

Minutes of the Regular Vestry Meeting
Tuesday January 22, 2019
Trinity Episcopal Church – Mobile, AL

The vestry meeting was held at Trinity Episcopal Church on January 22, 2019. Those present were: Father Bailey, Anne Gill, Deacon Terry Goff, Daphne Marcum, Carolyn Watts-Smith, Anna Lisa Tessier, Bradley English, Pat Rodgers, Mike Cadden, Bob Howard, Jameson White, David Arnett, Ben Harris, Mary Stewart Stephens, Martha Jones, Treasurer and Brenda Howard, Clerk

Father Bailey started the meeting with prayer.

Bradley English made the motion to accept minutes as read, seconded by Father Bailey. All were in favor.

Father Bailey welcomed the new vestry members, Daphne Marcum, Carolyn Watts-Smith, Mike Cadden and Bob Howard.

Everyone introduced themselves and told what their passion and goal was for Trinity.

RECTOR'S REPORT:

It was reported that a check in the amount of \$18,241.11 was sent to the Diocese from the insurance company as settlement from the lawsuit involving the contractor.

Pat Rodgers nominated Martha Jones as Treasurer, seconded by Mary Stewart Stephens. All in favor.

Martha Jones reported on the operating funds. The Endowment fund will go towards the HVAC and will be voted on tonight.

She stated that the amount of pledges was up, but the number of pledges were down.

In the operating budget Pat Rodgers asked that the amount for the Flower Guild stay at \$3,000.00. Discussion on the money to pay for the HVAC. A suggestion

was made to use the money from the endowment fund then build the endowment fund back up with a capital fund.

Bailey recommended that the Finance committee come up with ideas for funding.

The vote to take the money from the endowment fund is tabled until everything is clarified. Bailey will then call a special meeting of the vestry to vote to take the money from the endowment fund to help pay for the HVAC.

Anne Gill made the motion that the insurance money of \$18, 241.11 be put into the capital improvement fund to go towards the payment of the HVAC. Seconded by Ben Harris. An amendment to that motion was made by Pat Rodgers to make it the HVAC fund, seconded by Ben Harris. All were in favor.

The 2019 budget will not be voted on tonight until the money is clarified. Bailey needs to know how much in the capital improvement fund is designated towards the HVAC.

Discussion was held on opening a separate account for the HVAC.

Bailey reminded those that hasn't taken the test for Safeguarding God's Children, should do so.

A report on the food pantry was given by the new director Carolyn Watts-Smith. The Food Bank is depleted with the Government shutdown. She gave several good ideas where we could help the food pantry.

Daphne Marcum reported on starting the Daughters of the King, an order for Episcopal women.

DEACONS REPORT:

Terry reminded everyone about Project Homeless that will be this Friday January 25th. The truck will be loaded Wednesday night from the church and will meet John Goff Thursday at the fairgrounds. All those that can help are welcomed to do so. The time will be from 7:30 a.m. until 2:00 p.m.

The next meeting of the vestry will be February 26th. All reports should be handed in to Father Bailey by the Thursday before the meeting.

Motion made to adjourned. All in favor.

Brenda Howard

Clerk

Minutes of the Special Vestry Meeting

Tuesday January 31, 2019

Trinity Episcopal Church – Mobile, AL

The special vestry meeting was held at Trinity Episcopal Church on January 31, 2019. Those present were: Father Bailey, Anne Gill, Daphne Marcum, Carolyn Watts-Smith, Anna Lisa Tessier, Bradley English, Pat Rodgers, Mike Cadden, Bob Howard, Jameson White, David Arnett, Martha Jones, Treasurer.

Those excused were Ben Harris, Mary Stewart Stephens and Brenda Howard, Clerk.

Father Bailey started the meeting with prayer.

Martha Jones, Treasurer, reported on the Endowment Fund.

\$82,230.00 is needed to pay for the HVAC.

The amount of \$16,154.00 has been set aside for the HVAC.

The insurance money of \$18,241.00 has been deposited.

There is \$92,320.00 in the Endowment Fund.

The amount of \$49,106.00 is needed from the Endowment Fund to finish paying for the HVAC. Discussion was held.

Mike Cadden said that we need to take care of the issues such as the HVAC and windows. He feels that we shouldn't give the money to the Capitol funds for a rainy day, that the money is needed now. The parishioners should know that the money is needed to be used now, not later.

Father Bailey made the motion to fund the balance of the HVAC system from the Endowment Fund up to \$49,106.00. Mike Cadden seconded, no more discussion, all were in favor. None opposed.

The copy of the minutes will be sent to our Finance Secretary Kathie Wall and Martha Jones, Treasurer.

