

Rector's Report

Rev. Imogen Rhodenhiser

March 8th, 2020 – April 12th, 2020

Reflections on being a Priest and a Rector

On April 30th (the Tuesday of Holy Week), we hosted this year's Renewal of Vows service for clergy in the Diocese of North Carolina. This is an annual worship services in all Episcopal dioceses wherein clergy are asked to renew the vows they took at their ordination. It was wonderful to see and worship with Bishop Sam in person, and to serve our Diocese in this way.

I have been thinking about the promises I reaffirmed as a priest, and I thought you might like to see them.

Do you here, in the presence of Christ and his Church, renew your commitment to your ministry, under the pastoral direction of your bishop?

Priests and Deacons: I do.

Do you reaffirm your promise to give yourself to prayer and study?

Priests and Deacons: I do.

Do you reaffirm your promise so to minister the Word of God and the Sacraments of the New Covenant that the reconciling love of Christ may be known and received?

Priests and Deacons: I do.

Do you reaffirm your promise to be a faithful servant of all those committed to your care, patterning your life in accordance with the teachings of Christ, so that you may be a wholesome example to your people?

Priests and Deacons: I do.

While you likely did not attend that Diocesan service, many of you were at the service when I was installed as Rector a few months before the pandemic set in. There are no vows per say that a rector makes, but I do think the Letter of Installation, which is read aloud as part of the liturgy gestures toward a rector's responsibilities.

Having committed yourself to this work, do not forget the trust of those who have chosen you. Care alike for young and old, strong and weak, rich and poor. By your words, and in your life, proclaim the Gospel. Love and serve Christ's people. Nourish them, and strengthen them to glorify God in this life and in the life to come.

I very much hope you will help me (and Mo. Joyce) attend to the keeping of these vows. I hope my Rector's Report might in part serve as a way for me to hold myself accountable to these vows on a regular basis, and that you might get an ever fuller sense of me as a person and as a priest.

What is on my mind in terms of the parish:

Stewardship and Mission

I am aware that in 2021 and as we continue to work towards paying off the PLC mortgage, stewardship is going to be a central part of our community life. I do not mean stewardship as a euphemism for “fundraising” or “development,” but as a holistic practice of appreciating and sharing what God has given us in our lives, whether energy or availability or monetary provision.

Eric Law wrote a book called “Holy Currencies: 6 Blessings for Sustainable Missional Ministries.” I think this would be a great book for us to read together as a Vestry, since it will take all of us, not just a Stewardship Committee, to effect this communal shift in our community’s practices and self-understanding. Two of the key takeaways of this book are not necessarily surprising, but they are a valuable starting points for us: giving is about relationships, and money follows mission.

Our mission statement currently reads “The Church of the Good Shepherd seeks to be, with God’s help, a welcoming community inspired by worship to actively serve others through the love, teaching and example of our Savior, Jesus Christ.” Is this a compelling mission that excites parishioners and newcomers and inspires them to engage in a lived-out relationship with God and neighbor at the Church of the Good Shepherd? Does it also clearly show what pledges and other gifts do here as distinct from other churches and Episcopal congregations in Raleigh?

Downtown Newcomers

I have been a part of several conversations during the search process and since my arrival at Good Shepherd where the topic has been how to attract young people and families who are moving to Raleigh. I do pretend to know the backgrounds (geographical, spiritual, etc.) of those moving here, but I wonder if part of our work is not just to help people find a church home, but to help them find a God who is utterly loving and forgiving and redeems everything. I wonder how many of these young people (as are, in fact, most of the ones I know, whether in the UK or the US) are agnostic, “spiritual but not religious,” or who do not believe God exists. I also wonder how many of them have experienced a form of Christianity which was harmful to them and to their sense of personhood as a beloved child of God. These are the sheep I think about Jesus going to find when I think about the Good Shepherd. And I do believe several of them are moving to Raleigh.

One contemporary voice who wrote about what young adults, like her, were looking for at church, is Rachel Held Evans. She was born in Alabama and died in 2019 at the age of 37. One of her books is called “Searching for Sunday: Loving, Leaving, and Finding the Church.”

