

Christ Church Vestry Minutes
July 14, 2011

Present: Wilson Anthony, Barbara Cairns, Ted Cover, John Crossan, Rebecca Durgin, Betsy Field, Wes Jones, Ruth Kirk, Roger Kirtley, Martha Lankford, Jennifer O'Connor, Gina Pike, Dana Robertson, Rich Tucker

Absent: Cathy Parsells

Minutes from June were approved as amended.

The meeting was called to order by the Rector at 7:04 PM.
Opening prayer offered by Betsy Field.

Cluster Planning and Report:

The Rector asked the clusters to break out and discuss oversight of their ministries and monthly communication strategies for reporting to the Vestry. Those reporting for each group were:

Service to Others (see Addendum A): Barbara Cairns

Stewardship: Wes Jones

Spirit Life: John Crossan

Ruth suggested Vestry buddies so that a person who misses a meeting can be brought up to speed by someone else in their cluster group.

Wardens' Report: Ted Cover, Wilson Anthony

Ted led the Vestry's continued discussion about our policy on vendors and contractors. The Rector recused herself for this discussion. Ted distributed the existing policy for purchasing goods or services, which was previously emailed. Ted reviewed the background, for the benefit of new vestry members. There were two specific issues to address: current policy has language giving authority to the Rector, and Ruth is uncomfortable with that. Also to address is who is permitted to provide goods and services to the church. Rich Tucker suggested that ultimate responsibility could rest with the Junior Warden, who sits on the Finance Committee. Wilson suggested providing leadership as Junior Warden, with ultimate decision-making resting with the Vestry. The policy will be in place unless an exception is requested. In that situation, Wilson would guide the exception request through the Vestry approval process. The power to waive restrictions in emergencies will now reside with the Junior Warden on behalf of the Vestry, instead of the Rector. Discussion followed regarding the process and the dollar amount limit over which additional approval would be required. It was suggested that if the dollar amount were to be increased, it should be consistent throughout the policy. Roger Kirtley offered a motion to remove the Rector's responsibility for exceptions and transfer that authority to the Junior Warden in Sections 2 and 5; Section 6 is revised to replace "Rector" with "Vestry." The motion was seconded by Wes Jones, and the motion carried. The entire policy will be reworked and

presented to the Vestry in September. Roger Kirtley then moved to make an exception to the existing policy to allow Rick Kirk to bid on upcoming B&G projects. Wilson Anthony seconded, and the motion passed.

Rector's Annual Review:

Ted asked for feedback for Ruth's annual review. Deadline for feedback is July 22.

Capital Budget Review:

Wilson reported that work continues on redesign of the website. We are ready to put the project out for bid. The B&G capital requirements plan goes out 20 years. Technology was not incorporated into that plan, or the use of web-based tools. B&G will adjust the plan to include that in their future planning process. Discussion followed. It was requested that we move to make audio recordings of services available on the website. It has also been requested that technology be added to capital budget rather than in the ministries budget, in anticipation of a funding request for the website of \$20-40,000. Roger Kirtley moved, Jennifer O'Connor seconded the transfer of technology to the capital budget from ministry. The motion carried, with one vote against the motion. Additional information was requested on the appropriateness of incorporating soft technology into the capital budget. We will consult our accountant on that issue and review capital campaign guidelines.

Rector's Report: (see Addendum B)

The Rector will be on vacation from July 30 through August 15. Ruth reviewed her participation in CREDO II. It was a wonderful experience encompassing eight days, examining ministry in vocation, setting goals in the areas of spiritual, vocational, financial, and wellness. A report was useful for Ruth in examining her vocational profile, based on responses from nine members of the congregation and her responses. Of the 15 areas of competency, the profilers and the rector ranked every area as important to very important. Ruth asked each vestry member to rank the 15, allowing only three areas to be very important, to further discern the focus of her time and energy as our rector. One goal is to prepare for sabbatical leave in 2014.