Martha Jones went over the changes made in the proposed budget. One was the increase of the flower funds and that would increase the special debts. She also

noted that there is no other money budgeted, the money is being spent for the HVAC system.

Clarification from Bailey that the first draw was not from the Memorial Funds, it was from the HVAC account.

Discussion was held on the budget. The Finance committee made the motion to accept the proposed budget, seconded by Bob Howard, all were in favor.

The next regular vestry meeting will be February 26th. All reports are to be sent to Bailey no later than February 21st. Meeting adjourned.

Brenda Howard, Clerk

SENIOR WARDEN'S REPORT

Catechesis of the Good Shepherd update: Our atria are back in full swing after the Christmas break. We hosted an open house a few weeks back and had new faces come and see what the atrium has to offer. I have finally gotten some momentum on hosting a training and am currently working on scheduling dates for that. St. Anne's has offered financial support for this training. I have three Trinity parishioners interested (always looking for more!) and have also had some interest from those in our diocese. Stay tuned for dates!

Youth update: Our youth group for 4th-8th graders has been faithful in their meetings every other week. Under the leadership of Mark McLean, they gather for fellowship, dinner, and worship. We have a faithful six children that typically participate. They are currently looking at updating their space upstairs to fit the needs of the group and the Middle/High School Sunday School class.

The Youth Cohort that we participated in has been inactive since Hurricane Michael, but Trinity's group of participants (including Elizabeth Hill, Mark McLean, Terry and John Goff, Bailey, and myself) intend to gather in early March for a brainstorming session.

Ben Harris IV has agreed to preach the sermon on Mother's Day! On this Sunday, we will recognize all of our youth that are graduating from high school and college, in addition to children/youth that are transitioning in Sunday School classes.

Lenten Program: Bailey and I have talked a lot about our Lenten programming coming up on Wednesday evenings during Lent. While I am sure he will share more details, I encourage each of you to not only attend, but to invite a friend. The program will include a short lecture and then small group discussion. I believe it will be a powerful time for us to get to know God and each other a bit better! There will be a program for our children too and nursery for the younger crowd.

Rector's Report

Convention

On February 14-16, your elected delegates – David Clothier, Tom Holmes, and Martha Jones – along with Deacon Terry and John and I attended the 48th Convention of the Diocese at St. James in Fairhope. As usual, the Convention is a great time to network, learn, and discern future possibilities for ministry here at Trinity. Some of the more notable things at Convention:

- There are three central organizations that the Diocese supports financially – Beckwith, Wilmer Hall, and Murray House. Funding was cut for Wilmer Hall, but they should be able to offset this through other fundraising. However, there was great concern for the future of Murray House, which receives far less from the diocese than the other two and is currently facing over \$200,000 of deferred maintenance (sound familiar?). There was a push for new membership on the Murray House Board, and in fact I was approached by both the Bishop and Ken Cumbie, the current chaplain at Murray House, about asking 1 or 2 people from Trinity to rotate on later this year. If you are interested, please let me know.
- The diocesan budget has increased slightly over 2018. However, because of mandates from the national church, the Diocese will begin mandating a proportional giving of 10% from every parish in the diocese. For comparison, Trinity currently gives right around 4%. While it is not feasible to increase our giving to that in one year, as a Vestry we must keep be very mindful that this is no longer an increase we can make when we want to. We must keep in mind that, for our asking for 2020, this needs to be both a consideration in our internal conversations as well as an outward need to share with the congregation during the height of stewardship season.
- Three pieces of legislation were passed. **First**, a resolution by our own Tom Holmes passed unanimously which asked the Bishop to appoint a Study Committee to investigate ways in which the Diocese may study the needs of persons with disabilities and their families and develop ministry support that helps to further include them in the regular life of the church. In addition, each church has been asked to appoint a representative as a local advocate. I will make a motion to ask that Tom be officially designated as our disability advocate and thus to come to the Vestry when needed with considerations for ministries, programs, or infrastructure improvement to

support our members with disabilities and their families. **Second**, a resolution was proposed by the Bishop and the Diocesan Chancellor which allows vocational deacons – those like our own Deacon Terry – the right to vote on matters before the floor at Convention. Previously Deacons had the right to seat and voice but not to vote because they did not represent the congregations (they are direct representatives of the Bishop canonically). The impact of this is that the ministry of Deacons has grown significantly in our Diocese over the last several years, and as such, the Bishop felt it was important to allow this important office to have a say on legislative matters that come before the Diocesan Convention. **Third**, a resolution was passed (though not unanimously) that allowed for each convocation/region of the Diocese to elect one youth representative to have not only seat and voice but vote at Convention. Since there are five Convocations, five voting youth delegates would be at next year's Convention. Because of the Bishop's emphasis on increased youth participation in governance, he sponsored this resolution as a continuation of his mission to further include the youth in this way. Opposition to this resolution centered on the fact that it is unclear how convocations would actually elect these delegates, as well as the point that increased youth participation should be emphasized first on the local level by encouraging youth to participate on Vestries and by actually electing them as voting delegates for Convention from the parish level.