As it turned out, the church Evans found was the Episcopal Church. I think we would benefit immensely, not only on the Engagement Committee, but as a Vestry, from reading this book.

Church Management Software

As some of you might recall from our in-person 2020 Vestry Retreat, I had recommended that we look into a CMS that might give us the technological and administrative support we need to stay well connected to one another between Sundays. When the pandemic hit, I had thought we would be better to wait until we were back together in person to make some headway on this. However, now that we are gently wading back into in-person gatherings, no time seems better than the present, especially if we want to “come back big” on Rally Day in September.

We currently use a system called ACS, made by ACS Technologies. This same company came out with a new CMS in 2018 called Realm (you can look at its design and functionality here at <https://www.acstechnologies.com/realm/>). It is attractive and amongst other things enables individual parishioners either through their app or web interface to:

- Set up their own login
- Update their own contact information
- See their own records of financial giving
- Have full access to a live directory of contact information, including photos
- Send group ministry emails and communiques through the app
- Set up events, manage RSVPs (including a mechanism for ticket sales) for Realm users and those who do not have an account

As we prepare to hire some part-time administrative staff, a system like this will also help us ensure that staff hours are spent on essential tasks and functions. Increased agency and accessibility of this kind will cut down significantly on the number of inquiries to the administrator/administrative assistant to update contact information or receive an updated giving statement.

Summer 2021 Worship Schedule and Plans

I am mindful that in a few short months an unshaded, outdoor service at 10am is going to become less feasible than it is right now. The average temperature in June at 9am is 80 degrees, and at 10am it is 85. I think by the of May we should have a plan for what summer worship will look like. A short 3-question survey to the parish could be very useful in determining this, if a small group of people (Vestry members or otherwise) want to assist with that.

Associate Rector Report
Church of the Good Shepherd
April 2021

Parish, Worship, and Liturgical Life

I participated, presided, or was involved in the following:

- Videotaping of Sunday Spiritual Communion and Holy Week services
- Sunday in-person worship services
- Easter Sunday baptisms
- Weekly Wednesday Evening Prayer via Zoom
- Online worship planning meetings
- Weekly staff meetings
- Monthly vestry meetings and Vestry Retreat
- Bi-monthly meetings with the Facilities Manager
- Weekly meetings with the Rector

Pastoral Engagement

- Provided pastoral care by telephone, Zoom, and socially distant
- Officiated the wedding of Paola Learoyd and Clay Gibbs

Diocesan

I attended and / or participated in the following:

- Weekly Clergy / Lay calls re: Diocesan pandemic guidelines
- Renewal of Ordination Vows
- Dismantling Racism Workshop
- Council of Advice for Black Ministries
- Appointed as member of Disciplinary Committee

Wider Church / Community Outreach

- Attended Silver Angels (50+ years old) Virtual Luncheon with St. Ambrose

Personal Development / Education

- Spiritual Direction

Respectfully submitted,
The Rev. Joyce Corbin Cunningham
18 April 2021

Senior Warden Report to Vestry – April 19, 2021

Meetings

Meetings with the Rector

Wardens meeting

Staff meetings each Monday

On-line Worship meetings each Monday

In-person meeting with the Mennonites

Finance Committee meetings, March 24 and April 15

Vestry Retreat – Zoom, March 27

One Wake press conference

Meeting with Martin Taylor and Imogen re: committees, April 8

Communications Group meeting

Diocesan Changes to In-Person Worship

The diocese has changed guidance for in-person services. Churches can now have up to 100 people for outside services and 100 people or 1/3 of fire code allowance (whichever is less) for inside services. Because of our limited space and social distancing requirements we allowed 85 people at Easter but were concerned that people could not hear and were closer than best practices. We are now allowing 75 at outdoor services and 75 for indoor services. We hope to be allowed to open more pew seating inside but are waiting on diocesan approval.

Committees

Committee assignments have been made. Martin Taylor and I plan to meet with each vestry committee liaison and committee chairs in the next few weeks.

