

Vestry Minutes
3 October 2016

Attendees:

<input checked="" type="checkbox"/> Lorenger, Mark (Sr. Warden)	<input checked="" type="checkbox"/> Kienbaum, Karen (Jr. Warden)	<input checked="" type="checkbox"/> Hix, Mike (Secretary)*
<input checked="" type="checkbox"/> Van Culin, Andrew	<input checked="" type="checkbox"/> Baruah, Sandy	<input checked="" type="checkbox"/> Gaskin, David
<input checked="" type="checkbox"/> Iannace, Lynnette	<input type="checkbox"/> Knight, Scottie	<input checked="" type="checkbox"/> MacLean, Lisa
<input checked="" type="checkbox"/> Sweeny, Donald	<input checked="" type="checkbox"/> Walsh, Brendan	<input checked="" type="checkbox"/> Creedon, Betsy
<input checked="" type="checkbox"/> Redfield, David	<input checked="" type="checkbox"/> Boeckler, Lori	<input checked="" type="checkbox"/> Sutton, George
<input checked="" type="checkbox"/> Bowe, Sarah	<input checked="" type="checkbox"/> Hesse, Vicki	<input checked="" type="checkbox"/> Hanoian, Scott
<input checked="" type="checkbox"/> Ward, Diane	<input checked="" type="checkbox"/> Sweeney, Amie (Treasurer)*	<input checked="" type="checkbox"/> Bridgemohan, Areeta
<input checked="" type="checkbox"/> Di Piazza, Suzanne [guest]		

***Checked means present, unchecked means not present**

Summary of action taken:

- Vestry approved and endorses the Annual Giving strategy
- 2017 Programmatic Budget was Approved w/an amendment that Vestry must address the revenue side of the budget.

Call to Order and Opening Prayer

Call to order: 7:14 p.m. by Father Van Culin.

Celebrate the Wins

- Blessing of the Animals
- Positive response from members on the Vestry response to the letter
- Discernment around nominating has been good
- Six women are on the journey to join DOK – prayer and service commitment
- 25 people at catechumenate
- Areeta' s leadership with Pizza Lunch



Decisions

Annual Giving Committee Annual Giving Committee

Father Drew reviewed the summary of the work that the Annual Giving Committee had created. The following highlights from the presentation are noted:

- Committee began their work through a book study of *Making the Annual Pledge Campaign Obsolete* by Timothy Dombek and Michael Durall
- The new format focuses on identifying those on the discipleship journey and those who give based on supporting an area of interest.
- Disciples are those who identify themselves as members, and who pledge. Members are then identified based on their progress towards a tithe on the Christian journey. The distinction the annual giving committee has made is that different conversations and messages are appropriate dependent on placement on journey.
- Annual Giving Committee recommends that members be invited to specific one on one conversations hosted by Vestry members and Annual Giving members to have the discipleship journey.
- Contributors who support based on areas of interest (concerts, etc.) will receive targeted appeals based on their interest. If a person is both a disciple and a contributor, they will be approached through both methods.
- The Annual Giving Committee reaffirmed that the Tithe is the biblical expectation of giving; a position that both the National Church and the Vestry has CCGP has stated for many years.
- It is noted that Christ Church does not calculate who is a thither it is all self-identified. It is a journey of faith between the giver and God.
- One Vestry Member noted, that to become a sacrificial giver one must choose to make life style decisions in some cases.
- The format would also enhance the role of the Vestry and Annual Giving in stewardship. Vestry and Annual Giving will be asked to make the one on one communications and to mentor others on their stewardship journey. We recognize the time commitment and will do our best to simplify the process for the Vestry.

Father Drew outlined that we still need to host receptions as noted, and if the Vestry approves the Annual Giving Committee recommendation then we can move forward with scheduling receptions.

The following motion was moved by Brendan Walsh and seconded by Sarah Bowe:



The Vestry supports the targeted giving pathway as proposed by Annual Giving Committee. The Vestry further supports asking members to increase their annual giving by 1% of gross household income as a pathway to reaching a tithe. The motion passed.

