

## **The Church of the Good Shepherd**

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Minutes for November 17, 2020 at 6:30 PM Vestry Meeting by Zoom due to the COVID-19  
Pandemic

**Clergy and Staff present:** Arianne Rice+

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

**Vestry members present:** Missy Adams, Bill Baker, John Bonn, Liza Ebeling, Harry Gormley Jr., Brooke Riegel, Hillary Shaffer, Rebecca Williams

**Vestry members absent:** Van Gardner+, Kate Knott, Sarah Lemon (GS Day School Director)

### **WELCOME AND GROUP CHECK INS**

The meeting opened at 6:30 PM by Zoom since everyone was social distancing due to the COVID-19 pandemic. The Opening Prayer was a devotion for families from 2 Corinthians. For our gathering question, Arianne+ asked, “Where do we see love in our life?” The answers ranged from family to nature, friendship, meditation, voting, Bach music to Sunday Church on zoom. Arianne+ gave a special thank you to Wim Cassard for his continued dedication in providing the IT help for the zoom Sunday services. He stayed two hours after last week’s service to figure out what happened to the “You Tube” connection.

### **RECTOR’S REPORT:**

Arianne announced it is time for a Mutual Ministry retreat. She has asked John Frisch to be our facilitator. She wants him to come to our January Vestry meeting to introduce himself and explain the process of coming up with shared objectives and goals for the church in the coming year. She wanted to wait until we have the new members of the Vestry on board so the actual facilitation would happen at our February meeting.

The Diocese has suspended all indoor worship due to the spike in cases of the Coronavirus-19. Good Shepherd will pre-record its Christmas service and Ginny Arey is working on a virtual Christmas pageant. Arianne+ will be taking off the week after Christmas and encourages us to join the live streams from the Cathedral of the Incarnation on Dec 28<sup>th</sup> and January 3<sup>rd</sup>.

She asked us to check the links she sent in an email about Reparations. The Truth and Reconciliation Group has begun meeting at Good Shepherd to discuss what we should do as a church community to contribute to this effort. The next meeting is tomorrow at 7PM.

### **SENIOR WARDEN AND JUNIOR WARDEN REPORTS:**

There were no reports to give Bill time to discuss the 2021 Church budget in his Treasurer’s Report.

## **TREASURER'S REPORT:**

Bill Nesbitt reported the church continues to be in good financial shape ending October 2020. We have a \$36K balance ahead of this time last year.

He then reported the Day School is having financial trouble due to the pandemic. They currently have a \$200,000 deficit. Liza Ebeling, the Day School liaison to the Vestry said it is through no fault or mismanagement on their part. The pandemic forced them to cancel Summer Camp which is a huge money maker for the school and they are receiving a lot less tuition. The Day School is budgeted to give the church, \$57,906. The church currently has a surplus of \$38,000. Bill asked the Vestry to vote to forgive the Day School their \$57,906 amount which would give us a \$12,000 deficit, but he was fairly confident we can make up that amount.

After some discussion, Rebecca Williams made a motion that we should forgive the amount which was seconded by Harry Gormley. Arianne+ and Hillary Shaffer made the point that the Day School should ask us for what they need much like our relationship with the SLYC community.

Bill then turned to next year's budget which he hoped to approve before our January 2021 meeting. In creating the 2021 budget, he assumed we will not be in the church to worship for at least the first half of next year. He kept the Day School the same but may need to reduce. He is accounting for salary a new Associate Rector to begin around April 1<sup>st</sup>. He is assuming full pay for the choir beginning in September 2021. Jane asked to have her pay reduced since she is not playing as often so the organist pay is cut 50%. He budgeted raises for staff and he did not budget for a tent in 2021, that cost is \$2,000 a month. With these items considered, we will have a \$85,391 deficit next year. This is largely attributed to the new Associate salary which is \$51,000 for  $\frac{3}{4}$  of a year. We had a \$47,548 deficit this year. Bill mentioned there will be a Capital Campaign in the Fall of 2021 and one goal is to fund the Associate position for 3 years.

Bill Baker asked if we need a line item for Reparations per the Bishop who asked each congregation to contribute as well. Arianne+ said our contributions to the SLYC community maybe considered reparations.

Liza asked where we stand on our Stewardship campaign. Bill Baker said we have 61 pledges, 16 increases, 9 decreases, 17 no change and 15 new pledges and we are about the same as last year.

Tina Thomas said kudos to Bill Baker and the Stewardship Committee on their work this Fall.

Rebecca Williams said she wanted the money for the new Associate accounted for and Tina remarked that the soft launch of the Capital Campaign has resulted in \$330,000 in promised pledges from just 7 donors.

Bill Nesbitt then asked if we needed further discussion or could we vote to approve the 2021 budget? Arianne+ took an online poll and we voted 100% ready to vote. Liza Ebeling made a

motion that we approve the 2021 budget, Brooke Riegel seconded the motion, which passed unanimously.

Arianne+ mentioned this is the last Vestry meeting for the outgoing Vestry members and that we need to acknowledge their service. The Annual Meeting will be held the third Sunday in January on the 17<sup>th</sup>. There, we will vote in the new Vestry members, approve the by-laws to make the Annual Meeting at least six days after Epiphany. She also said that Harry Andrews has graciously agreed to stay on as Junior Warden until May. She said we need nominations for the Vestry.

Arianne+ then recused herself and left the Zoom meeting so the Vestry could discuss her salary for 2021. Bill suggested an increase from last year as she has been incredible during the pandemic. The amount was included in the budget we approved. Liza Ebeling made a motion that we accept this pay increase for Arianne+ and Hillary Shaffer seconded it. The motion passed unanimously.

Tina closed our meeting with “Plain Prayers in a Complicated World”. Tina said we should thank Bill Nesbitt for his incredible job as Treasurer getting the budget approved in record time. Hillary Shaffer, as an outgoing Vestry member, wanted to say how much she enjoyed her time on the Vestry, she thinks it is a “special group and the community is better for it”.

The meeting adjourned at 7:45PM, and there will be no meeting in December as this is usually the Christmas party with the Vestry and the Day School, but that is cancelled due to the pandemic.

Submitted by Cynthia Fraser, Registrar for the Vestry

Signature \_\_\_\_\_

Attachments:

Rector’s Report

Treasurer’s Report

\*\* November 18<sup>th</sup> Special vote by email: Bill Nesbitt misspoke about the Day School cost share. The \$57,906.80 on the revenue line for the day School cost share was actually paid to the Church in March by the school. So - it is not a budgeted receivable but an actual revenue entry. In order for us to reimburse the school, we need to write them a check, and we do not have funds in the Operating account to do that. After discussion with the Executive Committee today, they propose to pay this money from the Disciple's Fund.

From an accounting perspective this is the proper way to account for the refund we are giving to the school. It will not impact our operating budget, and it is the proper use of Disciples Fund

monies. In order for us to proceed, he is required to get Vestry approval. After this payment the Disciples Fund balance will be approximately \$427,250. This passed by email vote.