

Vestry Minutes

Holy Trinity Episcopal Church, Oxford, Ohio

Dec. 8, 2020



Present: Terri Thornton, Interim Rector; Dave Guilfoyle, Deacon; Pete Lindsay, Sr. Warden; John Harper, Jr. Warden; Jim Michael, Treasurer; Stacey Peterson, Clerk; Vestry members: Rosalyn Benson, Ken Grabach, Lisa Hermann, Glenn Julian, Bonnie Mason, Ellen Reister and Margaret Smith; Guest: Jack Southard standing in for Jim who arrived late

Absent: Martin Ganev

Spiritual reflections led by Lisa

Agenda for 12-8-2020 meeting: Unanimously approved – Rosalyn moved and Ellen seconded.

Approval of minutes for 11-10-2020 meeting: Unanimously approved with minor corrections – Rosalyn moved and Margaret seconded.

Upcoming activities:

Saturday, December 12 – Lessons and Carols

Thursday, December 24 – Christmas Eve worship

Thursday, December 31 – Stewardship campaign ends

Solarize Ohio Project Update – Pete

- The Solarize Ohio Committee sent Pete a confidential revised Fellowship Energy Finance proposal that recalculated electrical capacity and savings with solar panels only on the south-facing shingled roof. Capacity of the system would be 35.7 kilowatts, which is about 53% of Holy Trinity's annual electricity use. The savings would be \$45 per month over 25 years with the church giving up control of its thermostat.
- The Diocese hasn't signed the master agreement for the project. That signoff is needed for the project to go forward. Once Diocese signs and parishes indicate their plans to go forward or not, Holy Trinity will get the full savings projection.
- DemandEx hasn't provided system references.

Vestry members' questions and comments included:

- Why is the revised information confidential and not able to be shared with Vestry?
- The new numbers don't make the project worth doing budget-wise; we would do this only if we want to make an ecological statement.
- Is it possible the program's benefits could change with the new federal administration?
- Not confident in these people and not comfortable with what they don't know; they haven't been around long enough to make a good judgement call on their viability.
- Do we want to give control of our thermostat to them for 25 years?

Vestry members were polled on the following question: Do we feel Holy Trinity should pursue this discussion with Solarize Ohio? Responses were as follows: Rosalyn – yes, Ken – no, Lisa – no, Glenn – no, Bonnie – no, Ellen – no, Margaret – no, John – no, Terri – abstain, Pete – no.

Outreach Report – Bonnie

- A drive-by Community Dinner will be held December 16, 5-6 p.m., in the alley behind Holy Trinity. Thirty chicken dinners from Bob Evans will be served. Household items are being obtained and packaged by Lisa and Karen Ander Francis. Signs directing people will be placed around the church, and a Judith de Luce will direct traffic. Judith and Mila Ganeva are handling publicity. Leftovers will go to Parkview Arms apartments.
- A Christmas mitten tree is in the Bishop's Foyer. A request has gone out for mittens, gloves and scarves that will go to the schools.
- Terri said a shawl-knitting ministry will be launched after the holidays.

Nominating and Leadership Development -- Pete

- Martin, Lisa, Ken and Toni Saldivar will make up the Nominating Committee.
- Three new Vestry members are needed, as well as candidates for a Transition Committee.
- Terri asked Vestry members to provide recommendations; candidates must be willing to do virtual meetings.
- Nomination forms will be sent out at the end of December.
- The Annual Parish Meeting is February 21, but many parishes are delaying into March.
- Terri noted that we need to work on the leadership development side of this committee.

Advent and Christmas Planning – Rosalyn

- The church was decorated by Bob Benson, Rosalyn Benson, Elaine Brandner, Pete Lindsay, Ellen Reister and Karen Schilling.
- Dove ornaments were placed on the tree, one for each parishioner; they may be given out next year when we're back in the church.
- Luminarias will be out Christmas Eve.
- Readers for the Lessons and Carols are Thomas Harper, Madeline Hicks, Rex Man, Elizabeth Taylor and Ellen.

Rector's Report – Terri

- **Bishop Kenneth L. Price's COVID Response Statement:** All in-person worship is suspended as of December 13; churches will go back to Phase 1 of the COVID rules, with some modifications – Choral Scholars recordings and weekly taping of services will continue.
- **Christmas Eve plans:** The Christmas Eve service will be recorded; Terri will ask the Bishop whether allowing people to reserve time to visit the building is OK. Jim noted that if we want to solicit a virtual Christmas offering, now is the time to start publicizing it.
- **Antiracism training** has been rescheduled for February.
- **Diocese newsletter:** Everyone should get it. Bonnie, Glenn, Ken and Stacey aren't getting it.

- **Search for a new bishop:** It's not clear how the bishop search will affect parish transitions. Terri expects to know more after the December 11 meeting.
- **Search for a new minister:** Vestry members discussed whether Holy Trinity could start doing more to prepare for the minister search. Terri noted that the Diocese has directed parishes to deal with COVID issues before doing transition work, and that no parish will be able to call a priest without an in-person interview, which isn't possible with COVID restrictions.

Vestry members raised the following concerns about the transition and plans for 2021:

- More communication is needed with parishioners about what's happening and the transition and search schedule.
- New Vestry members must be recruited.
- Communication Committee needs to take over some of the comm work.
- Meet and greets should be held to enable more parishioners to meet Terri.
- A Transition Team must be convened to evaluate parish challenges, needs and strengths, compile heritage info, create a church profile and communicate some of this.
- A Search Team must be established once the profile is created and the Diocese says parish is ready to start the search. Terri said the Diocese will provide someone to manage the search process.

November 2020 Financial Report – Jim

Jim noted the following:

- We still have a positive bottom line but only because expenses have been lower than normal. That's not going to continue. Pledge income and other income are also down. That's an ongoing, structural problem.
- We have paid our mission share for the year.
- Everything else is moving in same direction and at the same rate as last month

A motion to accept the November Financial Report was unanimously approved – Rosalyn moved and John seconded.

Draft 2021 Budget – Jim

Jim said this month's draft 2021 Budget is similar to last month's, though pledge income is a few hundred dollars lower. He projects a positive bottom line because the \$32,000 Payroll Protection Program loan will likely turn into income.

A motion to approve the tentative 2021 Budget was unanimously accepted – Ellen moved and Rosalyn seconded.

Stewardship Report – Pete

Pete noted that a \$40,000 shortfall is anticipated in pledges because of changes in 2020. Long-term fundraising solutions are needed. The Stewardship Committee only has two people on it right now. Terri said she and Jim should plan to do a presentation on budget development. Meantime, she will send out reading material that can be discussed.

Terri's housing allowance – Pete

The following motion to establish Terri's housing allowance for 2021 was unanimously approved – Ken moved and Margaret seconded.

WHEREAS the Rev. Theresa Thornton is employed as a minister of the Gospel of Holy Trinity Episcopal Church, Oxford, Ohio, which does not provide a residence for her,

NOW THEREFORE, THE VESTRY RESOLVES that, of the total compensation of \$63,388.76 to be paid to the Rev. Theresa Thornton during 2021, \$16,800.00 be designated as Housing Allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986. This Resolution shall remain in effect until a new one is adopted.

Comments for the Good of the Parish

Kudos for more communication

Closing prayer was led by Lisa.

Respectfully submitted,

Stacey Peterson

Stacey Peterson, Clerk

Attachments:

November Financial Report

2021 Draft Budget