

Grace and Holy Trinity Cathedral

Minutes, Regular Meeting of the Vestry

Monday, December 20, 2021

Members Present: The Very Rev. Dr. Andrew C. Keyse, *Dean*; The Rev. Canon Ryan Wiksell, *Associate*; Candy McDowell, *Senior Warden*; Richard Morse, *Junior Warden*; Phaedra Fahnestock, *Clerk*; Ron Michka, Pat Decker, Sharon Cheers, Ken Stewart, Kay Woolley, Jeff Johnson, Nick Smith, Amy Cornwell

Members Absent: Bill Colvin,

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 November 17, 2021. Sharon Cheers moved to accept the amended minutes and it was seconded by Jeff Johnson. The motion passed unanimously without further discussion.

2. Dean's Report

Upcoming events this week include Christmas Eve services at 5pm and 10pm, then Christmas Day at 10am. The Bishop will be with us at the 5pm service as both Presider and Preacher. All of them will be livestreamed. We need to designate the offering. It's usually split between the Cathedral and whomever has been designated for the other portion to go to. Last year it went to Nourish KC. Dean Andy asked the Vestry if they had any thoughts on what should be done this year. Kay suggested that anything having to do with the impoverished would be good. Candy McDowell moved that the plate offering be split with Nourish KC. It was seconded by Kay Woolley and passed unanimously without further discussion. There will be a modified version of passing the plate for offerings.

When we met at the last Vestry meeting, the seating of the Bishop was scheduled for December 6th but that's now scheduled for January 6th. The service is fairly finalized now, to include several Bishops from across the country. Vaccinations are required since it's a Diocesan event. This is in alignment with how it's handled for Convention. This will be livestreamed.

When we made the motion at the November meeting to allocate money to pay musicians for the Nativity puppet production, Sharon Cheers later voiced concern to Dean Andy that she should have recused herself from that vote since she is a member of that production board. The vote still would have passed even had Sharon recused herself from that vote.

We had previously set a tentative date of Jan. 9th to become mask optional, but due to the Omicron variant this is likely no longer a good date. The staff will discuss further on Wednesday. It will likely be extended once again. Can. Ryan suggested that when we publicize this date extension that we could also promote booster shots. Candy wondered if the choir will continue to sing in the chancellery and Dean Andy confirmed that they can't go back to the choir loft until the mask mandate has been dropped. Once we get a few weeks out from Christmas we can reevaluate. The wave of Omicron suggests that it will spread quickly.

Kay asked about drinking from the cup during Eucharist because she witnessed someone drink from the cup last week. Dean Andy said that going forward those parishioners should be discouraged and redirected. Can. Ryan suggested that not everyone understands what the word "intinction" means. We should be more explicit in announcements and more descriptive in the bulletin. Ken shared that we should be clear to show that the chalice that the presider uses is not the same chalice as the common cup. Can. Ryan suggested that if the chalice bearers hold the chalice down low, that would make it easier for them to withdraw the chalice from anyone attempting to drink from it.

Everyone should have received their list for Vestry calls along with bullet points and a sample script.

3. Associate's Report

The Food and Coffee hour has been a big hit. Many thanks to the volunteers from the Holy Hands Ministry. There has been plenty of food these last four Sundays. Can. Ryan will be polling Vestry and staff to see if there are opinions on how frequently this should continue to take place.

We are in the process of getting people onboarded in a slightly novel way by asking them to stand up and be recognized as new parishioners. This signals that they are baptized Christians and are moving toward Confirmation or Reception. That has taken a little bit of a break but should come back strongly in January.

Can. Ryan has been preparing with Jeff and Valerie Johnson to teach an 8-week class on the Old Testament throughout Epiphany. That will be in the multipurpose room downstairs while Dean Andy teaches the Inquirers class in the Common Room.

Dean Andy did verify that the Bishop will be with us for the Easter Vigil so we will do Confirmations and Baptisms at that service.

