

St. David's Episcopal Church Vestry Meeting

July 28, 2020
6:30 pm Zoom Call

Attendees (Vestry): Jim Wilson, Donna Nolf, Tom Erdmanczyk, Leonard Ferrand, Ben Bailey, Nell Fernandez, Ken Harris, Garner Crowder, Anna MacHarg and Kristen Acker

Attendees (non-voting): Rev. Dean Taylor, Scott Lawrence, Gary Dunsmore, David Kloess, Arturo Rodriguez

Opening Prayer: Rev. Dean Taylor

Check Ins & prayer requests: All

Meditation: Donna Nolf

Motion to accept June 2020 Minutes: Jim moved to accept. Nell seconded. All in favor. Motion passed.

Discussion on insurance policies

- Leonard brought up the point that now is the time to discuss the insurance plan, given that open enrollment is in October and moving from family to single coverage.
- Gary mentioned we an opportunity to make a change. Only one employee is on the current coverage. A change to the policy would save about \$43k. Insurance is likely to spike next year due to the COVID19 so moving from family to single would save a lot (about 9.5 pledging units, on average). The current policy is very generous, but very costly.
- Leonard mentioned that the bishop has also said that our current costs aren't tenable moving forward, and this is one of the cost savings that we'd like to consider.
- Gary mentioned that we should probably keep names of those affected off the record to ensure anonymity, but typically we'd have four employees on the family or +1 plan.
- David mentioned that health costs are currently going down because of fewer elective procedures.
- Garner said she'd look into it to see if there are new costs or perhaps even legislation to keep insurance rates from increasing as a result of the virus.
- Gary said that he believes that most churches are only offering single coverage, although he didn't have that documented.
- Dean said he thought it was fair and reflected the times we're in.
- Ben said that it shouldn't impact the rector search because the type of plan we're considering appears to be the norm.
- Ken motioned that we move the medical coverage. Jim seconded. All in favor. Motion passed.

Treasurer's Report: David Kloess, Gary Dunsmore

- David said we're currently running a surplus of \$11k, but we have fewer expenses and collections are currently down. We're better than budget, although less than last year's giving

for this month. The story is really in the expenses. David clarified that his report is strictly a statement of cash and didn't include the PPP loan or any other considerations not cash related.

- Gary added that we started the year with a \$185k deficit in the budget. Giving for pledges has been on track. Some have paid their pledge early, which is good for now, but may not be good news for the end of the year. He projected that we might see a deficit of \$30 - \$35k deficit instead of the \$185k at our current rate. Gary's assumption is that we'll return to business as usual by Q4.
- Jim asked about other cost savings while we seem to be somewhat flush because there are likely to be some lean months ahead and the finance committee will need to consider what that means regarding staff and other costs. He suggested that we operate as though the PPP is not going to be forgiven simply in order to be mindful of how lean the budget is likely to be moving forward, especially if we cannot regather for Christmas.
- Discussion ensued about how giving is down over a three-year period which, coupled with Ken announcing early that he was retiring, impacted giving negatively.

Rector's Report: Dean Taylor

- The preschool has been working very effectively to understand how other preschools are working. Kudos to Peggy Fallon for staying atop it all, as plans continue to change rapidly.
- Dean suggested that, as bad as being in limbo is without a new rector, it's actually a blessing. He provided an anecdote about how a friend who became a rector found it very trying because he was brought in and cannot meet with or see any of his parish. So being in our current state, preparing the church for the new rector, after the pandemic is behind us, is a better place to be.

Preschool Opening Update: Kristen Acker

- Kristen mentioned that in the warden call, preschools are allowed to be open so long as everyone follows some pretty rigid guidelines. Psychological studies of children in that age group suggest that they need that sort of social activity.
- Peggy has been operating with the date of 8/31/20 to open. We'll need Peggy to come to another meeting and enable the vestry to vote on her document and whether to open by 8/31/20. Tuition is due on 8/1/20, so a decision to vote on this should be done sooner than later.

Senior Warden Update: Leonard Ferrand

- Reminder to send calling tree updates to Rebecca.
- Website probably needs to be updated. A website refresh by Thanksgiving might be the goal. Dean mentioned that exit interviews enabled him to see that the age and condition of the website is a topic of concern.
- Leonard asked about the Memorial Garden as it relates to the bequest. Nell met on it with the committee and said they needed to meet with a landscape architect to discuss making it wheelchair accessible, per the bequest.
- Other possible uses for the bequest money, other than the website, might include investing in solar power for the church.
- Relighting the nave with LED bulbs is another suggestion, which would also be an cost-savings investment, due to the expense of changing the current bulbs.

