

Grace and Holy Trinity Cathedral

Minutes, Regular Meeting of the Vestry

Thursday, July 22, 2021

Members Present: The Right Rev. Martin S. Field, *Bishop*; The Very Rev. Dr. Andrew C. Keyse, *Dean*; The Rev. Ryan Wiksell, *Deacon*; Candy McDowell, *Senior Warden*; Richard Morse, *Junior Warden*; Phaedra Fahnestock, *Clerk*; Jeff Johnson, Amy Cornwell, Ron Michka, Pat Decker, Bill Colvin, Sharon Cheers, Nick Smith

Members Absent: Ken Stewart

Others Present: David Barker, *Treasurer*; Steve Moore, *Chancellor*

The meeting was held via Zoom teleconference due to the COVID-19 pandemic and was called to order at 5:30 p.m. by Dean Andy in prayer.

1. Approval of previous meeting's minutes

Phaedra Fahnestock presented the amended minutes from the previous Regular Vestry meeting on May 27, 2021. Candy moved to accept the amended minutes and it was seconded by Jeff Johnson. The motion passed unanimously.

2. Bishop's Report

Bishop Martin Field has been doing visitations on weekdays to visit with leaders of congregations in parishes in ways that don't involve a liturgy. It's not intended to be a long, forward-reaching conversation as September 13th is his last day as Bishop of West Missouri. The Standing Committee of the Diocese will become the Ecclesiastical authority making plans to present the Bishop Provisional for West Missouri during the upcoming Convention in November. The Bishop Provisional will work with the diocese to converse with and visualize the future of the diocese and the health of the Episcopal Church in our region of West Missouri. Of the 47 congregations in our region, only 14 have full time clergy leadership on staff. The other 33 are served by bi-vocational or retired ministries. The Cathedral is very fortunate to have full time clergy on staff. When Kansas was looking for a bishop, Bishop Marty had suggested that we consider redrawing boundaries to consolidate the three dioceses into two of sixty churches each but that idea didn't take off. That doesn't mean that the idea doesn't have merit. Those are the types of things that are being left in the Vestry's lap to work on and think about and pursue. It's a conversation that's really worth happening. The Bishop Provisional will concentrate on some specific marching orders from the Standing Committee. It's hopeful that the name of the candidate will be shared in the coming weeks. Candy asked if other areas of the country have done these types of restructuring. He said that the Diocese of Chicago and Quincy merged about a decade ago. It's been happening in the northeast as well, in Michigan. Northwest Pennsylvania and Western New York are also sharing a Bishop. It's expected for these types of conversations to start happening more and more. The Task Force to Reimagine the Episcopal Church, aka TREC, was working for the General Convention and one of their recommendations is to have restructuring-type conversations and collaborate more fully with neighboring dioceses whenever they go through times of transition. Candy furthered her question to understand how the sharing of a Bishop works administratively. Bishop Martin said that there's no uniformity to how this is handled. Michigan handled it differently than Chicago, for example. The Bishop of Western Pennsylvania is also the Provisional Bishop of Western New York. Jeff Johnson discussed the bi-vocational concept and the gig-economy that's upon us and that church planting is a model for growth with wages and benefits being the top costs for any church. There are all sorts of reasons why bi-vocational leadership is the wave of the future. This is a way to encourage growth in the individual and in our church. They can play an instrumental role in the growth and development of the

church. Bishop Marty suggested that the cost of buildings and maintenance are also exorbitant. There's lots of church planting going on that doesn't include erecting a building. The laity are far more educated now than in the middle-ages and they can take on so many roles, freeing the clergy to do the more clerical work. Ryan said he was never bi-vocational, he was avocational. Ryan is trying to develop a vision to use formation to raise up lay volunteers and lay leaders that may become bi-vocational and/or avocational leaders. As America becomes more urbanized, those churches will be the ones most in need for bi-vocational leaders.