Delaware Civil Union Law:

Ruth highlighted information she received at a meeting with the Bishop, clergy, and lay leaders regarding the new law. It was suggested that the Pastoral Ministries team could play a role in our path forward.

Stewards of Children:

Ruth reviewed her work and training module "Stewards of Children" in conjunction with the Darkness to Light Foundation focus on the prevention of child sexual abuse. Ruth will be meeting with Outreach to discuss the possibility of a grant application for the Jessie Ball du Pont Fund to support our way forward.

Other Matters and Final Thoughts:

Our new Green Show Chair is Dr. Beth Duncan. The Vestry applauded the news. Barbara Cairns encouraged all to sign up for committees.

The Labyrinth stones are now laid, but it is not ready for walkabouts. Please observe the yellow caution tape.

Ruth passed out the existing Communication Guidelines for our reacquaintance.

Closing prayer was offered by Betsy Field.

Meeting adjourned at 9:05 PM. The next Vestry meeting is Thursday, September 8.

Respectfully submitted,
Dana Robertson, Clerke

ADDENDUM A – SERVICE TO OTHERS CLUSTER REPORT

Christ Church Episcopal Preschool

Delaware Stars certification continues. Head of School Jo Harney is preparing for the environmental evaluation this fall, and a representative/consultant from DE Stars will be at CCEP this week to help identify items needed to pass the evaluation. Jo and staff have identified \$6,000 worth of items that will need to be purchased in order to pass the environmental evaluation, and the good news is that DE Stars has a \$10,000 grant available to pay for these items.

CCEP's yearly licensing inspection is set for July 14.

There are still a few spaces available for the fall semester.

A few board members are working on departing parent evaluations/exit interviews. These should be complete by the August Board meeting.

Roger Kirtley and Ruth Kirk are working on Jo's annual contract and Jo's annual evaluation.

This year's summer camp has a high enrollment and will likely surpass last year's numbers. Nadine DiLorenzo is Camp Director and has organized wonderful programs for 2- to 5-year-olds.

-Submitted by Board of Trustees Chair Roger Kirtley and Head of School Jo Harney

Pastoral Ministries Team

The Pastoral Ministries monthly team meeting was cancelled for July. The next meeting is August 1, 2011.

Outreach, including Green Show

Dr. Beth Duncan has raised her hand to Chair the Green Show this year. The members of the Outreach Committee and past Green Show chairs offered to guide her and lend assistance.

Tomoko Werbe and Kyra Marcin, Chair and Co-Chair respectively, launched the 2011-2012 program year for Outreach.

The collection schedule has been set though year-end, including continuation of the Interfaith collection for Thanksgiving, Advent Doves, and a new ministry, Shoes to Share.

The fall educational program and breakfast for agencies will focus on volunteerism: the recruitment, care, and retention of volunteers from worker-bees to board members. The program will be held the morning of Thursday, October 20 in Parish Halls A and B.

Last year we worked with our designated liaison at the Jessie Ball du Pont Fund with the intent to submit a final proposal on behalf of the Cathedral Choir School. It was determined that the final application would not be submitted until there is a definite direction on the future of the Cathedral and the School's plans. In the meantime, the Committee was recently asked to consider submitting a grant application to the Jessie Ball du Pont Fund on behalf of a program known as "Prevent Child Abuse Delaware" in collaboration with the YMCA, the attorney general's office, family court, and many other agencies that work with and for children. Ruth is very involved in the leadership of PCAD, building upon her work and passion for it first embarked upon between college and seminary. The Committee is seeking to learn more about the program and discern next steps as a successful application to Jessie Ball requires Parish involvement in addition to the Rector's.

The Committee will not meet in August.

