

**St. Paul's Episcopal Church
Cary, North Carolina
Vestry Minutes
June 15, 2020**

Mission Statement: *Acknowledging that all gifts come from God, the mission of St. Paul's Church is to know Christ and make Christ known.*

Identity Statement

St. Paul's Episcopal Church in Cary is home to an active, caring and diverse congregation of the Episcopal Diocese of North Carolina. Through corporate worship, spiritual development, fellowship and service we continue to grow together in faith. We strive to be Christ's welcoming, reconciling and transforming presence in the world through our many and varied ministries.

Call to Order

The Rev. George Adamik, Rector, called the regular monthly meeting of the vestry of St. Paul's Episcopal Church to order via Zoom at 7:00 p.m. on Monday, June 15, 2020. The following members of the vestry were present: Vicki Bradley, Kay Burgess, Tyrus Cohan, Sara Concini, Nicole Gatchalian, Andrea Johnson, Mary Kintz, Frank Laney, Christa Magee, Francine Pearce, and Allan Thunes. Also present were John Goehrke, Treasurer; and Lanny Wase, Clerk.

Formation

George Adamik opened the meeting with a prayer. Nicole Gatchalian volunteered to share a meditation or prayer at the next meeting.

Information

Discussion

1. Racial Reconciliation: George Adamik opened this discussion by saying that the term "racial reconciliation" implies there was a relationship to reconcile. Perhaps a better term might be "racial justice." The parish is offering opportunities for education and conversation around the topic. One example is the book study and discussion of *Waking Up White: And Finding Myself in the Story of Race* by Debby Irving. There was more than enough interest to fill the initial discussion group and more groups are planned. Allan Thunes shared information about a TED talk and a podcast by John Biewan entitled "Seeing White." Andrea Johnson suggested the book *How To Be An Antiracist* by Ibram X. Kendi. This week George, Javier Almedárez-Bautista and other area clergy are planning to meet with the Cary Chief of Police.

2. New Hires: George Adamik has identified a candidate who is interested in working with children, youth, and families. The consensus of the vestry is that he should proceed with hiring this person. The vestry also agreed to move ahead with other staffing plans as discussed.

In addition, there is a candidate who is interested in the position of Facilities Manager. This position is in the budget as of March 1. In light of upcoming construction and overseeing of Covid cleaning, the vestry concurred that George should move ahead with plans to hire this person as soon as possible.

It was decided to put the position of Volunteer Coordinator on hold.

3. Covid-19 Protocols: George Adamik reported that a committee has been formed to develop protocols for Stage 2 and beyond. There are actually two subcommittees; one is charged with developing guidelines for worship and liturgy, the other is working on guidelines for the building and facilities. The diocesan deadline for developing these plans is June 15. The committee has now created appropriate protocols, although specific details are still being tweaked. In Stage 2, 25 people will be allowed in worship services. This really isn't feasible for a church of our size, so we will continue livestreaming

Sunday services. However, this opens up the possibility of having funerals, weddings, and baptisms of 25 people or less – wearing masks and maintaining social distancing.

4. Stewardship: Mary Kintz and Kay Burgess attending a webinar about stewardship during these special times. One key message was not to be afraid of tapping into people's natural generosity during hard times. People want to help, to give. Presenting a narrative budget that highlights the mission of the church is important. A direct, personal ask is also key, perhaps with home visits – from the porch and maintaining social distance. Another suggestion is an individualized pledge form, showing historical and/or current giving, plus amounts for a 2%, 5%, or 10% increase. Mary Kintz agreed to be on a team to begin thinking about stewardship and invited anyone who is also interested to email her.

5. Invite, Welcome, Connect: Vicki Bradley, Andrea Johnson, and Mary Kintz reported that the IWC Committee met and brainstormed ideas to help keep the parish connected. Some suggestions were: a virtual coffee hour and zoom meetings on various topics. An email address (newcomer@stpaulscary.org) has been created, which will be included in livestream services and also on the website and Facebook. Andrea Johnson has volunteered to help connect those who respond with appropriate staff or ministry people.

6. Parishioner Phone Calls: George Adamik mentioned that there are still parishioners who haven't been contacted. Vestry members were asked to email George if they are willing to make a few more calls.

7. Vestry Forum: Mary Kintz noted that there is a possibility of having a parish zoom meeting. This would serve as a way to let people get information about what's happening and to ask questions, similar to a Parish Update. It was suggested that it would be helpful for people to have an opportunity to submit questions ahead of time and also to have answers posted somewhere for those who couldn't be present.

8. Easement of Right of Way to Town of Cary: George Adamik reported that the Standing Committee of the Diocese has approved the sale of an easement to the Town of Cary for greenway construction. The Town of Cary has agreed to pay St. Paul's \$158,700 for this easement.

9. Elephants: Andrea Johnson reported that the Rainbow Gathering will be collecting canned food and essential items to help the Raleigh homeless LGBTQ community on Saturday, June 20, from 9:00 a.m. to noon in the parking lot. Masks and social distancing will be maintained.

Decisions

1. Treasurer's Report: Treasurer John Goehrke reviewed the May financial report. Total income of \$127,610 was favorable to budget for the month by \$58,395 and favorable year to date by \$74,571. Total expenses of \$78,779 were favorable to budget for the month by \$1,209 and favorable year to date by \$24,083. Net income of \$48,831 was favorable to budget by \$59,604 for the month and net income year to date of \$192,656 was favorable by \$98,654. A \$108,500 PPP loan was received in April. In May, \$54,358 of PPP loan proceeds was used to pay salaries and utilities. Month end total cash was \$1,378,023. Of this amount, \$1,104,808 is earmarked for restricted funds. There was \$281,076 in operating cash. The Preschool had a net income for the year of \$11,317. They have \$37,651 in operating cash.

Allan Thunes made a motion to file the May 2020 Treasurer's Report. Kay Burgess seconded the motion, and it was passed by unanimous voice vote. The May 2020 Treasurer's Report, Balance Sheet Summary, and Profit and Loss Summary are hereby incorporated as part of these minutes.

2. Review of Minutes: Vicki Bradley made a motion to approve the minutes of May 18, 2020, as written. Allan Thunes seconded, and the motion was passed by unanimous voice vote.

3. Action Register Review: There were no active items on the Action Register. Vestry members were reminded to continue their parish phone calls if they had not been completed.

Adjournment

George Adamik closed the meeting with prayer at 8:40 p.m.

Respectfully submitted,

Lanny Wase
Clerk of the Vestry