

July 9, 2019

IONA-HOPE EPISCOPAL CHURCH
Minutes of the Vestry
July 9, 2019

Attendees:

The Reverend Ray Buchanan

Vestry Members:

Joe Mulino, Sr. Warden

Ray Zentis, Jr. Warden, via Skype

Margo Farrara

Bob Earl

Evelyn Reynolds

Steve Walsh via Skype

Debbie Prather, Member/ Treasurer

Andi Jerger

Patricia Ingram, Clerk of the Vestry

Ken & Donna Owens, Church Staff

Guests: Fr. John Gamble, Mtr. Suzy Post

Absent with Apologies: Robin Mills, John Thomas

Opening Concerns & Prayers: - Fr. Ray

- Fr. Ray opened the meeting at 5:00 P.M. with An Order of Worship for the Evening Vestry Meeting. Fr. Ray asked for any prayers/celebrations. Andi asked for prayers for her partner Lee that his CT scan on Thursday shows the cancer has not spread; Evelyn asked to lift up her brother Jack who is recovering from a heart attack; Mtr. Suzy offered thanksgivings that Bruce Moden's tumors he had removed from his bladder are all benign; Ray Z. asked for prayers for his little dog Joey who jumped out a second story window at the cottage, inflicted allot of damage on himself, will be ok in the long run; Fr. Ray asked for prayers for Judy Rubens who is in the hospital, and for Jim Westrope who also is in the hospital.
- **Information:**
- **Approval of Minutes:** Fr. Ray asked members to review May minutes. Fr. Ray pointed out some corrections Margo passed on to him, asked for any further additions/corrections, none. Joe motioned to accept as corrected, Bob seconded, June minutes approved to be accepted as corrected.
- **Group Ministries and LIFE Report:** - None
- **Announcements:** -Fr. Ray
- Fr. Ray advised Bishop Smith will be here on September 8th at 9:30 a.m., he will be here to secularize the Gathering Space prior to it being torn down. Fr. Ray continued advising currently there are 3 people who are possibly interested in being confirmed that Sunday, 1 or 2 more they are going to talk with, Mother Suzy is in the process of setting up classes.
- Fr. Ray asked Vestry if the August Vestry and Finance Meetings can be moved from August 13th to August 20th @ 5:00 P.M. and 11:30 A.M. respectively. Fr. Ray will be returning from vacation on August 12th and would like more time to put things together. All agreed.

July 9, 2019

- **New Facilities** - Fr. John
- Fr. John asked for any comments regarding his Executive Summary (copy attached hereto).
- Fr. John advised that as of 4P.M. today the LDO was approved. Fr. John further advised Victor believes it will be several weeks before he receives the written form, and then Victor assumes it will be 30 days before the permit is issued for the construction.
- Fr. John advised John McFadden called him and advised the LDO was approved and the paperwork was being prepared while he was there, will go to civil engineer and then a copy will be sent over to the construction group and a will also go to Victor. Fr. John advised John presumes 2-3 weeks for approval. Fr John added he asked John if they were going to start any demo work now that we have the LDO approval, or wait until they receive other permit, John will talk to Bruce Downs tomorrow and let Fr. John know what they intend to do. Fr. John commented at least the first hurdle is done.

Fr. Ray asked for any questions or concerns regarding Fr. John's report, none.

- Fr. Ray advised discussion on security will be added to the agenda after small groups.

- **Discussions:**

- **Senior Warden Report** - Joe Mulino

- Joe advised he follow-up with First Citizens Bank regarding the line of credit, the woman who is running with it, Rhonda, forget about it then went on vacation, was in Ft. Lauderdale today, taking a personal day tomorrow. Joe further advised Rhonda promised him she would write it up last night before she did anything else. Joe will follow-up with her on Friday and advise Vestry, Rhonda did advise Joe she does not see any problems; it is not in place yet, but it will be.
- Joe advised Eileen wanted him to mention they are going to be having Christmas in July at the Thrift Shop, she will be sending out circulars and advertisements. would be great if Vestry could talk it up.
- Joe advised he tried to get in touch with the property manager to see if she could give him any information as to if anything is moving in, was not able to reach, also want to talk to her about rent to see if there can be any movement since Big Lots moved out and the Thrift Shop is really hurting, as well as the other stores in there. Joe hopes to have something more concrete to report next month.

Fr. Ray asked for any questions for Joe, none.

