

Christ Church Vestry Meeting Minutes January 13, 2011

Present: Steve Brodt, Barbara Cairns, Ted Cover, Betsy Field, Andy Johnston, Wes Jones, Ruth Kirk, Martha Lankford, Gina Pike, Dana Robertson, Rich Tucker

Also Present: Jennifer Andrews-Weckerly, Russ Bohner

Absent: Wilson Anthony, Steve Brodt, Oliver Faulkner, Bitsy Robbins

Also Present: Susan Casscells

The meeting was called to order by the Rector at 7:05 PM.

Opening prayer by Dana Robertson

Minutes from December 9, 2010 were approved.

Cluster Reports

Spirit Life (see Addendum A): Betsy Field

Gratitude was expressed to the Altar Guild and Church Adornment Committee for their dedicated work and preparations for our Christmas services. All are reminded of the upcoming visits of Dr. Lynn Weber and Bryan Stevenson. It was noted that at the 4 PM Christmas Eve service, overflow of about 50 people was in the Chapel. Feedback: they felt somewhat disconnected, and some left the service after receiving communion. The committee believes it would enhance the overflow space if a clergy person were in the Chapel with them. Usher instructions were revised for Christmas Eve to make them more welcoming. Numbers will be reported separately by the Rector. Also noticed during the Christmas Eve services was the "saving of seats" in the front half of the sanctuary; folks who come closer to service starting times were being told that no seats were available even though they actually could see many seats empty. The staff will continue to work to make the space limitations at our Christmas Eve services better communicated and better managed. The presence of the labyrinth during Advent was appreciated by many. It was incorporated into our Advent Quiet Day as well as being the topic of the adult enrichment class and was well received. Russ expressed the hope that as we bring in outside speakers, members of the parish and wider community will be engaged in our ministry.

Stewardship (see Addendum B): Wes Jones

Wes reported good news regarding the annual campaign. A final reconciliation is still to be performed, but results show 2010 income was \$28,000 over budget, resulting in less money needed from the contingency fund. The 2011 Stewardship Campaign is complete, but there is follow-up to be done. We expect an additional 50 pledges for 2011. Rosanne Miller has rotated off as chair, and Phil VanWormer takes on that leadership role. Rosanne was commended for her visionary stewardship leadership over the last few years. Pete Borden has retired after many faithful years of service as chairman of the Personnel Committee, and Carol Mongan takes over that leadership position. A review of our pension plan is beginning. Discussion followed on the best way to thank those who have taken on leadership roles as they rotate out of their positions. Martha suggested vestry members take time to send notes of appreciation. Also suggested were letters of appreciation from the vestry cluster groups. The goal is

to acknowledge service in a more substantial way, other than a mention in the minutes of the Vestry. More discussion on this topic will follow.

Service to Others (see Addendum C): Barbara Cairns

Preschool enrollment is now at 79, and it was noted that the budget was prepared based on income from an enrollment of 74. There is a proposed tuition increase for the next school year of 4.5%. Some additional outreach funds were awarded at year-end as follows: \$6,000 was awarded to Friendship House, SOAR, Food Bank of Delaware, and Sunday Breakfast Mission. Final revenue from the Green Show will be announced after the committee meets. The Jessie Ball du Pont Fund grant in partnership with the Cathedral Choir School will not be resubmitted. More time is needed to develop a plan for our application. Youth leaders for June's youth trip to the DR are Brooke Kelly, Maggie Moran, Matt Kempner, and Reed Boyden; Brad du Pont, John Crossan, Beth Faulkner, and Jennifer Andrews-Weckerly will be the adult leaders.

