

Christ Church Vestry Meeting Minutes August 12, 2010

Present: Wilson Anthony, Steve Brodt, Barbara Cairns, Ted Cover, Oliver Faulkner, Andy Johnston, Wes Jones, Martha Lankford, Gina Pike, Bitsy Robbins, Ann Wick

Also Present: Russ Bohner

Absent: Betsy Field, Ruth Kirk, Judy Sargent, Rich Tucker

The meeting was called to order by the Senior Warden at 7:04 PM. The Rector is on her summer holiday.

Opening prayer by Russ Bohner.

The Minutes from July 8, 2010 were approved as amended.

Cluster Reports

Stewardship

Review of Financial Information: The Treasurer's report and latest financial information were reviewed. The usual summer lull in payments on pledges was noted. Also noted was a group of 75 who have pledged but have not made payments on their pledges so far this year. Those who give their entire pledge at the end of the calendar year account for most of the 75 identified. Discussion followed with several wondering if there was an action plan to address that issue. The Treasurer and Rector are watching this closely. Giving is where it should be for this time of year. Non-pledge weekly giving has been strong. The Finance Committee has reviewed the latest balances. No red flags and all is consistent with the current year budget. Steve Brodt was asked to review the budgeting process with the committee and continue to look for additional improvements that can be made to the budget process. This year the committee will use 12 full months of financial data (the final six months from prior year and the initial six months of the current year) when it begins its budget process for 2011. It is believed this will improve the process of preparing a budget for the coming year, since final figures for the current year are not known until after the budget is presented to the Vestry.

Pension Discussion (Ted Cover)

The subject of our pension retirement plan came up in negotiations for the contract of the new Interim Head of School. The typical retirement plan is a 401k with a company match, on an incremental vesting schedule. Our pension plan has a 5-year vesting program, with no incremental vesting. This may be an issue with future recruitment because employees who leave prior to full pension vesting would have no benefit from the CCCH retirement plan. It was suggested that the Personnel Committee or other appropriate committee could take the initiative in reviewing our staff pension plans. The preschool staff is under a separate structure, except for the Head of School, who is on the Rector's staff. Rich Tucker moved, Wilson Anthony seconded to refer this to the personnel or other appropriate committee to review our retirement plan structure. The motion passed.

Spirit Life

The 90-Day Bible Challenge continues to be a very dynamic program. The parish picnic is coming up on September 12th, and Luke Timothy Johnson is here the weekend of September 24th. Promotion of this will begin this Sunday. Discussion was opened regarding a youth ministry review and recommendations that might come out of that. The

Vestry discussed if a review was needed and who would be a part of such a review. It was suggested that we look at the current program to determine if any changes are needed. Our current program is at the end of its second year. It was suggested that an appropriate first step would be to ask the Rector to report to the Vestry on the current status of the youth program and what has been implemented and what the planned program is going forward. One of the main goals would then be to determine if the Vestry sees a need to conduct a further review of the youth program. Several noted that it is important to include all stakeholders in this. A next step would be a discussion with the Rector about issues that have come up over the last year or so regarding our youth program. Rich Tucker and Steve Brodt will discuss with the Rector.

Service to Others (See Addendum A)

Martha Lankford reported that the Pastoral Ministries Team did not meet in July. Epiphany House: The Thresholds program led by Key Murray is looking for more volunteers. Pathways to Wholeness is also involved. Joe Stoekle will coordinate CCH volunteers to cook dinner and join the residents for meals each month. The Vestry commended the fine work of the team of Ted Cover, Martha Lankford, Scott Andrews-Weckerly, Nadine DiLorenzo, and others that conducted our Head of School search, which resulted in the hiring of Jo Harney as Interim Head of School.

Investigation Update (Wes Jones)

Wes Jones and Wilson Anthony have held two meetings with the Rector. Ruth was given the inquiry team's report to read. No firm conclusions were reached after the second meeting. Some form of formal documentation needs to be included from the Rector and other staff and lay members. Because of vacation schedules, the process has not moved forward. Although the process has been ongoing for many months, Russ Bohner applauded the Vestry for their deliberate and unhurried approach to this issue, since there is no existing "playbook" to follow.

Raffle Discussion

A parishioner asked our Senior Warden about the possibility of having a raffle for the quilt being crafted for the Green Show, because it would raise substantially more money for the benefit of the Green Show. Andy Johnston will refer this to the Green Show Committee. No parish rules would be violated if a raffle were to occur.

Closing Prayer offered by Barbara Cairns.

Meeting was adjourned at 8:29 PM.

Next meeting: September 9th.

