

Vestry Retreat, January 18, 2023, At Ann Goff's Home

Attending: Ann Goff, Cathy Crosby, Christine Young, Connie Karpinsky, Heather Kennerson, Sharon Bryan, Carl Stollenmeyer, Jim Hudson, Les Reed, Michael Kelly, Rev Bill Combs

9:04 Meeting Opened with Morning Prayer Service by Father Bill attached)

TREASURER'S REPORT: (attached)

December operating: Heather reported that pledges were under budget, but non-pledges and plate donations were over, with total income \$2450 over budget. Music was under budget. Outreach used remainder of their budget to buy \$1500 in food gift cards. Most expenses were in line with budget.

Year to Date: With pledges, non-pledges and plate over budget, total revenue was over budget by approximately \$10,754. Music was under budget, while Maintenance was over mainly due to the clearing of newly acquired property. Most other expenses were in line with budget. There was operating income of \$12,986, with \$5,589 as budgeted amount.

Other income/expense for December and year to date:

Curtis foundation donated \$10,000 to the Capital Campaign. A parishioner donated \$12,437 to purchase the McGarrity property, including closing costs. Our Father's Kitchen has \$1566 in an earmarked fund. A \$3000 donation was made by Borland's daughter, Hillary. \$1500 each was designated to Outreach and to Memorial Garden fund. Cash Calendar is still being reconciled. Upscale Resale split the \$18,000 profit between the Greene and Putnam Counties' Food Banks. Housing Ministry has a positive cash flow. The investment accounts show a loss on paper for the year - Diocesan \$12,937 and T Rowe Price-\$13,481. The Edward Jones Money Market earns a higher interest rate now, with \$228 interest in December. In September the congregation raised \$58,000 for the Sabbatical (June1-August 31).

Balance Sheet as of December 31, 2022:

The Church is in good cash standing with about \$222,000 with approximately \$85,000 earmarked for special things. Investments are valued at \$195,000. The Church has no long term debt and very little operating liabilities.

The Treasurer's Report was approved, as moved by Carl and seconded by Cathy.

PROPOSED BUDGET OVERVIEW: (attached)

Vestry reviewed and discussed concerns: plate and non-pledge income during Sabbatical might be lower than budgeted, Maintenance budgeted enough?, Saturday evening service expense At LOLC, Growth and Development budget not enough for possible marketing endeavors. There was concern over fact that is is a deficit budget. Michael Kelly suggested that we look into rolling the interest/dividends from the investment accounts into the operating account. Heather will research. Budget was put on hold until other agenda items were discussed.

DELINEATE ROLES OF VESTRY LIAISONS:

Vestry used worksheets provided by Fr.Bill to discuss and assign specific events and committees to proper Liaisons as follows:

Administration/ Finance (Sr Warden): Finance/Endowment Committee.
Capital Campaign. _Sabbatical Committee(financial).
Tellers. Planning and Building committee

Building and Grounds (Jr Warden): Building and Grounds Committee.

Garden Guild.
Building and Planning Committee.

Parish Work Days.
Interior Decorating

Christian Education:

Communications:

Publicity and Advertising.
Social Media (next door, facebook, etc).

Christian Ed Planning Team. Living Gracefully
Communications Committee
Website.
Audio-Visual Technician

Congregation Growth and Development:

Yoga.
Newcomers.

C G & D Committee
Invite, Welcome, Connect
Chamber of Commerce

Outreach:

Holiday Baskets program.
Redeemer Food Pantry.
Habitat Lunches.
Christian Outreach Thrift Store.
Housing & Homelessness strategy team.
Upscale Resale.
Boys & Girls Club Garden

Outreach Committee
Our Father's Kitchen
Circle of Love
Redeemer Car Program
Quilter's Guild
Meals on Wheels
Housing Ministry
Boys and Girls Club

Parish Life:

Episcopal Church Women (ECW)
Foyers
Events: Pancake Brunch, Harvest Gathering, Advent Wreath workshop, etc
Funeral/Memorial receptions
Prayer and Care Committee

Parish Life Committee
Redeemer Men's Group (RMG)
Coffee Hour/ Saturday Refreshments
Weddings
Meal train

Stewardship:

Stewardship committee

Worship:

Lay Reader/ Chalice
Greeters
Saturday Service signs
Folk Mass

Altar Guild
Acolytes
Flower Guild
Centering Prayer
Special services: Blue Christmas, Victim vigil,
Ashes, Pet Blessing, etc

CHOOSE VESTRY LIAISONS:

Cathy Crosby was asked by Fr Bill and accepted the Sr Warden role. Jr warden is an elected position and Les agreed to be nominated and was re-elected, unanimously. The the Vestry members on second year choose next and the 3 new members choose after. The order is reversed for secondary positions.

Liaisons are as follows:

Sr Warden. Cathy Crosby
Jr. Warden. Les Reed
Christian Ed Jim Hudson
Communication-Sharon Bryan
Outreach - Connie Karpinsky
Parish Life - Christine Young

Secondary liaison:

Christine Young
Michael Kelly
Cathy Crosby
Connie Karpinsky
Sharon Bryan
Carl Stollenmeyer

Stewardship - Michael Kelly
Worship - Carl Stollenmeyer
Growth & Develop - Ann Goff

Les Reed
Ann Goff
Jim Hudson

Lunch Break 12-12:50

Upon return, Vestry determined that it would continue to meet the 3rd Wednesday of the month from 3-5pm. It was suggested that, while Zoom is a great tool to have, if at all possible vestry members should attend the meetings in person. The internet connection is not always great and causes disruptions and delays during the meetings. It was also decided that Vestry will plan to meet the three months during the Sabbatical. Fr Kirkpatrick will be invited to attend.