Annual Meeting: Susan Casscells

Susan discussed preliminary ideas for the annual meeting. Vestry elections will be on May 8, one week prior to the meeting. The Annual Meeting will begin at 10:15 following 8 and 9 AM services. Child care will be offered throughout. Susan reviewed the blueprint of the event: gathering and welcome with an overview of the morning. Breakout sessions follow, with lunch ending the event at noon. The Rector will speak at lunch and announce election results and offer acknowledgements, followed by the Senior Warden. Also included in the program will be commissioning of the Vestry. Discussion followed. It was suggested that youth lead a session and that various presentations be included. If there are breakout sessions, they need to be engaging and participatory, rather than report-making in nature. It was noted that any children placed in childcare might be there up to three hours in order for parents to participate (if parents attend the 9:00 service). One idea discussed was a church fair concept, making it more of a celebratory event. Additional discussion followed. Support emerged around a framework for the event as follows: celebrate who we are, what we have accomplished, and where we are going, while also offering a meaningful and informational event. Russ offered his insight on energy-killing breakout sessions, and all agreed to recommend they not be part of the annual meeting format. Several asked if the purpose of this annual meeting was to inform or celebrate. Susan's committee was given the following guidelines from Vestry: regular 8 and 9 AM services with children attending (Godly Play offered for younger children); the annual meeting will immediately following the 9 AM service and include reports from the Rector and selected ministries, including election results, commissioning, and acknowledgements. Lunch will be included. It was suggested that a photo booth be available for family pictures for the website. The possibility of a ministry fair (including Jalonga) was suggested to follow lunch for those interested in continuing. Another option would be to do something during lunch with several topics, making it a rich and engaging experience. Also suggested: several parishioners giving personal reflections on their parish and ministry engagement during the year, focusing on how they were touched, how it affected them, with the theme: "What does Christ Church mean to me?" Overall, it was agreed there should be elements of both an annual meeting and a celebration. Several recommended that a financial town meeting be scheduled a few weeks before, so that those attending the annual meeting would already have financial information and reports. For any committee reports, only highlights—no full reports. We will need to work with committees to develop reports that can be posted online prior to the meeting.

Rector's Report (see Addendum D)

The trial for Shannon Tusso is scheduled for January 24, during the clergy winter retreat. Bishop Frank Turner (retired PA) will confirm adults and youth on the Feast of Pentecost. The Rector elaborated on her duties on the board of the YMCA and her work with them on promoting the prevention of sexual child abuse. Several agencies are working with the AG's office and the Y with the goal of training 35,000 Delawareans (the Y has 40,000 adult members in DE). A training session on this topic is in the works here on campus for CCEP this April, which would be a good time to communicate to the parish, since it is child abuse prevention month. The diocesan winter workshop for lay leaders and wardens is approaching; for our area it takes place on February 9 at Immanuel Highlands. The topic is dealing with conflict. Rebecca Durgin will serve as a second alternate to the convention, as there is no provision for a youth delegate. The written acknowledgements Ruth has sent to those who have completed their capital campaign pledge have been noticed and greatly appreciated.

Other Matters, Final Thoughts

Russ noted that the Outreach Committee has begun allocating money from its budget this year, putting it into a special account, and will continue to do so for three to five years so that we will have the funds—\$80,000 to \$100,000—to finance another major outreach project like the Epiphany House project that we funded last spring.

Devotion was led by the Rector, based on the five promises made during our Baptismal Covenant last Sunday, during the service of Baptism.

