

The Church of the Good Shepherd

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Minutes for June 15, 2021 at 6:30 PM Vestry Meeting by Zoom due to the COVID-19 Pandemic

Clergy and Staff: Arianne Rice+

Guest: Ann Mellow, National Association of Episcopal Schools

Officers present: Tina Thomas (Sr. Warden), Bill Baker (Junior Warden), Bill Nesbitt (Treasurer) Cynthia Fraser (Registrar)

Vestry members present: Missy Adams, Liza Ebeling, Mary Ellen Gervais, Harry Gormley Jr., Brooke Riegel, Marge Rodgers, Barry Rollins, Rebecca Williams

Vestry members absent: Jill Hanson

WELCOME AND GROUP CHECK INS:

Arianne+ introduced Ann Mellow from the National Association of Episcopal Schools. She asked Ann to lead our meeting and discuss how the leadership of the church (Vestry) and Day School can work together. Ann asked us to introduce ourselves and give our role on the Vestry and tell how we happened to step foot on the Good Shepherd campus.

MEETING:

Ann Mellow asked us to raise our hands if we have kids under the age of 7, then if we had some under 21, if our kids attended the Day School, and finally, if we engage with kids under the age of 7? The point was the Vestry is an older group, generally, and the Day School Board is filled with parents of kids under 7. The Vestry is removed from the reality of raising young children now. These times are radically different from when the Vestry members had children there. She thinks contact with young kids is important for intergenerational support, and we can learn from one another. She says the Day School Board and Vestry bring different perspectives and the School Board needs to understand that the church congregation has other concerns in addition to the Day School.

OBSERVATIONS ON THE GOOD SHEPHERD COMMUNITY:

Ann met with the church executive team, Arianne+ and the Day School Director and toured our campus. She said there is lots of activity, it's a very vibrant place with something happening all the time. She thinks we are parish ready to vision with a thriving Day School. The operational realities are the Day School has a new Director, who had the learning curve of joining during the pandemic. Kim Chalmers is running the campus by herself. We have a skeletal staff for Arianne+ which can cause tension and unnecessary friction between the school and the church. Space is at premium with the choir and school needing to share space. We are coming out of the pandemic and churches can't wait to get back together, and the school's staff is exhausted from staying open during the pandemic. There will be coordination challenges and timing challenges.

DIFFERENT PERSPECTIVES:

Ann gave an example of how the two groups view things differently. The church loves their music program it is very important to the church and the choir needs their choir room for rehearsal, and they have their specific requirements for the room. Other churches have a dedicated choir room that is not shared by anyone. The Day School is thinking, I could increase the enrollment if I had another room and the choir only uses that room 1-3 hours a week, we need to use it 5 days a week.

Schools usually want to move quickly and churches tend to take their time and pray and so timing with the two groups can be a challenge. Church works on a calendar year and school works on a school year, Sept to June.

Things to work on between the Day School and the Church:

1. Mission
2. Facilities and Space Sharing
3. What is the decision making process, who has authority and revisit the Bylaws
4. Financial Component- Stewardship

Rebecca Williams remarked that it was great to see the perspective from someone else's shoes and see the big picture and what everyone's needs are, and she thanked Ann. Liza, who serves as the liaison to the Day School Board for the Vestry, said as someone "in between" it was great to hear both sides so beautifully expressed and to give the background of where each group is coming from in their decision making process.

DIFFERENCES BETWEEN SCHOOLS AND CONGREGATIONS:

Ann mentioned that there are 400 Episcopal churches with Day Schools, so we are not alone in our challenges. She said Pre-Schools are very different than schools, they have much more stringent regulations.

The two have common missions but different needs and expressions. We need to keep communication open and collaborate to have a successful partnership. When we had our branding exercise, we shared 7 values with the Day School. We are bound together by our common mission, but it is easy to lose our center when we have to deal with issues such as space, growth crisis, money and change. Churches and schools are not the same.

