

The Church of the Good Shepherd
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Minutes for October 19, 2021 at 6:30 PM Vestry Meeting, held on Zoom.

Clergy and Staff: Arianne Rice+

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

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

Vestry members absent: Mary Ellen Gervais

WELCOME AND GROUP CHECK INS:

Arianne+ started the meeting with the Prayer for the Parish from the Book of Common Prayer. She then asked two check in questions, “What kind of day have you had? and “What would make for a good Vestry meeting tonight? Most people had a nice day and many thought a good Vestry meeting would accomplish all we need to get finished and be productive and some said short. Others mentioned figuring out how to get more participation from the congregation during this unprecedented time.

MEETING:

RECTOR’S REPORT:

Arianne + wanted to discuss how we can engage the congregation with the Stewardship campaign starting and get more people back to church. She also wanted to discuss the School Bylaws which are being edited after meeting with Ann Mellow. Jill had some questions and wanted to edit the text for clarity. Step one was to meet with Day School Board to discuss cost share, and they were supposed to meet in November, but moved the meeting to January. Arianne+ said our cost is not changing much and the school should contribute more to the campus. Bill was asked how it will impact our budget and he said he will look at last year and make a preliminary budget and adjust as needed later. The Day School got a grant for Covid-19 and they are using the money to renovate the bathrooms and for teacher appreciation gifts. Tina asked about the Counselor’s Room, and Arianne+ said it will remain the same for now.

OUTREACH COMMITTEE REPORT:

Barry Rollins talked about the ACTC Thanksgiving Campaign and mentioned they have a video to share in our weekly e-blast with the congregation. They are trying to get 100 baskets this year and the need is great as the Maryland Food Bank is not donating as much to ACTC as they have more places asking for help due to pandemic.

SENIOR WARDEN’S REPORT:

Tina Thomas reported that she and Arianne+ signed the letters going out to the congregation this week to start the Stewardship Campaign. She hopes it sends a strong message of the importance since it is coming from the Rector and Senior Warden and not a Chair as is the norm. This year

the Vestry is the Stewardship Committee and they wanted our advice on how to have a successful campaign. The theme is “We have Come this Far by Faith”. Tina said the average contribution is \$2,800 nationally. Arianne+ was planning to launch the campaign this Sunday but is worried about declining attendance. We have not had 100 in church since 2020, pre-pandemic. Tina thought we should wait for people to receive the letter, then start having people stand up in church to say why they pledge. Arianne+ said most pledges happen in December. Arianne+ also thinks it is important to name what is happening with the declining attendance. She said more people read the e-blasts each week and thought maybe a video about all the improvements and things we have done in the past year, despite the pandemic, might be helpful. Liza said we need something new to connect.

We then brainstormed some ideas to help the Stewardship Campaign and get people connected again. Ideas included a video, speeches at Worship, lunches with larger donors, personal letters, reviving COGS Connects and Arianne + said on Oct 31st she will have conversation at Coffee Hour after the 8 and 10 AM services. She thinks we need to talk about the reality, but it was asked how do Vestry members bring up this topic at Coffee Hour? We all agreed we need to pull out all the stops and try many of these things.

Arianne+ mentioned there are people who watch us on “You Tube” who are not members, how do we engage them?

Arianne+ mentioned that Jenn Barry of Price Modern met with Kim and her to discuss donating modular furniture for our library renovation. She is an Interior Designer and she created a plan for free and has furniture she can donate to us. The screen has also been installed for video.

Arianne+ asked if we know anyone who would like a part time position as Christian Formation Coordinator at \$25 hr? She thinks this is crucial to getting the young people back and involved again.

PERSONNEL REPORT:

Marge said the Personnel Committee met in September about updating the employee handbook. They looked at other churches and decided to move forward with letters of agreement for employees and not update the handbook. She asked the Vestry to approve a LOA for each position and that the committee move forward with this approach. Jill wanted a more detailed explanation, so the vote was tabled until Marge could send out an email with an explanation of the LOA.

DAY SCHOOL REPORT:

Liza said the Day School Board met last month and passed the By- Laws, they are not meeting in person. She said they purchased air purifiers for each classroom and they are hospital grade and they will have one in the Parish Hall. The air filtration for the Parish Hall, cost about \$5K. With their grant, they are doing things to show appreciation to their teachers during the pandemic. They had a buffet where teachers could get a flower bouquet and some chocolates to uplift them in this challenging time.

TREASURER’S REPORT:


Bill Nesbitt said he has started a shell budget with Kim Chalmers and they plan to work with a more realistic budget of \$385K this year and that is the goal for Stewardship this year. He said we will have a deficit budget his year, but that happens every year. We still need an Associate Rector and a part time position for Christian Formation and a shared position with the Day School to help with facilities. He said Kim is off until November so he hopes to have a draft in November. We discussed that we do not meet in December and should we wait until January to pass the budget? It will likely need to be revised, but we decided to try and vote to approve the budget by email in December. Tina thanked Kim and Bill for their hard work on the budget.

Arianne+ mentioned that she has visited several assisted living facilities in the past month, and will be doing some more. She is also offering a Brene Brown seminar at the church through Well for the Journey this weekend and that may be a way to get some new people engaged.

She then asked for any Pastoral Concerns and we closed with The Lord’s Prayer.

The meeting adjourned around 7:35PM.

Submitted by Cynthia Fraser, Registrar for the Vestry



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