Closing prayer by Dana Robertson

Meeting was adjourned at 8:45 PM.
Next meeting: March 10 at 6:30 PM

Respectfully submitted,

Dana Robertson, Clerke

ADDENDUM A
Spirit Life Cluster Report – January 13, 2011

Worship

1. An Advent Quiet Day was held on Saturday, December 11, from 8:30 AM to 12:30 PM. The Very Rev. Ian Markham, Ph.D., Dean and President, Virginia Theological Seminary, offered meditations followed by quiet times for reflection, reading, meditation, prayer, and the use of a canvas labyrinth. More than 30 parishioners and friends from around the Diocese participated in the Quiet Day, with many choosing to experience and walk the labyrinth. Following the last service, a reception was held in the foyer of the Parish Hall to thank Dean Markham for his presence with us. Our gratitude to Jennifer for making the arrangements to bring Dean Markham to Christ Church and for working with him and the Quiet Day Committee to develop the program and leaflet for the day.
2. Four worship services were held on Christmas Eve. Ruth had the following observations:
 - Many ushers do not understand why they need to count the people or think it's unnecessary and so they make an estimate. I believe that to be true of this year's attendance at 6 PM because I don't think the 4 PM service (where I know they counted) had 200 more bodies, or even 150 more bodies than at 6, but that's what the numbers say. Our numbers will show stability, I think. No large changes in the pattern of attendance, if we can rely on the counts recorded.
 - I have heard one negative reaction to the overflow at 4:00. One family came, refused to attend via television and returned for the 6 PM without their child because he'd conked out. Jennifer did hear some grumbling from folks who were in the Chapel, and there were reports about griping that seats were reserved in the Church when others were being turned away. I know that the Christmas service passes are a huge chore for the staff that I'd like to eliminate from their workload in November and December. We may need to do some work on communication around attendance and service options.
 - I am very grateful to Bill Owen, David Hearn, Nadine DiLorenzo, and our choirs for their contribution to our worship at Christmas. We had a great crew of Eucharistic Ministers, Ushers, and Acolytes for each service, and all were prepared for their part. I am also grateful for the work of the Altar Guild and the Church Adornment Team for their contributions to Christmas worship. I hope the Vestry will join me in expressing their appreciation to our many members involved in an inspiring Christmas season.
3. The Feast of the Epiphany on January 6 was celebrated with a service of Eucharist at 6:00 PM followed by a Fiesta-themed Potluck supper.
4. Four Baptisms were held on January 9 at the 9:00 AM service.
5. The Christ Church Choir sang Evensong on January 9. The next Evensong is scheduled for February 27 at 5:00 PM.
6. Rosanne Miller has agreed to serve as the chair of the Worship Committee, succeeding Jim Graham. Rosanne will join Jennifer (as clergy for the committee) and Wilson (as vestry liaison) in getting that group reorganized and energized for leadership.

Spiritual Formation

1. A canvas labyrinth borrowed from St. Stephen's Episcopal Church in Philadelphia was set up in Parish Hall B to be used throughout the weekend of the Third Sunday in Advent, December 12. We are grateful to Mike Sayer for arranging for the use of the labyrinth, to Ruth for picking up the canvas, and to Ruth, Steve, Keith, Gina, Betsy, and Mike for laying the labyrinth, providing the music, pillar lights, and informational materials, scheduling the on-site attendants, and returning the labyrinth after the weekend. On Sunday morning during the Adult Enrichment Hour, Ruth shared a presentation on the Spiritual Practice of Walking the Labyrinth with a large gathering (nearly 100) of parishioners including the 10th-12th grade YAC class. Following her

presentation, all were invited to walk the labyrinth between 11 AM and 3 PM. On Monday morning, the Preschool used the labyrinth as part of their education program before the canvas was removed. Many people commented on the beauty of the labyrinth in place and the meaningful contribution it made to experiencing in a different way “the sacred and the holy” in Advent.

2. A Rite-13 Service will be held on January 23rd for all youth in the Rite-13 program who have recently had their 13th birthday. A dinner for all youth and their parents will be held on the evening of January 22.
3. Ruth Kirk will lead a discussion of the book *Strength to Love* by Martin Luther King Jr. Meeting times will be Sundays, January 23, 30, February 13, and 20 from 7 to 8 PM in the Rectory and Wednesdays, January 26, February 2, 16, and 23 from 12 to 1 PM in Room 301.
4. December ACE programs included Jennifer’s review of what we know about the life of Joseph, Jesus’ human father (attendance: 55) and Ruth’s exploration of the history and mystery of the labyrinth (attendance: 91).
5. Dr. Lynn Weber, Professor of Psychology and Women’s Studies at the University of South Carolina, will present during the January 16 Adult Christian Enrichment on the topic: *Understanding Race*. Dr. Weber is a pioneer in the field of intersectionality (analysis of the interrelationships of race, class, gender, and sexuality). Dr. Weber has been honored by the American Sociological Association, has published widely, and is the author of the groundbreaking book: *Understanding Race, Class, Gender, and Sexuality: A Conceptual Framework (Second Edition)*. This presentation will enlighten all who attend and is especially important for all who are participating in the Rector’s book study and who will be attending Bryan Stevenson’s lecture on January 20 at 7:00 PM. As we gather for worship and learning on this Martin Luther King, Jr. weekend, please join us for this special presentation.
6. On Thursday, January 20 at 7:00 PM Christ Church will present Bryan Stevenson Speaks: *Striving for Justice: Respecting the Dignity of Every Human Being*. Bryan Stevenson, Founder & Executive Director of *Equal Justice Initiative (EJI)*, is a Delaware native now living in Montgomery, Alabama, the headquarters for EJI. He has won acclaim for his work challenging bias against the poor and people of color in the criminal justice system. In his more than two decades of dedicated work in support of human rights and justice, he has assisted in securing relief for dozens of condemned prisoners, advocated for poor people, and developed community-based reform litigation aimed at improving the administration of criminal justice. By his life and example, Bryan Stevenson inspires us as people of faith. Be inspired to bring hope to people broken by violence, poverty, and dysfunction.
7. The Youth Mission Trip to the Dominican Republic will be June 25 - July 2, 2011. An organizational meeting and dinner was held for participants and their families on January 9.
8. The St. Nicholas Celebration on December 5 was a wonderful new custom for Christ Church. The children decorated cookies, made 3D cards, and heard a wonderful story about St. Nicholas read by the rector. There was also a special treat in everyone’s shoes and a visit by St. Nicholas himself!

