



Christ Church Grosse Pointe



Minutes of the Vestry

May 19, 2008

Present: Richard Beadle, Libby Candler, Mike DeFillipi, David Dieter, Lisa Flores, Ted Hagan, Scott Hanoian, Joe Katulic, Susan Larsen, Joe Maycock, Theresa Muzzi, Pat O'Brien, Jean Redfield, Carrie Sutton, Don Sweeny, Al Torp, John Van Osdol, Brad Whitaker

Absent: Heather Albrecht, Betsy Creedon, Jeff vonSchwarz

Guest: John Woodhouse

I. Opening Prayer

Brad Whitaker said the opening prayer.

II. Parishioner Comments - No report

III. Small Group Sharing

IV. Opening Matters

- *Announcements:* Brad reported that the search process for a Director of Children, Youth and Family Ministries is moving along. The second candidate will be at CC this weekend. There is a potential for one more.
- The next vestry meeting is June 16; the Golf Outing is June 23.
- The Rector's Committee suggested that vestry not meet in August. Keep August on your calendar in case something changes and vestry needs to meet.
- Betsy and Gaylord Creedon and Helen Santiz will meet Brad on the Burundi route. Brad leaves for Edinburgh on July 12 to August 12. They will connect in Amsterdam on August 12 for Burundi.
- Brad is working on his blog page and hopes to have it up and running before he leaves for sabbatical.

Wardens' Comments: No report.

Pastoral Concerns: Paula Labadie is back to work after her surgery; Sue Harper and Brenda Rittenhouse are recovering from surgery. John Albrecht is in rehab. Judy Gilbert and Sally Mackintosh are having elective surgery.

Correspondence: No report.

V. Consensus Agenda

Cleaning up of Investment Policy: This item was voted up; all approved.

VI. Approval of the Minutes for April 21, 2008

The minutes were approved as circulated.

VII. New Business

Inventory: John Woodhouse distributed a packet of information on the inventory project. He gave some background information and explained the importance of having an up-to-date inventory particularly for insurance purposes. He also emphasized the importance of knowing where items are located on church property. John proceeded to summarize his handouts and explained how items were categorized and numbered. All files are backed up in three locations; plus hard copies were created. Items are cross referenced in the Gift Book, by inventory and by photograph. John hopes to complete this project in 2008 and anticipates having over one-thousand items inventoried. Once this project is complete, a staff member will need to maintain it and the guidelines listed in the rector's memo (in packet) must be followed. Forms are available for bringing in new items, for moving an item from one place to another, and to track items that are removed from the church for repair. Inventory photos are in Theresa's office and the inventory is recorded on the church server. John would like help with the definition of what should be on the inventory, whether it's the value, the type of item such as tools and furniture, etc., and if it's a gift from someone.

David Dieter suggested that CC have an appraiser do an appraisal of the items to be sure we are insuring them adequately.

Brad thanked John and informed him that he would hear from Parish Resources.

VIII. Old Business

Treasurer's Report: Jean Redfield reviewed the Treasurer's Report for April 2008 that was distributed at the meeting.

- Average pledge is up; total pledge dollars collected is a little less than last year; total annual budget is \$1,658,949 for 2008 vs. \$1,632,393 for 2007.
- Current giving shows an unfavorable variance.
- Variable variance of \$42,000 vs. budget - much of this will be permanent for the current year.
- Jean will get back to the vestry with 2009 budget issues.

Housing Policy: Joe Maycock mentioned that Buildings & Grounds did some rewriting of the Housing Guidelines. Betsy sent them to the vestry via email and received comments from the clergy, Pat, Don, John Van Osdol and Joe Maycock. Joe stated that the comments related to the first page are more legal or general types of comments. The other comments were more detailed and relate to the minimum requirements and the responsibilities of the clergy person and the church.

