

St. Mary of the Hills
Vestry Meeting
November 16, 2021

Vestry Members Present: (In person) Tim Silver (Senior Warden), Doug Galke (Junior Warden), Chip Monroe, E.B. Springs, Jim West
(Via Video Conference) Faith Jones, Roy McCraw, Sterling Hutcheson, Patty Patella, Gigi Poole, Marjory Holder,
Lisa Kaufmann

Others Present: (In person) Fr. Andrew Hege (Rector), Elizabeth Sudderth (Clerk), Leslie Billingsley and Buddy Fore (Incoming Vestry Members)
(Via Video Conference) Amanda White (Treasurer), Bob Finney and Joe Doswell (Incoming Vestry Members)

Fr. Andrew called the meeting to order with prayer at 5:35pm.

Fr. Andrew shared the agenda for the meeting.
E.B. Springs made a motion to accept the agenda as presented.
Chip Monroe seconded the motion.
The Vestry approved the motion.

The minutes from the previous meeting were shared.
One correction needs to be made. In the section referencing the bequest from Ed Springs, rather than stating "Distribution of the funds will be done through the Episcopal Foundation" it should be stated "Investment of the funds will be done through the Episcopal Foundation".
Faith Jones made a motion with a second from Sterling Hutcheson to approve the minutes with the needed correction.
The Vestry approved the motion.
The clerk will make the needed correction.

Fr. Andrew led a leadership check in.
He asked where those present had seen grace unbidden in their lives since our last meeting. Some examples shared were the beauty of Choral Evensong on November 7, the joy of seeing folks in person in worship again, most especially Sterling Hutcheson who is worshipping in person again after a prolonged absence due to medical issues, experiencing grace while dealing with the passing of a dear friend but celebrating her life, attending a church service on Veteran's Day weekend which was dedicated to veterans, and a recent trip to the National D-Day Memorial in Bedford VA. Bedford is a small town which lost 15 service members on D-Day, more than any other one community. Fr. Andrew shared the grace of experiencing a special connection to the

Diocese through the recent convention and the reminder of our connection to the wider church as a whole.

Amanda White shared the Treasurers report.

Amanda reported the parish remains in a healthy cash position. The trust and endowments which had recently been down have rebounded nicely.

Year to date 86% of pledges have been received.

E.B. Springs made a motion to accept the Treasurers report.

Marjory Holder seconded the motion.

The Vestry approved the motion.

Fr. Andrew shared an update on the Stewardship campaign.

As of now a total of 89 pledges have been received totaling \$350,650.00. Forty-seven of those who pledged last year increased their pledge this year. Seven pledges have been received from parishioners who did not pledge last year.

A second letter will go out in the next few days to those who have not yet pledged. Those who do not respond will be contacted for follow up.

A first draft of the 2022 parish budget was shared with the Vestry. No action was planned on this budget at this meeting; this draft was for review only.

Fr. Andrew proposed that staff salaries be increased by 5.9% in 2022 as a cost-of-living adjustment. He reported there will be a 6% increase in health insurance premiums.

The Finance committee will meet again in a few weeks to refine the budget. They will then send the proposed budget to the Vestry for approval. Fr. Andrew requests Vestry members send feedback to Amanda regarding the draft presented. Amanda's email address is amanda.white0119@yahoo.com.

Roy McCraw shared an update on the proposed Planned Giving program.

A group of parishioners including himself, John Carlson, Bill Furr, Gigi Poole, Ryan Postlethwait, and Joann Hallmark are working on this project. Fr. Andrew and Fr. Sam Tallman are serving this effort in an advisory capacity. The group has had their first meeting. The group feels the parish needs a separate trust intended to benefit the general needs of the parish as defined by the Vestry. The two trusts which are currently in place are both dedicated to outreach.

Roy recommended the establishment of a third endowment designed to fund general needs of the parish as defined by the Vestry. The intention would be for between 3 and 8% of the funds in this trust to be distributed yearly.

Jim West made a motion to endorse the establishment of this third endowment.

Tim Silver seconded the motion,

Discussion continued on the proposal. The consensus was to establish more specific parameters and guidelines for the trust and its purpose. The suggestion was made to perhaps create a mission statement to narrow the focus of the effort.

Fr. Andrew asked Roy to come back to the Vestry with more specifics before any action is taken.