Parish Life

1. Bring your family to a Kids’ Music Experience with Pete Moses on Sunday, February 13 at 4 PM—especially for children 2 to 10 years old. Pete Moses, a local singer and recording artist, will engage the children in song and movement for a fun, exciting family experience. Following the show will be pizza and lemonade.
2. On Saturday, January 29 from 6:30 to 8 PM, families are invited to Family Movie Night at Christ Church. Popcorn, snacks, and lemonade will be provided. We will show *Toy Story 3* in Parish Hall A and *How to Train a Dragon* in the Commons Room. Come in your pajamas, bring your sleeping bag, and enjoy a family night together with your church and preschool family.
3. Christ Church Christmas Caroling took place on Tuesday, December 21.

4. A Newcomers' reception will be held at 10:00 AM on Sunday, February 6 in Parish Hall A. All 2010 newcomers to Christ Church will be invited, and the Parish Life Committee will coordinate and provide all food. Tours of the church grounds and buildings will be given.
5. Susan Casscells, Chair of the 2011 Annual Meeting, will participate in the January Vestry meeting to share the initial concept for the spring meeting and explore with the Vestry further ideas for the meeting and breakout sessions as envisioned.
6. An article entitled "First Call for Vestry Nominations" appeared in the January *Communicator*. It covered the type of nominees being sought, the requirements of nominees, ways to nominate them, the definition of voting members, and a general timeline regarding the candidates and the deadline for nominations according to the Bylaws.
7. Thanks to everyone—especially to Sandy Durgin—for their help and support of the Christmas Pageant on December 19. The White Gifts will be donated to the Latin American Community Center.
8. The Website Redesign Team is finalizing a Creative Brief which will guide the formal development process. During the next month, the team will work on generating a site map and beginning the process of creating a bid document for the project.
 - Submitted by Wilson Anthony, Betsy Field, Bitsy Robbins, Rich Tucker

ADDENDUM B

Stewardship Cluster Report – January 13, 2011

2010 Ministry Budget

Keith Dawson has to perform a final reconciliation before producing his budget report. Two items can be reported at this time: 2010 pledge income was \$28,000 greater than our budget estimate of giving, and the amount we will need from the contingency reserve to balance the budget is closer to \$50,000 than the \$100,521 we estimated. Keith hopes to have a final report for the Finance Committee's January meeting.

Annual Campaign

The 2011 campaign is nearing completion. We have some "clean-up work" from parishioners yet-to-pledge for 2011. We expect about 50 of 82 pledges from parishioners in the "Yet-To Pledge" category will carry us past our goal and budget.

2011 Goal = \$1,213,235 2011 Pledge as of 1/13/2011 = \$1,141,627

Stewardship Committee

Phil VanWormer has assumed the chair of the Stewardship Committee. We wish to acknowledge the outgoing chair, Rosanne Miller's outstanding leadership. During her 2-year tenure, she led the team through a time of transition with grace and a focus on results. The Stewardship effort is in a stronger place due to her leadership.