- **Van** – Fr. Ray
- Fr. Ray advised he has received no response from Vestry regarding email he sent asking for someone to take leadership in selling van, asked again, do not have to sell, just put a plan together.
- Joe advised he will see if he can put something together, asked Steve for his information, Steve will send to Joe, stated he would like to volunteer, but hard to sell from up there.
- Debbie inquired if it is a Ford.
- Fr. Ray advised van is a Chevy.
- Joe asked if anyone knows of anyone who is interested, Steve did a great job of getting prices as to where we need to go with it, thinks consensus was even if we get \$19,000 for it we would be happy.
- Andi inquired if we have thought of Salus Care, they had a van, does not know if they still do, that took the people to different meetings, Fr. Ray commented he thinks that is a good idea.
- Debbie asked about Craigs list.
- Joe advised he can advertise and see, that is an alternative.
- Fr. Ray asked Vestry if they have any thoughts or ideas about it, please talk to Joe. Fr. Ray added if anyone wants to take on the task of actively selling the van, also let Joe know.
- **Current Vestry Status/Retreat/Strategic Planning** – Fr. Ray
- Fr. Ray advised he has received 2 proposals, 1 he has not heard back from.

July 9, 2019

- Fr. Ray advised one of the proposals, from Tom Erich, is solely for the Vestry Communications Retreat. Fr. Ray continued advising Tom's proposal is for a 3-day retreat with Tom and Vestry which would include individual and group interviews with Vestry and key persons. Fr. Ray advised his proposal includes his initial work with Vestry, writing a report and presenting it to Vestry. Fr. Ray advised Tom's fee is \$1,500 per day (\$4,500.00), plus expenses, would have to fly him in from New York, keep through the retreat and then send him back.
- Fr. Ray advised the second proposal is from Greg Carlson who is a Sr. Consultant for the Center for Progressive Renewal. Fr. Ray advised what Greg proposes to do is have a healthy communications weekend, Friday-Sunday, 1 on 1 interviews, small group interviews, and workshops for building healthy communication; Friday and Saturday would focus on interviews hearing from all who want to be heard, he would be present as an observer for all the weekend services. Fr. Ray continued advising after that there would be 6 months of executive coaching 2x a month, one with vestry leadership team and 1 with Fr. Ray. Fr. Ray added he thinks these sessions would help with ministry, innovation and community impact development plan, which is a strategic plan. Fr. Ray advised his total charge would be \$9,400- \$5,500 for healthy communications weekend, \$3,900 for executive coaching, plus expenses.
- Fr. Ray advised he has one more he will not be able to get until after he returns from vacation.

Fr. Ray asked for any questions, observations or concerns.

- Bob inquired about any resources from Diocese.
- Fr. Ray advised he has talked with the Canon to the Ordinary, Canon asked for a couple days and he would get back to him, has not to date, will get back to him. Fr. Ray further advised he has one more source, thinks Vestry will be ok until he gets back.
- Steve inquired about expense impact, does not question the value. Steve questioned if others feel the same, many agreed.
- Debbie commented there would have to be 100% Vestry participation, it is a lot of money, also can include other people who might benefit.
- Fr. Ray advised he has not worked with Greg before, feels good about what Center for Progressive Renewal has proposed. Fr. Ray continued advising he has worked with Tom before, less expensive but only addresses first part, not strategic planning.
- Fr. Ray asked if there are any other comments or ideas, please let him know.
- **Columbarium Committee** -Fr. Ray
- Fr. Ray referred to Columbarium Committee Notes (copy attached).
- Fr. Ray advised Committee has yet to hear from Al Harker regarding policies and procedures, they have legal documents they are looking at regarding that.
- Fr. Ray advised this is an initial proposal, does not know if Vestry needs to act on now, but sooner we know what we are going to do the better. Fr. Ray continued advising he has had people in the last two weeks asking not only when we are we going to start, but also when they can start buying niches, and what are they going to cost.
- Fr. Ray advised they looked at cost of niche for us and whatever needs to happen for when someone dies such as putting their ashes in, engraving, etc. Fr. Ray continued advising the basic cost for a single niche is about \$400.00, basic cost for dual (a couple who wants to be in the same niche) is about \$700.00, plus about \$200 per person to do the engravings and all of that. Fr. Ray explained those are the rough numbers they used in the calculations for what the Committee thinks we should charge.
- Fr. Ray advised that based on these numbers and what other churches around are charging, that they know of, they came up with the idea that we should sell not by the niche but by the person, \$1500 for a single person buying the niche and \$1,700 per couple. Fr. Ray added we will need some policies on how that will work.

