

Vestry Meeting – December 19, 2017

The meeting was convened at 5:50 PM at the home of The Rev. Dr. & Mrs. Harrison McLeod.

Attending: Harrison McLeod (Rector), Bern Mebane (Senior Warden), Dena Benedict (Junior Warden), Jim Baumgardner, Lauren Briles, Cotton Clarke, Rose Cuddy (Recorder), McNeil Epps, Bill Kehl (Chancellor), Chris Klasing (Asst. Treasurer) Kevin Mertens, Bryant Nixon, Ben Norwood, Louise Oxner, Chuck Reichert, Dan Seaman (Treasurer), Lizzy Sterling, Betty Teague, Brent Williams.

Guests: Newly Elected Vestry Members Anne Arrington, Helen Wynkoop, George E. McCall and Mac Gentile.

Absent: None.

The Rev. Dr. Harrison McLeod opened the meeting with prayer.

New Business

2018 Budget and Diocesan Ask

Chris Klasing, who will serve as Treasurer in 2018, led the group through a brief review of the 2018 budget synopsis, which was sent electronically earlier today. Harrison asked for a motion to allow the incoming Vestry to have voice at the meeting. Ben motion, Cotton seconded, all voted in favor. The motion passed.

Chris noted that incoming Vestry member Helen Wynkoop was on the budget committee and other Vestry members sat in on committee proceedings for their ministry areas. Chris said the church started off \$372,000 in the hole from budget requests and that the committee's challenge was to close the gap. Chris drew their attention to the fact that the pledge budget was increased this year, but some of the newly pledging had given non-pledge money in the past. As a result, non-pledged income has lagged this year. Chris said the non-sustainable ways to balance the budget were by using reserves. He said that Vestry member McNeil Epps has been working with Independence Bank, which leases property from the Church, to update the terms of the lease. In the synopsis, you will see some changes related to leased property reflected in the budget.

Brainstorming ways to close the gap in the budget has helped, but there are still a few actions needed. We will move toward this as final pledging amounts come in. We will not vote on this budget at this time due to the adjustments that will come in through the end of the year. The Endowment contribution has not yet been decided, but is anticipated to be a slight increase. The anticipation is that the vote on the final budget will take place at the January Vestry meeting at the retreat.

Chris welcomed questions. Chuck Reichert asked about the reductions in Faith Development and where we are on the 2.6 million dollar Annual Giving goal. Lauren Sigmon had reported that we are about \$100,000 short of the goal with more LYBUNTS who typically wait until the end of the year to pledge, so Harrison is hopeful that the goal can be reached or even exceeded.. Three major things account for the Faith Development budget changes – they accelerated spending in 2017, they agreed to use some reserves that had gone unused, Kellie's experience as youth director allowed us to not hire a

second youth director and the young adult director position will begin as a half-time employee rather than a full-time one.

Bern Mebane asked if we had factored in the lease change payments. Chris responded that this was indeed included in the 2018 Budget proposal. Bern also referenced Chris's work in evaluating reserve accounts which had accumulated funds over the years and could be used for specific expenses. Jim Baumgardner asked about the open position of Faith in Action. For budget purposes, this position was budgeted to begin January 1, but "dark time" for open positions has been factored into the budget. FIA, unlike other departments, receives 10% of pledged income, which pays for 75% of the director's salary and 100% of the outreach coordinator's salary.

Bryant Nixon also referenced Faith Development and the negative impact on current high school juniors and seniors due to not having a youth director two years ago. Chris said that the reserve funds do help offset any reduction in funding. Lauren Briles asked if salaries and benefits and staff raises were included since some staff have not had pay increases in a few years. Harrison reported that there is a 3% pool included to, assuming we meet our goals, address pay inequities in the staff.

Lauren Briles said that Kellie Wilson felt confident that she could do away with certain line items and not compromise ministry. Mission trips for 2018 are included in the FIA budget and not in Faith Development's.

Harrison said that the Third Century Commission will be a great asset for strategic planning which will help us direct and allocate resources to what are determined to be our priorities. He said that his desire is that this planning effort will allow us to enter our bicentennial with momentum. He offered thoughts that expounded on revitalizing lay ministry rather than relying on staff.

He asked the new and continuing Vestry to review these proposals over the following month and to not be bashful about asking questions.

Courtyard Proposal

Harrison called the Vestry's attention to a sketch and estimate for the proposed courtyard outside the Church. This is about a \$65,000 expense for which a donor has been secured. This will provide for a fellowship area, lemonade on the lawn, etc. He said that one of the proponents of this project was the late Beth Croft who did so much to beautify the grounds. Courtyard construction is a five-week project that will be completed before the rededication of the Church that is planned for April 29. Harrison asked for a motion to authorize the contract with Arbor Construction (get legal name) and accept the donor's gift to pay for it. The JGT, Ground Committee and donors are enthusiastically supporting this project. Betty Teague moved, seconded by Brent Williams. No additional discussion. All voted in favor, none were opposed. The donor has not been made public yet, but this could be a naming opportunity.

November Meeting Minutes

The November 21, 2017, Vestry Meeting minutes were distributed prior to the meeting by email.

A motion to accept the minutes was made by Cotton Clarke and seconded by Lauren Briles. All Vestry members voted in favor, none were opposed. The motion carried.

Rector's Report

Harrison reiterated his hopes for the Third Century Commission, who will put everything on the table and examine it. He expects their work, albeit wrestling with heavy questions, to be completed in six months. Dena and Bern will serve on and guide this committee. Jim commented on the short timeframe that the Vestry often has to consider weighty issues. Harrison reported that this commission will check in and provide information on their progress throughout the process. Respectful and confidential conversation is part of the Vestry's challenge.

Senior Warden's Report

Bern Mebane reported on his enthusiasm for the third century commission, which should help us to begin to align our goals and priorities with our funding and budgeting by July 2018. Bern thanked Harrison for being a great leader.

Junior Warden's Report

Dena Benedict said thank you for writing notes of thanks to donors and staff. She thanked those Vestry members rotating off and welcomed the new Vestry coming in.

Treasurer's Report

Dan reported the church was overspent by around \$60,000 in November, but most of this was a matter of timing. Non-pledged giving trails by \$70,000 and the \$63,000 personnel overspending was a result of the last two week pay period of 2016 coming due in early 2017. Underspending in Faith Development mostly makes up for this. For the close of the year, we will pull the \$70,000 in reserves that were anticipated in addition to other reserves by department. He anticipated a \$25-26,000 deficit, which will need to be closed by reserves. December is still a big month for revenue. Jim expressed his thanks to Dan and Chris for all their hard work.

Departmental Reports

Pre-submitted Ministry Area reports were sent via email to the Vestry in advance and are attached to these minutes.

Other Business

Bern and Dena, on behalf of all the Vestry and officers, presented Harrison with a Christmas gift. He expressed his thanks to the Vestry and the Church. He said that Christ Church is a special place and his prayers of thanks for this Church are said both morning and evening.

Adjournment

The meeting was adjourned at 6:46 PM. The Vestry, their spouses and guests enjoyed a post-meeting Christmas gathering at the McLeods' home.

Rose Cuddy, Recorder

