



The Church of the
Good Shepherd
A Parish in the Episcopal Diocese of North Carolina

Committee Reports April 2019

RECTOR'S REPORT TO THE VESTRY –April 8, 2019

Liturgy/Lent – The response to our Lenten series has been disappointing. About 5-7 brave souls have joined us each week to participate in the Tuesday night program. The concert, featuring the Lyricosa Quartet, drew only about 40 people. One suggestion I would have for the next rector would be not to plan a series on Tuesday nights. I was advised by staff and other clergy that this would be the best night to offer these programs, in order to allow choir members to attend. But we are in competition with the Tuesday Bible study. The members were asked if they would suspend their study in order to be part of the Lenten series, but they declined. And no choir members have been in attendance. Although Meg Reichel did volunteer to do one of the sessions on Ukrainian Easter eggs. Thanks, Meg! Likewise, the response to the Thursday evening book study has been nil. The only attendees are the members of the small pilgrimage group who are interested in the book as it relates to the National Peace and Justice Memorial visit. In general, there seems to be a low level of interest in adult education programs at this parish. I am not sure why – are the topics of no interest? Has the lack of Sunday morning programs created a lack of interest or experience? One of the ways we form people to do the work of God is through educational and informational experiences. This should be an area of concern and effort for the Christian Education committee to discuss and address in the coming year.

We have spent a good deal of time planning the liturgies of Holy Week this month. You will note that we have reduced the number of services during that week – this reflects the lack of attendance from past years and the fact that we now have two priests. Our goal is to provide some worthwhile experiences for the parish, with an attempt to be good stewards of our time and money. So, our Palm Sunday service will be less complex than in past years and less expensive. Dwayne will be using his music funds in different ways to support the liturgies of the entire season of Lent, and especially Easter, as one of the two primary feast days of the Church year. Several youth and some adults will participate in the reading of the Passion on Palm Sunday this year. Bishop Anne will also be with us on Good Friday, as well as on Easter Sunday. Nancy Allison will be with us on Maundy Thursday and The Rev. Ann Bonner Stewart will join us on Good Friday. (Both are members of this parish and we thank them for their willingness to work with us!) We will introduce the foot washing ritual on Maundy Thursday and the Solemn Veneration of the Cross on Good Friday. Those who avail themselves of the opportunities for worship during Holy Week will be edified and inspired, I believe.

Pilgrimage – As you are aware, I have been working with a small group of parishioners to design a pilgrimage to the National Peace and Justice Memorial in Montgomery. We will be on the road beginning April 22 and returning April 25th. I have attached a brief itinerary for your information. We are delighted to be going with four students from St. Augustine's University – all are leaders in their respective classes and very impressive. The Diocese of North Carolina has provided three complete scholarships to cover the costs; one additional scholarship, I have provided through the Rector's Discretionary fund.

Interim issues - As you are aware, we are moving into the last three months of your planned interim time. We will see how the search progresses to determine how much longer, after June 30th, I will be serving as your interim. We will work through this issue as things get clearer in late May and June. In the meantime, as is the usual process in an interim, I will not be initiating any new things with the parish but, instead, will be focusing on completing the things we have identified as being important to achieve and finalize. This includes the following:

- supporting the vestry committees as they begin their work for 2019
- finishing the job descriptions and organizational chart for the staff (as noted in the Strategic Plan)
- bringing you a personnel policy to review and approve (also per the Strategic Plan)

- working with Randy Coupland and Caryl Fuller to finish the improvements and new processes planned for the financial and administrative areas of the church; determining with you all, whether to engage a firm to handle our day to day financial matters, or a part-time staff process – and working through that decision as far as we can take it, in anticipation of a new rector coming on board. (Note: if we get to the point where we will be hiring a new staff person, and we know when the new rector might be in place, we may wait to allow him or her to hire that staff person. All of that will be determined by the progress of the search.)
- continuing to work with all of you to focus on reducing the deficit and addressing our other financial challenges, including the youth minister position
- working with Jan Harris and all of you to put the events coordinator in place, so that we can begin to generate some additional revenue from the building.
- participating in Vacation Bible School and holding down the fort while Cheryl is taking the youth on the mission trip
- working with the oversight committee that is working on the Mary Beth Fee Center for Pastoral Care to solidify the work and plans for the immediate future
- responding to pastoral needs of the parishioners as they arise

That is not to say that new things cannot be started. But what I will be asking of those who want to initiate new things, is that, depending on the thing they want to do, to move forward, but keep in mind those things that the new rector may wish to have input into, or things that, by virtue of being the rector, he or she needs to be involved in and approve. For example, there is a member who is very interested in developing a group that would expand what we do for outreach in the parish. I have encouraged him to find like-minded parishioners – especially those who are not already engaged in leading or supporting ministries in the parish – and convene that group. I have encouraged him to begin with a study of Scripture and a thoughtful consideration of what God might be asking of this parish, given where we are and who is around us needing to be reached out to. But I have asked that he not make any specific plans until the input of the new rector could be solicited and received.

