

Calvary Episcopal Church
Vestry Meeting Minutes
May 27, 2008
Emison Room

Vestry Present: Sharon Bailey, David Balling, Scott Crosby, James Dowd, Mary Ann Ford, Suzanne Henley, Bill Henry, Beau Snowden, Gayle Spence, Peg Wahl, Lee Wakeman

Vestry Absent: Chris Bird, Allison Cates, Nicole Cody, John Frazer, Michelle Fulmer, Len Grice, Keith James

Others Present: Andy Mac Beth

Opening Prayer: James Dowd

Bible Study: Andy MacBeth led a discussion of the gospel lesson for June 1st – Matthew 7:21-29.

Minutes: The minutes of the April 22nd vestry meeting were approved.

Treasurer's Report: Peg Wahl reported that revenues are under budget by approximately \$63,000. This is mostly related to pledge income, but tracks historically with previous years. Plate receipts remain above budget by about \$9,000. The endowment income is under budget due to timing issues. Expenses remain under budget by \$75,000 due to timing and management of staff overtime. The budget shows a net loss of approximately \$12,000 which is less than budgeted.

Capital Campaign: Bill Henry gave a report from the Steering Committee meeting held May 13th. In attendance at that meeting were: Harriet McFadden, Tommy Parker, Chris Bird, Nicole Cody, Mary Ann Ford, Michelle Fulmer, Bill Henry, Charles Shipp, Peg Wahl, Andy MacBeth, and Cap Pinkham. Charles Shipp gave a detailed history of Calvary's past remodeling and discussion of the current plan for renovations and the rationale underlying each change. After full discussion, the Committee members agreed that:

- Proposed changes will improve the flow of people and enhance the use of Calvary's existing space.
- The changes and improvements to the nave and chancel will enrich our worship experience while preserving the "feel" of the space.
- The relationship with James Klote Consulting Company should continue.
- The estimated cost of \$4 million plus is a viable goal for a capital campaign.
- The proposed capital campaign should proceed toward the feasibility study planned for September, at which time a "case statement", along with a remodeling/renovation option, will be presented to focus groups with assurance to these groups that their views will be duly considered.

Historical Partners: Lee Wakeman presented a report on Calvary's historical partners. He had been charged by the vestry to evaluate the effectiveness of each organization: do they fit the definition of our outreach ministries, does the organization fulfill a need, and are Calvary parishioners active in the organization. The organizations assessed were: Downtown Memphis Ministries, Grizzlies Academy, Samaritan Counseling Center, Explore Faith.org, and Calvary Place.

Proposal for funding of Clergy Discretionary Funds: Andy MacBeth presented a proposal to the vestry for \$4,800 (\$1,200 quarterly) from plate offerings to be distributed among the 4 clergy discretionary funds. The funds are managed through the Calvary finance office. A motion was made, seconded and approved unanimously by the vestry present to accept the proposal.

Proposal for Committee Chair Succession: Andy MacBeth has compiled an initial list of Calvary organizations and ministry groups and defined the process for chairperson succession for each group. This list will be sent out to the congregation for suggestions and clarification before it is finalized and presented to the vestry for a vote.

Report on Process for "Mutual Ministry Review" with Rector: Scott Crosby presented a plan to revise the process for the annual ministry review that is a part of the Rector's contract. The team charged with this review has historically been the current Sr. and Jr. Warden and the Sr. and Jr. Warden from the previous year. This group will be expanded this year to include Sharon Bailey and Margaret Craddock. Each of these

five members will take questionnaires to five parishioners so that the review will include input from 25 different people. The initial meeting of the group to discuss the process will be held on Wed. May 28th. As part of this mutual ministry review Andy MacBeth asked for vestry feedback on a description he prepared and distributed to the vestry describing his mission and ministry and his four essential functions as rector of Calvary Church.

Vestry Goals: Scott Crosby reviewed the status of our current vestry goals.

1. Prepare our facility for ministry in the 21st century. We are on track with this through the plans of the capital campaign committee.
2. Retain and grow membership by 3-5% per year. We will ask Beau Snowden and Len Grice to report on this to the vestry in June.
3. Youth Program – The vestry agreed that we are doing well with this goal for certain age groups. Beau Snowden reported that the Youth Council is restructuring with a specified leader for each age group. This temporary committee will be charged with ensuring a commitment to each age group and continuity in current programs as we look for a replacement for Eyleen.
4. Assess effectiveness of current outreach ministries and discern a need that we are especially equipped to meet. We have reviewed the effectiveness of our current ministries and discerning the need for future ministries should be part of the process with focus groups and our capital campaign advisor.

Rector's Report: Andy MacBeth

- The Diocese is considering a capital campaign to improve the St. Columba facilities.
- Vestry/Staff team building – Sunday June 1st @ 12:15 to share and discuss the worship experience at Calvary.
- Youth Program
 - a. 19 youth and 7 adults have signed up for the pilgrimage to Italy
 - b. Christ's Crew has potential to grow and reach out to include youth outside of Calvary.
 - c. Men's Journey Group is going to host a sleep-over for boys, which includes a plan to help with the community breakfast.
- Emmaus Ministry – This End of Life ministry group has plans in place and is ready to begin their ministry when a need is discerned by the clergy.
- Judy Nocifora will retire in the fall. Andy requested suggestions of people to consider for her position.
- Youth ministry – The main candidate for this position had to withdraw their application. At the current time Eyleen has no commitment in Maryland. A contract is being drawn up for her requiring a 60 day termination notice by either party. Andy is open to creative ways to fill the youth leader position.
- Vestry Meetings – 3rd Tuesday for rest of year: June 17th, July (no meeting), Aug. 19th, Sept. 16th, Oct. 21st, Nov. 18th, Dec. 16th.
- Several parishioners have expressed concerns about ecological issues within the parish. Andy would like names of people interested in helping develop a Lenten "green" study and conducting an evaluation of Calvary's current ecological status and potential for improvement.
- Hospitality Hub will have its' 1st Anniversary party. Bonnie Malone will have statistics available soon. Funding is a huge concern for the future. Andy will have a report next month on Hub financing.

New/Old Business: David Balling expressed concern about the way in which one of our security guards handled a person (that appeared to be homeless) that was trying to come into the church on Sunday morning. It was agreed that it is time to meet with Phelps and discuss our expectations and concern about the lack of training of the security guards.

No Good of the Order or Executive Session

Closing Prayer: Andy MacBeth

Respectfully submitted,

Gayle Spence
Clerk