Ron Michka pivoted the conversation to the smaller congregations and the challenges they encounter. We, as a Cathedral, haven't lived into what we could do to help support those smaller churches and wondered what ideas the Bishop may have regarding the use of our space and resources to support the churches around the diocese. Bishop Marty said that this description is really the traditional role of a Cathedral. The traditional Cathedral should be a learning, gathering, formational center for the diocese. He shared that it's difficult to do in our region because of the sprawl of our diocese. There are all kinds of opportunities for using distance connection to help suburban churches. Lexington, as an example, doesn't have a full-time clergy and that's only a 30min drive from the outskirts of Kansas City. The Church of the Redeemer, north of the river, has taken on a curate knowing that he would only be part time, sharing him part time also as Vicar of Saint Luke's. Joe Behen said that they did this because of the theme at Convention was that we have to see ourselves as one ministry in West Missouri. We are all part of what goes on in every church and we will live and serve that out. Booneville and Fayette still exist and are always looking for someone to be the priest of Sunday. We can be creative to explore ways to serve each other. Jeff shared that this idea of closer connections reminds him of channel four news that does "zip trips" that are interesting places to visit around the Kansas City areas. Groups of people could do zip trips to nearby churches to fortify the relationships. Some churches share their resources and plans and training programs with other churches within the community. We have that structure built up in a way but we need to do more collaborating and as a Cathedral we need to step into our responsibility to drive this effort.

3. Dean's Report

Dean Andy welcomed Ryan Wiksell to his first Vestry Meeting with Grace and Holy Trinity Cathedral. Deacon Ryan thanked Dean Andy for the warm welcome. Ryan's ordination date is tentatively set for Saturday, October 2nd at the Cathedral, possibly around 11am with a festive reception to follow.

We started using the new livestreaming equipment last Sunday. Dean Andy asked the Vestry for feedback. Pat Decker suggested that it was very good and very clear. Jeff Johnson felt that the use of the angles was very effective. Dean Andy said that Chris Morrison shared that this will evolve over time and get even better. The mics that are in the sanctuary weren't hooked in last Sunday so you couldn't hear the choir but Chris has figured out a workaround as we await receipt of the sound card. Richard Morse asked if we are supposed to notify the congregation that they are being recorded. Dean Andy stated that the sign in sheet does cover this. They are signing that they are aware that they might be on camera. Richard asked about putting it in the bulletin and Dean Andy said that we can do that going forward. David Barker said that in Missouri that so long as one person in the room is aware that it's being recorded, that you're covered. Amy Cornwell suggested that the rule may only be applicable to voice recordings and not necessarily video recordings.

Dean Andy shared that he and Bishop Marty spoke yesterday about bringing in a vocational Deacon, a female in particular, as someone that will oversee pastoral care and outreach in the immediate geographical area. He has two names and hopefully we will have someone fairly soon.

KC Metro mask guidelines haven't changed much. At the Bishop Spencer Place board meeting it was said that Kansas City metro hospitals are filling up with Covid patients especially because the areas outside of Kansas City that are seeing spikes are sending their patients here to Kansas City. During the staff meeting yesterday it was decided to keep our masks in place as we go into August so as to not expose anyone, even if they're vaccinated. Hopefully this is temporary.

The Vestry considered four candidates for election: John Hornbeck, Kay Woolley, Don Chase, and Chip Buckner. All are willing to serve in any capacity. The Vestry is grateful for all the work Robin Rusconi has done while on the Vestry, however brief, and look forward to her upcoming journey toward becoming a vocational deaconate.

Phaedra Fahnestock lost connection to the Zoom meeting at this time and was unable to rejoin due to technical issues. The Vestry had a quorum even without Phaedra's presence, so proceeded with the meeting.

A discussion was had, and the Vestry voted to elect Kay Woolley to the Vestry to fill the position previously held by Robin Rusconi.

Candy asked the Vestry if they would like her to call Kay and invite her to the rest of the meeting. The Vestry agreed with this and Candy called Kay but was unable to reach her.

4. Deacon's Report

Ryan thanked everyone for having him in office. He's been in his role at the Cathedral for about a month now. He's preached two sermons, led one Deacon's mass, and is planning to work with Deacon Jerry on his class this fall over the book *Meeting Jesus Again for the First Time* by author Marcus Borg.