Despite the tedious nature of this legislative process (I was the chair of that committee!), the overall tone of the Convention was full of energy and excitement. I also was appointed by the Bishop to serve on the Standing Committee, which is essentially the Vestry of the Diocese. This will allow me to stay in touch with things happening at the diocesan level and communicate directly with you about anything that will likely impact or improve our life here at Trinity.

Absalom Jones service

While it has not taken place at the time of my writing, Deacon Terry and I will have participated in a service with our brothers and sisters at Good Shepherd honoring Absalom Jones, the first African-American ordained in the Episcopal Church. This is a diocesan-wide (and even a state-wide) service with both Alabama bishops present. From a wider view, this is an effort to engage more

deeply with our sister parish in partnering on short- and long-term ministry endeavors more and more. I have met several times in the last couple of months with their Rector, Fr. John George, and we will likely be engaging in a pulpit exchange sometime later this semester. If you were not able to attend the Absalom Jones service, please look for further opportunities as we engage and minister together with our friends at Good Shepherd.

Wednesday Lenten Programs

I am REALLY excited about our Wednesday Lenten program this year. We are already sensing an added energy among our own people as well as some non-Trinity members who are very interested in participating in this. As I mentioned before, this program is modeled after a newcomers incorporation ministry that helps new (and current!) members to find “their people”, as Anne has so well said, through a combination of engagement in parish programs as well as small group discussion. Our Lenten program is a trial run for hopefully a new endeavor that can blend in with Invite Welcome Connect, which we will discuss more at our next meeting.

Here is the most important thing – COME and INVITE! We will have programs for kids, including nursery. We are recruiting people to help prepare meals. But the most important part of this is getting people to be there. Each week there will be a wonderful lecture followed by the core piece – a small group discussion which will allow and encourage people to talk about their experience of God as they would a Mardi Gras ball, a football game, or a fishing trip. The theme is “Discovering and Sharing our Spiritual Treasure”, the richness of God’s love that has been given to us. This program will only be as strong as the number of people we have present. So please come beginning on March 13 and please invite friends, strangers, or anyone you know who might be looking for something a little more substantive this Lenten season.

Spiritual Gifts Retreat

Falling in this theme, we are honored and blessed to host a workshop on Saturday, March 30 that will help to specifically help participants identify and then use their “spiritual treasure and gifts” in service to the parish and to the world. It will be hosted by Fr. Chris Viscardi, professor of theology and chair of the Spiritual Formation Center at Spring Hill College. This program will be

advertised to the diocese and especially to the local Mobile churches. It will run from 9-3 that day. There will be a minimal cost per participant to help defray some of the cost to the church. Again, this will be a wonderful opportunity to dig deep and grow deep in this Lenten season. We will have child care available. I hope that we can have strong Vestry participation.

Congregational Enrichment Venture – March 23

Never say we don't have enough going on! On Saturday, March 23, the diocese is hosting a two-part workshop as part of the small-church ministry network in the Congregational Enrichment Venture. The program will last from 9 until 3, with the morning session on stewardship and the afternoon session on local outreach. This workshop is open to anyone who wishes to come, but it is particularly good for those who are engaged in one or both of these ministries as a way to network and learn some new initiatives. Please let me know if you are interested in attending.

Stewardship

Mary Stewart has been working to begin launching our 2020 stewardship campaign. She has met already with some of the new members, and we are close to completing the formation of the committee. Our hope this year is to base our program primarily off the diocesan program we attempted a couple of years ago titled Project Resource, which is a year-round and comprehensive stewardship campaign (in other words, it focuses on engagement of members as much as it does on finances). As it is very clear in our discussions that increasing operating revenue and growing membership remains a priority for this Vestry, this program offers a tremendous foundation for us to jump off and begin reaching these goals.

Daughters of the King/Brotherhood of St. Andrew

As mentioned last month, we are preparing to launch a wonderful new ministry called Daughters of the King, which is a lay religious order of women devoted to acts of prayer and service within the church. We have also had some interest in trying (again) to launch the men's counterpart, the Brotherhood of St. Andrew. Because of some, um, slips at the diocese several years ago (who has to officially sponsor the chapter), the Brotherhood never got off the ground when we attempted to start this a few years ago, much to the dismay of our men who were trying to launch it. However our current Bishop is very eager to help these organizations take root in the local parishes, and as such, there is much greater

organization at the diocesan level then there was several years ago. If you are interested in joining either organization, for women please visit with Daphne; for the Brotherhood, I'll be happy to share more information with you.