Respectfully submitted,

Dana Robertson, Clerke

ADDENDUM A
Service to Others Cluster Report – August 12, 2010

Christ Church Episcopal Preschool

- The 2010-2011 Board of Trustees met on August 10, 2010. New members on the Board are Valerie Wolslayer Abel, Rob Friz, Jennifer McMichael Raiford, Bart Reese, and Gina Pike. Returning members are Louise Barton, Ted Cover, Kim Dolan, Martha Lankford, Chris Simon, Margaret Simperts, and Maryann Younger, Chair.
- Jo Harney, newly appointed Interim Head of School, reported that she benefited greatly from a week's overlap with former Head Catherine Dolan. Since beginning her position on July 19, Jo has been meeting one-on-one with all the teachers. She has also consulted with Sue Taylor of Delaware STARS regarding requirements which need to be completed by 12/31/10 to meet either State and/or DE STARS requirements.
- Jo has also met with Keith Dawson, Mike Sayer, and others to become acquainted with the CCEP financial picture.
- On August 23, 2010, all staff will be taking a course in CPR for re-certification.
- The final week of CCEP Summer Camp overlaps with CCCH Vacation Bible School. CCEP will participate in VBS, and early- and after-care will be provided. A CCEP teacher will "shadow" the students from CCEP during VBS.
- Enrollment for 2010-11 now stands at 72. There is a good probability that it will increase to 74 in the near future.
- Interim HOS Jo Harney has written two articles which will appear in the next edition of the *Delaware Communion* and which are currently available online at the Diocese of DE website. One article is about her appointment as Interim Head; the other is about the CCEP Summer Camp.
- Teacher Orientation is September 7, and the first day of school is September 9. The Board of Trustees will host a breakfast for teachers and staff on September 7 at 8 AM. Vestry (Board of Directors) members are invited to attend.
- Strategic Planning will resume at the September and October Board meetings, with the intention of sharing the shared vision of CCEP and CCCH at the November 4, 2010 Board of Directors Meeting.

--Submitted by Martha Lankford

Pastoral Ministries

No report at this time

Global Missions

- The GMT met on July 20, 2010 – the June youth trip to Jalonga was thoroughly reviewed. The leadership meeting that was scheduled for 7/13 was postponed; however, all of the adult leaders and one of the youth leaders were at the GMT meeting. Overall, the trip was very positive, as previously reported.
- There has been a great deal of positive feedback from agencies in Wilmington who benefited from the youth's service work in preparation for the trip to Jalonga.
- There was significant discussion regarding the governance plan that was agreed upon with Ricardo Potter and Hector Livio, when Maryann Younger and Bruce Kallos traveled to Jalonga last winter. The board structure and community center management has not been implemented.
- Acknowledging the reality that Hector will not be able to obtain a visa to study in Delaware, Hector has been making plans to take some college classes, after successfully completing his GED. Hector had asked for help in paying his tuition, and this was being considered by CC and the GMT. After lengthy discussion regarding Hector's role in Jalonga, his personal life, and how

this would dovetail with the church's mission in Jalonga, the group declined to support subsidizing Hector's proposed university studies at this time.

- Ricardo Potter has stated that Hector Mendoza could become our "point person" going forward; however, Hector Mendoza has done little to build a relationship with our group, and his English skills are lacking. Further discussions with Ricardo Potter and the future of the Jalonga project are necessary, and Tom Scott plans to initiate those.
- A new building is under construction on the hill beside the baseball fields in Jalonga, which is being funded by Save the Children. It seems that it is going to be a community center, though details are unclear. This is of some concern, as the implication is that "our" center is not viewed as a community center. The bakery building beside the church in the village is said to have equipment installed, but there is no evidence of functionality at this point.
- Feedback from Jennifer Andrews-Weckerly and Tom Marcin – both "first timers" on the trip – reflected a very positive experience, yet many negatives were cited relative to the loss of Hector Livio in the day-to-day operation. The question was asked as to whether this might be the beginning of the end of our relationship with Jalonga. To aid the GMT in discussing this looming question further, Tom Scott plans to bring to the next meeting some people who are knowledgeable about the full range of companion diocese relationships to help us find our path forward.
- Much of the discussion at this meeting, as well as prior meetings, revolved around the questions, "What are the goals for Global Missions, and how do we know if we are meeting them?" Future discussions will specifically address our expectations for the trips, for the village of Jalonga, and for Global Missions, in general.

--Submitted by Gina C. Pike

Outreach:

- 5 new members joined the Committee in July
- Work is in progress on:
 - Application to Jessie Ball du Pont Fund this fall—we anticipate it being to support the Cathedral Choir School's steps for capacity building in preparation for an elementary school K-8.
 - Committee retreat, September 11, for team building and strategic planning
 - Agency Breakfast, October 14 with a guest panel speaking on collaboration
 - Revising coordination of collections activities to encompass parish-wide needs
- Epiphany House:
 - Five women are living in the house. Two have already moved to the next stage of their housing/program. One woman did not continue.
 - Our biggest need for our ongoing ministry was to find a point person from Christ Church to organize a calendar of parishioners to cook dinner one or more times per month. We are grateful to Joe Stoeckle for raising his hand to help in this way. Joe will determine what our initial commitment will be and begin reaching out to parishioners. Several parishioners did cook in the first months to fill-in, not with a commitment to a regular schedule. This will strengthen our ongoing commitment.
- Green Show:
 - Committee leadership positions are filled. Group is off and running.
 - Last month there was a meeting with the incoming treasurer and credit card team to discuss plans for this year; decision to purchase two credit card machines this year and two more next year. Mike Sayer and Keith Dawson will assist the team to be sure credit cards are working appropriately Friday.
 - Otherwise, workshops will resume this fall, with new plans under way for the layout of the event.

--Submitted by Barbara Cairns