

**Christ Church Christiana Hundred
Vestry Meeting Minutes
August 6, 2009**

Present: Wilson Anthony, Steve Brodt, Sandy Durgin, Brandon Elliott, Bruce Kallos, Ruth Kirk, Tilly Maassen, Gina Pike, Ann Wick

Absent: Betsy Field, Andy Johnston, Martha Lankford, Bitsy Robbins, Judy Sargent

Also Present: Jennifer Andrews-Weckerly, Larry Ashby, Russ Bohner

The meeting was called to order at 7:01 PM by Ruth Kirk.
Ruth offered the opening prayer.

The Minutes from the July 9, 2009 Vestry meeting were reviewed. A minor revision was made to reflect the Vestry's desire to have a member serve on the Buildings and Grounds Committee. Bruce moved that the minutes be adopted as revised, Tilly seconded, and the motion passed unanimously.

Ruth noted that Martha Lankford is ill and asked that the Vestry keep her in their prayers.

Wilson Anthony acted as Clerk for this meeting.

Parish Bylaws Review

Larry Ashby presented the latest draft of the revisions to the Parish Bylaws and led a discussion of the specific changes since the Vestry's last discussion.

The Vestry suggested some minor changes to language in the proposed Bylaws, and Larry agreed to incorporate the changes into a final version.

Steve Brodt moved to approve the bylaws with changes as discussed and that they be placed on the ballot for a vote at the Annual Meeting on October 4. Wilson Anthony seconded the motion, and the motion passed unanimously.

Cluster Reports

Stewardship: Bruce Kallos gave an overview of the work of the Stewardship Committee. The pamphlet for the fall campaign is nearly ready, and a timeline for the Stewardship process is being finalized. Parish gatherings are planned to provide information and discussion on the goals of the campaign. A parish ingathering for pledges will occur on November 8.

Ruth distributed the quarterly financial reports for the parish.

Ruth presented her Rector's Report (See Attachment A) and referred the Vestry to the section on the Musician in Residence program process. Bruce Kallos moved to accept a donation for the 2009 Musician in Residence Program. Wilson seconded. The motion passed unanimously. Brandon moved that a committee be appointed to work with the Downs family to formally establish a permanent endowment for the Musician in

Residence Program. Sandy Durgin seconded the motion, and it was passed unanimously.

Steve Brodt reviewed the discussions of the possible uses for \$157,000 from the Letty Downs bequest that has been received in addition to the \$600,000 designated by the Vestry for the capital campaign. Steve outlined a proposal where \$100,000 of the bequest would be put to the Lay Pension Fund and \$50,000 to be put toward the organ maintenance fund in the endowment. The funding of the pension fund would decrease the required outlay from yearly operating funds by approximately \$20,000-\$30,000 per year. Bruce moved that the funds be applied as proposed, and Ann Wick seconded the motion. The motion passed unanimously.

Sandy Durgin suggested that the remaining \$7,000 from the Downs bequest be designated to outreach to a music program for disadvantaged youth in the community. Brandon suggested and moved that the Outreach Committee investigate potential uses for the remaining \$7,000 in music programs for disadvantaged youth within the community. Sandy seconded the motion, and it passed unanimously.

Service to Others (See Attachment B): Sandy reported on the Global Mission Team meeting. The youth mission to Jalonga this year was reported as being less successful than in the past. The Global Mission Team will form two subcommittees to discuss the future of CCCH's relationship with Jalonga. One group will discuss youth mission, and the other will discuss the broader future of Christ Church's efforts in Jalonga.

Spirit Life (See Attachment C): Wilson reported on the visits by the English choirs and the Crab Feast. High energy level and participation were experienced at all events.

Mutual Ministry Review

The Mutual Ministry Review was not conducted due to time constraints.

Rector's Report (See Attachment A)

Ruth presented and reviewed the portions of the Rector's Report not previously discussed.

It was noted that Sherry Lawton-Fasic is approaching her 20th anniversary as an employee of Christ Church.

Ruth reviewed the "Membership Conversation" portion of her report. It was suggested that, with some minor revisions, what Ruth presented could form a guideline for the meaning of and requirements for membership at CCCH. Bruce moved that the Vestry adopt a revised version of Ruth's membership guidelines and that these be made available to the parish on the web site and through other means. Steve seconded and the motion passed unanimously.

Ruth gave the concluding prayer.

The meeting was adjourned at 9:03 PM.

Respectfully submitted,

Wilson Anthony, Clerk-Designee

Attachment A

Rector's Report – August 6, 2009

Personal: As you know I am anticipating three weeks of vacation time. We will be in Vermont and then home with some day trips as we prepare for the start of the school year. I return to work on Monday, August 31, 2009.