We have a theme in mind for the fall season, which is the phrase "Back to Life". For children, we're working on butterfly imagery and will focus on the concept of metamorphosis. He's been working closely with Brittany and Linda regarding children's formation. For the moment we are not including pre-K in the "K-5th" group of children. They're trying to get a good working relationship going and a fair division of labor, so Ryan is taking care of schedule, structure, and communication activities, hopefully allowing Brittany and Linda to better focus on the actual content of formation.

We've expanded "Youth Pastor" to "Youth and College Pastor" and since the number of hours increased it will now pay up to \$30,000 plus a \$2000 annual pension. Hopefully this will entice the right candidate. There's been a lot of word-of-mouth activity regarding this position. Richard confirmed that this will not be a perceptible swing in the budget. By Canon, we do have to offer the pension benefit.

Regarding the Newcomer aspect of Ryan's job description, we're going to have to get a bit more focused on what that means. In Ryan's letter of agreement it mentions something about incorporating new members into the life of the parish and helping them feel welcomed and engaged. We will talk with Candy. In general, Ryan intends to help the parish grow and we do have the capacity and resources in order to accomplish growth.

Ryan is trying to promote some ecumenical partnership. He has reached out to several leaders of downtown churches. Church of the Resurrection has responded, and Ryan will continue to develop that avenue.

5. Financial Report

Basically the Cathedral is in a pretty rosy financial situation. Pledges have been strong relative to what we budgeted. June's pledges exceeded budget, which seems to be a trend year to date. Recurring bequests was \$10,000 higher than expected. Endowment Operating was what we expected. Total revenues are in very healthy shape. Most expenses were less than budgeted since the Cathedral is still mostly shut down. We have cash positions today that are enormous but Dave cautioned that we will get caught back up as things normalize and as staffing grows. Cash surpluses will start to go away as a result.

The Balance Sheet indicates that the Operating Fund is looking historically high but you can count on that number starting to reverse. We need to address that of our 900 members, roughly 140 of them pledge. This is something we may need to focus on. We need to get these pledge numbers up. Parish Support is about 30%. The other 70% comes from the endowments, which isn't a healthy place to be and is something we need to put energy into. We don't have the level of support from the Parish that we need.

6. Stewardship Report

Steve mentioned that while David's point regarding pledge numbers as a portion of total church membership is valid and well taken, that it's important to recognize that pledges will come in family units, not by each individual. As an example, a family may comprise five church members but only one pledge, and this should be understood when analyzing the information.

The concept of year-round stewardship is basically our use of the gifts that God has given us. In the Holy trinity of Time, Talent, and Treasure, it's too restrictive as we have an abundance of other gifts from God beyond those three. In effect, it's Faith in Action. Year-round stewardship can work on a liturgical calendar starting with Advent then moving into Christmas, Epiphany, Lent, Easter, and Pentecost. We'd like to have a stewardship theme for each liturgical season. As an example, Lent could be the stewardship theme of our souls and our bodies, for Easter we would talk about stewardship and our faith, for Pentecost the stewardship of our selves and our environment. We should focus more on relationships, peace, joy, and love. It's our responsibilities as leaders to educate people on stewardship and faith in action. We can tie it into sermons, children's education, and adult education.

The Campaign for 2021, in follow up on Dave's remarks, we're about \$35,000 over budget so far for the year. We still have about 20 pledges amounting in \$37,000 that have not been renewed. They may still be giving and it's just not formalized as a pledge. We don't make it easy for people to make planned gifts to the Cathedral, a situation which should be remedied, likely through a committee.

The theme for 21-22 Stewardship that's being considered is Return, Rethink, Rejoice. We need to keep Return back in the mix since we don't know what the Cathedral will look like in a post-Covid world. Steve's concerned that people may still attend only virtually and not come back to the pews. Starting with Return, Andy suggests Reimagine but Steve thinks maybe Rethink sounds more deliberative. Steve threw it out to the Vestry for commentary. Another word to consider is Rekindle. Jeff loves Rejoice as the final word. Reimagine and Rethink seem like two separate words or thoughts so maybe keep the debate open on those two. Ron mentioned Reconnect. Candy shared that Rekindle has a warmth to it because we can "Reconnect" virtually but Returning in person Rekindles relationships in a way that the remoteness doesn't do. She likes Rejoice also. Steve asked Ryan how this ties in to what's being done with the kids. Return definitely ties in with "Back to Life". This feels harmonious to Ryan. Ryan likes the church calendar idea. People think and transact through a subscription model rather than thinking about annualized terms. Steve invited Ryan to the stewardship committee. Dean