Church Office “Open”

Our wonderful front desk volunteers who feel comfortable doing so will be returning to their position to answer the phone, monitor entrance to the building, and provide a friendly greeting. They will also assist with small projects as needed.

Ushers

For the time being we will return to using ushers on a limited basis. There will be one usher at the 8:00 service and two at the 10:00 service. Their primary role will be to ensure safe distancing and to organize congregants for the Eucharist at 10:00.

Respectfully submitted,

Christie Barbee
Senior Warden

Jr. Warden Report - April 2021

Main Focus:

Attention to grounds, specifically the main entrance to the church and the portico area which is visible during outdoor worship. Planted flowers in the 3 large cement planters on the front porch and 2 smaller ones on the front steps in time for Easter. Some of the hostas that were planted last October under the large tree to the left of the doors into PLC apparently did not survive so were replaced; a couple of hostas that were struggling to come back were uncovered during the digging so hopefully will thrive now. 2 of the Coral Bells that were planted in the round planters on either side of PLC doors also did not survive the winter; I took them back to Homewood Nurseries where they were purchased, they replaced them, and the new plants were planted this week. Also spoke to Leon about need for consistent watering of all the planters and he said he and Rhonda would be more mindful.

HVAC:

In the on-going maintenance of our aging system, Leon notified the Vestry that the 1 remaining original compressor has now gone out. In speaking with the representative from Newcombe, a ballpark estimate to replace the compressor is \$10,000 but they have been recommending for some time that the chiller be replaced which as well would be approximately \$100,000. We will get estimates from 3 companies regarding both issues. It was noted by Jan Harris at the Finance Committee meeting that if we were able to finance both replacements, it would be beneficial to do them both at the same time as that would save us duplicate fees that are incurred when a crane is required as well as city street and/or lane closure.

The Pye-Barker inspection contract was signed (see last month's report) and the sprinkler system inspection is scheduled for later this month.

Roof leakage:

There are 2 spots where there is visible damage from water leakage in the roofing: the first is in the corner of the portico where the sheetrock is discolored and now peeling and the second is in the sanctuary to the left on the upper wall by the balcony. Leon met with the roofing company representative and we are awaiting his analysis/estimate to fix leaks.

Jennifer Tlusty, Jr. Warden

April 15, 2021

Junior Warden for Administration Report

April 2021

Martin Taylor

Since the creation of this role is unprecedented, I have had multiple lengthy meetings and conversations with both Imogen and Christie to define the role. One major area of effort has been delineating the various committees and ministry teams of the parish and creating a document which lists committee and committee members. It is attached in the April 2021 vestry Google Drive file. It is hoped that this will serve as a permanent, but fluid, list of committees and lay members which can be updated as needed. One item for discussion has been whether this information be made available on the parish website so that parishioners can identify who is on each committee. If so, I recommend putting it in as a password-protected document, as it contains email addresses. As you can see from the document, the Education committee remains undefined at present as clergy and staff are undertaking these responsibilities. At some point, the vestry may decide to reconvene an education-oriented committee.

Christie and I met with Imogen on April 8 to discuss committees and respective vestry liaison roles. Those liaison roles were communicated to the vestry on April 9. We need to get our committees and ministry teams operational again as we emerge from the pandemic hiatus. As we plan to get committees on track, we agreed to meet with each committee chair or key individuals beginning the last week of April after I return from vacation. Meetings hopefully can include myself, Christie, Imogen and the vestry liaison for each committee. It will serve as a 'touch base' meeting to determine both short-term and long-term goals of the committee, including advanced calendar planning. These meetings will occur between April 22-May 8. We each agreed that committees should periodically touch base with the rector and senior warden, so I created a sample report outline (also in the vestry file) and we will share this with committees and ask for a quarterly update.

We will soon conduct interviews for the open staff positions. Imogen, Christy, Jennifer and I briefly reviewed the hiring process and discussed who should comprise our interview team, which will be led by Imogen.