Staff: We have completed the staff annual reviews, including my review with the wardens and Bob Brandt, representing the Personnel Committee. The committee's recommendation is that the chair of the Personnel Committee receives the final copy of each annual review in addition to copies held by the direct supervisor and the rector. We have also been working on position descriptions. The Personnel Committee is assisting with the final drafts on three positions, but all the rest are complete. In the process of the reviews, as we asked about goals and growth opportunities, a few staff members have asked for continuing education. David Hearn, ten years our Assistant Organist/Choirmaster, would like to study with a renowned American organist to strengthen his ability in improvisation. Shannon Tusso would like to take a course in our data management program, Shelby, to expand our use of the tools available to us. Sherry Lawton-Fasic, approaching her 20th anniversary on our staff, would like to attend the pre-conference for communicators at the Consortium for Endowed Parishes this year. There she can network with others in her position and broaden her knowledge of communication technology and practice. We do have some funds designated for the professional development of the lay staff in 2009 and will need the same or more for 2010. Finally, matching the sabbatical plan offered to this rector, Bill Owen is now due for six months of Sabbath time. (*If we follow the pattern he had before, he is overdue.*) His proposal is to divide it into two summer-long sabbaticals so that he is present for the major seasons. This matter has been brought to the attention of the Personnel Committee for its funding proposal to the Vestry for the 2010 budget. We are not a perfect staff, but by and large, staff members are oriented to the concept that our task is to support the parish in its ministry. Where we are weak, the Personnel Committee will continue to assist me in addressing issues and concerns.

Pastoral: We anticipate two baptisms at the 10:00 service on August 16, with Cal Wick assisting Russ Bohner. The Rite-13 ceremony planned for August 9 has been postponed to September 13, our picnic Sunday. We await the birth of two and the passing of at least two known to us. Since the last vestry meeting we have held four funerals. Two weddings are scheduled for September. In other words, we are working to touch the lives of many experiencing transitions, both joyous and sorrowful. God's blessings abound in it all.

Parish:

- 1) Thanks to the nominating committee (and one by petition) we have 10 **candidates for election to the Vestry**. Please keep the following members in your prayers: Barbara Cairns, Nancy Chesser, Ted Cover, Stephanie Grant, Marge Hardham, Wes Jones, Zona Lindsay, Susan Sherk, Bob Siegwarth, and Rich Tucker.
- 2) **Musician in Residence Program:** As Bill and I worked through his position description and performance review, we agreed one of his goals was to restore the program in 2010. In that light, we met with the Music Committee and crafted a plan to have a series of *Communicator* articles about the MIR cancellation for this year to raise awareness for the following year's budget. A little history here—last fall Bill and I had lunch with a member of Letty Down's family, who wanted to do something to honor her memory. Her passion was the music program; she served as chair of the Music Committee and with Pam Copeland, led the efforts to install our 1990 organ. After reading Bill's article in the June *Communicator*, this family member contacted Bill and offered to fund the MIR program with a donation for 2009 and 2010 and work with family members to create an endowment in Letty's memory that will

sustain the program. All this happened as I was in Anaheim, so there was a flurry of emails between parties, including Andy Johnston and Steve Boyden, current chair of the Music Committee. Andy brought this to the attention of the Vestry at the July meeting and promised details to come.

I am in favor of accepting such a gift, creating a designated endowment fund for the support of special music programs, and to bring great musicians in sacred music to our parish. Bill sees this as one of the high points of our parish's music ministry and as a draw to attract future ministers of music, no matter what style our sacred music. I see this overture by a member of the du Pont family as one sign that the call to heal the old wounds of division is being heard and heeded. It would serve Christ Church in the same way that the Lydia Chichester du Pont Fund does for special adult education program offerings. To accept this, I am requesting the Vestry's approval for a small team (Bill Owen, Steve Boyden, a Vestry member to be appointed or the senior warden, and the rector) to work with the donor and the extended family in creating such an endowment fund.

The family member stands ready to make a donation in 2009. While in California I directed Bill Owen to contact a musician we have wanted for this program. I am glad to announce that Stephen Cleobury will be in residence from October 29-November 1. He is Fellow, Organist, and Director of Music at King's College, Cambridge since 1982 and Chief Conductor of Britain's only full-time professional choir, the BBC Singers. The plan is for Stephen to play a Friday evening organ recital as the celebration of our summer renovation. As is the pattern with the MIR program, he would work with our choir in an open rehearsal (other musicians and interested parties attend) and give a talk on Saturday, conduct the Christ Church Choir at the 11:00 AM service and the 4:00 PM evensong.

3) **The Membership Conversation:** I would like to propose that the Vestry see the conversation about the meaning of membership at Christ Church to be an ongoing dialogue. It is tempting to think of the issue as a problem that needs resolution, but truly, as with all relationships, the matter of parish membership will be an unfolding conversation as we grow up into the full stature of Christ. Here are some discussion points.

