

Vestry Meeting Minutes  
Grace and Holy Trinity Church  
Richmond, Virginia  
November 10, 2020

Via Zoom Conference Call

**Members Present:** Thomas Ewers, Barbara Derry, David Hetherington, Lisa Dawson, Bill Perkins, Rosalie West, Lara Wulff, Glenn Moore, Todd Pawson, Elaine Quinn, Carl Blackwell, Bev Eggleston, Martin Erb, Jodie Pully, Kathleen Thomas, Bill Queen (Interim Rector), and David Lewis (non-voting Register)

**Members Absent:** Nancy Trego

**Staff Present:** Kim Reinholtz, Beth Davis, and Barb Dodd

**Guests:** Mike Joyce and Shelli Lord-Pawson

**Opening Prayer**

At 5:02 PM, the meeting was called to order, a quorum was declared, and Bill Queen led the Vestry in praying the Lord's Prayer.

**Amend & Adopt Agenda**

Martin Erb's motion to adopt the agenda without amendment was seconded by Thomas Ewers and passed by unanimous vote of the Vestry.

**Adoption of 10/13/2020 Vestry Minutes**

Bev Eggleston's motion to adopt the minutes from the October Vestry meeting without amendment was seconded by Martin Erb and passed by unanimous vote of the Vestry.

**Discussion & Adoption of Financial Reports and Presentation of Budget Process**

Mike Joyce presented the financial reports. Vestry discussion included observations on the robust pledged income for the month of October, uncertainty over income in the final two months of the year, the likelihood that non-pledged income would come in under budget for the year, and operating expenses likewise coming in under budget. Kim Reinholtz noted changes to Red Door expenses.

A motion by Martin Erb to accept the financial reports was seconded by Kathleen Thomas and passed by unanimous vote of the Vestry.

Looking forward to next year's budget, Mike Joyce updated the Vestry on the budgeting process and the timeline for steps to be taken before the budget is presented to the congregation in February.

### **Generosity and Communications Report**

See attached report. Shelli Lord-Pawson presented the report from the Generosity Committee. As of today, one hundred pledges have been returned for a pledged amount that represents 64% of the goal. Shelli Lord-Pawson updated the Vestry on completed mailings and in-person events as well as planned communications as the pledge campaign nears its conclusion.

Discussion included the highlight of future mailings, pledge participation by parish leadership, and favorable comparisons of the present campaign with years past, despite COVID-related limitations.

The Vestry thanked the Generosity Committee for its excellent work.

### **Children and Youth Report**

See attached report from Aaron Davis. Attendance numbers are at the bottom of the report. There were no further questions or additions.

### **Next Steps on racial inequality and G&HTC and Banner Design**

Vestry discussion included the recent additions to the church website, the desire to include the new rector in next steps, and limitations occasioned by COVID.

Thomas Ewers's motion to create a committee to explore the parish's next steps in our work on addressing racial inequality was seconded by Bev Eggleston and passed by unanimous vote of the Vestry.

Based on the Vestry's decision at the October meeting, Barb Dodd presented two banner designs, one for the front and one for the back of the church. Discussion included questions about banner wording, legibility, and how long the banners would remain in place.

A motion from Thomas Ewers to go ahead with banner placement with shorter wording for the front was seconded by Elaine Quinn and passed by unanimous vote of the Vestry.

### **Church Bell Bequest**

Vestry discussion included the cost and options available for bells, the need for feasibility or engineering studies to determine whether the bell tower could physically support the bells, maintenance costs, and the Vestry's desire not to incur further financial obligations in accepting the bequest.

Thomas Ewers made a motion to accept the bequest conditional upon it requiring no further expenditure from the parish. The bequest should cover the system, installation, rentals, feasibility studies, and maintenance for 25 years. Martin Erb seconded the motion, and the motion carried by a 13-1 vote of the Vestry with one abstention.

#### **Interim Rector's Report, including Diocesan Pledge**

See the attached report from Bill Queen. Bill additionally noted the fulfillment of the parish's financial pledge to Shrine Mont, the conclusion of the Music Forum, the first meeting of the Mission Working Group, and the funding provisions for the rector's discretionary account. By canon, that account is funded through loose offerings one Sunday per month, but in the absence of in-person services, an alternative funding stream is desirable.

A motion by Bev Eggleston, seconded by Martin Erb, to move funds from the 20s and 30s group—which is not meeting—into the discretionary account was unanimously approved by the Vestry.

Discussion of Grace and Holy Trinity's diocesan pledge followed Mike Joyce's presentation of the financial reports. The Finance Committee recommends pledging \$72,000, which is level with last year's pledge. Discussion included the diocese's Virginia Plan pledge recommendations, how G&HTC's pledge compares to the Virginia Plan, the parish's past pledge percentage, the benefits we received from the diocese, especially by the Discernment Committee, and the possibility of wider discussion of the pledge by the congregation.

Thomas Ewers's motion to accept the Finance Committee's recommendation was seconded by Martin Erb and passed by unanimous vote of the Vestry.

#### **Associate Rector's Report**

See attached report from Kim Reinholtz, who noted changes in Red Door Ministry during the discussion of financial reports. There were no further additions or questions.

#### **Senior Warden's Report**

As liaison with the Discernment Committee, Thomas Ewers updated the Vestry on the search process and the need for a Vestry interview in the near future. Discussion included preference for a virtual over an in-person meeting, a healthy dose of excitement, and commendations for the Discernment Committee's great job in difficult circumstances.

The Senior Warden also provided an update on Vestry nominations.

#### **Upcoming Dates**

8 December, 5:00 PM – Vestry Meeting

**Vestry member to video summarize vestry meeting**

Todd Pawson volunteered to make the video summary.

**Adjourn with a Prayer**

At 7:10 PM Bill Queen led the Vestry in the prayer *For Today* from *Forward Day by Day*. At 7:14 PM, the Vestry was called into executive session, and the meeting adjourned at 7:16 PM.