Finance Committee

Bryan Keenan has moved the monthly meeting to the last Thursday of each month.

Personnel Committee

Carol Mongan has assumed the chair of the Personnel Committee from Pete Borden. Current tasks include the completion of Ministry Reviews from last year and collaborating with Finance Committee about our pension benefits under the leadership of Ted Cover. We wish to acknowledge Pete Borden's dedicated leadership of the Personnel Committee for almost 15 years.

– Submitted by Wesley Jones

ADDENDUM C
Service to Others Cluster Report – January 13, 2011

Christ Church Episcopal Preschool

The Christ Church Episcopal Preschool Board last met, via telephone conference, on January 11, 2011.

Head of School Report:

- Jo Harney reported that work continues on Delaware Stars. CCEP is currently working toward a third star.
- The CCEP enrollment stands at 79 children.
- Teacher evaluations are being worked on. Teachers are being asked to set goals, and classroom observations will be scheduled shortly.
- A new teacher started last week– Pam Horseman. All seems to be going well.
- An in-service day is planned with the Delaware Museum of Natural History – *Big Science for Little Hands*.
- Parent Education Seminars will be held over a five-week period beginning at the end of January. A variety of topics will be covered, such as teaching your child to read and answering questions about God. A \$10 donation will be requested from attendees.
- CCEP will participate in the Tower Hill Camp Fair on February 3, 2011.

Finance:

- Rob Friz discussed the open Finance Committee meeting that took place on January 5, 2011.
- There was considerable discussion of a proposed CCEP tuition increase for the 2011-12 academic year. Different scenarios were offered that would result in teacher salary increases on a weighted basis, toward achieving previously stated salary equalization goals.
- Comparative tuition/program information for other area schools was offered to aid in discussion (prepared by Bart Reese).
- The Board adopted a 4.5% tuition increase.

Head of School Search:

- Following the December Board meeting, Jo Harney was offered the position of Head of School. Jo accepted and has expressed her deep gratitude and appreciation.

Other Business:

- CCEP Summer Camp tuition was discussed, along with a full day option. It was agreed that further evaluation of the program and staffing is necessary.
- The make-up of the CCEP Board was discussed as we look toward current members rotating off. It was previously suggested that the Board would increase in size, adding three new members, one per year over a three-year period. Further discussion is necessary, and all Board members were encouraged to suggest nominees for the Board.

Outreach

Year-end Funds: The Outreach Committee had the opportunity to award several additional grants with year-end funds. Of the \$22,000 available, the Committee elected to award \$6,000 to the following agencies:

Friendship House	\$1,000 for new sheet sets for all the houses in their ministry
SOAR	\$2,500 in support of their service downstate to children and families suffering from the abuse of pediatrician Dr. Bradley
Food Bank of Delaware	\$1,500 toward the food pantry
Sunday Mission	\$1,000 toward outfitting a room in their new shelter

The Committee further elected to set \$16,000 in a restricted account as a cornerstone of a new fund to support a significant new future ministry modeled by the 2010 Capital Grant and resulting ministry to Epiphany House.

2011 Allocations: The Outreach Committee is preparing for the 2011 Allocation season. Year-end reports have been received from all of the agencies receiving 2010 grants. In addition to confirming their valuable work, fulfilling the request for a report allows each agency to apply for a 2011 grant. Applications are due Friday, January 28. When the 2010 Green Show revenue is confirmed, it will be part of the funds allocated; a GS wrap-up meeting is planned for January 26.

Collections: In 2010, the Vestry requested the Outreach Committee coordinate all collections for the Parish in addition to those serving agencies. We're pleased to report the system is working as we integrated into the collection schedule a request from the Youth Group for three collections to benefit the ministry in Jalonga.

