



**Minutes of Trinity Cathedral Vestry Meeting
February 20, 2024 – 5:30 p.m.**

Special Vestry Retreat Meeting, February 10, 2024 at Bellwether Farm. All Vestry members were present.

The meeting was called to order at 2:25 pm

Jeff Spiess moved “to begin the process of a capital campaign.” Kim DeNero-Ackroyd seconded the motion. The motion passed unanimously.

Marie Currie moved “to adjourn the meeting.” Paul Herrgesell seconded the motion. The motion passed unanimously.

The meeting adjourned at 2:27 pm

February 20, 2024 meeting

Present:

Vestry Members: Jeff Spiess, Sr. Warden; Kim DeNero-Ackroyd, Jr. Warden; Paul Herrgesell, Treasurer; Mark Biddlestone; Elizabeth Billings; Marie Curry; Martin Hermes; Diane Hexter; Audrey Hudak; Cynthia Ries; Marilyn Valencia

Staff: The Very Rev. Bernard Owens, Dean; The Rev. Adrienne Koch, Priest Associate

Clerk of Vestry: Darrell Lausche

Guest: Ron Ross, Chair of Invite-Welcome-Connect Mission Team

Absent: Antoinette Pozzo

- The Vestry meeting was called to order at 5:34 p.m.
- Martin Hermes led the Vestry in the opening devotional.

Formation

- Mission Team: Invite-Welcome-Connect

Ron Ross updated the Vestry on the work of the Invite-Welcome-Connect Mission Team. He reminded the Vestry of the charge of the mission team, “To go and make disciples of all nations by cultivating intentional practices of evangelism, hospitality, and belonging.” and “To renew Trinity through a continual process of welcoming and celebrating new relationships.” Last year’s goals included the Liturgy of Welcome, Newcomers Brunch, Trinity yard signs, worked with the Welcoming Wagon to mail postcards to new residents in two zip codes, Sunday Schmooze, etc. The mission team is looking forward to continuing the Newcomers Brunch, working with the Communications Manager (Brett Boardwine), and investigating signage on the Prospect and E. 22nd street sides of the cathedral property. The mission team meets every two to three months. Two items that were brought to the attention of the mission team recently include planning something for young adults and an “Episcopal 101” program. Clarifying questions were asked. Additionally, a concern about proofreading and regularly updating the Trinity website was raised.

- Dean’s Report

Dean Owens provided an update on *Realm*. The Vestry members were invited to sign up for the service to help test the system, anticipate issues, and provide feedback. Vestry members will be tasked with promoting the app and assisting congregants on registering.

Dean Owens also shared that he has had several conversations about Mather Hall with some individuals. He will be discussing the property with The Rt. Rev. Anne B. Jolly, Bishop, soon.

Fiduciary Work

- Election of Vestry Officers

Martin Hermes moved “to elect Jeff Spiess as Senior Warden, Kim DeNero-Ackroyd as Junior Warden, Paul Herrgesell as Treasurer, and Darrell Lausche as Secretary.” Beth Billings seconded the motion. The motion passed unanimously.

- Adoption of Consent Agenda

- January Minutes

Jeff Spiess moved, “to adopt the consent agenda.” Audrey Hudak seconded the motion. The motion passed unanimously.

- Finance Committee and Treasurer’s Report

Paul Herrgesell shared that Dan Hout-Reilly has finished the 2023 results. The auditors will be at Trinity during the week of February 19, 2024. He reminded Vestry that an additional \$400,000.00 draw from the endowment was budgeted by Vestry in 2023. That amount was not needed, so **Paul Herrgesell moved, “to approve an additional draw on the endowment for the 2023 budget in the amount of 78,930.00.” Cynthia Riess seconded the motion. The motion passed unanimously.**

He also explained the financial statements for January 2024. The income is strong, and expenses are still trending lower than budgeted for Trinity Cathedral. The shortfall for Trinity Commons income is due to forecasting parking revenue. Expenses are still lower. His outlook on the first month of the budget is positive.

Paul shared the new Investment Policy Statement and the last approved Investment Policy Statement from 2016. He charged the members of Vestry to review the proposed Investment Policy Statement before the March 19, 2024 meeting. Items in red are the realignment proposals. The investments are managed by Key Bank. The new investment manager reviewed the 2016 policy and found some outdated information and strategies. Paul invited Vestry members to contact him with questions and concerns. The Investment Committee recommends approval by Vestry.

