

CHRIST CHURCH VESTRY MINUTES

December 19th, 2021

01. Call to Order & Quorum.

- a. Present were: Rachel Lamar; Rebecca Smith; Troy Eichenberger; Chip Caldwell; Mark Reneau; Charlotte Boatwright; Karla Fowkes; Susan Brooks; Jennifer McKinney; and Fr. Will Levanway, Priest in Charge. Also in attendance was Ray Barney; Madeleine Workman-Johnson; Phil Johnson; Audrey Workman; and Seth Sizer.
- b. Absent: Mark Reneau.
- c. Upon declaration that a quorum was in attendance, the hybrid Zoom/in-person meeting was called to order.

02. Opening Prayer & Devotion.

Fr. Will Levanway. A short devotion on the collect for the Fourth Sunday of Advent.

03. Previous Minutes.

- a. Any additions or modifications were solicited. A motion was made to accept the minutes from the Annual Meeting, the November meeting, and the November special meeting. An amendment was made to note the time of meeting was 1:18 pm. After a second, the motion passed.

04. Election of Officers

- a. Fr. Will gave thanks to Charlotte and Ray for their service as wardens. He then solicited nominations for senior warden. After a vote, Chip was elected as senior warden. Fr. Will then solicited nominations for junior warden, noting that there will be a buildings and grounds committee to help share those responsibilities of the junior warden. After a vote, Rachel was elected as junior warden.

05. Finance Report

- a. Chip went over the finance report, noting we'll go over budget more at the vestry retreat in January.
- b. Chip made a **motion to increase staff salaries, effective January 1, 2022, by 3%** (TVA Benchmark), excluding Adrienne, who we just hired on as organist. After a second, **motion passed**.

06. Building Update

- a. Fr. Will noted that a valve on the boiler that needs replacing, and until it is, the boiler has to be manually adjusted, it cannot be controlled by the thermostat. Ray said Cornerstone had quoted us \$2,822 to fix it, and suggested the vestry try to get another bid before proceeding. Karla noted that when the nave gets too hot, it wears on the organ, which needs a fairly stable temperature. **A motion was made to give Fr. Will to utilize the capital fund to pay for the repair of the boiler.** After a second, an **amendment** was made that we first make a good effort to get at least one more bid. **Amendment passed. Motion passed.**
- b. Chip asked Ray what the status was on replacing the Choir Loft HVAC unit, the one to the right of the organ. Ray said we were waiting on budget approval. Chip said the vestry would go over approving that repair and others at the vestry retreat.

07. Communication Update

- a. Fr. Will relayed some thoughts on communication in the church. He wants to build up our interior communication more, with committees reporting back to everybody about their meetings, and giving folks in the pews chances to communicate as well. He has asked Madeleine to help out with this, starting with calling

and interviewing some parishioners. He also wants provide a space in the back of the church both for prayer requests and for feedback to himself and the vestry.

- b. Chip said something in regards to communication he felt was important was squashing the rumuor mill. He said he was shocked when he heard people speak up at the annual meeting that they were worried the church was going bankrupt. He suggested we need to develop some ways to combat that, and asked that people think about that so it can be discussed further at the retreat. Madeleine noted that she agreed and that aligns with her goals for communications with Christ Church, that greater transparency and reporting on what's going on with the vestry and committees will help prevent rumours.

08. Adult Education Feedback (Appendix II)

- a. Fr.Will said that during Adult Ed, they've been going through a little book called *Catholic Evangelism* by Stephen Cottrell. One of the things Fr.Will asked everyone to do in Adult Ed is to give a once sentence answer to "*What do we have a church here for?*" and handed out the answers folks gave to the vestry and reflect on. He noted part of the point of this is to develop a positive vision of Christ Church, of what we're inviting people take part in.

09. Developmental Goal

Develop deep ties of mutual collaboration and possibility between Christ Church and Project Canterbury as both identify their mission and ministry in the local context.

- a. Fr.Will said he feels Christ Church should have two or three things a year we do as joint things with Project Canterbury, like the All Souls' Mass we did this year. He also noted that we are in need of new board members for PC, and if anyone at Christ Church was interested to please let him know. He also would like to see if someone from Christ Church could provide dinner for one of the nights every once in a while.

