Junior Warden), Jane Harrison Fisher, Nancy Kennedy (Senior Warden), Norma Givens

Attending by Phone: Phil Peterson

Not in Attendance: Wes Clarke, Smyth McKissick, Wade Kolb (Asst. Chancellor)

Minutes Taken by: Nancy Kennedy

Welcome and Prayer:

The Reverend Dr. Harrison McLeod (Rector) opened the meeting in prayer at 5 p.m.

Rector’s Report:

Harrison talked about Vestry norms. Meetings are open but we sometimes discuss things that are sensitive and require confidentiality. We may occasionally go into executive session for a legal or personnel matter. We want to be transparent. Listen attentively and show respect. It is fine to disagree; please participate and share your opinions.

The Vestry retreat will be February 7-8. Friday evening will be an informal dinner. Saturday the Rev. Stephen Rhoades will facilitate. Topics will be “what is a vestry” and “how do we keep momentum going?”.

Harrison will circulate the list of Vestry assignments. You should be hearing from the appropriate staff member.

The Pulse survey, conducted by Finding Great People, was reviewed at today’s staff meeting. They received 32 responses out of 35 staff members. Opportunities include sharpening up staff meetings, improving internal and external communication, and collaboration. Strengths include visible, available leadership, onboarding, and providing good feedback to staff.

The floor in the area outside of the 5K classroom is in bad shape due to water damage, discovered during carpet replacement. This may be an expensive repair.

John Wood asked for a staff org chart; Harrison will share what he has.

Senior Warden's report:

Nancy encouraged everyone to take time to read all ministry area reports prior to the monthly meetings and to try to attend as many church events as possible.

Junior Warden's report:

Chan noted that she is looking forward to the Vestry retreat and that it should be fun.

Treasurer's Report:

Nelson is closing out 2024; Chris will take the lead for 2025. There is a small deficit for 2024; the Vestry needs to approve a source for deficit funding. The deficit is \$21,028; the music department had a \$14,000 overrun and the remainder came from various sources. After some discussion, Martha Louise Lewis made a motion to use \$13,007 from a music ministry reserve fund and the balance to come from 2025 bridge gifts. Mary Holt Murphy seconded the motion, and the motion passed unanimously.

Minutes:

The minutes of the December meeting were approved, with Betty Parker Ellis making the motion and Chan Boyd the second. All were in favor.

Ministry Area Reports:

Angelle reported that the next GOAL meeting is February 2 at 3:30.

Martha Louise reported that things are going well at CCES. They are looking at tuition rates for next year.

Old Business:

Chris presented the Preschool budget for 2025. It includes a 3% tuition increase for the 2025-26 school year. Martha Louise Lewis made a motion to approve the budget as presented. Betsy Baumgardner seconded. The motion passed unanimously.

Chris and Kim analyzed the preschool budget through 2029. They are weaning off various grants, which helped them stay open during the pandemic. Chris, Kim, and Joanne worked hard on this budget, and are moving to a self-sustaining model.

Harrison was asked whether teacher salaries are competitive. He thinks yes.

Joanne Pusateri is serving as interim director following the resignation of Christine Skelton. A transition committee has been formed, chaired by Claudia Coleman.

Current pledges for 2025 are \$2.6 million of a \$3 million goal. Harrison expects we will need \$200,000 in bridge gifts; we currently have \$120,000. There is currently \$200,000 budgeted

for vacant positions (priest, second youth minister, program assistant). Between bridge gifts and vacancies, the budget is balanced. Chris will send the approved budget to the Vestry. Harrison noted that Smyth is studying other strategies to identify ways we can increase pledging.

Harrison closed in prayer and the meeting was adjourned.