Andy liked the liturgical seasonality of the suggestion. Steve feels that this theme should be finalized within the next two weeks or so. The kickoff sermon is scheduled for August 29th and pledge cards will be passed out at that time. Personal remarks from the Vestry would be welcomed and appreciated. A celebration luncheon at the end of the campaign, Covid-permitting, might be a good idea. Mailers should go out around mid-September. Bill suggests adding something else to draw people into the church in person in order to avoid them falling completely out of habit of coming to church in person. Nick suggests that just getting people back in for that first time will reengage them because people need authenticity. Jeff says that we need to consider that post-Covid will definitely be different than pre-Covid so we will have to embrace technology and connectivity to people and use it to our advantage.

7. **Junior Warden's Report**

Ken is on vacation but wanted everyone to know that the bike racks are due to ship the last week of July. He will arrange for the utilities to be marked. He's going to get some green cement paint for after the installation.

Email to follow regarding some buildings and grounds information.

8. **Senior Warden's Report**

Task Force conversation needs to be deeper than the time we have to allow in the remaining minutes of this meeting. Dean Andy will send something out to set a specific time to have this conversation. Richard suggested maybe a Thursday meeting.

9. **Vestry Liaison Reports (to be sent via email)**

Sharon, Cheers, **Safety**

Sharon submitted her report via email. It reads as follows:

Grace and Holy Trinity Cathedral

Safety and Security Committee

Jackson County Deputy Sheriff Edward Johnson, Cathedral Security Coordinator, (816) 541-8017

Jackson County Deputy Sheriff Dwight Rhodes, Cathedral Security, (816) 560-4200

Jackson County Deputy Sheriff's Office

4001 NE Lakewood Court

Lee Summit, MO 64064

(Jackson County Deputy Sheriff's Office replaces KCPD (Ret.) Sgt. Damon Hayes. **Special thanks** to KCPD Sgt. Damon Hayes who was very helpful to the Cathedral)

The Downtown Council, Community Improvement District (CID)-Santos Rameriz, Director of CID Operations, Santos@downtowncouncilkc.org

The Downtown Council, Community Improvement District (CID)/Security Services Frank Jackson, Supervisor, Frank@downtowncouncilkc.org (816) 820-3475

The Downtown Council (CID) Public Safety patrols the Cathedral parking lots, walk around the outside of the buildings and property, are available to escort persons to and from their vehicles when attending events at the cathedral, and provide other assistance as requested. Their contact is Julie Toma, Cathedral Administrator and Angie Graham, Property Manager.

These public safety services are a benefit of the Cathedral's membership in the Kansas City Downtown Council. They are provided at no cost. The Downtown Council CID staff also work in coordination with the KCPD Department when needed.

www.downtownkc.org/cid

KCPD/Community Interaction Officer (CIO), Andy Hamil, andrew.hamill@kcpd.org (816) 759-6313

KCPD/Community Interaction Officer (CIO), Charmaine Sanders, charmainne.sanders@kcpd.org (816)759-6313

(KCPD/CIO Officer Charmaine Sanders, replaces KCPD/CIO Officer Holly Sticken, who retired in June 2021. (Special thanks to KCPD Officer Holly Sticken for all her help to the Cathedral)

The KCPD/CIO (Community Interaction Officers) provide specialized services to neighborhoods, businesses and organizations within the Central Patrol Division. Downtown Kansas City is part of the Central Patrol Division.

Central Patrol Division-KCPD

1200 Linwood Blvd

Kansas City, MO 64108

www.kcpd.org/central_patrol

Grace & Holy Trinity Cathedral Contact (816) 474-8260

Julie Toma, Cathedral Administrator, jtoma@kccathedral

Angie Graham, Cathedral Property Manager, agraham@kccathedral.org

The Very Rev. Dr. Andrew Keyse, Dean, akeyse@kccathedral.org

Cathedral Safety and Security Committee Members:

Julie Toma, Angie Graham, Dean Andy Keyse, John Braum, Mark Colburn, Mark Galus, Dr. Joan Bergstrom and Sharon Cheers. **Special thanks** to Denny Brisley and David Telep for their valuable time on the committee.