10. Music Update

- a. Fr.Will noted that Adrienne Cox has agreed to come on as our Director of Music, but that the salary we offered is less than what she is currently being paid as interim and she would like it to be the same. He said it is a difference of \$1,638 for the year. **A motion was made to increase Adrienne's salary in the budget by \$1,638.** After a second, **motion passed.**
- b. He plans to work with Adrienne to develop a choral scholar program in the autumn, which would mean likely four college-aged scholars would come in and sing, which would be a cost-effective way to introduce some more voices to our choir as well as build ties with the university.

11. Next Meeting

- a. Next meeting is TBD. There was some discussion about moving the vestry meetings slightly later in the day or to a different day.

12. Closing Prayer & Adjournment.

Fr.Will Levanway.
Meeting adjourned.

Respectfully Submitted,
Brian J. Henry

Appendix I
Finance Report
December 2021

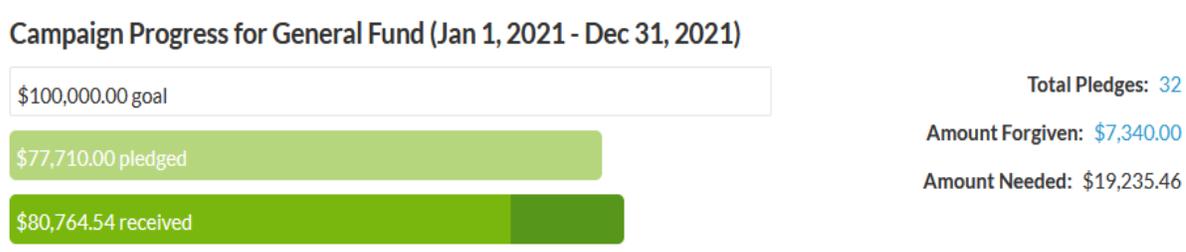
1. 2021 Financial Review. See table below and appendices for detail.

- On a Year-to-Date basis, through 12/14, Realized Net Income came in at plus \$22K vs. a budgeted \$(55K) loss. Again, pledging gifts remain down, but expense austerity has covered the gap coming in \$(42K) under our \$254K operating expense budget. (Not reflected in results is \$35K unrealized investment income.)
- November continued our better-than-budget results, producing an \$(8K) loss vs. \$(13K) budgeted loss.
- Pledging gifts continue their troublesome trajectory coming in 57% under expectations. As of December 14, December Pledging continues below expectations although Christmas and Yearend giving has yet to be received. Projecting into the future, we have 22 pledgers, 10 less than at the beginning of the year.
- The 3rd Quarter EEC investment report shows an unrealized \$9K loss, but Year-To-Date, our unrealized income surpasses \$40K.

2. 2022 Final Budget. At its October 17, 2021 meeting, the Vestry approved the expense side of our 2022 budget. Some very difficult decisions had to be made. As the Stewardship Campaign results come in, additions to ministries or (hopefully not) additional discretion will be made.

MOTION – Per Finance Committee recommendation, increase staff CPI salaries, effective January 1, 2022, by 3% (TVA Benchmark) vs budgeted 2.5% increase.

3. Stewardship Campaign. Formally kicked off in November, Pledge Sunday was the First Sunday of Advent, November 28. As of yesterday 12/18, only 25 pledges received including 4 Vestry member pledges. Compare to 2021 with 32 pledges totaling \$77K. In 2020 pledges totaled \$100K. See graphs below.



4. National Historic Registry Grant. In progress.

5. Budget vs. Actuals: Please contact the church office for the in-depth finance reports.

Appendix II

Adult Education Feedback

The church is here to make disciples by equipping us for our imperfect work.

The church is where we go to get inspiration and to refuel in fellowship with believers. Church is there to help us in our daily lives.

A place where Jesus calls us together to serve one another and to do something for one another.

To promote the advancement of the Christian discipleship of all we encounter through worship, outreach, Christian education, and pastoral care as an Anglo-Catholic parish.

A place to meet God in the liturgy.

To reach out to the downtrodden in words and in actions.

The church is here to be a beacon of welcome and hospitality.

Discipleship.

Welcome/Hospitality.

Worship.

Service.

Seeking Justice.