Global Missions Team

The Youth Mission Trip to Jalonga was a great success, by all accounts. After months of hard work and preparation, the group (sixteen youth and four adult leaders) departed for the Dominican Republic on June 25 and returned home on Saturday, July 2. Details of the trip continue to emerge, but it is clear that a lot of physical work was accomplished in the batay of Jalonga. Of course, the returning youth enjoyed reconnecting with their friends in Jalonga, and for the "first-timers" it was a wonderful opportunity to experience another culture and to work, play, and pray with their new friends. The energy the youth exhibited marching through church the Sunday after they returned was powerful and exciting to see. Word has it that planning for next year's trip is already under way.

The last meeting of the Global Missions Team was the visioning meeting that took place in May. Several GMT members continue to work on a timeline and a path forward, drawing from the work that was accomplished in the visioning meeting. Most recently Tom Scott, Bruce Kallos, and Jennifer Andrews-Weckerly met to discuss an action plan for the GMT. The next formal meeting will likely be in the fall, and the timeline and definition of goals should be in place by the end of the year.

-Submitted by Roger Kirtley, Martha Lankford, Barbara Cairns, Gina Pike

ADDENDUM B – RECTOR'S REPORT

Personal:

- I am grateful for the opportunity to participate in CREDO II, an offering of the Church Pension Fund to support clergy wellness in our vocation and ministry. While I have shared more in depth with the wardens, I will make a verbal report to the vestry at our meeting, summarizing the discernment process we engaged in to set goals with objectives in four areas: health, finances, vocation, and spirituality.
- The Kirks are going on vacation from Saturday, July 29 to Sunday, August 14. For much of that time we will be in our Vermont hideaway. We will take another week's vacation in late September.

Staff:

- The annual performance review process has been slightly delayed, but I hope it will be completed by late August.
- I informed the wardens, the chair of the personnel committee, and our Head of School, that we have hired a temporary employee as a groundskeeper (a position we have treated as contracted services in prior years).
- Several members of the staff are taking their vacation time, **Russ Bohner** is on vacation until July 25. **Jennifer Andrews-Weckerly** is away from July 22 to July 30.

Parish:

- Today, **Bill Owen** confirmed that our Musician in Residence program for this program year will be held on the first weekend in March. We are pleased to announce that **John Rutter** has accepted Bill's invitation – the third time John has served as the MIR.
- In late June I attended a meeting at Mount Salem United Methodist Church with representatives from CCCH (Steve and Elizabeth Brodt and Nick du Pont). The purpose of the meeting was to discuss the 200th anniversary of the Brandywine Manufacturer's Sunday School (begun sometime between 1812 and 1814). Hagley staff were present, along with members of the four churches that are rooted in that Sunday School, Mt. Salem UMC, St. Joseph's RC Church, and Green Hill Presbyterian Church. After initial brainstorming, a commitment was made to continue planning, with a steering committee of the pastors and a lay representative of each congregation with the folks from Hagley. Several ideas were floated, and I hope we will engage in the celebration, both for a recognition of our history and to display the roots of our identity in dedicated concern for the welfare of others and in teaching children the love of God in Christ Jesus. So far, those who have expressed an interest at CCCH are Steve Brodt, Elizabeth Brodt, Katherine Ward, Nick du Pont, Don Huntley, Susan Casscells, Al and Suzanne Smith.
- Pilgrimage to the Holy Land: The Rev. George Karney and I are interested in leading a pilgrimage in the Easter season next year. George seeks lay leadership to help with the organization of the journey, though he has started to contact travel companies. If a vestry member can recommend someone who might be interested in that role, please speak with me.
- Attached to this report please find an email composed to several members of the Outreach Committee about my involvement with the Stewards of Children work in child sexual abuse prevention and the potential for a Jessie Ball du Pont Fund grant application to support training members of Christ Church. Information from Prevent Child Abuse Delaware is also attached.