One other thing that I am doing is preparing a binder full of information about what we have done this year, including some basic data about the parish (e.g., the past several years of Parochial Reports) and the liturgical services we have provided. One of the challenges I have had in this position is the lack of information that was provided to me about how things work here, and in some cases, the history of decisions, traditions, etc. So I am including information that I learned about all these things which I believe will help make the transition of the new rector easier and more effective.

I will also be taking some time off for continuing education and some vacation time in the next few months. So it promises to be a busy and hopefully productive time.

One other issue to be addressed is the matter of a Mutual Ministry Review. I had spoken with the vestry about this but both Canon Deats, who is the facilitator for these reviews, and myself, dropped the ball in terms of scheduling. She is understanding, given the other challenges that have required us to have additional meetings and a more significant work load. So I will be meeting with her to determine what might be helpful to do at this point in our work together. A mutual ministry review is an opportunity to take stock, to ask ourselves how things are going, what needs to be nurtured, or tended, or discarded or put to rest, and what things needs to be celebrated or attended to. What Canon Massey has suggested is to use this process to review the time we have had together with a listening ear to what might learnings might be important to document and what things might be important to keep in mind as a new ordained leader joins this parish. So I

will talk this over with Canon Deats and get her input, and come back to you all with a proposal for how we meet this obligation of our time together.

So these next months will be a time of finishing up, doing our everyday work, continuing to prepare for the next phase of life at Good Shepherd and doing some intentional reflection on our experiences in the past year to eighteen months. We'll probably find some time to pray and sing and have some fun in there as well. I look forward to these next days – and our time together. I thank you for teaching me so much in this my first interim assignment, and for all the kindnesses, laughter, grumbling, sighing, surprises and the many gifts that come from just journeying together that we have had between us! I am indebted to you for it all!

SENIOR WARDEN REPORT APRIL

Loan: The paperwork was signed for the refi for the balance of the principle of \$740,000.00 for Seven years. Closing cost for this was \$1,058.00, and the monthly interest payment will be \$4,022.00. This will start on April 10th, 2019. The first annual principal and interest payment of \$105,714.29 will be due April 10th, 2020.

Budget: 2019 budget has been approved with the total expenses of \$812,977.00 and with a deficit of \$47,027.00.

Fundraising: Molly Propst has graciously agreed to chair a fundraising event in October. Planning is just in the beginning stages, and as the details become approved, I will keep the vestry updated.

Ushers: We are in the process of asking for those who are interested in being trained and to help with the monthly vestry person of the month. They will have the opportunity to get a 2-year certification in CPR/First Aid and AED on April 20th.

Security: I have a meeting set up for on April 3rd with retired captain Terry Hairston to look over the church property and will incorporate some of his findings into an emergency program for lead ushers. This will be a work in progress, so I will update the results and procedure as needed.

Youth Minister: I am happy to report that we are having two meetings on April 7th. One at 9:00 and another at 5:00 with parents that have children from the 3rd grade and up. We will be asking them for their help in a 3-year pledge for funding a new youth minister. These pledges will be in addition to their regular stewardship giving. If all goes well, this will come to the Vestry for a vote on moving forward.

Columbarium: The addition to the columbarium is being built and is expected to arrive in late June early July.

Faithfully, Don Blankenship Senior Warden

JUNIOR WARDEN'S REPORT

Work since March 11th Vestry Meeting

- Three meetings regarding facility rentals -Continuing to try to get a meeting with a Raleigh Fire Marshall
- Henry Jackson's Eagle Project is now complete with all info requested received. I would like to send him a letter on behalf of the Vestry thanking him for his work.
- One Stormwater Project Team Meeting - Project has been given to the NCSU students
- One Search Committee Meeting

- Met with Summerlee at the Diocesan Office to discuss partnering with them in composting. I hope to have the details and a proposal for you at our May meeting.
- Have begin work to set up facility systems notebooks that will house contracts/maintenance agreements and copies of work done on those systems. These will be housed in our Facility Manager's Office.
- Leon and I have met with Newcomb & Company for further training on the HVAC computer and set-up. There was a charge of \$200 for this training, which was felt to be crucial to keeping the temperature at comfortable levels. Last weekend the temperatures rose to unacceptable levels on all floors of the DGPLC for no apparent reason - this has to be brought under control so we don't waste electricity.

