

TRINITY EPISCOPAL CHURCH

BLOOMINGTON, INDIANA

MINUTES OF THE VESTRY – NOVEMBER 18, 2009

In Attendance: Virginia Hall+, Gates Agnew, Randy Lloyd, Betty Rose Nagle, Mary Ann Hart, Kimberly Hurley, Connie Pepler+, Mary Ann Keko, Chris Johns, Larry Taylor, Mary Ellen Brown, Todd LaDow, Patrick Martin, Debbie Satterfield, Mary Jo , Fr. Charlie Dupree+ ; Murray Robinson, Treasurer, Janet Stavropoulos, Clerk. Cynthia Brabson, guest.

Convened at 6:15 p.m.

Randy Lloyd -- Randy announced that Fr. Charlie would be joining us later as he is receiving the Man of the Year award from Girls, Inc.

Larry Taylor – Meditation and storytelling, ending with poem “God and Dog”

October 2009 minutes approved as submitted

Treasurer’s Report – Murray Robinson

Financial statement dated October 31 shows same trends. Market values are not updated because he knew this would be a down month. We can expect an increase in market value by end of this month with reporting of dividends and interest. Anticipated loss was \$179K but actual loss was \$3K. This is because of increase in market value but cannot all be spent. Expenses are very close to what was budgeted for the first 10 months of 2009. Actual pledges are over budget by \$42K.

Most of budget pieces submitted for 2010 and have been able to calculate larger expenditures to be made. On income side, subject to adjustment, not counting contributions to Second Century Trust Fund, looks like it will be about \$130,000 more than this year’s budget. Expenses will be up by only \$6400. If we can keep expenses on 2% growth and income increased by 10% a year, we will be cash-balanced by 2014. This year, instead of budgeted loss of \$207,115, will be \$74,000. So cash-balance means we will not need to use savings to pay current expenses.

Update on current pledge effort: Target set by Stewardship Commission is 150 pledges with objective for income of \$375K. So far we have 50 pledges. 6 were not pledgers last year but were giving regularly, as donors. Of 44 repeat pledges, have increased their pledges 11.7% in aggregate. Some had small decreases, some the same. 6 past donors have pledged average of almost \$2000 apiece, in excess of last year’s donations.

Three scorecards in Great Hall, hallway, west entryway will be used to thermometize the number of pledges and pledge dollars and show increases.

Murray had six meetings last week about the stewardship campaign. Some people have real concerns about the current deficit and how we will pay for what we are spending and the need for a plan to resolve the problem. Others had general questions about budget, income, expenses. The only information that is not generally available is who pledges and how much.

Pat asked about how to answer the concerns of first group Murray cited, those related to the deficit. We need a discussion about how to resolve the problem. Generic answers as to the need for an increase in attendance and membership will not suffice. These people usually want to know how to spend less but don't want to say what to cut. Murray does not want to see those who are disaffected about finances drift away. How do we keep them in the parish in a meaningful way? The Vestry will still manage for the good of the majority, but we need to include all voices.

Murray's financial report was moved, seconded, and approved.

No reports from Senior Warden Randy Lloyd or Junior Warden Kimberly Hurley.

Rector's Report -- Fr. Charlie

The Vestry retreat will be Saturday, March 6, 2010 in town.

He would like Commission leaders to read a lesson at Lessons & Carols on 12/6, 4:00.

Regarding the moving of pews for All Saints, it was done to achieve better sound for music. More people were upset about moving of choir pews than the moving of the altar. Charlie told 7:45 group that there is no plan to move the altar because great deal of discussion and education would need to precede such an action. Choir pews will not be moved for Lessons & Carols. This has become a pastoral issue, not an acoustical issue. Some fear that music program will drive the program rather than the celebration of the Eucharist. We will wait for awhile, then do it in a planned and prepared way later.

Gates: December "Topics" will have essay by John Johnson on how floor plan was developed.

Pat: asked for information on how the Advent Fair on November 29 will be structured. Kim said different commissions will sponsor tables in the Great Hall. The Christmas Pageant will take place on December 20, followed by Hanging of Greens and potluck.

Virginia Hall

Parish needs programming to focus on the needs of the aging. This will take place in 2010 in order to keep people connected.

The Shelter is going well. We now have 25-27 people per night. With grant funds we have hired Tom Capshew as shelter coordinator. He is an interfaith minister with legal and social work backgrounds. Seventy-eight more volunteers were trained this past week, with many IU students. The eastside numbers are up also at First United. We are looking into transportation to that site, such as through the provision of bus tickets or the use of a van. Good donations are coming in from other churches. Another volunteer training will take place in December.