Diocese:

- We have received a copy of the Bishop's letter to the dean and vestry of the Cathedral Church of St. John, reflecting the will of diocesan council. They will not receive financial support from the diocesan program budget for their continuing ministry in Brandywine Village. The bishop's letter is attached.
- On June 30, the bishop called a meeting of clergy and lay leaders to discuss the passing of the Delaware law creating civil unions for gay and lesbian couples wishing to live in a committed, legal partnership. Lisa Goodman (an attorney at Young, Conaway, Stargatt and Taylor, an Episcopalian, and a leading witness in Equality Delaware) spoke about the law, and the Rt. Rev. Tom Ely, bishop of Vermont, on speakerphone, informed us of the preparations of liturgies to be presented at the General Convention in July, 2012 and of his experience in the blessing of unions and marriage in his diocese. The bishop distributed copies of "Standards to Guide a Common Practice for Services of Blessings in the Episcopal Diocese of Delaware" issued September, 2001. Bishop Wright has allowed for the blessing of same-gender unions since then, if a congregation determines there is a pastoral

need for such liturgies. Even with the passage of the new law, he reiterated that an educational process needs to be carried out in the congregation, resulting in substantial agreement among congregational leaders to support this pastoral ministry. Several congregations in the Wilmington area have not held educational sessions, so Christ Church has company in determining a pastoral direction. The new law provides an impetus for our parish to plan for an educational session and for the vestry, wardens, and clergy to reach an agreement about our willingness to provide a ritual of blessing for those who are united by Delaware state law. As leaders we proceed with wisdom and charity; we recognize that there will be differences of opinion and some strongly held views around the church's blessing of civil unions. We will do this carefully. If there are members of the congregation whom members of the vestry would suggest for leadership in the education process, please let me know. There was conversation about cooperation with Immanuel, Highlands, St. James, Millcreek, and other congregations in New Castle County who are also in the planning stages. If a congregation carries out an educational process and the leadership is in agreement, those present at the June 30 meeting agreed that there must be parity in a congregation's policies for heterosexual and homosexual couples seeking God's blessing of their unions. This will mean our examination of our standards for heterosexual couples seeking God's blessing.

To: Tomoko Werbe; Tom Scott; Connie Wissing; Barbara Cairns; Diane Mateson'
Subject: Stewards of Children work

Tom wrote me yesterday after your committee meeting telling me that you all are interested (and maybe others) in hearing more and/or helping Christ Church become involved in the work that Prevent Child Abuse Delaware is doing in conjunction with the YMCA, the attorney general's office, family court, and many other agencies that work with and for children.

As you might guess, this grave concern arose from the Bradlee case in Sussex County. Last summer, in my role as a member of the YMCA association board, I attended a meeting where another Y director was talking about the work they had done with the Darkness to Light Foundation and the 3-hour training that raises awareness about child sexual abuse and empowers adults to protect children. Over the last year I have attended meetings with agency and government representatives to set a big, audacious goal for Delaware. Mindful of Malcolm Gladwell's theory on the tipping point, we believe by training 35,000 Delawareans in the next 5 years we can greatly reduce the number of victims by empowering ordinary citizens with information and courage to prevent child abuse.

You may not know that between college and seminary for three years I was a child protective services investigative caseworker, and for 18 months served in the child sexual abuse component working with law enforcement and therapists in cases of incest and sexual assaults of minors. The numbers reported today are the same numbers I used in trainings 25 years ago. 1 in 4 girls and 1 in 6 boys will endure some form of sexual abuse before the age of 18. Sexual abuse hides under depression and suicide, truancy and teen runaways, addiction, crime and violence in children, adolescents, and in adults still silenced by the shame.

In the training module called, "Stewards of Children," we have a method to make a difference in that painful reality, to change darkness to light and silent suffering to courageous advocacy. The ball is rolling and training sessions are beginning. Dr. Tony Cucuzzella, a parishioner and fellow YMCA association board member, has also participated in the training and plans to become a facilitator in order to train those involved in youth sports leagues. I want to make a difference and start trainings in

the church. I think we can start at Christ Church. In fact, we already have. Our preschool teachers attended a training here last April, led by Kellie Turner of Prevent Child Abuse Delaware.

