

Church of the Epiphany
Vestry Minutes
May 17, 2017

Attended

Kathrine Ebert, Ann Gordon (*junior warden*), Glenn Greene, Linda Grigsby, Michele Hutt, Caroline Klam, Catriona Laing (*interim associate rector*), Tricia Lyons (*associate priest*), Kelli Sampson, Mary Sebold (*secretary*), Brian Stecker, Duncan Stevens (*treasurer*), Bea Dermer (*senior warden*), and Jennifer Walsh

6:30

After opening prayer, the meeting began.

Trin distributed copies of a letter from Nate Jerrell, who visited Epiphany with a homeless friend. He praised the church for its outreach work and sent a donation.

MOTION APPROVED: To accept the minutes of the April 2017 meeting

Treasurer's Report (see financial handouts)

Without the extraordinary \$200,000 gift and capital expenses, the church was running a deficit of \$5,000 by the end of April.

On the income side, Pledges and Plate were unusually high. Some program donations—to Welcome Table and the Tuesday Concert Series—were low. That is not unusual for April. YSOP (see Facility Use/Mission Center) was still behind in its rent payments, and Catherine Manhardt planned to speak with them about catching up. As usual, Epiphany had not received many Grants yet. Duncan said he would find out about the \$9,381 under Facility Use/Special Events. Even without counting the Stations of the Cross funds and the \$200,000 gift, the church was doing fairly well, according to Duncan.

Most expenses were at or below where they should be. Music & Arts expenses were high. Communications was already over budget for the year. The church has budgeted \$20,000 for Building Repairs and has spent over \$12,000 so far in 2017. Duncan planned to speak with Catherine about adjusting the line item. It may be worth raising the amount to \$30,000. Epiphany had hoped to avoid some repair costs last year by putting more in regular maintenance.

The Stations of the Cross exhibit has used \$17,000 of the \$20,000 grant (see Ministry/Worship-Other); the church may donate what remains after all bills are paid. The roof was covered by a grant. The 1844 Fund will cover the chiller down payment, which, according to Ann, the church made in March or April.

Duncan reported that Epiphany had received the long-expected 2015 audit.

Finances, including the audit(s), will be the main topic of conversation at June's meeting.

Major Gift

The \$200,000 grant Epiphany received is currently in the checking account. The church could use it to replenish the 1844 Fund. The Fund now contains approximately \$124,000, most of which Epiphany should move to the checking account to reimburse it for bills paid. The church could also use the gift to set up a new endowment. (The old one was liquidated to cover the renovation.) The James Green Estate's trust document seems to anticipate that Epiphany will deposit income from the estate in an endowment to cover special, one-time expenses. (Since 2004, Epiphany has received approximately \$85,000 a year from the estate and has used the money to cover operations.) Epiphany will probably always need some of the annual donation to cover operating expenses, but Duncan and the Finance Committee feel Epiphany should acknowledge the spirit of the trust document (which Carol unearthed only recently) by putting most of the estate money in an endowment. Duncan plans to recreate an endowment document by next month. The Finance Committee recommends putting \$100,000 of the gift into the 1844 Fund and moving the remaining \$100,000 to the endowment fund once it is up and running.

Duncan said the church could invest the money, but it needs liquidity and interest rates are still low.

MOTION APPROVED: To deposit \$100,000 of the \$200,000 gift into the 1844 Fund now

Bea, who serves with Lois Nembhard and Brad Rickel on Mary's local diaconal discernment committee, circulated a letter for the vestry to sign backing Mary's postulancy, i.e., training for the diaconate. The letter is one of many documents Church House has to receive by July 14.

7:00 p.m.

Soul-work Session

Most of the meeting was spent with The Rev. Frank Dunn, who was priest-in-charge at St. Stephen's for twelve years until 2016. For the past ten years, he has helped Episcopal dioceses and nonprofits do "soul work." He visited the vestry to help members prepare as a group for the new rector, "Reverend Glenna."

The vestry broke into six pairs to discuss its chief hopes and concerns about its upcoming relationship with Rev. Glenna.

HOPES

1. Vestry to grow the church
2. Greater sense of shared ministry
3. Be challenged by new rector
4. Collaboration
5. Discipline to create freedom for pastors
6. Empowered to push the needle forward

The group noticed similarities between (1) and (6) and (2) and (4).

CONCERNS

1. Getting caught up in too many little tasks
2. Change might be difficult to accept
3. Won't learn to engage parish
4. Falling back into a rector-led model
5. Concern that vestry will expect rector to fix everything
6. Rector will take over creativity and responsibility

Expecting the rector to do everything and the ability to reach equilibrium emerged as common themes.

Dunn asked the vestry what it could do to get off to a good start with Rev. Glenna. He assumed Epiphany would have a transition team (which it does). Caroline, who helped lead the Calling Committee, asked what the vestry should do now and what it should do after Rev. Glenna's arrival. The first step, she felt, was to have the evening's conversation. Dunn encouraged the vestry to make use of its June and July meetings to prepare.

Dunn then asked what the vestry needed to learn about the new rector that it didn't already know. Glenn suggested the vestry learn about her leadership style and expectations of the vestry. Dunn suggested the vestry set up a conversation with Rev. Glenna on her leadership style and expectations and ask her what she thrives on while leading people. Another vestry member wondered whether Rev. Glenna was generally slow or quick to warm to people. Dunn suggested inviting members of the Calling Committee to speak with the vestry about what they knew about her leadership style. A person's assets and liabilities often work together, he said.

Kelli wondered how well the vestry members knew each other. Dunn said members needed to spend quality time with each other outside of church. Kathrine suggested the Calling Committee tell the vestry how they had learned about each other by being together once a week for over a year. Dunn asked what had constituted the handoff of the search process from the committee to the vestry and thought it would be fair to ask committee reps for advice on forming relationships. Caroline thought the committee would be happy to help, and Dunn suggested having a moderator.

Trin asked the vestry how it understood its role. Caroline said doing vestry took time, and members needed to develop themselves simultaneously. Dunn then cautioned, "You can't do soul work in a rush." He asked, "What is a vestry for?" Kelli said that often a vestry's only real purpose was to sign checks; doing more took time. Michele felt the vestry's role was to represent all parts of the church and that if it didn't, that was a red flag. Kathrine said the vestry often depended on the rector to set the example. Dunn then pointed out that in the canons of the Episcopal Church, the vestry's role was fiduciary. There is nothing in the canons that requires the vestry to be representational. That expectation developed in the second two-thirds of the twentieth century as churches started to do more programmatically and vestries often managed the programs. Canonically, the rector has huge programmatic responsibilities, Dunn said.

Tricia pointed out that the vestry, like the priesthood, was an outgrowth of the spiritual life, a “harvest from the field.” The vestry is a place where members can use the fruits of their spiritual lives. She asked, “Is the vestry the fruit of your spiritual life, or is the vestry your spiritual life?”

Caroline suggested the vestry pray for Rev. Glenna every day and have a conversation with her outside of a vestry meeting. Dunn suggested vestry members pray for each other, too.

Pentecost

Rev. Glenna will attend the 8 o’clock service on Pentecost. Irvin Peterson, head of the new Facilities Committee, will lead a tour of the church after the 8 o’clock service.

Rev. Glenna and her family will attend the 11 o’clock service. Everyone should bring food for the coffee hour.

8:00 p.m.

The meeting concluded with evening prayer.

The next meeting will be held on Wednesday, June 21 at 6/6:30 p.m.

Minutes submitted by MNS, 6/13/17