The motion as made by Jim West was withdrawn.

Roy added that the current goal if approved by the Vestry would be to present this plan to the congregation on June 12, 2022.

Joann and Ryan have been tasked with suggesting a name for the effort. The group will meet monthly to continue their work.

Fr. Andrew commented that the hope is that the gift from the estate of Ed Springs might go to this planned giving effort.

Marjory Holder shared an update from the Technology committee.

The telephone system will be replaced right after Thanksgiving.

Improvements have been made in the livestream process.

The plan to install a sound reinforcement system continues. The committee is looking for 2 more proposals.

Doug Galke shared an update on the Grounds work group.

The survey of the grounds has been completed. The plan will be sent shortly to the Vestry and staff. A preliminary report was distributed to the Vestry at this meeting.

Doug requested feedback from the Vestry on the preliminary report.

Fr. Andrew sent a report to the Vestry prior to the meeting on the Diocesan Convention.

Andrew suggested that Vestry members listen to Bishop Jose's address to the convention. Andrew sent the link to Vestry members to access the address.

Andrew reported the changes to both the Canons and Constitution were rejected by the Convention. The existing Canons and Constitution will remain in effect. Fr. Andrew with assistance from E.B. Springs will review these documents to make sure our parish is in compliance.

Andrew reported the Diocesan budget was adopted.

Next year the convention will be held on November 11 and 12. The centennial of the Diocese will be celebrated in 2022 and Bishop Curry will be at the convention.

Fr. Andrew shared an update on COVID protocols and how we plan to move forward in parish activities. The plan is to continue to strongly encourage masking while indoors at the church while starting to have Christian formation begin again on November 28 and also to begin having Coffee Minute again.

The goal is to reopen the nursery and Fr. Andrew is looking to hire nursery attendants.

In January he hopes to be able to start Men's Breakfast and perhaps ECW meetings.

All of these plans are subject to change as pandemic conditions evolve.

Doug Galke shared the Junior Wardens report.

The repair work to the ramp will not be done until the spring due to the availability of the contractor.

This coming Saturday will be the outdoor work day to rake and clean out the flower beds from 10:00 to 1:00.

The exploration of installing an outdoor play space continues. He has received one proposal so far. The proposal from Carolina Parks and Play involves no cost for a design proposal. The estimate for the cost of site preparation is between \$10,000 and \$15,000. The total estimate in this proposal for the project is approximately \$70,000. This would include site prep, the play structure, the surface underneath the structure, fencing, borders, a drainage system, and installation.

The priority is for enough funds to be raised to significantly cover the expense for this project to minimize the amount taken from parish accounts.

Sue Sweeting has volunteered to lead a fund-raising effort for this project. There is a possibility if approved that some funding could come from the Family and Millennial Ministries restricted account.

Doug Galke made a motion to approve the creation of a play space work group to explore moving forward with this effort by getting the design proposal at no cost from Carolina Parks and Play.

Gigi Poole seconded the motion.

The Vestry approved the motion.

Tim Silver shared the Senior Wardens report.

The Vestry person of the week project is in process. More details will follow.

Tim commented that it is remarkable that the parish remains active and vital during this challenging time.

Fr. Andrew shared the Rectors report.

He will be out of town for a few days during Thanksgiving week. He and his family are going to Ohio. Fr. Rick Lawler will officiate the Wednesday eucharist and Fr. Rob Field will be here to lead the Thanksgiving service.

Lynn Searfoss will be leading the effort to start a Pastoral Care Team. The goal of the effort would be to do many of the things we do for each other as individuals and as a parish already in a more planned, strategic way.

Fr. Andrew is asking Vestry members to increase their efforts to reach out to parishioners. Lists of parish members for each Vestry member to contact will be sent out by Greta Wilson.

There will be an Advent Christian formation activity for all ages on the first Sunday of Advent between services. Materials will also be available to take home. The Rectors Forum will resume on December 5. Fr. Andrew will lead a Friday morning Advent study. It will be offered in person and via Zoom.

Fr. Andrew led a devotion for early evening to close the meeting.

Tim Silver made a motion to adjourn the meeting at 7:18pm.

Faith Jones seconded the motion.

The Vestry approved the motion.

Respectfully submitted,
Elizabeth Sudderth, Clerk of the Vestry