REVIEW CONGREGATION RESPONSES FROM ANNUAL MEETING, 1/15/23:

(Response sheet attached)

The 4 groups had consistent response to the first question about favorite image or remembrance of 2022. Vestry discussed the different responses.

The 2nd question about Hopes and Dreams for 2023, were again similar, especially facility improvement-especially HC bathroom.

3rd question was the obstacles to realizing the dreams. All groups agreed that money was the largest obstacle.

Vestry discussed possible ways of overcoming the money obstacle which lead directly to the Capital Campaign...

REVIEW AND ANTICIPATE RENOVATIONS AND CAPITAL CAMPAIGN:

Suggestions for finding funds in addition to the Capital Campaign were made: Identify stakeholders, Perdue historic preservation grants, UGA, fundraising events-such as raffles, auctions etc, matching giving, in kind giving from building supply stores.

Try to get community support by finding/encouraging support groups to use the facility for free or maybe nominal charge.

Renovation timeline: The architects will be returning soon for another in-depth visit to further assess the Activity Center. It is hoped that by mid-February the architects will meet with Planning and Building Committee and give them the options and costs of the plans they have created. Once that is received, that committee and the Vestry will determine the options to follow. By May a rendering of the plan with details should be available to share with the congregation to show what the Capital Campaign would be funding. During the summer, there would be a need to promote the plan and keep interest up. The Capital Campaign would kick-off in the fall.

There was a concern voiced that the Stewardship pledges could be affected by that timing. There would need to be clear and definite explanations to parish that they are two different entities.

SABBATICAL PLANNING:

Sabbatical committee needs to gear back up to make plans for the Parish during the Sabbatical. Following ideas were discussed:

Field trip into Holy Innocents to attend their 6pm Sunday Celtic Service.

Possibly a field trip to Richmond, Virginia, to St. Stephen's to attend/observe their service.

Map/track Father Bill's journey on the Bulletin board and on website.

History- research the places Fr. Bill is going.

Have shared meals- at Church or in Homes.

Last Sunday of June, July and August have a REAL breakfast after Sunday Service- Connie will plan & it is on the calendar.

Book study-history or historical fiction about the area Fr. Bill will be traveling.

The Committee will start to plan.

Fr. Bob Kirkpatrick is scheduled to be with us June 1-August 31 and will be available 2 days a week in addition to the weekend services. He will be housed in Fr. Bill's cottage. The Crosby's will be hosting an Open House to welcome Fr. Bob.

Non agenda discussion developed about Foyers. Christine suggested a change, perhaps have Breakfast Buddies and Lunch Bunch instead, anyone could come, no hosting necessary- casual. They could meet once a month, perhaps alternate months. Perhaps it would appeal to single people, since Foyers is more couple oriented. Les' widow/single lunch group was sited. Fr. Bill shared his previous experience with interest Groups from his last parish: SIG (Spiritual Interest Group) and FIG (Fun Interest Group). Discussion will continue.. It is felt that reaching out to single individuals is important.

WORSHIP CONSIDERATIONS:

Sunday: Change up with more hymns fro LEVAS. Add seasonal contemporary hymns. Bring back the Choir.

Saturday : There is much concern over expense of having the LOLC service for so few. Maybe taped music should be used instead of organist. Before making changes, perhaps more advertising/marketing needs to happen to try to fill the seats. Fr Bill will check to see if LOLC pastor would allow a banner advertising our service to be placed near the entrance at Rt. 44, full time. Perhaps an article in the Breeze and information on Facebook and Nextdoor about the service would bring in attendance. Regarding the large space, maybe seating area could be re-arranged for more intimate worship. Ideas will be perused.

Folk Mass: Consensus is to continue- Christine will schedule and plan.

Lay Preacher/Homilies: Fr. Bill asked if Vestry was interested. Most members were not, so idea was tabled for now.

Lay Eucharistic Minister: Vestry was in favor of this idea, and Fr Bill will pursue. Michael Kelly has experience.

Additional Services: Vestry would like to see the the special services that were held (Victims Vigil, Healing service, Blue Christmas) be continued. Sharon suggested a Hope and Healing Service quarterly.

OTHER CONSIDERATIONS:

What do we hope see 3 years: Vestry members shared visions - newly renovated Activity Center filled with people, a choir, Handicapped bathrooms, no mouse traps, Children's Center repurposed (as rectory, place for homeless, office space, or meeting space for support groups)

Discussions will continue in February.

Les announced a grand tour of all Redeemer facilities on Feb 12- all parishioners are invited!

RETURN TO PROPOSED BUDGET:

Connie proposed to increase Communication budget to \$2500. Vestry agreed.

Les moved to accept amended budget, Michael seconded, Vestry approved.

Michael and Heather will look into the use of interest /dividends for future.

Fr Bill concluded with a homily/explanation of the Feast of St. Peter's Confession.

Adjourned at 4:55 with Lord's Prayer