

St. David's Episcopal Church Vestry Meeting

August 25, 2020
6:30 pm Zoom Call

Attendees (Vestry): Jim Wilson, Donna Nolfa, Tom Erdmanczyk, Leonard Ferrand, Ben Bailey, Nell Fernandez, Ken Harris, Garner Crowder, Pat Daly, CaroleAnn Padgett, 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: Nell Fernandez

Motion to accept July 2020 Minutes: Jim moved to accept. CaroleAnn seconded. All in favor. Motion passed.

Discussion took place of employee handbook, insurance and policies for staying abreast in the current environment of meeting virtually. Ken moved to approve the handbook as distributed previously. CaroleAnn seconded. All in favor. Motion passed.

Discussion of Boy Scout Eagle project. Building and grounds committee already approved proposed Eagle projects, ready for Vestry approval. Jim moved accept the current Eagle projects as proposed. CaroleAnn seconded. All in favor. Motion passed.

Discussion on ceiling tile repair in the employee breakroom, which was \$700, requiring Vestry approval because it's greater than \$500. Nell moved to accept the expense. Garner seconded. All in favor. Motion passed.

Gary talked about the preschool expenses and absorbing up to \$2,100 janitorial expense that is normally reimbursed to the church by the preschool for a single semester, starting in September, for four months. Ken motioned to approve absorbing this fixed cost. Tom seconded. All in favor. Motion passed.

Dean received two new protocols from the diocese. One allows meetings on the church grounds outside, limited to 10 people for an hour. The second allows parishes to offer special times to allow small groups (or "pilgrimages") into the church, limited to 10 people for 30 minutes per person. For the first proposal, there are five outside places identified on the grounds that would seem to suit meeting places for meetings on the grounds. Reservations are required for the outside meetings on grounds. While the Sinclair House is an outside meeting space option, the Vestry decided to leave that space available just for Youth Group and the Boy Scout troop to reserve. The second indoor pilgrimages would require having three volunteers in place to assist with reservations, taking names, ensuring masks are in place and seating/assisting for 30 minutes per person. Ken motioned that we accept the outdoor and pilgrimage concepts. CaroleAnn seconded. All in favor. Motion passed.

Vestry went into executive session regarding promotions and salaries. Jim moved to accept the proposals as presented for the promotion of Michelle and Susie. Nell seconded. All in favor. Motion passed.

Treasurer's Report: David Kloess, Gary Dunsmore

- Still doing well on a cash perspective, ahead of budget. Not spending much at this point. July was the first month on the debt deferral from Renasant bank. Debt service went down \$22,000, helping from a cash perspective. Running at slight surplus ahead of budget and ahead of last year. Several parishioners met their pledge early, so this may not be quite as glowing later in the year.
- Gary echoed David's comment that giving may drop off during the latter part of the year because dozens have given their full pledge amounts early.
- The donation from Lois Faye Jones should be addressed regarding the accessibility of the upper garden to the lower garden.
- Other areas include replacing lightbulbs, which is a very expensive project in the nave (\$3k - \$5k). Solar power and a refresh of the website are others. Expenses from the transition from Dean to the new rector is another. No vote necessary at this point.
- We have nearly 200 parishioners who are up-to-date with their pledges.

Rector's Report: Dean Taylor

- September 13th will be different than previous online services. It will be "kick off" Sunday. Youth and children programs. It will have service music in it and so forth.

Senior warden update: Leonard Ferrand

- Vestry elections are coming up and we need to figure out how that will happen if we're still social distancing.
- The Vestry might consider in the future that bylaws might be changed regarding the Annual Meeting date requirement, given the COVID distancing protocols.

Junior warden update: Kristen Acker

- Kristen gave a roof update. The roof is covered with a tarp. We're waiting on an estimate.
- The U/V lights in the AC system is still on hold. Not ready to vote on it yet.
- Not ready to vote on the idea of adding solar panels to the roof either. Need more information and the roof needs to be fixed/replaced.
- The sandstone steps at the church entrance have deterioration issues. Handrails don't appear to be to code. They look great but we don't want people to fall there. Need to look into it further for possible repair/replacement.

Old/New/Other Business

- Jim asked if we get the news of the "pilgrimage" into the hands of the parishioners, sooner rather than later. Dean's working on it.

- Discussion about how we might transition some of our bible study and ministries on campus, considering the new guidance from the diocese.
- Is there a way that these new communion packages might be picked up from people? People might be willing to pay for a communion pre-packages that has been consecrated by a priest. It might be worth investigating how many people are interested in having that for their in-home service. Dean will look into it.

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 Erdmanczyk, Leonard Ferrand, Ben Bailey, Nell Fernandez, Anna MacHarg, Ken Harris, Garner Crowder and Kristen Acker

Attendees (non-voting): Rev. Michelle Ortiz, Rev. Dean Taylor, Gary Dunsmore, David Kloess, Arturo Rodriguez, 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. Alisha(?) 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