

Christ Episcopal Church
Vestry Minutes
January 25, 2005

In Attendance:

Clergy: John S. McDuffie, Rector

Vestry members: Gene Sullivan, Senior Warden (by phone); Bob McCartin, Junior Warden; Margaret Cevarich; Dave Craig; Jane Follitt; Charles Griffiths; Lucy Huffman; Eric Jorgensen; Karen Near; Louise Wager

Secretary: Christie Carrico

Father McDuffie convened the meeting at 7:40 pm. Lucy Huffman offered a devotion and prayer.

Minutes of November 23

The minutes of November 23 are approved, as amended. (Dave Craig) Seconded. (Jane Follitt). Passed unanimously.

Finance Report

With the pledges currently in hand, there is a \$50,000 deficit in the operating budget for 2005. Pledges are currently below last year. There is no single expense that can be cut to make up this deficit. Charlie Griffiths presented three revenue scenarios and two expense scenarios for the budget. The most equitable scenario is to select those categories which cannot be cut and subject all remaining categories to an 18% cut (the amount needed to balance the budget). **It was moved (Bob McCartin) and seconded (Lucy Huffman) to balance the budget according to this scenario, recognizing that it may change if pledges exceed what is predicted. The motion was approved with 9 for and 1 against.**

This plan, although approved, was not enthusiastically endorsed. Many issues impacting the budget were discussed at length.

- This budget provides no raises for the staff. This is not the way to keep good staff nor to communicate to them their value.
- The current administrative staff is well below what other churches have and far less than is needed to grow Christ Church, but there is no money to increase the level.
- In order for Christ Church to grow, a second clergy is critical, but there is no money for one.
- Worship is the primary thing that congregants see, but can we continue to afford the cost of the choir with paid singers and the current music budget?
- The actual renovation cost of the Jefferson Building is not yet known.

It was suggested that a task force of the Vestry be formed to examine whether there were any areas that could be cut more. Each Vestry liaison to the ministry committees was charged with looking carefully at their committee budgets to see possible ways to reduce expenses below the 18% reduction. The Vestry will continue to look at the budget with a priority to attempt to restore personnel expenses to the committed level. In addition, it was agreed that the congregation should be presented with the actual scenario, bleak as it might appear.

It was also suggested that a task force of the Vestry be formed to examine how to grow the church. The general consensus was that this would be better done by an outside consultant and that this was a legitimate use of the endowment.

Capital Campaign Update

There is currently \$837, 000 in pledges and \$394,000 in the bank.

Jefferson Building Update

There is still no final figure on what the renovation will cost although a figure within \$50,000 of the actual cost should be available from the architect in February. Bob McCartin hopes to bring to the next Vestry meeting the renovation costs as well as drawings for the Dining Room, the Choir Room, and the Nursery.

The Memorandum of Understanding between Christ Episcopal Church and Christ Episcopal School, drafted by John Marshall, is being reviewed. There will be a meeting within the next couple of weeks to refine it.

Rector's Report

Mary Lee Piku was terminated on January 14. Tracy Holmes is back working temporarily in the office. A search is ongoing for a new secretary, although the current salary is approximately \$10,000 below where it should be for the responsibilities sought.

The Adult Forum to discuss the 9:00 am worship service was postponed due to bad weather. It is rescheduled for February 6, replacing the Newcomers' coffee which had to be cancelled because invitations were never mailed. Communion at the 9:00 am service will move back to the high altar.

Formation of Nominating Committee

A slate for the Vestry is needed by March 25. The terms of Lucy Huffman, Eric Jorgensen, Louise Wager, and Bob McCartin end. Louise Wager and Bob McCartin have indicated they will stand again. Since outgoing Vestry members comprise the Nominating Committee, Lucy Huffman and Eric Jorgensen will be on the committee along with Granville Paules. Lucy Huffman will chair. It was suggested that the position descriptions be publicized in an effort to attract some of the younger members of the congregation.

COMMITTEE REPORTS

Christian Hospitality

Jane Follitt reported that there was a meeting of the greeters scheduled Sunday, January 30 at 10:15.

Outreach

Lucy Huffman reported that CEC had been awarded a grant from the Diocese for the ESOL classes.

Property

Eric Jorgensen reported that the leak in the Choir room is most likely due to a crushed drainpipe outside near the Columbarium.

New Business

Father McDuffie reminded the Vestry of the concert in the Church at 5:00 pm on February 13. It is a jazz mass.

Father McDuffie offered a prayer and adjourned the meeting at 9:50 pm.