4. Financial Report

The Vestry has had the Finance Committee's recommendation on the budget. It was deferred last month primarily because there was concern regarding how much to take from the Endowment. Once we clear that up, we can vote on the whole budget. Richard reminded the Vestry of last year's discussion regarding the Endowment and that the uncertainty of Covid led us to the decision that was made. Richard feels that we should reduce the draw. Kay agreed and suggested that we reduce the draw to 4%. 40 years ago, 70% of Operating came from the plate whereas now that's only 30%. Sharon also wants to reduce it, somewhat, to 4.5%. She feels that we have used the Endowment wisely and responsibly. Ron asked what this draw reduction does in the long-term and what does that mean to the budget. Does it reduce the Operating account? Dave shared that the Operating account is very healthy and reducing the draw will only cause it to grow bigger more slowly. The Operating account is invested to be protected from the swings in the market whereas the Endowment is subject to the volatility of the stock market. Ron clarified that the reduction of the draw does not equate to a reduction of our budget. Dave feels that we can reduce the draw and keep the budget the same. Lets use money in the Operating Budget to bridge our expenses for the upcoming year and reduce our draw to 4%. Ron asked about how to maintain the 4% for times when we don't have these excess funds. He feels that this can be achieved by growing the parish via marketing and other efforts. Ron is in favor of reducing the draw to 4% this year. This would be a great thing to share with the parish at the annual meeting. Candy commented, to support what Dave said about long-term investment, charitable foundations are *required* to spend 5% of their corpus every year so we should not be fearful of taking the 5%. We should work to grow the budget. How we will grow is to spend in good ways that promote our mission. It will pay off and not just financially but also in

building the body of Christ. Jeff wished to illuminate the difference between Investment Income from the Endowment and the \$500,000 that we get in Gifts and Bequests. They are two different sources of Operating Income. The \$700,000 that's taken from the Endowment each year is used to support operations. We also need Gift and Bequests to meet our budget, which is above and beyond pledges. The cost of operating the church has accelerated quickly relative to the index. Jeff thinks that we can approve the budget and recalibrate later.

Ron Michka made the motion to reduce the Endowment draw from 5% to 4% beginning January 2022 and continuing throughout the year of 2022. It was seconded by Jeff Johnson and passed.

Candy McDowell moved to accept the Budget as it has been presented and that the 1% difference in the amount of the draw, that balance, should come from the surplus of cash that we currently have in the Operating account. It was seconded by Jeff Johnson and passed. Jeff commented that the reason he's backing the 4% draw is because it demonstrates that the Endowment is sustainable and that we value the importance of its sustainability.

The Budget will be presented to the Cathedral at the annual meeting.

Dean Andy asked if we want to do a paid honorarium to Chris Morrison again this year like we did last year. We gave him \$1000 last year. His responsibilities and volume of work has increased significantly. Curtis and Julie are both trained to run the equipment now. Candy thinks that we could increase the amount relative to the increase in services that Chris is providing. We should consider adding this to the budget going forward and put in an amount for livestreaming. Can. Ryan wondered what the tipping point is for when it becomes employment. Sharon suggested that it's more of a stipend rather than employment. Candy recommended that we put together an ad-hoc group to make that determination. Ron said that during his call with Chris recently that we should consider charging extra for the video service during ancillary services like funerals and weddings. Is it fair that Chris gets a stipend but not Curtis? Ken said that we discussed this in years past to add a fee for the video services. Can. Ryan chatted, "I, for one, would like to see a description in writing of how we discern between a volunteer ministry that deserves a stipend, and one that doesn't. Is a stipend triggered when the volunteer is offering his or her professional skills?"

Jeff Johnson made a motion to pay \$1500 to Chris Morrison as an honorarium for his livestreaming service. Candy McDowell seconded the motion and it passed unanimously.

5. Stewardship Report

We have 98 pledges totaling \$326,000. Last year we had 112 pledges totaling \$339,000. This means that the average pledge this year is over \$3000. We have 53 pledges that have not renewed, totaling approximately \$140,000. We feel that everyone on that list will eventually pledge. We are well on our way to meeting our goals. We have 14 new pledges this year. There have been some changes made to the second round of PPP money. They're being looser with the purse strings. Steve is looking into whether the Cathedral will receive additional money. Sharon asked that Steve acknowledge the pledge of an out-of-town parishioner. 2021 pledges because of livestreaming have been significant. Steve congratulated us all for achieving the goal of reducing the Endowment draw. Dean Andy is encouraged by the number of new pledges coming in. Dean Andy talks about proportional giving when he talks to people about pledging. The important part is to pledge. Nick suggested that it would be good to understand how long it takes a newcomer to begin pledging. Can. Ryan shared that we would begin taking the initiative more on this going forward rather than just leaving it to chance. Dean Andy said that, to Can. Ryan's credit, that several of these new pledges this year have been a direct result of conversations that Can. Ryan has had with the newcomer. Ron shared that the Vestry calls help build rapport. Steve said that a reminder letter will go out after the first of the year. Last year that was motivating.

6. Junior Warden's Report

Richard's report came out via email.

GHTC Junior Warden Report 12-20-21

Building and Grounds:

The B&G Committee is investigating the feasibility for a digital sign to be installed on the Church property. The objective is to add additional functions beyond service times only. This could include recurring church events, special events, concerts, paid parking availability, marketing, etc. David Barker has met and toured the property with one sign company, and we are in dialog with two more. This acquisition could be incorporated into our Strategic Plan. Very preliminary estimates so far are in the \$50,000 + range.