2017 Budget

Father Drew offered to defer the discussion decision making for the 2017 budget till November based on time and not to rush the decision making on the budget. In preparation for the discussion Ms. Amie Sweeney, Treasurer, provided highlights:

- Finance Committee has recommended the 2.5 programmatic expense budget
- Finance Committee has affirmed that the expenses reflect the needs to support the Ministry as we have been called to provide and have built in the last three years
- The revenue side – where and whether – to fund the programmatic expenses needed is to be decided by Vestry and the Annual Giving Committee
- It was noted that due to investment performance the draw was 2% versus 4%. This reduced revenue by 133k in the 2017 budget year.
- If Vestry does not accept the 2.5 programmatic expense based on revenue the ask of the staff and Finance Committee is to share what is the revenue side from Stewardship and the amount from investments approved to spend we should work towards.
- Amie highlighted that to reduce the 2.5 programmatic expense budget would mean a reduction in our staff and programs. Staff is our highest expense item, and if we reduce expenses that will be the area that is impacted. If we impact Staff programs will be impacted.

Several Vestry members indicated they thought we should have the conversation tonight since we are already discussing it. The following points were noted by Vestry members in their discernment:

- Many positive items are taking place with one year of full staff, we do not want to stop the momentum. Easy to cut, harder to gain momentum if you stop.
- As a Vestry, we committed to invest one million over three years, 2017 is year three and we should maintain that commitment.
- The Vestry recognizes that the current budget will be 100k more than what was approved however, we just approved a new approach to stewardship with an ask that all members increase by 1% of their annual gross income. A question was asked of how much that might mean.
 - Diane Ward stated that a rough estimate if every giving household answered that ask we could see a 250k increase in giving.
- It was clarified, that clearly a budget is a living document. Approval of 2017 will not answer questions for 2018.
- As leaders, we need to live into the Annual Giving we just approved a few minutes ago. It is up to us to make this happen. Our first goal, raise at least the 100k for the overage in 2017 and work hard to build into a balanced budget for 2018. Hard work, but one we must embrace.

David Gaskin moved the following motion to the floor:

The vestry accepts the Finance Committee recommendation to approve the 2017 programmatic budget of 2.5 million dollars.



Sarah Bowe moved to amend the motion to include the following:

Vestry must produce a plan that addresses the revenue side to offset the shortfall in giving.

David Redfield seconded the amendment and the amendment motion was passed.

The motion placed by David Gaskin was then seconded by Brendan Walsh and was passed.

It was acknowledged that we are working on faith that we have heard God's discernment for our Church and its ministry. If the community does not respond we may still need to make changes.

Lay Pension Plan

The Vestry agreed to hear one last item on the decision agenda. Diane Ward stated that the Administration Commission was asking the Vestry to approve required changes to the Lay Pension plan to be compliant with the National Church guidelines.

Whereby in 2009 at the General Convention Resolution A138 established requirements for Defined Pension Plans for Lay employees of Episcopal Churches
And whereby a review of the CCGP Lay Pension plan has been completed and it has been determined that there are two requirements we are not in compliance with on Resolution A138
Therefore, it is required that we amend our Lay Pension Plan to comply as follows:

- Must remove minimum age requirements for Participation: Section 3.1
- Must remove minimum length of service requirements: Section 3.2

The effective date of these changes was required no later than January 1, 2012. Thereby, we request Vestry adoption of these changes retroactive to January 1, 2012.

The second question was whether the Vestry wished to outsource the language changes or if staff and chancellor should make the needed changes. It was approved that staff should move forward with the changes with Chancellor.

The motion to approve was moved by David Gaskin, seconded by George Sutton and passed.

Discussion Items

Parish Forum

Mark Lorenger informed the Vestry that the Parish Forum was scheduled for October 6th to share with the parish to answer questions related to the Parish Letter which raised many Finance concerns. The format for the evening was discussed the objectives for the evening was shared:

- Answer questions received
- Demonstrated alignment of Leadership (Lay and Staff)
- Model direct communications



- Discussed how to live into our community norms for the meeting

It was requested that the Vestry do their best to join the Wardens and Drew on the evening of the 6th. It was recommended that a communication be given to encourage attendance at the meeting.

Consent Agenda

Minutes were approved with one notation that Don Sweeny's name was misspelled.

The Meeting was closed in Prayer by George Sutton at 10:14 p.m.

Submitted by:

Diane E. Ward

Approved by:

Mike Hix, Secretary