July 9, 2019

- Fr. Ray advised Committee would like to propose a pre-sale, would like to have everything ready to go for pre-sale by mid-September. Fr. Ray continued advising they would like to sell the niches at a \$200 discount through the end of December so the \$1,500/\$1700 per niche would be sold at \$1,300/\$1500.
- Fr. Ray advised the Committee recommends we reimburse the Capital Campaign Fund \$600 per niche sold, this would reimburse the campaign for the money fronted for purchase of the niches.
- Fr. Ray advised they also talked about establishing the Columbarium Fund as a reserve account, so the money could roll over every year. Fr. Ray continued advising they also propose that people could finance payments, up to 2 payments, no more than 1 year to pay-off, and full payment must be received before the niche can be used.
- Fr. Ray advised Marnie has developed a niche map, which Fr. Ray sent to Vestry members by email, as well as a form for each side so when we start pre-sales people can pick a niche they want, and we can assign that niche to them.
- Fr. Ray advised this is the Committees initial report to the Vestry, does not know if Vestry wants to take any action tonight or come back to at a later time, asked for any questions.
- Bob asked for clarification that 2 people can go in one niche.
- Fr. Ray advised yes.
- Bob commented with 90 niches (45/45) initially, we could conceivable have 180 people/souls.
- Fr. Ray advised Vestry would need decide at what point, with this income coming in, we would start adding niches.
- Bob inquired regarding the \$1500/\$1700, we would recover initial investment and then have money for perpetual care, the reserve.
- Fr. Ray advised there will not be allot of maintenance to be done, but we need to have money just in case.
- Fr. Ray advised another thing they talked about was incorporating a memorial wall, can do using the same granite type front, doesn't have to be the same size, we can specify size, they will laser cut wall to whatever size we send, and they will send it to us. Fr. Ray further advised cost of wall is \$250 per square foot. Fr. Ray added within Committee, and his discussions with other people, there is interest. Fr. Ray continued advising it would be a place where people who may be buried somewhere else, or have their ashes scatted or placed somewhere else, can purchase a place on the memorial wall so they can maintain a connection here.
- Fr. Ray advised he thinks the memorial wall is something we should give some thought to, has also talked with the Animal Ministry group and they are interested in this and can perhaps provide some funding towards this near the Scatter Garden.
- Steve inquired if 2 people can occupy a niche, can 2 single people occupy, go in on one together.
- Fr. Ray advised this is very good question, it would be up to the Vestry, hopefully some of this can be addressed in the legal documents from Al. Fr. Ray added Vestry would set the parameters we need for that. Fr. Ray added Vestry will need to discuss what if someone does not want their niche anymore and they want to sell, all these things must be addressed in the policies and procedures.
- Joe added one of the things we need to be careful of is the use of the word married, there are allot of gay couples who are not married, but have had some sort of ceremony, need to be careful of wording.
- Fr. Ray added there are unmarried straight couples as well.
- Bob suggested using the word relationships.
- Fr. Ray advised another thing that needs to be established is, whoever buys the niche, the nature of their relationship with us. Fr. Ray continued advising there are many congregations that say only people who are active members of this congregation or their immediate family. Fr. Ray stated it is up to Vestry to make that determination.

July 9, 2019

- Mtr. Suzy added that something to consider is when somebody dies their association with us for many people ends, so the family would have no associations with us.
- Fr. Ray advised it would not be an issue if the person who died was an active member.
- Mtr. Suzy inquired as to the Scatter Garden cost.
- Fr. Ray advised the Scatter Garden is free.
- Joe advised another thing to think about is if they no longer want, we will buy back at their cost.
- Fr. Ray added so they cannot make a profit off of.
- Fr. Ray asked for any other questions.
- Joe stated while Fr. Ray is gone he can reach out to Al.
- Debbie advised she can reach out to Al also
- Joe and Debbie agreed Debbie will reach out.
- Mtr. Suzy inquired what if somebody has given us their ashes but cannot afford niche.
- Fr. Ray advised that is a good question, they will talk about.
- **Colas, water bottles, coffee, cups, etc.-** Mtr. Suzy
- Mtr. Suzy referred to her information sheet (list) and proposal that we begin to switch our present use of styrofoam cups to something more compostable and environmentally friendly and replacing our present coffee with fair trade coffee, advised she has added a line showing current cost of delivery of water.
- Bob inquired as to what fair trade coffee is.
- Mtr. Suzy explained fair trade coffee gives a larger percentage of the sale to the people who pick the coffee beans.
- Mtr. Suzy advised the list she has provided shows what we are paying now and what we will pay if we switch, advised it will cost more. Mtr. Suzy advised they are also proposing we eliminate soda and bottled water. Mtr. Suzy continued advising we already get delivery of water jugs every month, if we eliminate the purchase of the soda and bottled water we will actually save.
- Mtr. Suzy advised we have a lot of supplies, a lot of Styrofoam cups, but it would be good if we begin to make transition before season starts.
- Mtr. Suzy advised she has spoken with Ardis and only problem she has is the mugs, no problem switching cups/coffee, does not like the washing of the mugs because when people come in sick/coughing, she has to pick up mugs to put them in the dishwasher.
- Mtr. Suzy advised the best so far is Amazon because we can couple it with all our supplies.
- Mtr. Suzy advised Episcopal Relief and Development also has fair trade coffee and part of the cost goes to outreach.
- Mtr. Suzy advised World Centric Website has same cups as Amazon, but more expensive.
- Mtr. Suzy asked for questions/thoughts.
- Bob inquired if we would totally eliminate bottled water and soda.
- Mtr. Suzy advised soda a big expense.
- Fr. Ray added they asked for volunteer to pick up, no one volunteered, paying 2x for water. Fr. Ray continued stating there is also the environmental issue, advised cups will be provided for water, also allot of people ok with bringing their own bottle and refilling it.
- Donna inquired about germs.
- Mtr. Suzy advised they would be your own germs, not a big deal, can also get flat bottomed cups.
- Margo commented with Amazon Smile we could get a kick-back.
- Bob commented the Saturday night groups use the soda and water.
- Andi commented yes, they do.
- Fr. Ray advised we just need to let folks know.