We can certainly get together, as Tom proposed, in order for me to share with you the video introduction to the Stewards of Children program. The cost is \$15 per person for materials, and I believe, \$150 for each trainer's training.

When are we available? I may also extend this invitation to the vestry, if any of them are also interested in attending. Our priority will be to think about this in relation to the potential for a grant request of Jessie Ball du Pont Fund.

Thank you for your interest. And Tom, thank you for the open door that allowed me to connect JBdPF with my passion for the children of Delaware.

Faithfully,
Ruth Lawson Kirk

What is *Stewards of Children*?

Darkness to Light's *Stewards of Children* is a sexual abuse prevention training program that educates adults to prevent, recognize, and react responsibly to child sexual abuse. The program is designed for organizations that serve youth and recognizes that **adults are responsible for the safety of children or any adult** who wants to protect children.

Who uses the program?

Organizations and Corporations who are:

- Seeking training for staff and volunteers in the prevention of child sexual abuse.
- Wanting to make a difference in their community by educating adults about the protection of children.
- Needing to respond to insurance requirements regarding child protection.
- Wanting to enhance community training initiatives

How is the program delivered?

Stewards of Children is a 3 hour training program available through an authorized facilitator. An authorized facilitator is an individual who has been educated and equipped by Darkness to Light to deliver the program within a particular organization and the broader community. Authorized facilitators have access to all of the *Stewards of Children* training tools.

What are the distinctive features of the program?

- An interactive workbook and accompanying 1 ¼ hour VHS/DVD integrating segments of sexual abuse survivors relating their stories of violation and healing, with segments from the author of the curriculum and from professionals who interface daily with the problem of sexual abuse.
- Darkness to Light's *7 Steps to Protecting Our Children: A guide for adults to prevent, recognize, and react responsibly* to child sexual abuse.
- Opportunity for discussion about important issues in sexual abuse prevention and the relevance of these issues within organizations that serve children and adolescents.
- The simple principles of **choice, consciousness, personal power, and relentless compassion** to motivate individuals to action.
- A curriculum that is direct about **holding each adult accountable** and the support necessary for personal change, taking into consideration any fears or concerns.

Stewards of Children Works! National Results

- In pre-post evaluations of *Stewards of Children* conducted in 9 different organizations that included faith centers, schools, community-based youth programs, and sports/recreational programs, participants demonstrated:
 - 38% improvement in knowledge about sexual abuse and in attitudes about adult responsibility in the resolution of child sexual abuse after exposure to the program.

CEUs

- Approved as a Delaware Institute for Excellence in Early Childhood level 2 training
- 2.5 hours for the National Association of Social Workers and the National Board of Certified Counselors.
- Nursing CEU's approved for 3 credit hours

Contact:

Kellie Turner at Prevent Child Abuse Delaware to schedule a workshop for your organization:
302-425-7490
Or Toll free at:
1-866-925-7223

Upcoming Workshops:

Please Call 302- 425-7490 to register, registration is required.

July 19, 2011
6:00 pm – 9:00 pm
Community Service Building – Wilmington, Delaware

August 8th
6:00 pm – 9:00 pm
Del Tech, Terry Campus – Dover, Delaware

August 9th, 2011
8:30 am – 12:00 pm
Virden Center – Lewes, Delaware





The Episcopal Church Diocese of Delaware

The Rt. Rev. Wayne P. Wright
Bishop

Dear Friends:

Earlier this spring I wrote asking for your assistance. Over the last years the Cathedral Church of St. John's has found it increasingly difficult to support the day to day cost of ministry and the upkeep of a large facility and grounds. The Diocesan Council needed your input as it considered a request from the Cathedral for on-going financial support. Thank you for your prompt response. Your suggestions and comments were important guides for Council.

Enclosed is a copy of the letter that Council sent to the Cathedral leadership last month. It describes the serious consideration Council has given to the Cathedral's request, appreciation and respect from around the diocese for the Cathedral's ministry through the years, and what Council has learned over these months of conversation and study.