Additional Resources for your information include:

MARC (Mid America Regional Council)

600 Broadway

Kansas City, MO 64105

MARC is the regional governmental council within Metro Kansas City and provides data, information, policies and resources on numerous governmental issues including emergency preparedness

marc.org/environment

1. Energy resources plus numerous other tabs including, climate action plan, green spaces, solid waste management, recycling, etc.

marc.org/emergency-services-911

2. Emergency Preparedness plus numerous other tabs including, weather and natural disasters, homeland security, public safety, etc.

Emergency Planning Resources for Congregations

The Diocese of West Missouri

420 West 14th Street

Kansas City, MO 64105

Ron Michka, ***Community Engagement***

Amy Cornwell, ***Children's Formation***

Phaedra Fahnestock, ***Outreach***

- During the month of May outreach collected 157 onesies to be sent to the Maison de Naissance
- During the month of June outreach collected 4529 Diapers to be donated to Happy Bottoms (KC Diaper Bank)
- Outreach provided a pizza dinner to the women and children living at Sheffield Place in June
- Due to the low portion of Easter offerings to be donated to Episcopal Relief and Development, outreach sent \$2,500 to ERD
- Outreach provided a \$1,500 scholarship to El Hogar an Episcopal school in Honduras
- Outreach sent \$1,000 to the Global Birthing Center in Haiti during the triple match for Mother's Day
- Outreach provided cookies to the residents at Crittenton during Pride Month

Ken Stewart, ***Communications***

Nick Smith, ***Young Adult***

Old Business

Christine Morrison joined the meeting tonight in follow up to the May to share the proposal regarding the Nativity. The guestimate for administrative costs is \$21,000 with a projected income of \$20,000ish. They are approaching grants to other organizations. The first is the Francis Family Foundation. Their grants open up from August to September. In order to apply they need their 501C3, pending approval of application (2 weeks to 6 months from July 15th). They've also developed a mission statement, "Nativity Puppets is to create and present puppetry at the highest standard, to embrace inclusion through a diverse performance and volunteer staff, and

to build an environment that cultivates community to nourish the human spirit and soul". They have begun working on their ticketing space and marketing campaign. Pat asked if it would be the same show as Paul Messner's puppet show. Christine confirmed that yes, it's the same show and we have full rights to the script and puppets. Everyone that is in the band has agreed to participate in this year's performances. They are aiming to keep ticket prices at the same rate as from 2019, which was \$12 for students and seniors, \$17 for adults. The Groupon rate is still TBD. Candy wondered what the projected income will be for ticket sales, which Christine shared is estimated to be \$15,451. The difference between the \$20,000 income mentioned earlier and the \$15,451 would be in the in-kind donation requested of the Vestry. Sharon reminded the group that we do also take up donations after the performance is complete, which totaled to about \$1600 in 2019.

In order to apply for the Francis Family Foundation grant, we need the 501C3 but we can still apply if we have a parent organization sponsoring us, which could be either the Vestry or Messner. Messner is also applying for the grants. The money won't come until December and we should have the 501C3 by then. Candy asked what the definition of sponsor is in this situation and Christine will check into that detail further.

New Business

Dean Andy wants the Vestry to consider that we will eventually have the opportunity to conduct these meetings in person, although likely not anytime soon.

There's a summer music series that Paul has scheduled for August 22nd and 29th. More information to follow in order to properly publicize those events. One is in conjunction with Immaculate Conception.

In talking with the Bishop, the Vestry will eventually need to put a motion forth to name Jerry Grabher, Deacon Emeritus in order to update his title and give him a proper send off.

The meeting adjourned at 7:35 p.m. The next regular meeting of the Vestry will be Thursday, August 26, 2021.

Respectfully Submitted,

Phaedra Fahnstock, Vestry Clerk