Work for the next month

- Complete facility rental forms/agreements, set an open house for people to come in to see our building.
- Continue work on systems notebooks.
- Complete analysis of composting for CGS and our possible collaboration with the Diocese and bring a proposal to the Vestry on May 13th.

Jan Harris
4/8/19

FELLOWSHIP COMMITTEE REPORT 4/1/19

Committee met 3/18/19 to start planning for the Mike Beard Memorial Pig Picking scheduled for May 4. The menu will be the same, Tara Farm has been reserved. Port-a-John has been reserved. Shopping list and schedule are being prepared for review at next meeting April 15. Save the date and notices will start this week.

The committee has started working on Alcohol Guidelines for Good Shepherd Church to be presented to the Vestry.

Van Giersch

MEMBERSHIP COMMITTEE 4/3/2019

1. Met with Rev Grace and Maggie Fyfe to get an overview of the membership committee, key focus areas and longer term ideas
 - a. Church directory
 - b. Newcomer class
 - c. Invite, Welcome, Connect
2. Connected with Jan Harris and received the current portfolio of the various companies offering directory services/portraits – under review before contacting reps
3. Spoke with Karen Sommerville and requested what material she had collected on the newcomer class including on what was done in the last class (have not received material, yet)
4. Starting reading the Invite, Welcome Connect book to get ideas for future
5. Intend on getting an announcement in the Shepherd staff to solicit interest in working on the membership committee.

6. Met with Bev McTaggart on CGS membership in general and now copied on visitor card information coming across her desk (Maggie helped make contact with the Clines with a handwritten note– YAY Maggie!)
7. Spoke with Glenna Musante about targeted Facebook post or other social media tools to target downtown residents
8. VBS is scheduled for June 24-27.

STEWARDSHIP COMMITTEE REPORT

April 2019

2019 Stewardship

In March, we received 2 more pledges – both new pledgers – bringing us to 163 pledges totaling \$587,652. Also met with Randy Coupland to discuss ways to collect YTD pledging so that we can better monitor our progress throughout the season. The ACA system does not offer a lot of flexibility in the type of YTD reports it can run, but we are looking into this.

2020 Stewardship

Our next Stewardship Committee meeting is scheduled for April 23, so there isn't much to report at the present time. April meeting topics include:

- Coordinate stewardship activities with other significant dates (e.g., Stewardship Sunday, Stewardship kickoff, Easter, Christmas, etc.). Use the seasons of the church as well.
- Importance of continuing traditions (Commitment Sunday)
- Importance of telling "Shepherd's Stories" to spread the good word of where money goes
- Coordination with the vestry committees including legacy, fellowship, finance
- How to honor donors (lunches/dinners for planned givers, donors above \$10k, etc.)
- Importance of focusing on thanking people in advance for giving in the past,
- Recruitment and composition of stewardship committee / helpers (background: financial, legal, communications, etc., demographics: age, diverse / inclusive, etc.)
- Getting a Legacy Guild email out

Respectfully submitted,
Jack Boyne, Vestry Lead for Stewardship

CHRISTIAN FORMATION COMMITTEE REPORT 4/19

I met with Cheryl this past week to get an overview of the committee's past work and future goals. We will be forming the committee in advance of a full meeting in May. We will be inviting current members to continue serving and are also accepting new members. I am planning to set up a meeting with Pat to discuss the particular need of our adult formation programs.

ACHIEVING OUR VISION FOR THE CHURCH OF THE GOOD SHEPHERD

Working Team

Jack Boyne, Jamey Bass, Maggie Fyfe, Duke Fentress

Goal

Create a short-term financial plan to support the new Rector's ministry and our future growth

Action/Agenda – Congregational lunch/meeting following Sunday service (Date TBD)

- Opening prayer
- Welcome & Objective
- Compare current & historical metrics (members, ASA, Pledges, Sunday School, etc.)
- Overview of current CGS financial situation (operations, loan and trust)
 - Simple, realistic estimates of CGS financial situation from 2019 to 2022
 - Show ways we are managing finances and improving our long-term outlook
 - Keep positive, optimistic & how we expect to achieve sustainable growth
- Launch *short-term* financial campaign (\$250K - \$350K) to address critical 2020
- Closing prayer