In June I met with the Cathedral leadership and representatives of the Cathedral Choir School. I shared Council's letter with them and responded to their questions. I expressed our desire for continued dialogue and collaboration.

Problems such as these are not unique to the Cathedral, to Wilmington, or to the Episcopal Church – especially in these economic times. They are being experienced by many congregations and non-profit agencies. In other places such problems have been ignored leading to a crisis that no one wants to face.

Thank you for your goodwill, interest, and support. We will continue to keep you informed as we move forward dedicated to the mission and ministry of Christ in the communities we call home.

Faithfully,

The Rt. Rev. Wayne P. Wright
Diocese of Delaware

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The Episcopal Church
Diocese of Delaware

COPIE

The Rt. Rev. Wayne P. Wright
Bishop

June 1, 2011

The Task Force/Wardens and Vestry of the Cathedral Church of St. John
10 Concord Avenue
Wilmington, DE 19802

Dear Brothers and Sisters in Christ,

I am writing to you on behalf of our Diocesan Council. Together we want to thank the Cathedral's Task Force, Wardens, and Vestry for your proposal regarding the future ministry of the Cathedral and how this ministry might be funded by the Diocesan Council.

We want you to know that the Council has given serious consideration to this request:

- We have met on multiple occasions to elicit further information from the Task Force;
- Bishop Wayne Wright addressed our most recent Diocesan Convention about issues the Cathedral was facing; and
- The Council has solicited advice and input from all the churches in the Diocese about these issues and financial concerns.

The responses we received reflect a deep appreciation for the Cathedral's hospitality and ministry through the years. There is an understanding of the difficult situation that the Cathedral faces. The Cathedral Choir School and the Summer Camp enjoy broad support for the work they are doing. There is a desire to see these special ministries continue.

The Council recognizes the importance and history of Episcopal urban ministries supported by various churches in downtown Wilmington and the Diocese of Delaware including: the growing and vital ministry to our Latino congregation, St. Michael's School, TRIAD, Delaware Futures, Sojourner's Place, and Friendship House. There is also a strong desire on Council's part to explore opportunities for collaboration and partnerships among Episcopal congregations and ecumenical partners working in Wilmington and to see where our urban ministries might meet and serve mutual needs.

Regarding the Cathedral's request for ongoing funding, Council could not find a strong consensus of support. This was reflected in the responses from congregations and in our own discussions. The reasons are simple though the Council recognizes their far reaching potential effects:

2020 North Tatnall Street, Wilmington, Delaware 19802
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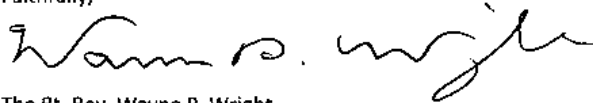
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- These are difficult economic times in all sectors and there is no determination at this time regarding how long this economic situation will last both for the Diocese and the Episcopal churches in the Diocese;
- There is uncertainty about the availability of funds over a period of time as the aforementioned economic situation continues for the foreseeable future;
- Supporting the Cathedral's request would require major shifts in Council's budget and priorities for ministry throughout the Diocese;
- There is concern for the potential impact on the Diocese as a whole;
- There are concerns about what precedent this might set in our Diocese.

Many responses that we received pointed toward a need to explore further the role and location of a cathedral in our Diocese and to determine what, if any, impact this decision this might have on the location of the Bishop's Office.

Council recognizes and appreciates the implications of our response to your request, but also sees how important continuing dialogue and collaboration will be as we move forward. The Bishop, the Bishop's staff, and the Council are ready and prepared to work with the Cathedral in every possible way. We await your response and are ready to work with you.

Faithfully,



The Rt. Rev. Wayne P. Wright,
Bishop of Delaware
On Behalf of the Diocesan Council

Cc: The Very Rev. William Lane,
Interim Dean