Respectfully submitted,

Martin Taylor

Junior Warden for Administration

CGS Committee Report

Committee Name: _____

Report submitted by: _____ Date: _____

Committee Chair: _____

Current committee member names: _____

Recent meeting dates? _____

Recent accomplishments:

1. _____

2. _____

Short term goals: (next three months)

1. _____ Target date: _____

2. _____ Target date: _____

3. _____ Target date: _____

Long term goals (over the next year or beyond)

1. _____

_____ Target date: _____

2. _____

_____ Target date: _____

3. _____

_____ Target date: _____

Other comments or concerns: _____

Any needs or wishes? _____

Committees and Ministry Teams of the Church of the Good Shepherd

(updated April 2021)

Committees		Committees meet on a regular basis, working toward long- and short-term goals in an ongoing ministry area, and invite others into this work as committee members or parishioner participants.			
Committee	Description	Meets	Vestry Liaison	Members	Contact info
Archives & History	Maintains the church's paper records, photos, some artifacts, architectural drawings, etc. that go back to 1874.	Ad hoc	John Beck	John Beck, <i>chair</i> Duke Fentress John Beard Martha Hays George Habel Craig DeShong Lynn Hoke Kathy MacLeod Margaret Park	jbecknc@yahoo.com hduke@nc.rr.com johnqbeard@gmail.com MarthaSHays@gmail.com ghabel@durhambulls.com craigdeshong@gmail.com lrhoke@gmail.com kemacle@yahoo.com mpark@pobox.com
Building & Grounds	Plans and participates in clean up and gardening projects, supports the Junior Warden as needed in maintenance of our facilities.		Michael Springston	Don Blankenship Jamey Bass Jan Harris Carolyn Patton Nathan Mogilski Jennifer Tlusty (Junior Warden)	creativetrimwork1@gmail.com jbass@carolinawealthstrategies.com ralrec2@gmail.com nmogilski@gmail.com jtlusty@nc.rr.com
Communications	Coordinates CGS communications including the service bulletin, weekly newsletter, CGS website, social media.		Caryn Meade	Anna Howard Caryn Meade Margaret Park Imre Polik	annahoward@annahoward.com carynmeade@yahoo.com mpark@pobox.com imre.polik@gmail.com

Education	Coordinates Adult Formation, Children and Youth ministries, Bible study, and other special programs like Sacred Ground and book studies.				
Engagement	Provides orientation for new members, follow up with visitors, greeting of visitors, and develops activities to attract new members. Interacts with Fellowship Committee.		John Beck Martin Taylor	John Beck Martha Hays Debbie Flynn Karen Somerville Paul Henry Kitty Pruitt	jbecknc@yahoo.com MarthaSHays@gmail.com flynnfamily@nc.rr.com ksommerville03@gmail.com paulhenry954@yahoo.com ksp3039@yahoo.com
Fellowship	Coordinates all churchwide events including the Oyster Roast, Church Picnic, Chili Cookoff and more.		Chas Sharp Martin Taylor	Chas Sharp Ed Sharp David Stroud Duane Holloway Stephanie Bias Margaret Nobles Mac Gilbert Van & Gigi Giersch	cesharp3@gmail.com edsharp@bellsouth.net david.stroud@woodplc.com dholloway@fmrealty.com emmasauntsteph@aol.com margaretjnobles@gmail.com gilbertmac@icloud.com vangigi@earthlink.net
Finance	Assists with forming the budget, assessing financial status and strength of the parish, interfaces with the Trustees.	Second Wednesday each month	Jamey Bass	Don Blankenship Jamey Bass Christie Barbee (<i>Sr Warden</i>) Caryl Fuller (<i>treasurer</i>) Anna Howard Susan Jackson Jan Harris Frank Fee Duke Fentress	creativetrimwork1@gmail.com jbass@carolinawealthstrategies.com cbarbee323@aol.com cfuller@mjproperties.com annahoward@annahoward.com sejackson1@gmail.com ralrec2@gmail.com frankedwardfee3@gmail.com hduke@nc.rr.com

