**Christ Church Vestry Minutes**

**Tuesday, February 15, 2022**

**5:00 pm**

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

**Attending Via Zoom:** Reid Sherard and Wade Kolb (Assistant Chancellor)

**Absent:** Cecil Nelson (Chancellor)

The Rev. Dr. Harrison McLeod opened the meeting with prayer at 5:03 pm.

**Rector’s Report – Harrison McLeod**

Eric Travis, Director of Youth Ministries, turned in his resignation which takes effect immediately. The resignation was accepted by Harrison. Dena, Nelson, and Harrison along with Addie Tapp who is our Director of Young Adult Ministries will be stepping in to make sure our programming is not interrupted. Father Scott Fleischer along with other staff are pulling together to get all our bases covered. Last summer we interviewed a young lady by the name of Ellie Cooter for the Assistant Director of Youth Ministries. We contacted Ms. Cooter and she has accepted the offer here. She will be starting by March 1st.

Harrison has another applicant in mind for the Director of Youth Ministries.

An applicant was brought in from San Francisco, California, for the Director of Young Adult Ministries. She will be here this weekend and will be talking with most of the Vestry members. She will also be introduced to some of the parishioners and staff as well. She is currently the Rector of a small church where she lives.

We have hired Patrick Garrett in the Business Office; Suzanne was instrumental in bringing Patrick in.

**Q&A**

A meeting will take place tomorrow morning at 11:00 am with the Wardens, Kristin Bennett, Brian Nixon, Dexter Hagy, Tom Croft and Marguerite Wyche. They are coming to discuss Capital Campaign to make major renovations to the church campus. The goal is to bring an answer to the Vestry by April 17th to look at these areas: Parish House (including Preschool and HVAC), Chapel, ASC, and Stephenson Courtyard. About a year ago and pre pandemic, we voted to launch a $6 million campaign but then put these plans on hold. We are revisiting some lead donors to reaffirm their commitment and are conducting a feasibility study.

**Q&A**

In last week’s staff meeting the 3 questions were asked:

1. What do you want us to be known for?
2. What are you willing to give up?
3. What are you willing to do to get there?

Look for an email from Michelle where we combine the answers from the Vestry and the staff to name our priorities. This is a way to help prioritize how to use our resources. There have been persons/groups who have asked for our help with funding for whatever reasons, but we cannot do everything. We have been approached by a couple who are not members, and who are willing to pay to use our facilities to hold their wedding here. What do we do? This is where the help of the Vestry comes in.

The Parish Retreat looks to be very successful with about 230 participants. We will be able to come together as a community and bond with each other. The speaker is a good friend of Harrison’s.

As a result of the Engagement Project task force groups were created to help move the staff forward on a positive note. We are trying to redefine what our staff looks like.

**Inviting to All – Harrison**

When Harrison was invited to be a part of the search process, he was rector at Christ Church in Tyler, Texas, when Cecil called him. No one knew him in Greenville as his name was chosen from a database search through the National Church where all priests are required to register.

Harrison was invited to come to Greenville to meet the Vestry and the Search Committee. He didn’t remember it feeling like an interview but more like a family reunion. A couple of weeks later, Dexter called to offer him the position. What made Harrison say yes was the warm welcoming feeling he had received.

**Q&A**

**Senior Warden – Dena Benedict**

As a reminder all members take a turn sharing their meaning of “Inviting to All.” Michelle will be putting the schedule together and sending it out.

The consecration of the Very Reverend Daniel Paul Richards as the ninth Bishop of the Episcopal Diocese of Upper SC will take place on Saturday, February 26th at 11:00 am at Trinity Cathedral in Columbia, SC. (It is on the same weekend as the Parish Retreat.) Father Scott Fleischer, as our clergy; Norma Givens, as a Delegate; and Nelson Arrington will be attending. There are two more seats available. The deadline to register is tomorrow so if anyone else is interested, let us know. The speaker will be the Most Reverend Michael Curry, the 27th Presiding Bishop and Primate of The Episcopal Church.

Valentine’s Day bags and cards went out to the Preschool and office staff along with a ½ day off voucher to the staff as a way to show our appreciation for all their hard work.

**Q&A**

Harrison will be having lunch with the bishop to apologize for missing the consecration because he will be attending the Parish Retreat.

**Junior Warden – Nelson Arrington**

Last Sunday a mentally distressed young man created a disruption prior to the 10:30 am service in the Historic Church and then stormed out angrily. It was obvious he was agitated by something. As he began to leave the police who were outside detained him and asked a few questions. After their conversation, the young man was placed on a No Trespass notice with the police to prevent him from coming back to the church.

Nelson had an interesting conversation with a parishioner the other day. Kristin asked that he make some calls concerning Annual Giving. He spoke with a woman who said she would pledge but that she was trying to figure out what she wanted to do. This person spends half her time in Greenville and the other half on the coast. What really caught Nelson’s attention was she said she didn’t feel connected. It’s not the church’s fault; it is what has happened as a result of the pandemic. They discussed it a little more and Nelson thanked her for having that dialog with him. It shows how much work there is to do to connect with people especially our seniors.