Jessie Ball du Pont Fund: The pending application to the Jessie Ball du Pont Fund in partnership with the Cathedral Choir School will not be re-submitted for consideration in February. The Rector convened a listening conversation with stakeholders—members of Christ Church as well as the Choir School—to understand their perspective, the current situation and plans, and to determine what we are called to do. The Choir School's direction is complicated at this time by the uncertain future of the Cathedral. The mission of the school, its impact on children, the depth of involvement of Christ Church parishioners at the school—mentoring the children as well as serving in positions of governance and leadership—along with the focus of Christ Church's Outreach program, are all ingredients pointing toward the potential for a deeper relationship between Christ Church and the Choir School. To make the highest and best use of our relationship with the Jessie Ball du Pont Fund, with Ruth's involvement, an application will be submitted to the Fund when new direction and needs are determined—hopefully, on behalf of the Choir School. In the meantime, it was recommended that the Choir School submit an application to our Outreach Committee for a 2011 grant toward their new initiative to integrate the Choir School and the summer program at the Cathedral.

Global Missions

As reported by the Parish Life Cluster, plans are afoot for the June youth trip, lead by Jennifer. In preparation, the youth will reprise our local mission work of last year at St Michael's, Friendship House, and SOAR as well as an overnight retreat in April.

The center in Jalonga continues to be used heavily. Eduardo has lost his job at the resorts on the East coast so may move to the North coast. He would like to stay involved in the project. Hector continues to get A's in his schooling but also can find no work.

The Committee intends to organize a "visioning" meeting for the GM team.

Pastoral Ministries

There is no report at this time. The Committee did not meet in December; the January meeting has been postponed until January 28.

– Submitted by Gina Pike and Barbara Cairns

ADDENDUM D

Rector's Report – January 13, 2011

Personal: Along with the other clergy of the parish, I will be attending the Diocese of Delaware's Winter Retreat for Clergy from Monday afternoon through Wednesday morning, January 24-26. I will also be

away from Wilmington for the Choral Pilgrimage in England, February 3-12 and so miss next month's vestry meeting.

Staff: **Bill Owen** and **Jennifer Andrews-Weckerly** will also be in England next month. Bill is leading the tour, with support from Anne Gross and me. A parishioner could not make the trip and invited Jennifer to take her place for her first trip to England. This will be counted as continuing education and some vacation time for her. Join me in giving thanks to God for the first anniversary of Jennifer's ordination to the priesthood.

Parish: **Theological Education funds for 2010** were distributed to three seminaries (Virginia Theological Seminary, Berkeley Divinity School at Yale, and School of Theology at the University of the South, Sewanee), two scholarship funds (Society for the Increase of the Ministry and the Fund for Theological Education), and two organizations (the Alban Institute and the Jesuit Center at Wernersville). In addition, discretionary funds were sent to support an ordained Kenyan priest doing her doctoral studies in Chicago.

Pentecost will be the time for Confirmation as we welcome The Rt. Rev. Franklin D. Turner, retired suffragan bishop from the diocese of Pennsylvania. He is a spirited bishop, present for my ordination and celebration of new ministry while I was in his diocese. I hope you'll plan to be present. In addition, we have scheduled baptism for Sunday, May 8 at the 9 AM service.

I am grateful for the witness of ministry of Christ Church at the **Cathedral Choir School**. 17 members and staff were in the conference room for the conversation (three via speaker phone) about the School. The result is a clarity about our direction with the Jessie Ball du Pont grant cycle (*see Service to Others report*) and the realization that Christ Church is truly invested in the welfare of the children and youth who attend this excellent program. We were reminded that it is so much more than academics and music.

Two new Adventures in Ministry for 2011: As 2010 came to a close, I made two commitments that enrich my life and ministry, and I want to tell you of them. The editor of Forward Movement Publications asked me to write a series of meditations for a book of daily devotions, to be published for 2012. This is a short-term investment of my time and a stretch for my talents, and I'm looking forward to the work. The other ministry has the potential to impact many lives in Delaware. In my duties on the Association Board for YMCA (with Dr. Tony Cucuzella) our subcommittee considered what work we were called to do to live out one part of the mission: social responsibility. We found a calling. The YMCA will be collaborating with Prevent Child Abuse Delaware, the Attorney General's Office, and several other agencies to attempt to change the culture around child sexual abuse. Last week I attended a training session with materials produced by the Darkness to Light Foundation. This training can help safeguard our children and turn around the silent epidemic of child sexual abuse. Our goal is to reach the tipping point, to train 34,000 Delawarean adults in order to change the culture and prevent another tragedy like the Bradley case. I hope you can support me in these two ventures.