

September 17, 2019

IONA-HOPE EPISCOPAL CHURCH
Minutes of the Vestry
September 17, 2019

Attendees:

The Reverend Ray Buchanan

Vestry Members:

Joe Mulino, Sr. Warden

Ray Zentis, Jr. Warden, via Skype

Steve Walsh, via Skype

Margo Farrara

Robin Mills

Bob Earl

Evelyn Reynolds

Andi Jerger

Debbie Prather, Treasurer/Member

John Thomas, Assistant to the Treasurer

Patricia Ingram, Clerk of the Vestry

Ken & Donna Owens, Church Staff

Guests: Patrick Hunt

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. Debbie asked for prayers for Will Prather and 43 of their employees who are flying to the Kingdom of Saudi Arabia on Saturday; Joe asked for prayers for their Godchild who was just diagnosed with borderline personality disorder as well as her parents who are going through this with her; Patty asked for prayers for her little sister who is dealing with complications from a burst appendix.
- **Information:**
- **Approval of Minutes:** Fr. Ray asked members to review August minutes. Fr. Ray asked for any additions/corrections. Margo advised she had asked for continued prayers for Emmie, not Amy. No further additions/corrections. Joe motioned to accept as corrected, Evelyn seconded, August minutes approved to be accepted as corrected with one abstention.
- **Group Ministries and LIFE Report:** None
- **Announcements:** None
- **New Facilities:** Fr. Ray
- Fr. Ray advised Fr. John is ill, will not be in attendance. Fr. Ray advised he has spoken to Fr. John twice today, most recently 30-35 minutes before meeting. Fr. Ray continued advising that, as of the last conversation with Fr. John, the shop drawings for the two new buildings are at the state and it is their belief that they should be released in the next few days so they can go to the county.
- Margo shared her concern regarding space in front. Margo commented the construction was supposed to start in July with allot being completed by end of October when we have the pet carnival.

September 17, 2019

- Fr. Ray advised the plan all along has been that the construction will start in the multi-purpose room, plus the addition of the two buildings, and the courtyard, not out front.
- Margo asked for clarification that we will have access to gathering space area, but not the back.
- Fr. Ray advised that is correct, what takes place in the back during the pet carnival are the pet adoptions, the idea is to ask the rescues to bring tents and do the adoptions outside.
- Margo stated she was getting concerned because it is getting close.
- Fr. Ray advised the construction company has been made aware of major events that are coming up and that certain things have to be available.

Fr. Ray asked for any other questions.

- **Discussions:**

- **Senior Warden Report - Joe Mulino**

- Joe advised in the beginning of the summer he asked everybody, had Marnie put in the Newsletter and the Bulletin, for recommendations for beneficiaries for the 2020 Mardi Gras Fundraiser, only one to respond was Robin who gave a couple of suggestions.
- Joe passed around a list (copy enclosed) of possible beneficiaries, advised Vestry needs to make a decision.
- Andi advised she had also responded with a suggestion, Hope for Kids, which is a side of Hope Hospice that is just for kids. Andi continued advising the money would go to the Hope for Kids program, not Hope Hospice. Andi further advised they take care of terminally ill kids, kids whose parents have died, and they have summer camps, called Rainbow Trails for Kids, for whose parents have passed that year. Andi also advised they would be a sponsor if chosen.
- Joe stated that is a good one. Joe continued advising Robin had given him 2, wants something people would be willing to give a sponsorship for.
- Fr. Ray asked Andi if she knows where they get their funding from.
- Andi advised they get their funding from families and, additionally, they have a department of donations.
- Joe went over the list which includes Valerie's House, Children's Advocacy Center of SW Florida, Captains for Clean Water (which was one of Robin's suggestions), and Project Dental Care.
- Joe advised Larry's nephew is a local dentist in town. Joe continued advising last year Larry's nephew was part of a group that organized the Project Dentists Care which was taking place at Harborside. Joe continued advising they bring in veterans and low-income families and give them dental care for free.
- Fr. Ray added the dentists give free dental care and they are volunteers.
- Margo inquired about the Wounded Warrior Project.
- Joe stated, while it is nice for suggestions to come up now, Vestry needs to make a decision tonight, behind on sponsors, Mardi Gras comes early.
- Debbie inquired if the money stays with the dentist.
- Fr. Ray advised yes.
- Robin inquired if it is for paying the dentists.
- Fr. Ray advised it is for materials and things like that, the dentists volunteer.
- Robin stated he thinks the things that are really compassionate appeal, commented while Captains for Clean Water is important, it is more educational, would support any of the suggestions.
- Joe asked if anyone has a choice, they can put a vote on.
- Debbie advised the Thrift Store has already given a grant to Valerie's House.
- Evelyn advised she likes Hope for Kids.

