

THE CHURCH OF THE GOOD SHEPHERD
VESTRY ZOOM MEETING
Monday, May 17, 2021

Vestry Members Present: Sr. Warden Christie Barbee, Jr. Warden Jennifer Tlusty, Warden of Administration Martin Taylor, Jamey Bass, John Beck, Maggie Fyfe, Anna Howard, Susan Jackson, Caryn Meade, Chas Sharp, Michael Springston, and Cle Newsom-Registrar.

Vestry Absent: Rob Zucker

Clergy Present Rev. Imogen Rhodenhiser
Rev. Joyce C. Cunningham

Clergy Absent: None

The meeting was called to order by Rev. Imogen at 6:01pm.

I. Opening Prayer:

Rev. Imogen led us with an opening prayer from Rev. Jennifer Phillips, the Prayer of Dark and Light.

II. Approval of the May Meeting Agenda and April Minutes

Rev. Imogen revised the agenda to insert a new Section X. New Business, and re-number the succeeding sections. Anna Howard made a motion that the May Agenda as amended and the April minutes be approved as submitted. Maggie Fyfe seconded. Motion passed unanimously.

III. Rector's Report (Written report attached and made a part of these minutes)

Rev. Imogen's report can be accessed online. There was no further discussion.

IV. Associated Rector's Report (Written report attached and made a part of these minutes)

Rev. Joyce's report can be accessed online. There was no further discussion.

V. Senior Warden's Report (Written report attached and made a part of these minutes)

Christie Barbee's report can be accessed online. There was no further discussion.

VI. Junior Warden’s Report (Written report attached and made a part of these minutes)

Jennifer Tlusty’s report can be accessed online. There were two decision items to discuss. Bids have been obtained to repair the malfunctioning HVAC compressor.

Newcomb & Company	\$13,741.57	(repair defective compressor)
Alexander Services	\$17,111.84	(repair defective compressor)
Allen Kelly & Co.	\$103,115.00	(replace existing chiller)

Jennifer made a motion to accept the bid from Newcomb & Company. Anna seconded. Motion passed unanimously.

The second issue concerned the malfunctioning “dry sprinkler system” in the sanctuary. Two bids were obtained.

Pye-Barker	\$2,064.50
Crawford Sprinkler	\$1,933.51

Jennifer made a motion to accept the bid from Pye-Barker. Anna seconded. Motion passed unanimously.

Martin Taylor asked if the \$2856.91 already spent on the Rain Garden project was budgeted in prior budgets. The answer was no. We received a grant of \$5,000 from Diocese’s Green Grant program and another \$5,000 from a parishioner. The grant will be returned to the Diocese. It was decided that the \$2856.91 would not be taken from the parishioner’s donation, but instead we would use church funds. Our contractor backed out after his concrete contractor pulled out because this is such a small project. With overall construction costs being so high now, we will postpone the Rain Garden project for now. The parishioner has given his/her permission to re-direct these funds to another need within our parish. The funds will be moved to the General Fund.

VII. Warden of Administration (Written report attached and made a part of these minutes)

Martin Taylor’s report can be accessed online. There was no further discussion.

VIII. Financial Report (Written report attached and made a part of these minutes)

Jamey Bass presented the April 2021 monthly financial recap. Through April 30, 2021, there is a \$117,811 positive net cash flow. Most of this is due to the forgiveness of the \$83,000 PPP loan.

The Finance Committee was expecting the Mennonite lease to start in April, in the amount of \$1585 per month. We only received \$500. Rev. Imogen explained that the lease will begin May 1, and the \$500 received in April was for the rental of office space. The budgeted shortfall was offset by the Raleigh Boy Choir who started their payments

early. There will be a "pre-meeting" prior to the Finance Committee meetings that will include clergy, senior warden, bookkeeper and treasurer.

The second quarter budget is complete. The budget for July-December will be discussed at the next Finance Committee meeting.

IX. Worship Update

We will begin indoor worship for both the 8am and 10am services on May 23. Singing will be allowed as long as you have a mask on and are 6 feet apart from others not in your family/friends' "pod". The clergy and deacons can be unmasked when speaking to the congregation.

X. New Business

Rev. Joyce reported on the Racial Justice Audit of Episcopal Leadership that was taken during 2018-2020. More than 1300 members of the church's key leadership bodies were surveyed for their experiences in racism, racial identity and power in the life of the church. During the 2020 Parochial Report there were 4 questions regarding race, and we answered 3 of the questions as "No".

1. Our congregation is actively addressing and working toward racial justice and reconciliation.
2. Working toward racial justice and reconciliation is a priority for our congregation.
3. The Vestry/Bishop's Committee is committed to working toward racial justice and reconciliation.
4. The Rector/Vicar/Clergy are committed to working toward racial justice and reconciliation.