- Will the Vestry accept the canonical definition of membership, that one is a member of an Episcopal congregation when one's baptism is registered with the parish, either by the sacrament celebrated or the data transferred by letter from another Episcopal congregation, or recorded when one expresses a desire to be a member? An adult member is 16 years or older. There are other definitions in the canons that apply because we are an Episcopal congregation (*you received a copy in March*).
- We will not restrict access to pastoral care or events in the parish because someone is involved here but has not recorded the date of baptism on our records, nor because they do not pledge.
- To be married at Christ Church, we will work with couples who are not yet members and those whose family have been members of the parish. The web site currently says, "We prefer at least one person regularly attend worship and become a member of Christ Church, if not currently a member. Pastoral consideration is given for adults who now live at a distance from Wilmington who are coming 'home' to be united in marriage."
- We will follow our bylaws with regard to the definition of a voting member. The expectation for leadership positions on parish committees is that a committee member be a voting member of the congregation, with regular attendance in worship so as to be connected to the parish for which they are offering ministry.
- For preferred treatment in the enrollment process at the Christ Church Episcopal Preschool, the family must be voting members.
- The Vestry supports the work of the new members committee as they consider how we invite, welcome, embrace, and encourage in ministry those who seek God and a sense of belonging here. The committee will next report its work to the Vestry in November.

Attachment B

Global Mission Team Meeting Minutes July 23, 2009

A very nice turnout with Matt, Reeve, Ruth, Tom, Nick, Bruce The K, Gina, Val, Rosanne, Doug, Bruce the Younger, Kris, and Maggie in attendance.

We spent most of the meeting discussing the recent trips with the primary emphasis on the June youth trip.

The June trip engendered quite a lot of discussion as leaders felt it turned out not to be a mission trip. While it might have passed as a school service trip, it was not the type of trip we as a church are interested in sponsoring. Several factors were at play, including the relative immaturity of the group as a whole, the lack of a spiritual leader, and the loss of the disciplinarian. While positive things came out of the trip, it was felt that we, as a group, need to rethink how we run the youth trips.

A good discussion was had concerning the future of the project in Jalonga in general and our role in particular. I had not brought Ricardo's plan for the use of the center, which we had discussed last spring, as I continue to eagerly await his revision, which should include pricing for the various activities. Doug included in his handout (in color, no less) a report from the Wisconsin social worker from 2002 discussing the vision of the community center they developed during their time in Jalonga in June 2002. Curiously, the summary of the needs of the community are all well represented in Ricardo's proposed activities for the center going forward.

We also discussed trying to find a way to enhance Hector's role in the project and the village by finding him training as a community organizer, either in Santa Domingo and/or Wilmington.

The night was a wide-ranging discussion, covering many topics and aspects thereof. The one thing that is clear is that we need to have more discussion and work to move forward. Doug will be emailing everyone the choice of two sub-groups to join to continue this work. We would like everyone to choose at least one of the groups. We anticipate that these groups will meet during the summer, and we will reconvene as a whole in September to talk about the work of the sub-groups. I am leaning toward either the week of 9/13 or 9/20, probably at 8 PM. I am not sure that school schedules are available yet so may wait a bit to send out the time reservation request. But start now to save some dates those weeks.

Attachment C

Spirit Life Cluster Report - August 6, 2009

From: Wilson Anthony, Betsy Field, Martha Lankford, Bitsy Robbins

Worship

1. Jennifer Andrews-Weckerly joined the Christ Church staff as Curate on June 15. Jennifer was ordained as Deacon on June 24 at the Cathedral Church of St. John. She and her husband Scott are expecting the birth of their first child this month.

Fellowship

1. Christ Church hosted two Choirs from England in July. On Friday, July 10 the Cheltenham College Chamber Choir (high school students) performed, with approximately 225 persons in attendance, followed on Monday, July 13 by the Choir of Christ's College, Cambridge (college students) with a crowd of around 325. Many thanks to all who hosted the visitors and to the Parish Life Committee for coordinating the hospitality. In September the choir of King's College, London will perform at 5:30 on the afternoon of Sunday the 13th, which is also the day of the Parish Picnic.
2. On July 26, Christ Church sponsored a retreat for the leaders, interns, and staff of UrbanPromise and their work group, Faith Community Church, Valdese, North Carolina. About 55 people attended the retreat which included small group meetings, dinner, and worship in the chapel, with the help of the J2A youth. A special thank you to them and to The Rev. Jennifer Andrews-Weckerly, Lynne Jensen, John Crossan, Sandy and Chuck Durgin, Gina Pike, Rosanne Miller, the Boyden family, and all our volunteers who made this retreat possible through their planning, participation, and provision of food, service, and hospitality.
3. The Christ Church Crab Feast was held on July 31. Approximately 120 attended the event, a significant increase over the past few years.