- Ben is also looking at options for moving away from Subsplash for online collections, so that we might renegotiate the contract in order to use PayPal or some other online payment options.

Junior Warden Update: Kristen Acker

- There's a UV light that could be installed in the AC unit system, which kills bacteria. It would be good for the parishioners but also for the efficiency of the AC unit because it keeps the coils cleaner.
- There's also a ceiling mounted light that is an option.
- Jim sent an email to vestry members with details on both of Kristen's options. He said that the installation would be approximately \$3,600, with an estimated \$1,500 cost savings per year (due to reduced maintenance costs as well as energy costs because it operates more efficiently). But the larger point is that the air will be cleaner for parishioners in the nave.
- There were two Boy Scout Eagle project proposals. Leonard confirmed that Eagle projects were sanctioned on the warden call, so long as safety protocols are followed. A conversation ensued about the proper method for proposing an Eagle Scout project.

Old/New/Other Business

- Ben reported on the stewardship front, which has come up with an eight-week discipleship plan, inviting parishioners to come together and encourage them to grow in a few particular areas, which would include a segment on reflecting on their pledges and giving. It might also include individuals who can provide testimonials, similar to how Leonard walked around the nave last year asking for personal testimonials during the service.

Closing Prayer: Dean Taylor

St. David's Episcopal Church Vestry Meeting – Addendum for preschool reopening document

August 11, 2020
7:00 pm Zoom Call

Attendees (Vestry): Jim Wilson, Donna Nolf, Tom Erdmancyk, Leonard Ferrand, Ben Bailey, Nell Fernandez, Anna MacHarg, Ken Harris, Garner Crowder, Pat Daly and Kristen Acker

Attendees (non-voting): Rev. Dean Taylor, Gary Dunsmore, Scott Lawrence, Peggy Fallon, Carolyn Powers, Janet Conrad

Opening Prayer: Dean Taylor

Check Ins & prayer requests: All

Boy scout projects update:

The boy scouts cannot currently gather outside on the campus, although it was approved that they may work on their Eagle scout projects outside. Alicia will have more guidance in about another week.

Pre-school Process Document Review:

- Peggy had met with Jan Georges to discuss any insurance issues.
- Peggy ran the document proposed to the vestry by the board and at this point wondered if she could answer questions that the vestry may have.
- An alliance of preschool directors came together at the beginning of the COVID19 troubles to share and discuss ways of moving forward, including how summer schools could operate, how carpools were managed, how masks were worn outside, etc.
- Peggy lost the availability of several staff members at the beginning of the pandemic, but seven said they could return. She has not rehired anyone at this point, but has (up to) 30 students who would like to return (compared to an average of 90), using five classrooms, grouped into pods.
- If reopening the preschool, it's not likely to break even. She could enroll up to 42, but as it stands today, there's a little less than enough to pay staff salaries. The pros and cons are that we'd work at a deficit for a short time (hopefully), but we wouldn't have to close the preschool long term. If she could advertise that they're opening, after getting the green light, she could probably get more kids, which would enable them to at least break even.
- Conservation ensued re: the nature of the finances in running at a deficit, getting more students and hiring another caregiver if the number of children rose to 42, although younger students wouldn't require another staff person. Peggy wasn't sure she could get another 12 students and wasn't sure of the number she might get after announcing reopening.
- Peggy believes she can make it work. But if it went south, she could always stop what they're doing.
- Ben pointed out that we're not actually keeping the children safe by not reopening, because those children would likely go to other schools that are larger than our school, where they might actually be less safe.
- Leonard pointed out that if the preschool opens up and the church remains closed, the vestry should be prepared to answer questions from parishioners on why that is. A discussion followed about how

there could be backlash as a result. On the other hand, it could be seen as a pilot opportunity, and students are more “controllable” than adult parishioners.

- Ben pointed out that, according to the CDC, the benefits of regathering in preschools outweigh the costs.
- Tom motioned to approve the document. Garner seconded.
- Peggy clarified that she has outlined how she would shut it down if she determined that it wasn't safe, or if the health department determined that it wasn't safe.
- All in favor of the motion. CaroleAnn Padget voted prior to the call via email.

Closing Prayer: Leonard Ferrand