September 17, 2019

- Steve advised he agrees with Hope for Kids if we are only doing one.
- Robin stated he thinks they are all good.
- Debbie asked for clarification that they are not funded by Hope Hospice.
- Andi advised no, and any proceeds given will go directly to the Hope for Kids program.
- Joe asked if Andi would coordinate if Hope for Kids is chosen.
- Andi advised she would.
- Bob motioned that Hope for Kids will be the project for the 2020 Mardi Gras fundraiser, Joe seconded.
- Fr. Ray asked for any further discussion.
- Vestry voted and unanimously approved Hope for Kids as the project for the 2020 Mardi Gras fundraiser.

Fr. Ray asked for any questions/concerns for Joe.

- **Current Vestry Status/Retreat** – Fr. Ray
- Fr. Ray advised he emailed a packet to Vestry today of the 3 proposals for doing consultation for the Vestry regarding communication and conflict. Fr. Ray advised two of the proposals, Tom Ehrich, and Gregg Carlson from the Center for Progressive Renewal, were presented to the Vestry in June and July,
- Fr. Ray advised the third proposal is from Douglass Lind. Fr. Ray advised Douglas Lind is a local person who lives at Cypress Cove and has been very active both in the industry of consultation and in the church. Fr. Ray continued advising Douglas was originally a Presbyterian pastor who at the age of 27 was called to be the senior pastor of Madison Avenue Presbyterian Church in New York, at that time the youngest senior pastor of the church. Fr. Ray added Douglas was at the church at a time when various people such as John D. Rockefeller identified his ability and encouraged him to look into doing consultations.
- Fr. Ray advised Vestry has full proposals from Tom, who is in New York,- \$4,500, plus reimbursement for travel expenses, for a 3 day event to take place either during the week or on a weekend; Gregg, not sure if he is in Atlanta where the Center is located- \$9,400 plus travel and expenses, Gregg's proposal is for a weekend. Fr. Ray advised he believes he can get Douglass Lind for \$6,000.
- Fr. Ray advised that whoever Vestry decides on he will go back to and finalize details. Fr. Ray added all three involve individual meetings as well as group meetings.
- Fr. Ray stated he is open to questions/comments.
- Bob advised he prefers Douglas Lind. Bob continued stating he thinks, based on what he has done in the past, he could be a vital resource for us in the present and future.
- Joe advised he agrees with Bob.
- Margo inquired as to where the money will come from.
- Debbie advised that today in the Finance Team meeting they found \$5,000 in the budget that was budgeted for staff expansion, nothing from that has been used, they will use that.
- Robin inquired if the process would also involve the Vestry sitting as a group.
- Fr. Ray advised yes, the process would involve the Vestry sitting as a group.
- Robin commented it will be talking about Vestry, where we are at spiritually, it would not be just a report, there are dynamics it would be healthy to explore. Robin added he also likes that Douglas was a priest and he is local.
- Fr. Ray advised if he is chosen, and he agrees to do, we will probably invite him to come to the October meeting. Fr. Ray added Douglas would like to come and observe a meeting before we start the process.
- Fr. Ray asked for comments on any others, would like to hear.
- Andi commented Gregg is too expensive.
- Steve inquired if Fr. Ray has talked to the Diocese.
- Fr. Ray advised they never got back to him, further advised Bishop knows what we are doing.

September 17, 2019

- Bob motioned that Vestry consider hiring Douglas T. Lind as a consultant to work with the Vestry, Joe seconded.

Fr. Ray asked for further discussion.

