

Good Shepherd of the Hills Episcopal Church

Vestry Meeting by Zoom

November 24, 2020

Attending: Fr. John Christopher, Interim Rector; Steve LaMar, Senior Warden; Todd Knape, Junior Warden; Alan Northcott, Treasurer; Barbara Popejoy, Clerk. Members: Beth Hatcher, Mary Pierce, Mike Powell, Andrew Wilson.

Call to Order: 6:05 Fr. John

Opening Prayer: Fr. John

Acceptance of October Minutes

- Motion to accept - Steve LaMar; Second – Todd Knape
- Passed

Acceptance of October Financials

Discussion of proposed budget for 2021

- New Treasurer, Alan Northcott will begin to gather information to assemble a budget
- Seek information from all ministries and entities (Gold Mine, Shepherd's Crossing)
- The various scenarios will reflect the extraordinary circumstances of a very difficult year – reduction in pledge and plate offerings, closing the church to public worship due to COVID19
- All expenses will be reviewed for economies of scale. Everything should be on the table for consideration due to our financial situation.
- Members acknowledged that our church has experienced annual budget deficits over the past several years
- Consider the continued impact of the pandemic in the future
- Will need to transfer money to the checking account before the end of the year
- Good news is that there has been a healthy net increase in our investment account
- Motion to accept – Steve LaMar; Second, Andrew Wilson
- Passed

Junior Warden Report – Todd Knape

- The irrigation system, which had experienced a significant increase in usage last month, was evaluated, the source of the problem was discovered and resolved

- AC #6 has been approved for replacement by the Vestry, and is scheduled for replacement by 12/31/20
- AC #4 has shown repeated indications of stress and fatigue. Minor work expenditures last August have proven beneficial in the short term. Price has been requested for replacement of this unit. Investigation is in progress to understand if there are benefits of concurrent replacement with the already scheduled AC#6 replacement. Response and associated costs to be reviewed at next Vestry meeting
- Todd reiterates that our current vendor is a good partner for us
- The entire HVAC system should be reviewed as, in all, there are a total of 14 units on our campus
- Todd gave kudos to the office staff for their assistance in keeping track of the work being done to the building and grounds
- Paver project on the patio has been completed
- New cable for internet service has been installed, improving the internet service and providing for reliable delivery of streaming live church services
- All agreed that upkeep of our building and grounds has not been what it should have, which resulted in deteriorated campus facilities. Todd, Fr. John, and the Vestry are to be commended for their bold action and resolve to get this work done

Old Business

New Vestry Membership

- In anticipation of installing new Vestry members, Beth will create a role description to provide an understanding of what the expectations are of Vestry members. This will assist individuals who are considering becoming members
- After lively discussion, the following was determined:
 - Nominating Committee will be comprised of outgoing members, who will propose candidates to the Vestry
 - The Interim Rector and current Vestry may also put forward candidate's names to the Nominating Committee
 - Notice to the congregation inviting anyone who wishes to be considered, to do so
 - Slate of candidates will be vetted by the Nominating Committee and the Treasurer to determine if each is a "member in good standing," meaning they have pledged for the year of election, and if they are "canonically resident in the church for at least six months." (per Church Bylaws, Article II, Section 2)
 - Nominating Committee will contact potential candidates to see if they will allow their names to be put forward for consideration
 - Role description will be posted on the church website, under Vestry tab, to enable the understanding of the expectations of the role

- Slate will be reviewed at December 22nd meeting, so that ample time is allowed to reach out to potential candidates to obtain their consent before the Annual Meeting

Interim Rector Report

- Bishop Reddall highly recommends that churches meet outdoors. With the installation of the new pavers, the courtyard now has capacity for about 45 people. There will be one Sunday service plus two Christmas services outdoors in December
- The Outreach Committee has started up again as the Gold Mine is now open. Steve Lamar will chair the group and is joined by members Beth Hatcher, Stephanie Nesbitt, Liz Northcott, and Karen Dorian. Beneficiaries of Outreach/ Gold Mine funds are: Native American tribes, Foodbank, Horses Help, Veterans (in particular women Vets). Arizonans for Children was recommended for consideration.
- An informal review of the past year included the acknowledgment of various challenges the church has faced, including the loss of parishioners, leading to a substantial decrease in pledges. The church will need to tap into reserves.
- Pastorally, there have been deaths of parishioners, illness, and troubled souls.
- While it is tempting to want to shrink ourselves, it is important to also acknowledge what we **have** done in this time, such as, Zoom get-togethers, improvement of our facilities, learning to be resilient. We need to think of the possibilities we have before us and how to attract others to join us.
- We are reminded to be focused, goal oriented, and concentrate on delivering results, while being mindful of the unintended consequences of thinking too small.
- The new Rector search will begin soon. There will be challenges AND opportunities that the search process will present.

Stewardship Ministry

- A second pledge letter was sent to parishioners reminding them to use this Advent Season of watching and waiting to discern their commitment to the church to give freely of their time, talent, and treasure for the upcoming year.
- Using storytelling as a method of engaging the congregation, each week different individuals have sought to share on a personal level, the spiritual joy of giving back to God from the abundance that God has given us.

Closing Prayer – Beth Hatcher

Meeting Adjourned 7:30

Next Meeting – December, 22

Respectfully Submitted,

Barbara Popejoy, Clerk of the Vestry