Bishop Sam's 5 Priorities for the Diocese are:

1. Racial Justice and Reconciliation
2. Supporting Vulnerable Congregations
3. Missional Collaboratives
4. Lifelong Christian Formation
5. Creation Care

There are two upcoming webinars regarding racial justice. Rev. Joyce asked for volunteers to attend. Christie, Caryn Meade, and Susan Jackson volunteered to attend the June 1 webinar and Susan and Maggie volunteered to attend the June 29th webinar. The attendees are to recap the webinars at the next Vestry meeting.

Maggie stated she was glad that we are re-focusing our efforts toward racial justice and hopes it will motivate the parish toward this direction. Christie stated there is a group of committed parishioners with this focus. Rev. Joyce asked that as a church, what is our stance or commitment toward racial justice? Rev. Imogen informed us that newcomers are looking for a racially diverse congregation.

Maggie asked what will the Racial Justice audit be used for. Rev. Joyce was uncertain but she will ask. She said the Diocese is trying to get a feel from the churches about what they are doing toward the 5 Diocesan priorities mentioned above. They would like for churches to share their ideas so that other churches can learn and emulate if desired. Rev. Joyce will provide a 5-page summary of the audit which can be discussed at the next Vestry meeting.

XI. Personnel Update

Rev. Imogen stated that Esther Hall has been invaluable. A Personnel Committee is in place and Jane Jackson is the leader. At this time, we have 4 candidates for the Communications position, and 3 candidates for the Youth Minister. Two members of the EYC will be in the interviews for the Youth Minister.

XII. Live Streaming Report

Christie reported that Ed Sharp has volunteered to work with the Mennonites tech people on setting up their systems for their worship services. They have skilled tech people, especially Brandon Bouché, and we hope to gain knowledge for our own live-streaming efforts. Christie asked that the Vestry consider approving an expense not to exceed \$6,000 without seeking additional approval, to use toward equipment for a live streaming worship service. Discussion followed

- We have had at least 3 new members join as a result of our online services.
- We want to have a first-rate system which would include 3 cameras.
- Where will the money come from? Jamey Bass fielded this question by stating we have \$40,000 budgeted from the Trustee Fund that we will probably not need. Such funds should be used for church improvements.
- We have a good story to tell so maybe we can get some donations.
- It was felt that \$6,000 is a low capital expenditure and that if the live streaming services generate new members, it will be money well spent.
- Who will run the system? Christie responded that we have volunteers that want to be trained on the new system but we need a few more. We would like to have 5 people trained. We should ask for volunteers in the newsletter.

Anna Howard made the motion to approve up to \$6,000 expenses to be used toward a live streaming system. John Beck seconded the motion. Motion passed unanimously.

XIII. Engagement Committee Report (Written report attached and made a part of these minutes)

Martin Taylor presented the Engagement Committee Report, formally known as the Membership committee. The ad hoc Vestry group of Martin, John Beck, Anna Howard and Maggie Fyfe believe that we should focus on increasing our membership and back that focus up with action, including revising our visitor protocols. In fact, John has developed a tri-fold brochure to hand to visitors to acquaint them with our church.

The Invite, Welcome, and Connect program helps to recruit new members, make them feel welcomed, and therefore connected to our church. There are workshops with trainers that would help the Vestry and other interested parties to learn more about the formal program. The estimated fee for the workshop would be between \$400-600. Rev. Imogen thought we should "seed the ground" before we hold a workshop.

A discussion followed with these thoughts expressed;

- We should shift how we interact with new people
- We should report to the Vestry each month with updated membership numbers, including number of new members, number of visitors, average Sunday attendance, etc.
- Perhaps we can bridge back to racial justice and have a clear conception of our values and what we are inviting people into
- Is it required that we know who we are before we welcome others?
- One Vestry members said "yes", we should know what we believe
- Pointed to our website and proposed tri-fold brochure. We want more diverse members
- Will encompass new staff
- Don't forget our banner "God Loves You, No Exceptions"
- Invite, Welcome, Connect puts action behind our words

Anna asked if we are thinking of focusing on Invite, Welcome, Connect and racial justice as a whole Vestry or are we thinking of dividing up? Rev. Imogen said we should think about it and discuss it further at the next Vestry meeting. The timing is important too.

IX. Closing Prayer and Adjournment

Rev. Cunningham led us in prayer by reading Howard Thurman's prayer

"Keep alive in me the forward look, the high hope,
The onward surge
Let me not be frozen
Either by the past or the present.

Grant me, O patient Father, Thy sense of the future
Without which all life would sicken and die."

The meeting was adjourned at 7:34pm.

Respectfully submitted:

Cle E. Newsom

Cle E. Newsom
Registrar