- Margo inquired if it could possibly go higher than the \$6,000, it is expensive, concerned with funds.
- Joe advised the Finance Committee looked at it this morning, can come up with more money if needed.
- Margo advised her concern is, when undergoing construction, we may find stuff that would require more money that we may not be prepared for, \$5,000 could go to the buildings that need allot of work.
- Fr. Ray advised there is a significant building fund outside the Capital Campaign, projected construction cost at \$390,000-should have well over \$400,000. Fr. Ray added reconstruction should come out of Capital Campaign.
- Joe added we are tight, but Vestry needs this, is important, needs to be addressed.
- Steve inquired as to Douglass' availability.
- Fr. Ray advised he has some availability in both November and December.
- Fr. Ray advised Joe has told him he will out of pocket from November 1-18 so we will work around that.
- Fr. Ray advised with Douglas being local, he could start some of this in October, something Fr. Ray will explore. Fr. Ray added he explored availability for all three, all were available November/December.
- Vestry voted and unanimously approved offering the position of consultant to work with the Vestry to Douglas T. Lind.
- Fr. Ray asked that strategic planning be put on hold until consulting done, thinks this may actually start process.
- **Columbarium Committee** -Fr. Ray/Debbie
- Debbie advised we are in receipt of a legal document from Al Harker. Debbie advised Al has taken documents from different sources and red-lined them. Debbie continued advising they need to set up a meeting with the Columbarium Committee to go over and then bring to Vestry for approval.
- Debbie advised she hopes to have documents to Vestry by October meeting, at which time they will be ready to offer pre-construction offering. Debbie advised Al is not able to meet on Sundays, she will contact other members of the committee to see when they can meet during the week when they can Skype with Al or have him on the phone.
- Debbie commented it is going well.

Fr. Ray asked for any questions for Debbie.

- **Small Groups**- Joe Mulino
- Joe advised form is done except 4-5 empty slots, will get out through email tomorrow. Joe asked Vestry to take a look at form and let him know if anyone is interested in any, he will update, otherwise form is all done.
- **Security**- Ray
- Ray advised their goal is to have a functioning program in place by year end.
- Ray advised plan will involve integrating information from the internet, other churches in SW Florida and Michigan. Ray further advised their diocesan work was considerable, allot of information available, just need to put it together.
- Ray advised he will be attending a program focused on church security this Saturday at Grace Church in Michigan, there will be an expert who will present a program, does not know what that is, but he will be there.
- Ray advised our Diocese has a very good program, more focused on security regarding the operations in a natural disaster, how to prepare, how to resume activities when it is done.

September 17, 2019

- Ray stated there is a lot to be done, he is excited about program and moving forward. Ray further advised he will be back home in a couple of weeks and he, Bob, and Evelyn will be focused on putting things together.
- Ray advised focus is to achieve a climate of comfort and safety, with no focus on the negative, thinks it will be very good. Ray further advised he is happy with program so far, it will become more apparent and visible as they go forward.
- Fr. Ray stated he looks forward to updates, thanked Ray.
- Fr. Ray noted Patrick in attendance, asked him if he would like to say anything on stewardship.
- Patrick advised stewardship is starting up, will be a bulletin in the October Newsletter and there will be a letter the 1st weekend in October in the Bulletin.
- Patrick advised the theme for this year will be “Shining Our Light”, will have allot more next month.
- Patrick advised one thing he would like to say to the Vestry that he got from the retreat at the Diocesan House; Vestry must be generosity leaders, each Vestry member must live generously, each member must live joyfully; Vestry leaders must be leaders of generosity in time, talent, treasure, forgiveness, and listening; Vestry needs to talk openly about money, not in terms of the church budget, but in terms of the role of money in our lives; Vestry must stop talking about finances and concentrate on mission and vision; Vestry must be leaders of telling the story of your church and its mission; members must be leaders of generosity and talking about generosity. Patrick advised we will go through allot more with that, also with our community internally.
- Fr. Ray asked that Vestry be prepared no later than October meeting to make their pledges, won't be monitoring pledge, but hopes all will pledge.