Outreach	Coordinates all activities designed to carry our ministry beyond our walls. A major part of our outreach effort now is focused on One Wake, but this also includes other activities such as Warmth for Wake and Habitat for Humanity		Maggie Fyfe Rob Zucker	David Stroud, <i>chair</i> Harry Johnson Jennifer Seiger Mary Grace Mzyk Sharon Booth Carolyn Patton Wendy Lapish Gerard McNeil Grace Sved Christie Barbee Jack Boyne Sheldon Smith	david.stroud@woodplc.com hcjohnsoiv@gmail.com jenniferseiger@gmail.com mgmzyk@yahoo.com sharboo@mindspring.com Wendy.Lapish@gmail.com emeraldpointe04@yahoo.com gracesved@aol.com cbarbee323@aol.com jack.boyne@porternovelli.com caniac328e11@yahoo.com
One Wake Core Team-a subcommittee of Outreach	Responsible for coordinating and promoting CGS' One Wake activities.			Grace Sved Jeff Whittaker Maggie Fyfe Cindy Voegeli	gracesved@aol.com jwhittak69@gmail.com mms9t@virginia.edu cindy.voegeli@gmail.com
Personnel	Assists rector in developing job descriptions and hiring of paid staff positions.	As needed	Christy Barbee	Jane Jackson George Habel Ed Sharp	Janejackson624@gmail.com ghabel@durhambulls.com edsharp@bellsouth.net
Stewardship	Plans the annual fall stewardship campaign including communications, special activities, parishioner statements and all follow up.	As needed before, during, and after stewardship drive.	Susan Jackson	Jack Boyne Frank Fee, <i>chair</i> Christie Barbee	jack.boyne@porternovelli.com frankedwardfee3@gmail.com cbarbee323@aol.com

Ministry Teams		Ministry teams meet on an as needed basis to coordinate special or specific events or activities and connect the lay leaders of distinct but related ministry initiatives and roles.			
Pastoral Care	Provides meals, visits, bereavement contact, Lay Eucharistic Ministers, cards, and ongoing contact with parishioners who need our care and attention.	As needed	Anna Howard	Lynn Wiss, <i>chair</i> Debbie Blankenship Karen Boyne Ed Gavin Molly Propst	lynn.wiss@cgs-raleigh.org debbieblankenship1@gmail.com karenboyne@hotmail.com egavin2350@gmail.com mvpropst@gmail.com
Worship	Responsible for supporting the clergy and music minister to develop meaningful worship experiences, recruits and schedules lay readers and chalicists for worship services.	As needed to prepare special worship services	Jennifer Tlusty	Rev. Imogen Rhodenhiser Rev. Joyce Cunningham Duane Holloway David Stroud Dave Roten Ken Summerville Caryl Fuller Jennifer Tlusty Rob Stone Karen Summerville	imogen.rhodenhiser@cgs-raleigh.org joyce.cunningham@cgs-raleigh.org dwayne.holloway@cgs-raleigh.org david.stroud@woodplc.com droten@pobox.com ksommerville03@gmail.com cfuller@mjproperties.com jtlusty@nc.rr.com robstone66@me.com

Church of the Good Shepherd

Endowment Fund Trust - Minutes - Feb. 3, 2021

The virtual meeting was called to order at 6:08 p.m. by the Chair, who opened with a prayer. Those present were: Frank Fee, Chmn., Margaret Davis, Jack Boyne, Shelley Scanlon, Duke Fentress and Christie Barbee, Sr. Warden.

Christie was welcomed and asked to share any comments relative to vestry action and/or plans for the current year. She indicated that the vestry had chosen to adopt a budget for the first quarter only...due to uncertainties still posed by the pandemic. Stewardship campaigning is ongoing with those who have pledged previously but not yet committed for 2021. At the present time, she does not expect the vestry to request a draw from the trust in the current year.

Margaret moved that the minutes of the prior meeting be approved as circulated. The motion was seconded by Jack and approved by all.

