

CEC VESTRY RETREAT

July 20, 2024

Present: Father Tim Carr, Mother Sheila McJilton (outside facilitator), Jamie Alvarado-Taylor, Emily Correll, Bill Hickman, Jeffrey Lin, Emily Pearce (second half), Jay Renner, Joe Richardson, Anne Scott, Jeremy Snider, Bryant Trost.

1. Opening

Mother McJilton began the meeting with prayer, introductions around the table, and a group study from Habakkuk.

2. Walking Tour

The group toured the church and school campus to understand the types of repairs or changes we need to make and maintenance we need to do: major (e.g. AC/roof), safety-related and cosmetic.

3. Team-Building

Mother Sheila led the group in review and analysis of Myers-Briggs assessments. Bryant continued our team development by offering a brief explanation of the recent history of the vestry before Father Tim's arrival. We noted that 5 people on the vestry are new within the last 6 months and some people are leaving in January.

4. Financial Discussion

Bill walked us through the financial reports. In response to a question, he said that we can pull \$156,000 from the endowment this year and have not used any of it yet. He explained that in late November, the endowment committee meets (Chair, Dave Scott), determines the amount that can be pulled and historically has given a physical check to the church at the Annual Meeting. We are entitled to draw down on that amount for capital expenses. After discussion and questions by Jeff and others about planned capital expenditures, Bryant said that he and Bill will work on a capital plan to show the vestry.

Bill reported that he had provided a new balance sheet for May only to fix a typographical error. A motion to approve the financials for June 2024 was seconded and the financials were approved.

We have signed an agreement with our auditors to initiate an audit of our 2023 books.

PNC in Glen Burnie informed Bill that someone tried to cash a false check on the church's account. The local branch of PNC advised him to close out the account and open a new one. There is a lot of adjustment to be done as a consequence, such as moving the payroll.

Finally Bill reminded everyone that interest rates have gone up; when our 6-month CD is up we could move it to a 4-month to take advantage of that.

5. Mission/Vision Discussion

We had a fruitful and in-depth discussion of what mission and vision we have for Christ Church.

At last year's retreat, the vestry chose aspirational words for our parish:

Dynamic
Welcoming
Joy-Filled

Nurturing
Faithful

Inclusive
Safe

We are living these words in many ways. We discussed how to operationalize these to ministry through the Holy Spirit.

We discussed that being welcoming and inclusive means growth. We discussed ways to care for both new people and longtime parishioners, and the infrastructure we will need to minister to the larger congregation. We talked about ways to invite, welcome and connect with parishioners, how to engage new people so they share their gifts with the parish, how to mentor people into leadership. First we must ensure the church ministers to their needs.

We discussed that during the rector search we said we wanted to fill the church with families, and we are succeeding in that.

6. Goals for the Coming Year

Goals for this year:

1. Identify and install leaders for the main ministries we want to have: Sunday school, Adult Education, Community Ministry, what else?
2. "Welcoming and Connection Committee" + implemented plan
3. Sunday School & Youth Group – paid or volunteer leaders
4. Communicate: vestry reports about meetings, how things work, who leads what, reform the newsletter
5. Assistant Rector?

7. Communication

We discussed other elements of communication among the vestry, clergy and parishioners.

89% are opening the Friday weekly newsletter – very high readership. Response to Tuesday email is also strong.

Idea: "Wanna Get Involved?" communication that shows all the leaders for all the activities, who to talk to, or just when to show up.

8. Christ Episcopal School

We discussed that we need to post the school audit report. Father Tim plans to have CES kids, such as the recipient of the Rector's Scholarship, speak to the congregation about the school. The school is now doing quite well financially; there is a lot of money coming to the church from CES. Perhaps an adult forum on the school. Include the CES families in the Community Ministry Committee.

The 300th anniversary was not the topic of our conversation, but when planning for that gets underway it will be informed by this discussion.

9. Agenda Items for the Next Meeting

-discuss reinterpretation of the Ministry Fair; perhaps hold it in the chapel for easier access