**Treasurer’s Report – Chris Klasing**

We finished the year with a $123,000 surplus.

Suzanne and Kim are still working hard at catching up.

Chris spoke with Christine and Kim to put a budget together for CCEP, which will be presented next month for the Vestry.

There is a handout in the packet on what to do with the surplus.

**Q&A**

**MOTION:** Paul Landis made a motion to approve the dispositioning of the 2021 funds as outlined by Chris. Dexter Hagy seconded the motion. All were in favor. The motion passed.

**DECEMBER AND YEAR-TO-DATE RESULTS ARE PRELIMINARY. SOME BOOKKEEPING ENTRIES REMAIN TO BE MADE, INCLUDING THOSE REFLECTING DISPOSITION OF THE YEAR’S SURPLUS.**  The budget for December included a $104K credit from the deficit reserve that was believed to be required to balance the year. However, that did not prove necessary, so December results themselves appear $97K worse than budget. For 2021 in its entirety, there is an actual surplus of $123K, which is $227K better than the budgeted $104K loss before the expected deficit reserve draw. This surplus resulted about 1/3 from over-budget revenues and 2/3 from under-budget gross spending.

December pledge and non-pledged revenues were exceptionally strong, with the resulting YTD total revenue closing $90K over budget. All revenue categories were ahead of budget for the year with surprising strength in prior year pledge payments and non-pledged gifts. While pledge revenues exceeded budget by $42K, it must be noted that pledges had been discounted in the budget and actual pledges were underpaid by about $56K.

* 1. December expenses were over budget by $130K with end-of-year expenses and catch-up on delayed expenses leading the way. YTD expenses, though, closed at $142K under budget.
	2. o YTD Salary & Benefits are almost exactly on budget: Under by $5K or 0.2%
	3. o Non-salary spending in the less discretionary church operations areas (Buildings & Grounds, Support, Administration) was $27K over budget for December, but remains $102K underspent YTD. Building & Grounds is $71K of the underspend on lower utilities, part-time labor, and general maintenance as leading contributors. Support is underspent $31K YTD on lower insurance premiums, lower copier use, and delayed audit fees.
	4. o Faith In Action, Worship, Pastoral Care, and Faith Development are collectively underspent by $35K or 7% year-to-date. Principal underspends are ($16K) in Pastoral Care (staffing turnover) and $19K in Faith Development (COVID limitations). Outreach spending was caught up in December.

December and the year both closed under budget for Reserve, Endowment and Other Credits because there was no need to pull the budgeted $104K deficit reserve credit. The year closed under-drawn by $109K.

Because of low current rates of return on money market funds, we’re shifting most of these funds back into the church’s checking accounts where the fee savings will be greater than the money market returns

**Q&A**

**MOTION:** Bill Hardaway made a motion to approve the January 15th minutes as presented. Milton Bates seconded the motion. There was no discussion. All were in favor. The motion passed.

**Committees/Team Reports**

**Finance – Paul Landis**

Kristin Bennett asked Paul to talk about the Thank-A-Thon that will take place on Wednesday, February 23rd. They are looking for additional participation and will meet at the Parish House at 5:30 pm and will make calls to those who pledged for 2022. They will have dinner at The Common Table between 6:15 and 6:30 pm. at the All Saints Center. These calls are a great way to check in with church members, see how they are doing, and invite them to join us for worship, events, and other church programming.

**Faith in Action – Sam Erwin**

Faith in Action will hold their committee meeting on April 5th at noon. It will be held at The Sterling Hope Center. Sean Dogan, Director of Community Ministries at the Hope Center will be the speaker at the meeting. The Vestry is invited to attend.

**Grounds – Cindy Poe**

On Saturday, April 2nd there will be a workday for the Parish Garden. The Boys Scouts are helping, and ten additional beds have been ordered for the Raised Bed Project.

**Welcoming & Engagement – Kay Jenkins**

On the second Sunday of each month, the youth are engaged in an outreach project. This month they made cookies for the Valentine’s Day bags for the Preschool and staff. Next month on March 13th from 3:00-5:30 pm, they will focus on the Canned Food Drive. Their goal is to get the youth to bring an adult with them to help sort, repackage for distribution, and deliver it all to United Ministries. Vestry is invited to join in and help.

**Human Resources – Bill Hardaway**

While Kellie has been out Bill had interviews with new employees to assess the onboarding process. Everyone was happy with the process and how Rose made everything come together for them.

Shannon Dew will be working with the staff on March 8th, and we are working on getting the dates to bring Caroline Avinger in.

**CCEP – Reid Sherard**

A couple of subpoenas have gone out to some of the staff at the Preschool regarding a family court matter. Everything is being taken care of.

The meeting was adjourned at 6:02 pm.