Congregations

Mission: religious formation

Work of the people

Rely on voluntary pledges

Small professional staff

Schools

Mission: Education

Contractual relationships

Charge fees

Large professional staff

Subject to Church Canons

Subject to secular laws and regulations

Unpredictable cash flow

More predictable cash flow (tuition)

Elected hands on governing body

Self-perpetuating indep. school governing body

Change happens prayerfully

Subject to competitive marketplace

The Vestry needs to delegate to the Day School Board. We need to build active relationships and the Vestry and Board needs to coordinate long-range planning and finances. The Day School needs to recognize the Vestry's authority and the two groups need to work as partners.

QUESTIONS AND COMMENTS:

Ann then asked is there were any questions or comments?

Arianne+ said she and Sarah are trying to organize a retreat for the two groups in the Fall. She also said Tina has graciously agreed to host the December Holiday party for the Day School and Vestry.

How do you overcome the timing issues? Ann said you may need subcommittees for finances and facilities, and we need to coordinate on everything if affects both groups.

We discussed the need for more Outreach with the Day School and how that would be an easy way to engage with them with food drives for ACTC and helping with SYLC or Creation Cares.

Brooke asked that Sarah should try and come to our Vestry meetings more often to see what is going on. The Vestry has an interest in the financial status of the school, and the Vestry approves their budget, so we need transparency. The school needs a rainy-day fund of at least 3-6 months and are a corporation, school debt= church debt.

The Vestry members roll off every three years and then you need to reteach the new members about the school, church relationship.

She mentioned that Outreach activities are a good way to interact and also teach Episcopal tenets to the kids. We could do joint food drives, Seafarer's drive, makes the school's activities part of our newsletter, include them in our Creation Cares recycling efforts and caring for the gardens and grounds. She said 15% are Episcopalians at the Day School, there are now 1.7 million Episcopalians, we are a small, but might and influential group. As she toured our campus, she saw no evidence of the school in our church, ie. bulletin board in the foyer with photos of the kid's activities or artwork, etc... Unlike Catholic preschools, our Day School embraces all religions. We have a unique opportunity to touch their lives at a young age and make them life long Episcopalians through love and compassion. We need to give the parents a space for serenity and need to show compassion.

Ann said none of this work is easy, but we should focus on 2-3 things such as the By-Laws, space concerns- look at the immediate needs, and finances, look to create a Strategic Plan.

Liza thanked Ann for her understanding and for explaining everything so beautifully.

PRAYERS AND PASTORAL CONCERNS:

Ann closed with a line attributed to St. Francis. "Preach the gospel daily, use words if you have to."

The meeting adjourned at 8:05 PM

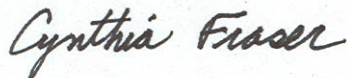
Addition to minutes:

On June 24th, the Junior Warden, Bill Baker, requested an email vote for approval for the repair of the Rectory driveway bridge. The recent heavy rains have taken a further toll on the structure. These repairs will prevent any future deterioration. The repair cost is \$9,100 to be paid from the Heritage Fund. The vote was unanimous in favor of repairing the bridge.

On July 6th, Bill Baker requested an email vote for approval for the Library project. The entire library needs dry wall installed over the existing cinder block. This will include re-framing the window and building around the fireplace. In addition, the wall that will cover the back of the Tiffany stained glass window, will be built and wired to accommodate space for a flat screen monitor that can be used for meeting presentations. The additional cost to drywall the entire room is \$3,925. The vote was unanimous in favor of completing the Library project.

On August 12th, Junior Warden, Bill Baker asked the Vestry for another approval to finish up the Library project and have a Samsung 75" Ultra HD, Pro TV installed. The cost includes all necessary electronics, wiring, mounting and installation. It will be installed on the wall at the far end of the library within the frame (please see attached photo.) This will be used for meetings, presentations, etc. It will also be connected to the system to stream services. The total cost is \$3,681.02. Bill Baker also asked for approval for tree pruning at the rectory as there are a significant number of tree branches overhanging, touching, resting on the rectory roof. The cost for this is \$1,900. However, the rectory maintenance budget is \$800 short, and he needed Vestry approval to spend the additional \$800 for this project. These requests were all approved by email.

Submitted by Cynthia Fraser, Registrar for the Vestry



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