Basement HVAC

I'll ask David Arnett to share some details, but lightning struck the church (again!) a couple of weeks ago and caused damage to the HVAC system in that building. David has filed the claim and is waiting for an adjuster. We are also waiting for a repair estimate. Despite what the Finance Committee recommends in their report, the warranty on these units has expired. The additional problem with these repairs is that the system in that building (which was installed by another contractor from the one that is installing our Parish House HVAC) is essentially a lemon. David is looking at some further repairs that will ultimately remedy the long-term concern we have with this unit. Again, David can share some of the details, but please be prepared to hear a report that, either way, we will unfortunately be having to spend some money on this unit.

Property Report

The new HVAC system is in the process of being installed. The parish hall unit is running with heat. The A/C section should be running by 02/22/2019. The 2nd floor unit has heat and the A/C section should be running by 02/27/2019.

We are running a few days behind schedule due to a lightning strike to the both the twenty-ton and six-ton units in the church. We are also getting a quote to repair the pipe organ and lights on the front of the church building. The insurance company has been contacted and our contractors are in the process of putting together quotes for the repairs.

The glass doors for the church are to be picked up on 02/26/2019.

Alabama Power has upped the rates on the six outdoor lights we are renting. The rent is now \$302.72 per month for the six lights which comes to a total of \$3,632.64 per year. Over the past few years the rate has gone up each year. All

Pro Power is putting together a quote to install our own lights. At this time, we can take a look at the numbers to see if we can save money.

All Pro Power is putting together a quote to add lightning rods to the roof of the church building to stop or reduce the number of lightning strikes.

**Finance Committee Meeting
Tuesday, February 19, 2019
Minutes**

Attendees: Mike Cadden, Chris Gill, John Howard, Michel Nicrosi, Martha Jones, Pat Rodgers
Absent: Bob Howard

1. The meeting opened 6:00 PM with a prayer. The committee set its monthly meeting day as the third Tuesday of each month before the Vestry meeting on the fourth Tuesday.
2. 2019 Church Budget – all members were given a copy of the 2019 church budget approved by the Vestry on January 31, 2019.
3. January Statements – Martha handed out the January statements and some clarification discussion followed.
4. Loan payments – In January Martha noticed that the loan payment to the Trustmark line of credit included the interest (\$130) plus \$870 toward the principal. Martha suggested that we only pay the interest only each month and pay \$1000 toward our diocesan pledge each month. It was also suggested that we not wait until the end of the year and scramble to find the money for the pledge.

ACTION: Recommendation to the Vestry: We pay the interest (\$130) on the Trustmark line of credit each month and \$1000 to the Diocese.

5. HVAC – Parish Hall – Pat asked that the committee think about a way to let the congregation know how we are paying for the Parish Hall HVAC. Martha informed the committee that we have enough money to pay the first labor installment but that we'll need to make a draw from the Endowment (Vestry has already approved). Michel reminded Martha that she will need 2 days notice to get the money liquidated from the investments.

Pat updated the committee on the status of the Odom gift (\$20,000). A cruet will be purchased from it in the next few days. Janelle Odom has suggested that the rest be used for the HVAC.

The committee asked that Pat (or Bailey) ask her approval for the money to be used for capital improvements.

ACTION: Recommendation for Pat or Bailey. Ask Janelle Odom if the rest of her \$20,000 donation can be used for capital improvements (ie Parish Hall HVAC).

6. HVAC – Church Building – Pat updated with Chris’ help the situation with the HVAC in the Church after the lightning strike. The Committee recommends that the company who installed the equipment be called to fix the machinery so that the warranty won’t be declared null and void before any other company works on it.

ACTION: Recommendation to the Vestry: Let the installing company repair the lightning damage to the HVAC in the Church building so as not to void the warranty.

7. Other topics

a. Direct mail marketing. John has secured prices and types of mailings that Trinity could use to try to attract more parishioners. The Committee thought his ideas have merit and that perhaps he should be invited to participate on the Stewardship Committee.

b. Bailey asked that we give our nursery staff member, Jasmine Moultrie, a raise since she hasn’t received one during the 5 years she has worked for us. The committee recommends raising her salary to \$10.00 an hour. This shouldn’t impact the budget as we are currently saving money from the vacant position of the second staff member.

ACTION: Recommendation to the Vestry: Raise our nursery staff member’s (Jasmine Moultrie) salary to \$10.00 an hour.

Next meeting: Tuesday, March 19 in the Parish Library.

Submitted by: Pat Rodgers, Chair