

Minutes of the Vestry Meeting
Emmanuel Episcopal Church
Vestry Retreat at Lake Logan Conference Center
February 1 - 3, 2019

Present: Martha Babendreier, Bob Davis, Kerry Hogan, Walter Jarrett, Roger Lange, Kelli Neil, Fr. Samuel Porras, Fr. Robert Salamone, Bob Smith, Carter Stanfield, Lane Stewart, Mary Moore (Clerk)

Absent: Katherine Alexander, Rich Connelly, Jan Wheeler

DISCUSSION ITEMS

Expanded Ministries – Outreach Funding – Father Robert started the discussion with examples of how we have practiced five modes of service of fruitful congregations (radical hospitality, passionate worship, intentional faith development, risk taking in mission and service, and extravagant generosity.)

- The story of Godfred Nimley and his family coming to Emmanuel.
- The adoption of the Karen refugees (noting this ministry is still in need help.)
- The Hispanic Ministry

He then asked Father Samuel to share details of the Hispanic Ministry. Father Samuel was one of four Hispanic Missioners who began offering a Spanish service at Emmanuel in February of 2017. It began slowly with just a few people and started to grow as word spread and people invited others to attend. Father Samuel was hired by Emmanuel in November 2017 with the responsibility to continue to grow and shepherd this ministry as the the Hispanic and Anglo parishioners of Emmanuel find ways to come together in fellowship and worship.

The Spanish service was originally held on Saturday evenings and was moved to Sunday afternoons at the beginning of 2018. Father Samuel noted that attendance declined when the service moves from Saturday to Sunday, but many have now returned. He indicated that the community loves Emmanuel. They find it similar to the Catholic church – but the Episcopal faith is able to meet their needs in ways the Catholic church cannot. By the end of 2019 Father Samuel expects attendance to be over 100. They are making it their home and they feel very welcomed. Father Samuel indicated that this ministry has a great future in Athens – meeting the needs of the people. He expects the number of people will continue to grow as more move to the area and seek a church community. He noted that last week a family from South Carolina traveled an hour both ways to attend the service. Some specific needs include: transportation (which will reduce the risk of driving without a license), help learning English, assistance with legal issues, Sunday School opportunities, a way to better engage teenagers (possibly with transportation), a reassurance for their safety (knowledge that will not be deported), and to know that they are appreciated. They are people of deep faith and they all want to participate. It is important for them to see something in the church that connects them to their church culture, such as a picture or a statue of Our Lady of Guadalupe somewhere in the church. Father Samuel is planning a First Communion service on Mother’s Day.

Father Samuel was asked: What is the vision for better merging the two communities? With time he expects that we will create more activities and opportunities to integrate the Anglo and Hispanic communities. Since the children are fluent in English, he explained that with future generations most activities will occur more naturally in English – but for now we need to find a way to bridge the language gap – and create a sense of one-ness. A suggested goal would be to have monthly activities that involve both communities. Father Samuel would find it helpful to have additional Anglo volunteer resources possibly to include (time permitting) Clayton or a college intern who could reach out to the teenagers.

Father Robert summarized the discussion by laying out the weekend's task:

*The realization that each of us has to be willing to **do something in church** – no matter how small. We need people to “Not just talk church, but do church.”*

Finances – End of Year Financial Reports – Pledge Drive – 2019 Budget – Endowment

Father Robert reviewed the end of the year financial reports noting that while we ended 2018 under budget, we ended with a deficit due to the deficit budget passed in 2018. Two unexpected expenses were mainly responsible for ending the year with a deficit, including one concerning the church server.

The Vestry reviewed a handout on pledging statistics. Since the stewardship campaign is not yet final it was noted that there may be a **potential** for \$50,000 – \$80,000 in additional pledges and or recordable income for the 2019 budget once the final pledge amount is known.

Bob Davis provided background on the stewardship process and a summary of Fall 2018 campaign. Earlier in 2018, he and Rob Hoyt visited Christ Church in Greenville, SC to meet with their development director in order to learn some of their best practices that have been most effective. Based on what they learned, practices the Emmanuel Stewardship Committee implemented this year included: thanking people multiple times (up to 7) and in different ways, continue to stress that Emmanuel builds the budget on pledges only, make stewardship a year-round activity, make the “ask” brief, and illustrate how the resources are spent graphically, not just in words. Bob will be asking Vestry members to help thank people who have pledged and there will also be a general thanks to the parish. In addition, Father Robert has already sent personal thank you post cards to all who have pledged.

Father Robert distributed a handout outlining the draft 2019 budget. The Vestry completed a careful review of the budget. Following discussion, the Vestry made a number of amendments to bring the budget more in line with the expected revenue from the pledges already made as well as potential pledges based on pledging statistics. The final amount of the draft budget is \$1,024,667.16. The budget will not be finalized until the final pledge amount is determined.

Father Robert briefly explained how the endowment it is used to fund Emmanuel's outreach.

Jr. Warden Election – The role of Junior Warden was described as a role in which any Vestry member can serve. It is someone who can step in to lead and guide the Vestry when the Senior Warden is unable to serve. Other duties can vary depending on the needs of the Senior Warden. Father Robert asked if there was anyone who wished not to be considered. Three members who were present indicated as such. A vote by paper ballot was conducted and Jan Wheeler was elected the Junior Warden for 2019.

ACTION ITEMS

Carter made a motion to approve the appointment of Roger Lange to serve the final year remaining on the Vestry position vacated by Anna Alexander.

The motion was seconded by Bob Davis. The motion passed unanimously.

Walter made a motion to approve the draft budget of \$1,024,667.16 as presented.

The motion was seconded by Lane. The motion passed unanimously.

Father Robert indicated that Roger Lange would serve as the 2019 Senior Warden.

Minutes approved by: Martha Babendreier, Bob Davis, Kerry Hogan, Walter Jarrett, Roger Lange, Kelli Neil, Bob Smith, Carter Stanfield, Lane Stewart

Members abstaining: Katherine Alexander, Rich Connelly, Jan Wheeler

Respectively submitted,
Mary Moore, Clerk of the Vestry