Frank discussed and made 2021 assignments as follows: Margaret – Check and bookkeeper; Shelley – Acctg/KWH liaison; Duke – M/S liaison; Jack - Secretary

Under old business, Duke reported that the signature forms for Morgan/Stanley had been turned in last Friday, and that Jack and Margaret would be getting a memo and link to gaining access to their website. He also reminded everyone that he had emailed some snapshots from the website showing current standings of our investment accounts...as well as samples of the KWH reports. Discussion ensued regarding combining a couple of the reports, and re-labeling for the sake of clarity and simplification. Conversation has been opened with KWH.

Shelley then reviewed the spreadsheets maintained by the trustees. The total 12 month rate of return for the trust was 10.09% as of 12/31/20. That was broken down to: 14.15% for the managed account, and 5.99% for the Fund account. The equity/fixed ratios were: 63/37 and 66/44 respectively. After discussion, we elected to defer re-balancing action to the next meeting.

Frank announced the next meeting dates as 4/28, 7/28 and 10/27. There being no further business, a motion to adjourn was entertained and passed at 6:54p.m.

Respectfully submitted,

H. Duke Fentress, For the Trustees
(Revised 2/5/2021)

Communications Committee Report April 2021

A strategy/planning meeting was held on 4/8.

Attending: Caryn Meade, Christie Barbee, Michael Springston, Chas Sharp

- The current state of CGS Communications involves volunteers taking on various roles (newsletter, Mail Chimp, website, bulletins). CGS is advertising for a paid Communications staff member.
- Christie and Imogen asked the planning group to discuss what CGS Communications are going well and what we could be doing better.
- The newsletter, online services, bulletins, website, social media, and print/visual marketing were discussed.
- The goal of this planning session was to lay the groundwork for a standing Communications Committee. Suggested committee responsibilities are
 1. Serve as advisors for the paid Communications staff member.
 2. Take turns editing newsletter and other content.
 3. Provide oversight and counsel for communication platforms.
 4. Assist with Instagram and Facebook posts.
- Committees utilizing Communications would include Fellowship, Newcomers, Worship, and Membership.
- Next steps are to meet with Wardens and advertise/recruit committee members. Caryn will serve as Vestry liaison.

Lynn and Anna spoke on 4/18 about how the Vestry could support the Pastoral Care Committee. We discussed whether or not the vestry could have a cooking day to stock the freezer. Lynn suggested that the committee probably had enough cooks. The brunswick stew is very popular and could be restocked to good effect. Lynn reports that what she really needs from the vestry is folks who would be willing to deliver meals: pick up something from the church, augment with fresh fruit and a bag salad, and deliver. If you would be willing to do this, please contact Lynn to be put on a call list.

Submitted: Anna Howard and Lynn Wiss, 4/19/2021

Pastoral Care Report for 1st Quarter 2021

Although the Season of Covid is still with us, pastoral care is occurring in our parish.

Our card committee has been busy the past quarter. Between its members and additional notes, cards sent by the Pastoral Care Coordinator, the following number of parishioners have received cards: January- 38 February- 42 March-45

Phones Calls: The Eucharistic Visitors have been calling monthly or biweekly to check on their parishioners. Also, the Men's Shepherding Group has been making calls, as well as parishioners touching base with members who have lost a loved one in the past months. In January there were over 75 calls made; in February there were close to 35 calls made; in March there were over 45 calls made.

There were no Meal Trains in the first quarter. The next few weeks in April, we most likely will be creating 3 Meal Trains and one may be ongoing for a while. During the first quarter, there were a dozen containers of Brunswick Stew distributed to parishioners to enjoy when there was a need to have a meal. These containers provided approximately 36 meals.

Lay Eucharistic Visits.....In March, the Diocese allowed for visits to resume if the visits were in a private home, and both the LEV and the recipient felt comfortable. LEVs needed to be masked, stay socially distanced, apply hand sanitizer, and stay within a 15 minute period. 4 parishioners received Holy Eucharist between 2 visits. Our hope is as things open up and more and more will be able to receive. Other than through LEV visits, no pastoral care visits have occurred during this quarter. That is why the phone calls have been so important.