

The Church of the Good Shepherd
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Minutes for November 14 2023 at 6:30 PM Vestry Meeting, held in the Foyer

Clergy present: Arianne Rice+,

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

Vestry members present: Grace Belkot, Cathy Easter, Jill Hanson, Barry Rollins, Cheryl Seal

Absent: Julia Fritts+ Mary Ellen Gervais, Marge Rodgers

WELCOME AND GROUP CHECK INS:

Arianne+ began our meeting with an evening prayer and a check in about what is bringing us joy and what is a challenge recently?

Arianne+ began with a few items for us to put on our calendars. December 12th Vestry/Day School Board Dinner will take place in the Parish Hall at 6PM; and January 21st is our Annual Meeting after the 10AM service. Barry, Bill Nesbitt, Bill Baker, Mary Ellen, Marge, Charlie and Jill are the outgoing members. Cathy Easter has agreed to be the Treasurer, and Cynthia has agreed to another year as Registrar. At the Annual Meeting, we will thank the outgoing members and welcome the new members. Arianne+ mentioned that the outgoing members need to form a Nominating Committee of five and include one member of the congregation, as well as themselves and come up with some names to put forward at the Annual Meeting. Jill volunteered to chair this Committee.

SENIOR WARDEN AND TREASURER' S REPORTS:

Our budget for 2024 was the topic of much of our meeting. Bill Nesbitt asked that we transfer \$25,000 from the Disciples Fund to cover operating expenses for the remainder of this year. Jill seconded the motion, which was approved unanimously.

Kirsten said we have been good stewards of our money, but we still have a deficit. The Executive Committee and Budget Committees met to come up with ways to further reduce our budget next year. They are reducing non-urgent repairs like polishing the Parish Hall floor, window cleaning, cleaning the foyer tiles, using faux flowers on weeks where is no sponsor, etc... Outreach will be cut another 10% next year. She also said we continue to look for ways to increase revenue like Charm City Music using our space and increasing the rent at the Rectory. We will be asking the Day School to contribute more to offset the costs of maintaining the facility, especially since we paid for the entire roof.

We were asked to be careful how we discuss the term "endowment". We should use the term, "designated funds for ministry" when talking about transferring money from one of the designated funds because they were created to be used. The only fund that is restricted is the Shepherd's Fund which currently has \$498,395. The Heritage Fund is designated for Buildings and Grounds and currently has \$37,575. The Disciples Fund is used for Ministry and has \$276,647. The Botanical Fund has \$40,084 is used for flowers and landscaping and the

Improvement Fund is Capital Fund Seed money and has \$185,040. Bill mentioned we have transferred \$114,500 from the Disciples Fund for expenses this year. We are projected to have a \$15,000 deficit for this year, barring no more unexpected donations. Pledges all go to operating expenses.

So far \$142,000 has been pledged to date for 2024, and seven vestry have pledged. Arianne+ mentioned that the national average is \$3,200 in the Episcopal Church. Arianne+ calculated how much it costs for each Sunday of worship.

Having Julia+ as Assistant Rector has freed up Arianne+ to help more with Planned Giving.

We have decided to not have a Capital Campaign as there is nothing behind it right now, now a major improvement like a roof.

RECTOR'S REPORT:

Arianne+ met with Kevin King about the music program. There has been no Worship Committee since 2012, and she thinks we need to form a Music Committee. Bill Nesbitt mentioned there is a core group in the choir who have been together for 20+ years, which is extraordinary. As we discuss music, it should be Parish Hall "and" Church not "either/or".

The budget is still being finalized so the Vestry agreed to meet by Zoom on January 9th at 6:30PM to approve the 2024 budget before the Annual Meeting. Arianne+ announced that Wim Cassard is moving to South Carolina to be closer to his daughter, so we will celebrate his contributions to SLYC and overseeing the virtual services at the Annual Meeting.

Arianne+ mentioned that worship has been strong the past few Sundays, and she announced the Christmas schedule. We will have a King's College Lessons + Carols at 10 AM on Christmas Eve, 4:30PM will be the Children's Pageant and 9PM a Choral Service. There will be a 10AM service on Christmas Day, which is Monday this year.

Arianne+ announced that during the Diocesan Convention, she was elected to serve on the Standing Committee. She said spirits were high at the Convention with a new Bishop.

She said Formation is stronger with Julia's help, and the Christmas Café for SLYC will be December 9th at Good Shepherd.

TREASURER'S WRITTEN REPORT:

TREASURER'S NOTES/COMMENTS:

1. Our financial condition is guarded and deteriorating
2. I am requesting approval of \$25,000 from the Disciples Fund to support operations through year end (I warned you this was coming!).
3. Contributions are still running behind both budget and projection. Our current projected shortfall in this category is \$53,338.
4. Our overall projected deficit for the year is \$107,976. This deficit is \$3,177 less than the original budget.

5. A draft of the 2024 budget will be reviewed at the vestry meeting. We have done all we can to reduce expenses in the budget. There should be some opportunity for revenue growth that will be reviewed at the meeting, but final numbers will not be available before year-end. As a result, the budget will not be finalized and ready for a vote until January. The draft budget provides for \$100K in transfers from the Disciples fund to support operations.

STATEMENT OF FINANCIAL CONDITION 10/31/23:

1. Investments and Bank accounts = ~\$1.074 million
2. Operating Account balance = \$24,590
3. Liabilities = \$13,982 - Memorial funds = \$3,532, security deposit for rectory = \$4,450, Prepaid pledges = \$6,000
4. Total Equity = ~\$2.76 million

STATEMENT OF ACTIVITY 10/31/23:

1. Pledge income is down \$43,059 compared to this time last year
2. Salaries are up \$24,837 compared to last year
3. Employee benefits have increased \$10,664 compared to last year
4. Outreach expense is \$10,667 less than last year at this time
5. Repairs and Maintenance costs are \$\$71,588 less than last year (across several categories)

OUTREACH COMMITTEE REPORT:

Barry mentioned the Outreach Committee has exceeded their goal of 100 Thanksgiving bags of food for ACTC. He was heart warmed by the response. A service was held at Good Shepherd earlier this week and other churches participating in ACTC attended, and Barry said we will feed 15,000 with all the churches combined. Linda Lotts thanked Good Shepherd for hosting the service.

Barry mentioned the Christmas Café is coming up and Outreach will need parishioners to donate money for the kids' gifts.

HOSPITALITY COMMITTEE REPORT:

Cheryl said the objective of her committee is to get people to stay and mingle after worship with treats. She said her committee can't fill all the Sundays and a parishioner suggested the prepackaged treats were "lame". It was suggested that the Hospitality Committee get the various committees to volunteer a Sunday to get more support for the Hospitality Committee. This has been done in the past.

PASTORAL CONCERNS:

Arianne+ listed some parishioners for us to pray for and asked if we had others to add, and then we closed with the Lord's Prayer.

The meeting concluded at 8:04 PM.

Submitted by Cynthia Fraser, Registrar for the Vestry

Signature *Cynthia Fraser*

On November 18th, the Chair of the Nominating Committee, Jill Hanson, asked the Vestry by email to approve the committee.

Jill's Email:

Per the committee guidelines, I need to seek approval for the Vestry Nominating Committee. The committee is as follows:

Jill Hanson
Barry Rollins
Mary Ellen Gervais
Clai Carr

Alternates/Tie Breakers: Bill Baker and/or Bill Nesbitt

By email, the Vestry approved this Committee to search for new Vestry Members.