

## THE CHURCH OF THE REDEEMER

### MINUTES OF THE VESTRY MEETING TUESDAY, NOVEMBER 17, 2020 7:00 P.M. – VIRTUAL MEETING

*Restore us, O God of hosts;  
show us the light of your countenance,  
and we shall be saved.  
Psalm 80:3*

**Quorum.** The November Vestry Meeting was called to order virtually on Tuesday, November 17, 2020 at 7:00 p.m. The following Vestry members were present, representing a quorum for the conduct of business: Nancy Bowen, Sara Engram, Sean Goldrick, Lis Green, Beverly Griffith, James Guyton, Erin Hagar, Anita Richardson, Peter Shafer, George Tracy, David Wallack, and Ted Winstead. The following clergy members, staff members, and officers were present: David Ware, Ellen Chatard, Keri Frisch, Steven Sutor, Tony Brandon, and Fern Riley.

**Opening Prayer.** David Ware opened the meeting with a prayer.

**Reflection.** Keri Frisch offered a spiritual reflection.

**Bishop's Remarks.** Bishop Robert Ihloff joined the Vestry Meeting for the annual Diocesan visit, and he said it was a joy to be at Redeemer for the meeting and for the Confirmation service on November 8. He described Redeemer as a vibrant, down-to-earth, genuine community with a varied, supportive clergy and laity. He spoke about the challenges churches in the Diocese are experiencing during the pandemic and said many are thinking about worship in new ways, including daily worship broadcasts, Zoom services, parking lot and drive-by Eucharists, and virtual coffee hours before and after services. Most parishes seem not to be suffering financially as their congregations are sustaining their pledges and support. Some parishes are picking up new members; newcomers may be finding it easier and less threatening to join in worship virtually rather than in person. He thanked Redeemer for its on-line services and music and for the leadership it provides the Diocese.

**Approval of Minutes.** Fern Riley presented the minutes of the Vestry Meeting held on October 20, 2020. A motion to approve the minutes was made, seconded, and unanimously approved.

**Rector's Report** [David Ware]. David welcomed new Vestry members Sara Engram, James Guyton, Erin Hagar, and George Tracy, and he discussed the work of the Vestry, including its three main responsibilities to manage the parish finances and its buildings, to call a rector, and to select delegates for the annual Diocesan Convention. David said he looks to the Vestry as a place of counsel to consider the church's mission and to serve as a sounding board. He said he is grateful to be

working with such a strong team at Redeemer including the clergy, staff, laity, and the Parish Day School.

David spoke about upcoming plans for worship in this phase of the pandemic. Due to the recent increase in infections, we will not be meeting for indoor worship until some time next year. This weekend's outdoor services will be limited to 25 participants, and we will have only on-line weekend services for the two weeks following Thanksgiving, November 28/29 and December 5/6. We will follow directives from the Mayor and the Bishop for future plans. David is heartened by the parish's enthusiasm for live worship on Zoom. The staff is planning for a modified outdoor children's Christmas pageant, a recorded Christmas Eve on-line service, and a 10:00 p.m. Christmas Eve live Zoom service.

**Treasurer's Report** [Tony Brandon]. Tony Brandon welcomed the new Vestry members. He presented the preliminary 2021 Proposed Operating Budget along with the 2019 Actual Budget, and the 2020 Actual to Date Budget, Total Budget and Projected Budget. He noted the difficulties in projecting for 2021 with precision given the pandemic's unpredictable impact on income and expenses. Revenue figures for the 2021 Proposed Operating Budget have incorporated conservative pledge income estimates and plate estimates. Many of the church's expenses represent fixed costs, but careful line item analysis has led to a projected reduction in expenses for 2021 as compared to the 2020 budget. These assumptions and adjustments of revenue and expenses for 2021 yield a projected operating loss of \$22,000. Tony said the Budget and Finance Committee has asked the Vestry to consider the amount of a potential 2021 operating loss that would be tolerable in these uncertain times. He noted the Endowment Fund has grown considerably over the past year due to solid investments with good returns. The Vestry will discuss and vote on the 2021 Proposed Operating Budget in December and will consider the question of a tolerable limit to operating losses. David thanked Tony for his leadership.

**Other Business.** The Vestry gave its continued support to Margaret Brack and endorsed her moving forward to the Diaconate.

**Adjournment.** David gave a closing prayer, and the meeting was adjourned at 9:03 p.m.

Fern Riley, Registrar