- **Decisions:**

- **Finance/Finance Committee** – Debbie (Treasurer's Report and August Financial Statements attached)
- Debbie advised review of the Financial statement for August 2019 shows, YTD as compared to last year, Contributions Pledged are \$21,869 below last year, Contributions Non-Pledged are \$9,022 above last year, and Contributions Plate is \$270 below last year; the Income Net is \$13,117 below last year, Total Expenses are \$6,744 below last year, net of income and expenses \$6,373 below last year. Debbie asked for any questions regarding the financial statement.
- Debbie advised the Rector has submitted his 2020 sabbatical expenses, is requesting a \$15,000 reimbursable account for travel and classes for his study of spirituality. Debbie advised this money comes from the designated account Gifts Reserved which is the proceeds from the sale of the van of \$18,300. Debbie continued advising these designated accounts must be zeroed out by the end of the year or the money is gone. Debbie advised at the end of the year \$15,000 will be transferred to a pass-through sabbatical income account and receipts will be paid through a pass-through sabbatical expense account. Debbie further advised we will be paying for receipts that Fr. Ray submits that he has already paid for, if expenses exceed \$15,000, he pays the difference, if under \$15,000 he does not get the balance.
- Debbie advised \$5,000 of the funding for consulting fees will come from Staff Expansion account and, if fees exceed the \$5,000, the balance from other accounts.
- Debbie advised she was asked to come up with a stewardship goal for 2020. Debbie advised she has come up with a goal of \$350,000. Debbie further advised YTD 2019 pledges-\$236,451; 4 months pledges same as last year (Sept.-Oct.)-\$109,920; subtotal \$346,371.
- Debbie advised if we ask for a 10% increase the subtotal would be \$349,834, rounded up to \$350,000. Debbie continued advising the 2018 Pledged Revenues were \$368,804, so in her opinion \$350,000 very obtainable. Debbie added she did find out 3 pledges units informed us that they will not be able to

September 17, 2019

complete their pledge for 2019 due to medical expenses incurred by them during the year, this will make a shortfall of about \$500 per month.

Fr. Ray asked for any questions.

- Robin inquired as to goal, advised that at Finance meeting \$300,000 was being projected.
- Debbie advised she did not have the last 4 months of what we collected last year, went back and looked at them, turned out to be \$109,920.
- Robin stated this is a significant improvement from this morning, \$350,000 not bad, doable.
- Fr. Ray advised this came from the Finance Committee, action item, not a motion.
- Bob motioned to accept, Joe seconded.
- Margo inquired about the numbers, 10% increase would be \$34,637.
- Debbie agreed, changes amount, would be more like \$368,000.
- Bob agreed to change his motion to \$365,000, Joe accepted change.
- Vestry voted and unanimously approved setting stewardship goal at \$365,000.
- Fr. Ray advised there is a motion on the floor from Finance for \$5,000 of funding for consulting fees to come from Staff Expansion Account, and the balance from other accounts, asked if there is a second, Joe seconded.

Fr. Ray asked for any discussion.

- Vestry voted and unanimously approved.
- Fr. Ray advised the other presentation regarding the Rector Sabbatical Expense does not come as a motion from the Finance Committee.
- Joe motioned to allocate \$15,000 for Rector Sabbatical Expenses for calendar year 2020, Bob seconded.

Fr. Ray asked for any discussion.

- Robin advised group this morning not quite in agreement with the motion, group felt that \$15,000 allot to just put on the table, would ask Rector to put together a small committee that could work with him and advise him of the best things he should do during his sabbatical. Robin continued advising group would advise where he should go to get best spiritual accounts, where does he go to get in closer touch with God, where does he go to get refurbished. Robin stated a sabbatical is not a holiday, meant to be refurbishing. Robin advised there is some resistance to providing that, Fr. Ray does not want committee, wants to go and then tell us what he did afterwards.
- Robin added that those on the Vestry need to decide what their fiscal responsibility is, do we give or add a Rider that says subject to Fr. Ray providing Vestry with an outline. Robin added Fr. Ray has some very good ideas but seems to be reluctant to share. Robin further stated he is a little sad we don't get to hear about things, would like to see a Rider to motion adding Fr. Ray to supply an outline, not just verbal presentation.
- Robin motioned to amend motion to include a verbal presentation and outline in advance of his sabbatical.
- Margo inquired as to who the group is.
- Fr. Ray advised people on the Finance Committee.
- Fr. Ray advised there is a motion on the floor.
- Steve commented he does not think it is unreasonable, seconded.

Fr. Ray asked for discussion on amendment.

- Margo inquired if this motion is to give Vestry an outline of his sabbatical, asked if there was a question on that this morning.
- Fr. Ray advised he has been very clear all along he is not willing to submit a proposal for approval.