CEEP Development Seminar "The End is Near" 12-8-21

This covered current Stewardship strategies practices churches employed in 2021 into 2022. "The End is Near" referred to the year-end effort to solicit pledges. The consensus was that this "push" is not difficult if it follows on years long ministry and stewardship momentum,

Specific strategies to achieve the above included stepped up monthly together and in-person outreach activity, examples being a mental health component, the "Sacred Ground" monthly national church sessions for white people on race, etc. These were held in hybrid formats, in person and Zoom simultaneously.

The yearend push is based on statistics showing 30% of pledges are made in December of which 10-12% were in the last few days of the year. Yearlong and year end actions are best focused on the giver vs. the gift and tactically include quarterly and November statements, the mailing of year end letters, holding a "giving Tuesday" party / promo, calling non pledgers, and a non-monetary appeal or project-based stewardship activity if most pledges have been received.

Respectively submitted,

Richard Morse

Junior Warden

7. Senior Warden's Report

The Pre-K project is still moving forward, albeit slowly. Candy toured the Pre-K classroom area at Operation Breakthrough and visited with their Executive Director along with their Director of Education to better understand the costs for startup and the cost per student. There will need to be some subsidy. Andy, Mark Galus, and Candy met with Tom Vansaghi. Further work on the Strategic Plan will begin in March 2022. Tom has some experience in recommending contingencies. He and Mark will gather their thoughts on the types of people that should be on the committee. If anyone is interested, or if you know of anyone that would be good to have on the committee, please reach out to Dean Andy and/or Mark. We will need Vestry representation in that committee. When we've brainstormed in the past, we wondered what we want to be to the Diocese and what do we want to be to the downtown area. Tom felt that we should have interviews with people in the Diocese and from the downtown area to get their input.

There are four Vestry positions to fill. We've received two self-nominations.

8. Vestry Liaison Reports (to be sent via email)

Sharon, Cheers, ***Safety***

Sharon attended a Zoom houseless conference with city council and a few non-profits in the community to come up with better housing for persons that need housing as opposed to Bartle Hall and other things they did last winter. This looks promising and seems to have more coordination and communication. One outcome from this group is that they will have a dashboard to better organize efforts for when someone needs shelter.

Ron Michka, ***Community Engagement***

Richard Morse encouraged everyone on the Vestry to at least attend one of the Tuesday Conversations meetings.

Ron attended a Downtown Neighborhood Association board meeting. He thought it was a welcoming group that's on the ball. As a result, he had a follow up call with their events coordinator. She was trying to put together a venue for a candidate forum. The date they wanted was a Tuesday, which conflicts with Heartland Men's Chorus. They also discussed other opportunities. Ron has been looking into some ideas on how to engage with people downtown through mailings, for which he will put together a presentation.

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

Phaedra Fahnestock, ***Outreach***

We made 210 treat bags for back-snack students and the children in residential at Crittenton at the Ladies' luncheon Dec 11th as well as collecting 105 lbs of food from attendees for Saint Mary's pantry. 17 women attended the luncheon.

Assembled 155 family bags on Sunday the 12th between services for back-snack students for Winter break.

Assembled and delivered 130 treat bags for the foster care Christmas party December 8th

Lots of coats and winter clothing have been collected for Larry Ehren's coat drive for refugees.

Free store was Dec. 18th...event was very well organized and staffed, but not as well attended. Many other free events competed with free store this year. Many suggestions are being made for next year's event to serve more people.

The first diaper drive in 2022 will be during the month of January.

Ken Stewart, *Communications*

Nick Smith, *Young Adult*

Nick has kept up with Zoom but hasn't expected people and no one is showing up. Dean Andy will be acting on some of Nick's suggestions, which might help reenergize it.

Old Business

Dean Andy shared the turnout from this year's Nativity. Across 4 performances, 587 tickets were sold and 490 people were in attendance, which was down from pre-Covid numbers but still decent. Sharon shared that thank you notes were sent to the Cathedral staff and Dean Andy for their outreach for all the Nativity activity.

New Business

New lights have gone up in Founders Hall.

Jeff Johnson suggested a huge effort to build large amounts of back-snacks, maybe once a month. Dean Andy felt that it would be good to talk with Terri Curran about the sustainability of doing it on a large scale.

The next scheduled meeting will be January 27th, which is the Thursday before the Annual Meeting.

Richard Morse moved to adjourn. It was seconded by Jeff Johnson and passed unanimously.

The meeting adjourned at 7:13 p.m. in prayer.

Respectfully Submitted,

Phaedra Fahnestock, Vestry Clerk