

Christ Church Cathedral

Vestry Minutes

December 21, 2020

Vestry Members Present

Ken King (Senior Warden), Pete Stringer (Junior Warden), Win Bassett, Denise Bentley, John Bridges, Wyeth Burgess, Christina Callaway, Ben Fuqua, Becca Ingle, Jill Meese, Karmin Quiggle, Trone Sawyer, Brooks Smith, Varina Willse and Ellen Wright

Clergy Members Present

The Very Rev. Timothy Kimbrough, the Rev. Anna Russell Friedman, the Rev. Matthew Lewis, the Rev. Lissa Smith

Clergy Members Absent

The Ven. Roger Saterstrom

Others Present

Dale Maxfield (Treasurer), Mark McQueen, Caroline Rossini (Clerk)

Opening Prayer

Dean Kimbrough opened the meeting in prayer.

Vestry Member Check-In

Approval of Minutes for November Vestry Meeting

The minutes from November's vestry meeting were approved as presented (Bridges, King).

Finance Committee Report

Financial Statements — Dale Maxfield, Treasurer, presented the financial statements. The income statement was accepted (Stringer, Smith), as was the balance sheet (Stringer, Smith). Dale noted that a new stimulus package passed yesterday which may change the forgiveness process for Payroll Protection Program (PPP) loans. The church is waiting on more information before proceeding with that process. There have already been some preliminary conversations about the possibility of applying for additional PPP funds in the second round.

Requested Donation to The Episcopal School of Nashville — The Episcopal School of Nashville is in the midst of a capital campaign to renovate their new school building and solicited a \$25,000 gift from Christ Church Cathedral. Brooks Smith, the Rev. Lissa Smith, and Ellen Wright are ESN board members and recuse themselves from the discussion.

A motion was made and duly seconded to pledge \$7,500 per year for three years, for a total gift of \$22,500 and for it to be paid from the Opportunity Fund (Bridges, Stringer). After some discussion and with the support of the Treasurer, a motion was made and seconded (Sawyer, Fuqua), to increase the amount to \$25,000 (\$5,000 per year for five years) and passed with two abstentions. The motion itself, as amended, passed with two abstentions.

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, on recommendation of the Dean and with the advice and counsel of the Finance Committee, pledge \$25,000 towards the Capital Campaign of the Episcopal School of Nashville (“Build Our Nest”) to be paid over the next five years from the Opportunity Fund (\$5,000/year by June 30 of each year).

Pledge Drive Status Report — As of December 21, \$1.8M in pledges have been recorded, which is roughly equal to the amount of recorded pledges on the same date in 2019. There are still 93 households that have not yet renewed their pledge.

Proposed Provisional 2021 Budget — A motion to adopt the provisional budget was unanimously approved (Stringer, Wright):

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, acting with the advice and counsel of the Finance Committee hereby adopts the proposed 2021 Provisional Program Budget, pending analysis of the final result of the 2021 Pledge Drive, with the understanding that final adjustment to this Provisional Budget will be made by the Vestry Officers (plus one Vestry member: Jill Meese) when those results are obtained, no later than January 15, 2021.

Clergy Housing Allowances — The following resolutions concerning clergy housing allowances were unanimously approved (Stringer, King):

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, designates 33% of the Very Reverend Timothy E. Kimbrough’s cash compensation for his housing exclusion as provided for by the IRS. Additionally, \$2,750 are designated from his total cash compensation for a Medical FSA (Medical Reimbursement Plan). These monies shall be disbursed under an Accountable Plan as described by the IRS. Requests for reimbursement shall be accompanied by a receipt and made within 60 days of incurring the expense. Any funds remaining in this account at year’s end shall revert to the General Fund.

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, designates 40% of the Reverend Lissa Smith’s cash compensation for her housing exclusion as provided for by the IRS. Additionally, \$2,750 are designated from her total cash compensation for a Medical FSA (Medical Reimbursement Plan). These monies shall be disbursed under an Accountable Plan as described by the IRS. Requests for reimbursement shall be accompanied by a receipt and made within 60 days of incurring the expense. Any funds remaining in this account at year’s end shall revert to the General Fund.

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, designates 75% of the Reverend Matthew Lewis’ cash compensation for his housing exclusion as provided for by the IRS.

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, designates 100% of the Reverend Anna Russell Friedman’s cash compensation for her housing exclusion as provided for by the IRS.

A Congregational Partnership: St. Anselm's Episcopal Church

Ad Hoc Committee Report and Proposal re: St. Anselm's Partnership

Ken King presented on behalf of the ad hoc committee (Christ Church's representatives on the joint steering committee). A report, a proposal and "Walking Together" document from the joint steering committee were distributed prior to the meeting. The same "Walking Together" document was presented to St. Anselm's Mission Council last night and was approved. The search process for a vicar will begin soon if approved.

