

Epiphany Vestry Minutes

Date: February 10, 2021 via Zoom

Time: 6:31 pm - 9:01 pm ET

Attendance

Present: Rasheen Carbin, David Downes, Kathy Gallagher, Bruce Gilchrist, Meryl Glidewell, Crystal Green, Glen Greene, Rev. Glenna Huber, Maria Hunter, Lois Nembhard, Susan Sutton, Judy Thomas

Guests: Scott Marquardt, Mike Gumulauskas, Caroline Klam

Opening Prayer: Maria Hunter

1. Maria offered the opening prayer.

Vestry Check-In: All

2. Check-ins and requests for prayers.

About the Episcopal Church: Rev. Glenna

3. Rev. Glenna spoke about how we define membership in the Episcopal Church as well as in our parish. The Episcopal Church defines membership by a person who has been received by baptism, received by the bishop, has attended a service at least three times in the last year and received communion, and is known to the treasurer.

Epiphany's bylaws add the additional requirement that a member has been baptized in the name of the Trinity. We are still deciding if confirmation is necessary to be a member of our parish.

Mission Statement: Maria Hunter

4. Maria Hunter recited the mission statement and shared her thoughts on how well the church has been living into it throughout the past month.

Going forward, the person who reads the opening prayer will also read the mission statement and offer a reflection.

Request volunteer to take minutes:

5. Rasheen will record the minutes

Motion to approve the consent agenda

5. The consent agenda included the agenda, January minutes, Reports (Rector, Communications/Development, Music)

Motion made by Glenn and seconded by David.

The motion passed unanimously.

Motion to approve corrected 6-month budget: Scott/David

6. Two items in the 2021 budget need correction. The contribution to the diocese needs to be recorded as an expense and the rector's discretionary fund needs to be properly categorized as a non-budget item.

Motion made by David and seconded by Judy.

The motion passed unanimously.

7. Scott provided a PPP loan update. He thinks that our first loan will be forgiven and has begun that paperwork. Industrial Bank has partnered with First Bank of the Lake to process the latest round of PPP loan applications. We've started the process of applying for a new PPP loan in the amount of \$61,893.54.

Judy offered her thanks to Scott for his service.

Report out from Diocesan Convention: Lois/Maria

8. Lois reported that the convention was very well-run. Bishop Mariann spoke about the strategic plan and signs of a healthy congregation. We plan to do a self-assessment as a vestry and as a parish. There were several resolutions regarding social justice, including

- engaging in an immigration detention ministry
- examining our history as church with an eye to improving racial equity,
- supporting racial justice through police reform
- and the anti-Semitic impact on lectionary readings for Holy Week.
- a petition for the merger of Church of the Ascension and St. George's

Financial Sustainability Committee Final Report Submission: Meryl

9. Since November 2020, they've done two brainstorming sessions with parishioners discussing partnering with another parish and how to make better use of

the building. The committee recommends that we financially invest in supporting these efforts in order to maintain momentum and accountability. This includes

- hiring a coach/consultant familiar with Epiphany and the diocesan process
- finding a consultant to advise on the repurposing of the building
- conducting a professional building reserve study and creating a long term capital plan for Epiphany property and infrastructure
- continual iterative financial analysis as definitive decisions about partnership and repurposing of the building are made to assess sustainability impact

10. Meryl felt that the brainstorming sessions were engaging and fruitful. There was concern about losing the building as a worship space. Judy added that there was significant agreement about challenges, fears, and hopes.

Next Steps

11. The vestry has the following options:

- accept or amend the committee's recommendations
- establish leadership and operational structure for implementing next steps
- establish a budget and funding source for the consultants and building assessment
- Establish a timeline to implement actions. At the current spend profile Epiphany will run out of money in \approx 3 years

12. David is wondering who will implement this plan. Do we need to form a new committee?

Motion to hire a consultant/coach as recommended by the financial sustainability committee:

13. Susan moves that we accept the recommendations of the committee.
Kathy seconded the motion.
The motion passed unanimously.

14. Rev. Glenna offers her thanks to the financial sustainability committee and Carter Echols for their excellent work.

15. Meryl wants everyone on the vestry to play a role rather than have a separate committee. We need to create a timeline for the implementation of the recommendations

16. Rasheen and Bruce will work on getting a quote from a building engineer.

Executive Session

Rector's Update: Rev. Glenna

17. Rev. Glenna is teaching Love is the Way, presiding bishop Michael Curry's new book. She recommends that we watch PBS' two-party series The Black Church.

Updates and Announcements

18. Meryl is working with Dr. Cho on organ maintenance items. Anya held a virtual verger training. We have 4 new volunteers.

Closing prayer: Maria Hunter

19. Maria offered a closing prayer

Motion to adjourn

David made a motion to adjourn

Susan seconded the motion

The meeting adjourned at 9:01 pm ET