- Three main comments on the first page:
 - Reference to document being an agreement; it is not an agreement, it is a guideline;
 - There is a description of equity allowance and the equity allowance is really a substitute for the "appreciation or the likely appreciation that a clergy person would get in his/her house if he/she owned their own home". Occupying church owned property one does not get that opportunity for that appreciation. Both Joe and Betsy agree that this provision should be in the employment agreement. Therefore, it should be removed from the guidelines.
 - References to clergy having a choice between living in a church owned house or receiving a housing allowance, which is comparable to the house they otherwise would have - Joe suggested this statement should be removed so that the guidelines

do not commit CC to offer this choice to new clergy. Future vestries should be free to negotiate the terms of clergy employment agreements relating to housing.

- Other comments are more detailed and they relate to the minimum requirements and the responsibilities of both parties.
 - This is the cleaning up of the document where there are different words to describe the same thing;
 - The clarity of the document such as budgeted provisions;
 - Substantive rules where people are not going to agree on everything.
- Betsy and Joe would like to revise the draft and produce a document with reasonable changes. The document will be presented to vestry to vote on in September.

Relocation of Diocesan Offices: Dick Beadle had asked vestry for comments on the Bishop's intention to relocate the diocesan offices. Jean Redfield stated that she had an opportunity to spend two days with the Bishop and this topic was discussed. At this point, the topic of relocating is off the table because it does not make any economic sense. Originally, the diocese thought they had a renter for the school and the school needed all the office space. The school did not come through so until that space can be rented this issue is off the table.

Follow-up from CCF Presentation: John Van Osdol thanked everyone for participating in the vestry contemplation last month. CCF met to discuss their next steps and they are considering approaching the top quartile givers (88 people) who give the most to CC and have that same discussion – asking them about their relationship with the church and their relationship with God. CCF is looking to the vestry to help facilitate these discussions. CCF also discussed having the vestry chairs conduct this discussion with their committee chairs. To change the giving culture of the church it is necessary to have this type of conversation.

There was a great deal of discussion to incorporate all giving levels and not just the top twenty percentile. A suggestion was made to set up discussion groups and select givers randomly to join. It is necessary to let all givers know that what they give is valued.

Brad expressed his concern that vestry have a full consensus before moving forward.

John summarized what he heard: if you are not comfortable having this conversation, the committee would prefer that you not do it; if a giver is not comfortable having the conversation then don't force him/her; how we approach it, whether we approach it individually or in group settings at Tuesdays Together or a group forum, are all good ideas.

Lisa Flores made the suggestion that it come out of Christian Formation. The topic could be *Growing your faith* and she would designate people to various groups that would meet possibly monthly.

Vestry Covenant: John distributed the Vestry Covenant dated March 17, 2008.

John Van Osdol moved that the Vestry of Christ Church Grosse Pointe ratify the Vestry Covenant dated March 17, 2008. The motion was seconded and approved by all.

Oasis Welcoming: Pat O'Brien moved that the Vestry of Christ Church Grosse Pointe accept the Oasis Welcoming and have CCGP published in its publications and consider the recommendations they make. The motion was seconded and approved by all.

IX. Parish Ministries Reports

Parish Resources Ministries – Update on Progress of Vestry Election Process: Please read over the *Update on Progress of Vestry Election Process* (Attachment A) that Kit Tennyson submitted. The work on this project is ongoing.

X. Vestry Comments and Observations

The Antiques Show is fast approaching. Please sign up to help, attend the Show and bring friends.

Reminder, the VPOD is expected to help with Children's Chapel on Sundays.

There is a concern about the lack of retirement community support in the Grosse Pointes. Next week, David Dieter is meeting with the CEO of Presbyterian Villages and his successors from Canterbury. They are looking at creating a virtual retirement community that would help people be maintained in their own homes just as they would at a full service retirement community. If you know people who are interested in helping in the formation of this community, let David know.

Regarding the search process, Brad hopes to have someone hired before he leaves for sabbatical.

XI. Closing Prayer

Al Torp said the closing prayer.

The meeting adjourned at 8:50 pm.

Respectfully submitted,

Kay Yntema-Gruner
Recording Secretary

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