Epiphany Vestry Meeting Minutes

Date: January 14, 2020
Time: 6:00-8:40pm EDT

Attendance:

<table>
<thead>
<tr>
<th>Members &amp; Clergy</th>
<th>Invited Guests</th>
</tr>
</thead>
<tbody>
<tr>
<td>P Carbin, Rasheen</td>
<td></td>
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<tr>
<td>P Dandridge-Charles, Vivian</td>
<td>Member</td>
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<tr>
<td>P Dillard, D’Oniece</td>
<td>Senior Warden</td>
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<td>P Downes, David</td>
<td>Member</td>
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<td>P Gallagher, Kathy</td>
<td>Member</td>
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<td>P Glidewell, Meryl</td>
<td>Secretary to the Vestry</td>
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<td>A Green, Crystal</td>
<td>Member</td>
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<tr>
<td>P Haines, Kathy</td>
<td>Member</td>
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<tr>
<td>P Huber, Rev. Glenna</td>
<td>Rector</td>
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<td>P Hunter, Maria</td>
<td>Member</td>
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<tr>
<td>P Marquardt, Scott</td>
<td>Treasurer</td>
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<tr>
<td>P Nembhard, Lois</td>
<td>Junior Warden</td>
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<tr>
<td>P Sutton, Susan</td>
<td>Member</td>
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<tr>
<td>P Queen, Johnny</td>
<td>Parishioners in Attendance</td>
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1. Rasheen offered an opening prayer and blessing before the shared meal.

2. Rev Glenna offered a reading from John for reflections

3. January Agenda approved by unanimous decision

4. Rev. Glenna calls for approval of December 11, 2019 Vestry Meeting minutes
   Motion - Susan
   Seconded - Kathy G
   Vote - Motion passes with 1 abstention

5. Vestry Retreat
   January 31st from 6:00-8:30pm, February 1 from 9:00am-3:00pm
   Location provided

   Action: Vestry members please read Vestry book prior to retreat.

6. 2020 Budget Discussion: Scott Marquardt
   Based on preliminary 2019 assessment slight operating loss for the year. Exceeded income for
   the year due to grants awarded in December. Budget presented for 2020. 2020 Budget
   questions will be entertained and responded by email.

   Motion to continue operations without approved budget
   Motion - David
   Seconded - D’O
   Vote - Motion passes
Action: Rev Glenna requested Scott provide financial summary for 2019 and ongoing (monthly) summary status for email communications with congregation, please provide to Anya.

7. Office Space: Ongoing issues with YSOP: Rev. Glenna
YSOP is behind on rent and space use (estimated at ~$15K), arrangements made in Sept 2019 which were supposed to be paid by Dec 31st, costs were not paid per the arrangements, YSOP was not invited to renew rental agreement for 2020. YSOP is charged monthly rent plus space use for occupied spaces.

Motion to charge Rev. Glenna to have a conversation with Ed from YSOP whereby 1) YSOP is no longer invited to accept future reservation beyond March 31st and 2) to receive written agreement from YSOP New York on when Epiphany will be paid. Priority is to rent office space.
Motion -
Seconded -
Vote - Motion passes

8. Stewardship Report: Rasheen
$233K pledges from 32 pledger, goal to get to 79 pledges and $280K. Will complete one more mailing to people who have pledged in the past 4 years but haven’t pledged in 2020 with follow-up phone calls. In 2020, plan on meeting once a month and plan on adding one person to committee. In 2020 need updated directory with updated/accurate contact information, preferably managed in Realm.

Actions:
- Request Vestry write thank you cards to people who have pledged for 2020.
- Please provide Rasheen recommendations for Stewardship Committee members if you have any.
- Rasheen to get with Carol to create/update step by step instructions on how to enroll in Realm, provide to Anya
- Request Anya add information about Realm in weekly email newsletter
- Lois to talk with Roland about re-sending invitations to those who have not signed-up in Realm.
- Kathy and Vivian to be available during Shrove Tuesday Dinner to assist with sign-up.

9. Shrove Tuesday Dinner
Tuesday Feb 25th from 6-8pm, Hospitality Committee to coordinate (Judy Thomas, D’O)
Rev. Glenna to coordinate programming for children
Kathy H to provide information from last year: budget, RSVP list, shopping list, ticket prices, and flier to Judy and D’O

10. Housing allowance
Motion to approve $55k housing allowance
Motion -
Seconded -
Vote - Motion passes

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11. Welcome Table Discussion
   Vestry has considered the requested identified by Building and Grounds Committee to suspend
   the breakfast. Vestry has determined that is not the best course of action at this moment but is
   willing to discuss the concerns identified by Building and Grounds.

(Executive Session)

   Rector moves to extend the meeting by 5 minutes:
   Vote - Motion passes

12. Open Vestry Position
   One open vestry position due to Lois assuming the Junior Warden position. Need to fill a
   position for the 2020 calendar year, preferably prior to Jan 31-Feb 1 Vestry Retreat.

Motion to adjourn
So moved