

HOLY FAMILY EPISCOPAL CHURCH
VESTRY MEETING MINUTES – January 19, 2022

Attending: Dan Chillemi, Tom Clines, Bob Murray, Betty Bogeman, Jolene Johnston, Fr. Bruce Gray, Stephen Beard, Katie Hamon, Tina Vawter, Carol Bruns, Ruth Everett, Cathy French, Marcus Dial, Lorri Batesky

The meeting was called to order at 7:01 p.m. with prayer led by Father Bruce.

Old & New Business

- Discussion of 2022 budget plans:
 - Dan explained that we have a shortfall in our current funds to meet our budget. Betty confirmed that the shortfall is \$50,000 based on current expenses and the fact that we do not expect additional PPP money from the government. After May, there won't be funds available to pay on the capital campaign expenses. The \$46,000 in the general fund will take care of most of the loss in operating expenses, but not all. She said that it depends on what the Diocese decides about whether we must continue to pay for the capital campaign. Brendan from the Diocese is looking at refinance options, but we don't have money to offset it. Betty believes we are at a point where we need to contact parishioners. She reported that we have 42 pledgers now, whereas we typically have 50-55. She knows that there are some who give and will likely continue, but they haven't turned in a pledge card.
 - Dan informed us about the meeting with the Diocesan Finance Committee. We told them about our projected \$50,000 shortfall and that we would run out of money in our general fund by the end of the year. We still owe \$771,000 on Chase loan, and we owe the Diocese \$46,000 on the loan to help pay for building. They recommended to postpone payments on that loan for another year. Betty stated that 2022 is not unique. We have run a deficit for the past 3 years.
 - Fr. Bruce shared feedback from the Diocesan committee: they asked why we haven't spent the \$100,000 in reserve funds, so that is something we should look

at. He explained that direct aid is decided by the Diocesan staff, and we are in good standing with Brendan and the Bishop.

- Dan shared that in the past, the Diocese encouraged us to take on a bigger capital campaign based on the idea that we would be adding new families for several years which would service the debt and allow another capital campaign. Unexpectedly, we had a prolonged period of an interim pastor and then the pandemic, which has hindered growth. He expressed his belief that the only way out of this is through growth.
- Bob suggested that we need a more coherent message and action plan before the upcoming annual meeting. He agreed with Bruce that we should look at the \$100,000 in reserve funds.
- Dan said that the Diocese expects us to make tough decisions, which refers to a reduction in staff, and we want to avoid that if possible. As a last resort, we could do a 10% reduction in salaries across the board. He feels that the problem will not get solved unless we have more people in the congregation. Fr. Bruce suggested meeting with Dan to work on a presentation for the annual meeting.
- Tom shared that the idea of staff cuts has been discussed for months among the Finance Committee as the absolute last thing we want to do. He believes we need to tell the Diocese that our church can't function without the staff that we have and how important the people are who take care of our parish.
- Stephen asked if other congregations are in similar financial situations. Fr. Bruce shared that most of our income comes from people who are actively working, whereas many congregations include more people who are drawing from retirement pensions and weren't affected by job loss or change during the pandemic. This is a challenge that comes with being a young congregation.
- Fr. Bruce suggested that we approve the expenses from 2021 so that Betty can pay the bills this year. Betty expects the total to remain the same (approximately \$224,000) other than an increase in utility costs and in Lorri's medical insurance.
- Dan made a motion that the Vestry approve up to \$230,000 for 2022 expenses with the objective of spending less than that if possible. Expenses beyond that

would need Vestry approval. He also motioned that the youth director's salary be paid out of the youth group designated fund rather than the general fund.

Tom seconded the motions, and the motions were approved.

- Annual Meeting: Fr. Bruce reminded everyone about the annual meeting coming up on January 30 at 9:00 a.m. in church and live streamed. Dan suggested having someone from the men's ministry or other groups to share their upcoming plans to remind people of the ministries going on at Holy Family. He also recommended that Vestry members make calls to parishioners to tell them about the meeting. Bob asked if we could have a list of 2022 pledgers so that we could also remind people who haven't pledged that there is still time and to thank people who have already pledged. He also suggested casting a stronger vision at the meeting for coming back to church, reminding people of what we have done in the past year, and offering hope for a more normal church life in the future.
- Vestry nominations: Marcus has approached two individuals about Vestry, and Lorri sent the information. Bob volunteered to talk to interested candidates as well as to work with Marcus on finding other possible candidates.
- Diocesan Convention Delegates: Fr. Bruce has one candidate (Larry Pickens) willing to do it again, but we need to brainstorm additional candidates (Stephen Canter and Marcus Dial are willing if needed).

Vestry Working Groups Reports for January

- *Regathering*: Fr. Bruce shared that Covid numbers are greatly increasing in Hamilton County, but vaccines will keep Holy Family open. The current surge should peak before the beginning of February, but Covid will remain a concern until at least April. Bob suggested a reconvening of the Regathering Committee to talk about a return to normalcy at church.
- *Stewardship*: Fr. Bruce reminded that Vestry members are needed to phone non-pledging members.
- *Evangelism*: Bob shared that nametags are being updated by Heather Tannas and should be available soon. He asked if Lorri could send the names of people who fill out

welcome cards to the Evangelism Committee so that they can make connections. Fr. Bruce will do a Newcomers Orientation on February 27th at 11:15 a.m.

- *Building & Grounds:* Marcus shared that they are looking into possibly installing new swings in the spring.
- *Christian Formation and Youth:* Ruth reported that the Shrove Tuesday dinner is being planned for March 1 (Covid permitting) and will involve the youth. Bob asked about making the QR code bookmarks available to distribute to neighbors and friends to tell people about the pancake dinner and Ash Wednesday service. Jolene agreed that it would be worth trying. Ruth is still waiting to hear back about the summer mission trip. Jolene is hoping to do an outreach project with the kids this spring, possibly through Fishers Elementary. Bob has put a confirmation class schedule together and has an announcement ready, but he plans to wait until February to share that. Fr. Bruce suggested having it in the bulletin for the Bishop's visit.
- *Worship:* Fr. Bruce noted that the Bishop will visit on February 6. There will be a reception after the 10:00 service, and she wants to meet with the Vestry after the reception.
- *Missional Outreach:* Lorri shared that the meeting for Support-a-Teacher will be at 11:45 on Sunday.
- *Racial Reconciliation:* Bob noted that the Film Discussion Program for 2022 begins next Wednesday, January 26 on Zoom with the movie *Hidden Figures*.

Review and Approval of December Minutes

Bob recommended a correction. He motioned to strike a portion about the annual convention. Dan seconded, and the minutes were approved.

Rector's Report

Fr. Bruce shared that he received feedback from the state organization that the Joint City of Fishers Grant request has changed, with no match from Holy Family required. He shared that the College for Congregational Development will occur July 17-23 at Waycross. The Bishop has

recommended that we participant by sending a team of three, so we need two more people who can attend along with Fr. Bruce.

Additional Staff reports

Jolene reported that we have an opportunity to take over the diocese's Instagram account for the week leading up to the Bishop's visit. It's an opportunity to highlight Holy Family worship, ministry, events, etc. so we should begin brainstorming ideas of things to highlight (email Jolene).

The meeting concluded at 8:31 p.m. with the Lord's Prayer and blessing from Fr. Bruce.

Next Vestry Meeting Wednesday, February 16