

Vestry Meeting Minutes

Tuesday, September 21, 2021

5:00pm

Present: Nelson Arrington (Junior Warden), Milton Bates, Dena Benedict (Senior Warden), Emily Davis, Betsy Elliott, Sam Erwin, Elizabeth Fletcher, Wade Kolb (Assistant Chancellor), Russ Miller (Secretary of the Vestry), Nancy Kennedy, Chris Klasing (Assistant Treasurer), Harrison McLeod (Rector), Penn Williams.

Attending Via Zoom: Bill Hardaway

Not attending: Jordan Earle, Norma Givens, Cecil Nelson (Chancellor), Cindy Poe, Reid Sherard, Dan Seaman (Treasurer)

Guests: Scott Fleisher, Eric Travis

Executive Summary of Actions:

- The Vestry approved a motion to establish the Faith development Women's Ministry Fund on the books of Christ Church. The amount of \$9,303 is to be transferred from TD.
- The Vestry approved the August minutes as amended to reflect Wade Kolb was not in attendance.

Welcome, Prayer and Worship: Wallace Adams-Riley, David Padilla and Valerie Riddle led the Vestry through worship in the Chapel at Christ Church Episcopal School.

Welcome to Scott Fleisher and Eric Travis: Rev. Scott Fleisher introduced himself as Associate Priest for Pastoral Care. Eric Travis introduced himself as Director of Youth Ministries. The Vestry welcomed both and commented how thankful we were to have them and their families.

Community Moment: Wade Kolb, Russ Miller and Bill Hardaway shared how they have found Community at Christ Church and how it is important to them.

Rector's Report:

1. Reported the delegates for the Diocese are gathering Saturday to elect the new Bishop.
2. Reminded everyone that the Fellowship at Fluor Field is this Sunday. 370 people have already signed up with an expected number closer to 500. Also updated on activities in the Church with Sunday School resuming on Oct. 10th and Wednesday nights on the 22nd.
3. Discussed that a high priority for Christ Church was for it to be a place where the staff feel nurtured, and it is a place where each and everyone would have long fruitful and vibrant tenures. Discussed that a high priority would be to add an additional priest and parish nurse.
4. Reminded everyone that the church is increasing its contribution to the Diocese by ½% each year until we reach the full ask of the Diocese. A significant portion of the contribution to the Diocese covers the health insurance for the clergy.

5. Reported that the goal for the 2022 Annual Campaign was \$2.7MM for pledged revenues. Discussed that we should work to also develop a long-term approach to cultivate relationships and invest in parishioners. It was estimated if we include all of the various costs including deferred maintenance on the building and grounds, the “real” costs of the 2022 budget could be closer to \$3.5MM. Hence, we should work on plans to better address these costs in the future.
6. Discussed a resolution for outreach being considered with a focus on blessings and being faithful to the world’s needs over being tied to a percentage.
7. Reported that when comparing Christ Church to a consortium of similar churches, Christ Church is on the low end of percentage of salaries and benefits, as a percentage of overall expenses. The range being from 63% on the low end to 76% on the high end. This was referenced as a data point for consideration as the church works to meet priorities set forth by the vestry, staff and ELT.

Senior Warden Report: Dena Benedict reported the Vestry retreat is planned for early January. She described how the Fellowship at Fluor is scheduled as a celebration of the Bicentennial, regathering from the separation with the pandemic as well as the Fall kick-off. Dena encouraged each vestry member to work closely with their respective ministry area as it relates to the budgeting process for 2022.

Junior Warden Report: Nelson Arrington had nothing additional to report.

Treasurer’s Report: Assistant treasurer, Chris Klasing, reported that as of month end, we were \$144k better than budget. Income has kept up with goals while expenses have dropped due to the resurgence of the pandemic. Chris reported that the 2022 budget was for \$2.7MM from pledged revenues and \$2.92MM for total income.

Minutes from July meeting: Wade Kolb noted the August minutes should be amended as he was not in attendance. Betsy Elliot motioned to approve the minutes as amended and Sam Erwin seconded. No additional discussion. All were in favor. The motion passed.

Committee Reports:

- **HR:** Bill Hardaway reported on results from the staff interviews conducted by Find Great People. While specifics are confidential, it was reported that generally there was lots of positive feedback. Opportunities for improvement included communication, staff meetings, role clarity, and employee retention. They are working on how to improve training and onboarding for new employees as well as gaining valuable information through exit interviews. Shannon Dew will be coaching for alignment of leadership issues. Caroline Avinger will be working with the staff as it relates to professional development. Focus group and pulse surveys will continue to be used to monitor and work towards continuous improvement.
- **FIA:** It was determined to best discuss FIA motion at the next vestry meeting to ensure adequate consideration given by all.

- **Finance:** Milton Bates reported that Donald Duncan had spoken positively to the change in the budget process to the Finance Committee. He reported that at several of the events he had attended, the music was incredible, but the number of people in the choir exceeded those attending. Need to work to make sure more people can attend.
- **Annual Giving:** Penn Williams reported the Annual Giving Leadership Gathering would be on October 13th. Paul and Beth Landis and Josh and Julie Segars would be leading the Campaign this year. On October 10th, there will be a food truck to kick off the campaign.

New Business:

- **Establishment of Faith Development Women's Ministry** – Milton Bates presented a motion to establish the Faith Development Women's Ministry Fund on the books of Christ Church. The amount of \$9,303 is to be transferred from TD. Specifically, this is being established for the purpose of: Supporting the faith ministries of women. This includes, but is not limited to general operating expenses, related to all programs and events, capital items and support of staff. The director of Faith Development or the Rector may authorize expenditures up to \$1,000. Rector approval is required for expenses greater than \$1,000. Emily Davis seconded the motion. Nelson Arrington questioned in discussion if it would make sense for this to be administered by the ECW. Harrison indicated the ECW does not currently have a board but could fall under their purview in the future if so. No additional discussion. All were in favor. The motion passed.

Old Business: None

Adjournment: With no further business, the meeting was adjourned at 6:54 pm.