September 17, 2019

- Robin advised he is asking for an idea, it is in public domain, but not being discussed, thinks Vestry deserves to know how the resources are being spent. Robin added it is not just that, if you really did a financial analysis of cost it is significant, almost 1/3 of budget, if take the 4 months salary plus, 4 months of this and 3 months of that, plus supplying clergy, it is a major investment by this parish, allot of money. Robin added he has no problem with amount, wants accountability.
- Fr. Ray advised the accountability would be in the receipts/reimbursement, there has to be an element of trust, just started his 6th year here, should know he is not going to set something up and run with the money. Fr. Ray added he has been clear he wants to work on spirituality, hoping to be able to go to Iona for a trip, possibly a trip to the southwest, those are some ideas, does not have firm plans, will not have firm plans until he knows he has money. Fr. Ray stated if Vestry does not want to fund, which is part of our agreement with him, then he can't do it, can't afford, will do something else.
- Margo commented her only prior experience with a sabbatical is when John took his sabbatical, went to Honduras, we knew where he was going, thinks outline is reasonable.
- Fr. Ray reiterated he will not submit for approval, Robin has people saying he should do it, others say he should not, no canon, no policy that applies to it. Fr. Ray added there is a provision that the Priest will not leave the parish for at least one year after sabbatical.
- Robin advised that is one of his reasons, has had experienced that.
- Fr. Ray advised he is willing to say to Vestry he will not come back and leave within a year, has no plans on leaving.
- Steve advised Fr. Ray that when he said he thought it reasonable, he is not trying to control what he is doing, not going to approve, just wants some idea of what \$15,000 is going for.
- Fr. Ray advised money will go towards classes, travel for himself and Nancy when she goes with him, hospitalities, food, those types of things while he is there. Fr. Ray added, and as Debbie explained, if he does not use all of \$15,000, he does not get balance, if he uses more than \$15,000, he pays balance.
- Robin advised he thinks the vision is very important, if bigger Vestry could find even more money.
- Fr. Ray advised he has asked for what he thinks is reasonable, Vestry's decision.
- Joe commented we should put trust in Fr. Ray, been with us almost 6 years, trust that it will go to benefit himself and the parish. We have an agreement that is signed.
- Debbie advised when the letter of agreement was signed with Fr. Ray, he pointed out that at his previous parish he was about to take his sabbatical, would not be able to take, asked if we would provide him with a sabbatical after 5 years instead of the usual 7, was agreed to.
- Robin inquired if Vestry approved contract.
- Fr. Ray and Debbie advised it was Vestry approved contract.
- Steve advised it feels like we have an obligation to approve as originally submitted, trust Fr. Ray to tell us what he has done.
- Fr. Ray advised he will probably tell before.
- Debbie added we will probably hear allot about it when he gets back.
- Bob called a question.
- Fr. Ray advised a question has been called, asked for a show of hands of those in favor of amending the motion on the floor, motioned failed.
- Fr. Ray asked for any discussion/debate on the original motion.
- Bob called a question.
- Fr. Ray advised a question has been called, asked for a show of hands of those in favor of original motion to allocate \$15,000 for Rector Sabbatical Expenses for calendar year 2020, motion passed.
- Debbie advised she is in possession of a letter that came with audit, read the part regarding Segregation of Duties (copy attached) regarding Vestry's involvement in the financial affairs of the church.

September 17, 2019

- Fr. Ray advised it is a standard paragraph that comes at the end of all the audits, asked for any questions.
- Margo inquired if we have separation.
- Debbie advised we do have separation.

Fr. Ray asked for any further questions for Debbie.

- **Junior Warden Report** – Ray Zentis

- Ray advised he talked to Marnie today, she checked with Roger, Jim and Kenny, no known issues that need repair.
- Fr. Ray advised lights have been repaired/replaced, done prior to Bishop's visit.
- Ray advised he will be back in Florida in 2 weeks.
- Fr. Ray asked Steve when they will be back.
- Steve advised they will be back the first week in October.

Fr. Ray asked for any questions.

- Fr. Ray advised he forgot to tell Vestry under the Announcements that last week a new set of altar hangings and stoles in memory of Cindy Tousley. Fr. Ray advised they were ordered last week. Fr. Ray further advised he has been in consultation with Neil and Kim throughout that process. Fr. Ray advised they are green hangings and should be here as soon as they are made, they are coming from England like the others.
- Fr. Ray thanked Vestry for their openness and honesty.

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

Respectfully submitted,

Patricia A Ingram
Clerk of the Vestry