July 9, 2019

- Margo advised Friday and Tuesday groups have already been advised.
- Mtr. Suzy advised it does not affect coffee, will still provide.
- Joe motioned to eliminate soda and bottled water and replacing coffee and cups with fair trade coffee and more compostable and environmentally friendly cups, Bob seconded, unanimously approved.
- Margo commented there is a 2-cent difference between Amazon and Episcopal Relief, if they get kick-back maybe we should go in that direction.
- **Small Groups**-Small Group Structure Discussion differed to next month
- **Security**- Fr. Ray
- Fr. Ray advised he and a few others present went to Peace Lutheran for security presentation, asked those who went for their thoughts.
- Ray Z. advised he was surprised the sheriff offered no plan. Ray continued advising he went online and there are all kinds of security available. Ray further advised his son's church has a security team, blends in with church assembly, trying to facilitate a more secure environment. Ray added there is allot of information available, allot can be done in a logical/sensible way.
- Joe commented we need some policy and procedure, have older congregation, need to implement some kind of security, suggested retraining ushers to watch doors. Joes added Fr. Ray mentioned booth people have a bird's eye view and phones.
- Ray advised panic bars allow you to lock yet escape.
- Mtr. Suzy advised she thinks presentation was over-the-top, too much scare tactics, does not support locking doors. Mtr. Suzy continued stating being aware most important, too much promotes fear, does not represent who we are, we should look out for each other, if you see something off, make others aware.
- Ray Z. advised there are many plans out there, active program not descript, Ray was not even aware of security team when visiting his son's church.
- Fr. Ray asked Patty for any thoughts.
- Patty advised she agrees sheriff's presentation was a bit over-the-top, but does not agree with not locking doors, older congregation, hard to move fast. Patty continued she believes protecting parish very important, sure none of those attacked thought it would happen to them. Patty added, if we don't want to lock doors, using ushers to keep watch is a good plan.
- Fr. Ray advised ushers and booth key components. Fr. Ray continued adding he and Mtr. Suzy have been monitoring for quite a while. Fr. Ray further advised if we can incorporate training for ushers it can be more about general safety, need to try to recruit more ushers.
- Ray Z. added we need to think about the safety of the children, there are processes used that blend in with what we currently have, just take it up a notch.
- Fr. Ray asked for someone to work with Ray. Evelyn and Bob stated they would work with Ray, Ray will convene.
- Fr. John added Rabbi Mark has police out there.
- Fr. Ray advised both synagogues have hired deputies, inside also.
- Fr. John added police outside and inside in civilian clothes.
- Fr. Ray advised he wants actions to be proportional to threat, added churches attacked have been mostly racially motivated, synagogues pay allot, threat to us not proportional.
- **Decisions:**
- **Finance/Finance Committee** – Debbie (Treasurer's Report and May Financial Statements attached)
- Debbie advised June statement shows nothing out of the ordinary, statement is preliminary, does not expect any major changes.

July 9, 2019

- Debbie advised there was a \$6,000 difference income over expenses, good month.
 - Debbie advised \$44,331 Capital Campaign funds received, believes there was a response to letter, in good shape, Debbie pleased.
 - Joe inquired if \$44,000 was received just in June.
 - Debbie advised yes, added 3 people not originally involved had checks they wanted to contribute.
 - Fr. Ray added intentions were made clear it was meant for Campaign fund.
 - Fr. Ray asked for any questions/concerns.
 - **Junior Warden Report** – Ray Zentis
 - Ray advised most things in pretty good shape,
 - Ray advised Roger and Jim can take care of things while he is gone.
 - Fr. Ray advised he is actively moving into what was Mtr. Suzy's office by end of the week so they can demolish while he is gone.
 - Debbie inquired where equipment is going.
 - Fr. John advised equipment going to copy room.
- Fr. Ray asked for anything further.

There being no further business, meeting adjourned with closing prayers at 6:03 p.m.

Respectfully submitted,

Patricia A Ingram
Clerk of the Vestry