



**Minutes of Trinity Cathedral Vestry Meeting
September 19, 2023 – 5:30 p.m.**

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; Antoinette Ponzio; Cynthia Ries; Marilyn Valencia

Staff: The Very Rev. Bernard Owens, Dean; The Rev. Adrienne Koch, Priest Associate; Cheryl Williams, Director of Development and Community Programming

Clerk of Vestry: Darrell Lausche

Guest: Debbie Likins-Fowler, Leader: Diocesan and National Ministry Mission Team

Absent: All members were present.

- The Vestry meeting was called to order at 5:31 p.m.

Formation

1. Opening Devotion – Audrey Hudak led the Vestry in prayer to open the meeting.
2. Welcoming Cheryl Williams

Dean Owens welcomed the new Director of Development and Commons Programming, Cheryl Williams. Ms. Williams has a deep history with Trinity Cathedral and was previously the Chief Strategy Officer for the United Church of Christ before coming to Trinity. The members of Vestry introduced themselves to Ms. Williams. She had an opportunity to introduce herself and talk about her experience.

3. Skills Building: The J-Curve of Change

Dean Owens reviewed the John Kotter Change Process. He asked members of Vestry to share successes they have experienced recently. Paul Herrgesell shared one example of two new children attended Sunday school on the previous Sunday.

4. Mission Team: Diocesan and National Team Ministry Activities

Debbie Likins-Fowler presented information about the mission team. Ute Vilfroy also leads the mission team. Diane Hexter represents Vestry on the team. An information sheet was presented for Vestry reference. Members of Vestry asked clarifying questions about the activities highlighted on the sheet. Debbie further explained the activities and presented the vision for Trinity Cathedral “to be an incarnate reality for the diocese.” Toni Ponzio reminded the Vestry that there isn’t a need to “reinvent the wheel”, but there are opportunities for Trinity Cathedral to “plug into” in the diocese and larger Episcopal Church. Debbie submitted an updated list of mission team activities, that included the Episcopal Youth Event, on September 25, 2023.

Fiduciary Work

1. Adoption of Consent Agenda

- a. August Minutes – **Toni Ponzo moved, “to accept the consent agenda.” Beth Billings seconded the motion. The motion passed unanimously.**

2. Stewardship Committee

Cynthia Ries presented the updated Stewardship Dashboard. Approximately 65% of pledges have come in with the third quarter continuing. She discussed the start of this year’s Stewardship Campaign on Sunday, September 24, 2021. Packets will be available at the parish picnic on September 23, 2023 and in the Piazza after services. On October 28, 2023 at 4:00 pm a supper and hymn sing is scheduled to celebrate the end of the campaign.

3. Finance Committee & Treasurer’s Report

Paul Herrgesell shared the monthly financial statements. The positive trends that have been experienced over the last several months continue. He detailed line items and answered questions from Vestry members. Expenses are below budget for Trinity Cathedral, due in part to Lay staff wages and benefits resulting from transitions. Trinity Cathedral and the diocese are reducing the assessment on Trinity Commons, due to the savings.

Paul discussed the budgeting process. He shared that establishing the baseline for staffing and cathedral activities is necessary. Questions about having the cathedral and Commons open for congregational groups to meet on Saturdays were asked. It was explained that it is difficult to staff the basic schedule with the current staffing levels.

Cathedral Commons income remains steady. Parking is doing better than budgeted. Expenses are reduced, partly due to staffing levels.

Finally, Paul shared the cash flow statement. He explained that the cashflow is in good standing and the currently approved draw on the endowment will easily cover any remaining expenses.

4. Property & Sustainability Committee

Mark Biddlestone updated the Vestry on capital improvements. Four stained glass windows have been removed for restoration. They will be reinstalled before the end of the year. The cathedral sound system has been installed. Parish House masonry is also complete. Façade and detail masonry on the cathedral should be done by the end of the year. The report on interior cracks has returned as positive. They are not related to the foundation. The committee has begun work on the budget for 2024, including prioritizing projects. Vestry members asked questions about timelines and logistics. Dean Owens asked to consider future improvements to lighting, which was delayed for the sound system upgrades. Discussion occurred regarding the lighting needs of the cathedral.

Dean Owens provided an update on funding for the stained-glass restoration. A full complement of people has been assembled to begin formulating a plan for the project.

5. Nominating Committee Update

Jeff Spiess shared that the committee is about to meet.

6. Staffing Update

Dean Owens shared that Corinne Wallner’s last Sunday was September 17, 2023. She will still be available for a few events that have been booked at the cathedral. Scott Blanchard has departed from his role in communications. Dean Owens solicited ideas for ways to thank them both. He continued by updating the Vestry on staffing changes and progress on search processes for the vacancies. Questions and an emphasis on diversity were raised.



The Vestry expressed appreciation to the Trinity Cathedral staff for all they have done, above and beyond the call of duty, in service to the cathedral over the last few months.

7. Nominating Diocesan Convention Delegates/Alternates

Dean Owens announced that Diocesan Convention delegates and alternates need to be nominated at the October 2023 Vestry meeting. Vestry members can submit possible candidates to Jeff Spiess.

8. Bylaw Changes

Marie Curry presented bylaws language that will provide flexibility for Vestry to be able to elect a Treasurer from the membership, should they not be an elected member of Vestry. The proposed language would also provide for voice at Vestry meetings and chairing of applicable committees, should the Treasurer not be an elected member of the Vestry. She further explained the revisions to Article IV, Section 3(a) and Article VII, Section 1. Clarifying questions were asked. Dean Owens suggested an opportunity for congregational members to join in conversation about the changes. **Jeff Spiess moved to, "approve the revised language for Article IV, Section 3(a) and Article VII, Section 1." Martin Hermes seconded the motion. The motion passed unanimously.**

Generative Work

1. Trinity Cathedral History Project

Dean Owens tabled the topic until the October 2023 meeting.

2. Security Discussion

Dean Owens and Jeff Spiess led discussions about security concerns, security impacts on ministry, optics of uniformed staff, and staffing considerations and concerns. Conversation about what a welcoming congregation looks and feels like occurred. The question of how one approaches unacceptable behavior in a welcoming way was raised. Further discussion occurred about security concerns and fears, assumptions that are made, congregational control over security staff responses to situations, and being welcoming with an eye to reality.

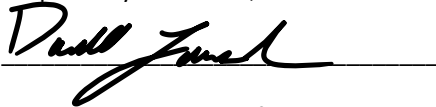
Closing Prayer

Audrey Hudak led the Vestry in a closing prayer.

The meeting was adjourned at 8:05 p.m.

Next Vestry Meeting: October 17, 2023, at 5:30 p.m. via Zoom

Respectfully submitted,



Darrell Lausche, Clerk of Vestry