- Property and Sustainability Committee

Mark Biddlestone shared that the Property and Sustainability Committee did not meet in February, so projects remain the same as reported in January. He provided updates on the door restoration, stained glass restoration, and lighting project. He discussed the crack investigation. Quotes are being sought for that project. Mark shared that he meets with the new Operations Manager, Jon Silvis, every Wednesday morning to get facilities updates.

- Staffing Update

Dean Owens shared that Morgan Mecaskey has been offered a position at another church. Dean Owens will be communicating the information to the Trinity membership. She will remain at Trinity until Easter Sunday. Shiloh Roby, new Director of Music, will take her position for the remainder of the program year. This will help



clarify the next steps for renewal and continued growth at the Abundant Table service. Members of the Vestry asked clarifying questions and provided input.

- Clergy Renewal Update

Jeff Spiess provided an update on Dean Owens's Clergy Renewal Leave for 2025. The first draft of the grant proposal has been written. Jeff shared that no congregational comments have been received since the Annual Meeting. One of the requirements of the grant is evidence of congregational support for the leave.

- Parochial Report Reminder

Dean Owens reminded the Vestry that the Parochial Report is due to the Diocese of Ohio on March 1, 2024. The Trinity staff members are currently drafting the report. The Vestry will be asked to review the report, provide feedback, and then approve the report via email.

Strategic Work

- Capital and Capacity 2024-26

Each subcommittee met during lunch at the Vestry Retreat on January 10, 2024. Subgroups reported out at the meeting with members of Vestry asking clarifying questions and providing input.

- *Planned Giving* – Cynthia Reiss summarized the discussion from the group. Topics included the comfort level with talking to people about planned giving in light of the need for more information about what planned giving programs would be offered. There was consensus that the endowment needs to be strengthened and grown in a systematic way. There is a need to have more training in how to talk about money and link it to spiritual discipline and experience. There was also a discussion about creating a culture of philanthropy and that it should be intentionally relational. Recognition was also a point of conversation. It should grow organically from the membership. Finally, a need for clear communication was identified.
- *Scope* – Jeff Spiess summarized the subgroup's discussion. They discussed strengthening the community and mission of the cathedral. He stressed the need for tangible projects, i.e. carbon neutrality, affordable housing, stained-glass, Mather Hall, endowment of positions, etc. Discussion also focused on liturgical spaces. The group talked about bringing the congregation's generosity alongside the 200+ history of the congregation. The need to focus the vision was raised. The group gave themselves an April 15, 2024, deadline, which may be ambitious, with planning needed for sharing the information with the Trinity membership.
- *Administrative "Housekeeping"* – Audrey Hudak summarized the subgroup's conversation. Some of the topics included non-cash gifts, i.e. cars, property, etc. Of concern is how to deal with such gifts and the work that those gifts entail in utilizing them for the benefit of Trinity Cathedral. The group reviewed the gift acceptance policy, approved in 2011, but had not made recommendations at the time. A recommendation to review the diocese policy and the policy of other cathedrals was made.

Dean Owens asked the Vestry for input on considering the creation of broad dedicated funds adjacent to the endowment. He suggested possibilities of a music fund, youth ministry fund, etc. Discussion about the difficulty of predicting the needs of the cathedral in the future occurred, as well as the gift of an unrestricted endowment. Additionally, being cognizant of connecting the generosity of giving to tangible outcomes was stressed. There is a need for participation of gifts at all levels.

- Pre-Campaign Timelines



Dean Owens asked what the Vestry wished each subgroup to work on in the meantime. The Administrative “Housekeeping” group will be clarifying a gift acceptance policy. The Scope group will be meeting before the end of the month. Planned Giving will review products that can be offered for contributions and will have a conversation with Cheryl Williams, Director of Development and Community Programming. Dean Owens also asked about the desire to establish a giving “circle” and recommended the Planned Giving group discuss the desire as well as researching how to have conversations with others about giving. Groups are asked to be prepared to report out at the April 2024 Vestry meeting.

Generative Work

- Check-in on Goals (“Non-campaign”)

The Vestry reviewed the goals from the last meeting. He asked for action items for each goal. Goals included growing a relationship with the bishop, continuing annual member check-ins, focusing a vision for social justice ministries, etc. Timelines and/or next steps for each goal were discussed.

Closing Prayer

Martin Hermes led the Vestry in a closing prayer.

The meeting was adjourned at 7:43 p.m.

Next Vestry Meeting: March 19, 2024, at 5:30 p.m.

Respectfully submitted,



Darrell Lausche, Clerk of Vestry