Connie: The majority of the guests are same as last year. We had to call the police last Saturday because of a guest who would not be quiet, but otherwise everything is fine. We need more volunteers for late night shifts. Saturday night from 11-3 and 3-6 are hard to fill as to staff. There is a time crunch on Sunday mornings because the shelter facility items need to be taken down before services.

Connie

1100 pieces were distributed in the Coat Drive. A shadow will be coming for Connie from New Harmony, who will sit, study, and observe. Connie is retiring from her lay/day job on 12/31/09 so she hopes to feel a real part of ministry team at church.

Stewardship – Mary Ann Hart

We are still trying to extract names of donors and givers of record. One third of the stewardship target as been reached.

Nominations Committee –Gates

We are still asking prospects to consider being nominated for the Vestry. We hope to have 5 and don't expect to reach 10.

New Business

Personnel – Todd LaDow

Jim Shackelford is now working 40 hours/week and this is paying for itself. He is working on plumbing projects and carpet-cleaning. We need to move him from \$11/hour to salaried position of \$24,000.00/year, which is a \$.58/hour increase. We need to redefine night sexton responsibilities.

Patrick: This will not be a cost to us in the long run. Jim will have a pension but has declined insurance as he has that through his wife.

Mary Jo: If Jim works more than 40 hours/week, he should be paid, as compensatory time is not sufficient.

It was moved, seconded, and approved that Jim's position should become salaried.

Youth Coordinator Position – Cynthia Brabson. She shared her reflections on two years of teaching Sunday School. Youth are struggling to bring God into their lives. Some of them have been here at Trinity since infancy. It is hard to live your faith in school. They are very articulate about social justice issues of war and hunger in church, but the climate is different in school. They often meet with bullying, indifference, and hostility at school. They want a place here to hang out with others with a similar world view. They also would like someone who could be good listener, a bit older, who could help them with their feelings about God and church. They want to have fun together. They feel safe with kids from Trinity. They want to reach out to others and do good works. They helped with the Shelter and Coat Drive and showed up at church and events with their parents. Now they want their own projects and a guide to help them. Six teens are going to Waycross, up from 1-2 in previous years. The new youth coordinator at the diocesan level would be interested in having a youth director here. This takes awhile to develop and needs to be sustained, which has been difficult in past because it has been parent-specific and, therefore, up and down. We should care about this because they are the future for Trinity and the Episcopal Church. All of our current teens have been baptized here. The time has come to support them with a youth leader.

Charlie: We need discussion with parents, kids, and Vestry to commit to giving it shot for three years.

Mary Ellen – There is a recommendation from the Personnel Committee that this is a good moment to try, originally for a five- month period with a view to continuance. Jane Martin is moving her ministry to other areas.

Charlie – A Youth Group in the evening would be about building relationships. Cohesiveness in the formation of the program would be central. The youth coordinator would work with Ross, Danica, and Charlie. There is a young IU graduate who is in the beginnings of the discernment process. It's an interim position as he talks of Peace Corps in the fall. The budget of \$3000 would include a stipend and program money, and he would work nine hours/week. We would get the youth together and involved in a social project. Summers will be off, but the Youth Coordinator will be there in the fall.

Todd – The education budget is in the black.

Mary Ellen – A group of teens have been working through this process. We have the availability of the IU graduate to serve. Also, there is a group of kids in grades 4-6 who need to be hooked.

Chris – That's correct. Once they are in high school, there is too much competition from sports, band, and other activities. When they start to drive, they're gone. If you catch them in the fourth grade, you have better chance to keep them.

It was moved, seconded, and approved that a Youth Coordinator be taken on.

Pat Martin – Buildings & Ground

Tuckpointing is behind schedule but should be done by November 27. Signage should be up by November

Charlie – re Parish Meeting on January 24.

There will be two services that Sunday, followed by the meeting.

We will assemble written reports rather than spoken reports. A video montage will be presented rather than spoken reports. Charlie needs to have coordinator. After his departure, Gates was nominated. Charlie will do some recruiting.

The Bishop is visiting November 22, so spread the word.

The Vestry's next meeting December 16th at 6:00, Beethoven's Birthday.

Snacks – Debbie; Beverages – Mary Jo; Opening devotion – Betty Rose.

The meeting was adjourned at 8:15.

Respectfully submitted,

_____/s/_____

Janet C. Stavropoulos, Clerk