Dean Kimbrough also highlighted the piece of our Strategic Plan that looks to forge and nourish congregational partnerships. The committee is hopeful that a long term congregational partnership would outlast the three-year financial commitment. Some discussion followed about the role of this clergy person at the Cathedral, how directly he or she would be involved, and if this would restrict our ability to call a curate in the next few years. On the one hand, yes - this would impact our ability to call a curate. However, hosting a curate is intended to be a gift to the larger church, and supporting this priest at St. Anselm's likewise be a gift to the larger church.

The following resolution was unanimously approved (Bridges, Smith):

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, approve the recommendation the *Ad Hoc* Committee appointed by the Vestry at its October meeting to investigate the feasibility of a season of shared ministry with St. Anselm's Episcopal Church, Nashville; and be it further

RESOLVED, that pursuant to the advice and counsel of the Finance Committee, the sum of \$50,000.00 per year, for a period of three years (totaling \$150,000.00), be allocated from the Cathedral's Opportunity Fund for the exclusive use of supporting the call and retention of a Vicar for St. Anselm's Episcopal Church, Nashville; and be it further

RESOLVED, that at the end of the three-year period, the partnership initiative shall be reviewed and a progress report shall be furnished to the Vestry, in order for the Vestry to determine whether to extend the Cathedral's financial support for an additional period of time; and be it further

RESOLVED, that a congregational partnership shall be established between the Cathedral and St. Anselm's, whereby joint activities and events will be conducted, with the objective of bringing our respective congregations more closely into spiritual, social, and individual fellowship with one another; and be it further

RESOLVED, that the Dean and Wardens of Christ Church are hereby authorized to enter into and to execute, on behalf of the Vestry, a *Covenant of Shared Ministry* by and between Christ Church, St. Anselm's, and the Diocese of Tennessee, the terms of which shall more particularly delineate the expectations of the newly called Vicar for St. Anselm's and the duties, responsibilities, and expectations of the partnership between the Cathedral and St. Anselm's; and be it further

RESOLVED, that the Christ Church membership of the Cathedral/St. Anselm's Partnership Committee, initially composed of the Rev. Matthew Lewis, Wyeth Burgess, Christina Callaway, Jill Meese, and Ken King, be hereby appointed, to serve at the pleasure of the Dean and Vestry, to promote, foster, monitor, and periodically review the partnership objectives, as set forth in the *Covenant of Shared Ministry*.

Vestry Nominating Committee Report

The slate of nominees was distributed to the vestry earlier today. Win Bassett reported on some logistics of absentee voting, including paper ballots and online ballots. Everyone eligible to vote will automatically receive an email with the link to vote online. Online voting will take place from January 24 to January 31, the two Sundays of the Annual Parish Meeting. Paper ballots are being mailed ahead of time and must be returned by close-of-business (1pm) on Friday, January 29. The slate will be shared with the parish the week of January 10.

Realm Report

Karmine Quiggle reported that the next significant push for engagement on Realm will occur in the new year and will focus on energizing members about the upcoming directory.

In-Person Worship Update

Due to COVID infection levels in the community, Christmas worship will need to be online-only this year. Christmas Eve worship will be made available online beginning at 4pm. Morning Prayer and the midday Eucharist continue and are available as a livestream. No timeline has been established yet for resuming in-person worship, but Dean Kimbrough expressed an eagerness to do so.

Isaac Project Update

The following resolution to move forward the work of the Isaac Project was made and duly seconded (Bridges, Meese). A subsequent motion was made and seconded to call for quarterly reports (Ingle, Bridges). The amendment was unanimously approved, as was, in turn, the amended resolution:

Resolved, that the Christ Church Cathedral Vestry, meeting via ZOOM for its regularly scheduled meeting of December 21, 2020, appoint Win Bassett to chair the Isaac Project Committee—Phase One, for the purpose of considering and narrating the history of Christ Church, Nashville, from its founding to the present day, with a keen awareness of how congregations with an Antebellum past have benefitted from and grown based on prevailing anti-Black racist sentiment of the society and people they were serving; and be it further

Resolved, that the chair of the Phase One committee consult with the Dean and wardens to recommend two additional members to serve on the committee; and be it further

Resolved, that the following identified human resources of the congregation and the community be consulted at the discretion of the Phase One committee: Fletch Coke, Melinda Balser, John Bridges, Ben Fuqua, Rachel Martin, Brad Daugherty, Alice Randall, Janice Malcolm, the Rev'd Dr. Paula Smith (Senior Pastor, Gordon Memorial University Church), the Rev'd Dr. Kelly Smith, Jr. (Sr. Pastor 1st Baptist Capitol Hill), Jeff Yarbrow, Dr. Bobby Lovett (retired TSU History Professor and local historian), Dr. Linda Wynn (Assistant to Executive Director of the TN Historical Commission, Fisk University

professor), Dr. Lea Williams, TSU History Professor and member of the Metro Historical Commission Zoning Board); and be it further

Resolved, that the committee organize its work to include a reading of all Vestry minutes, worship registers, parish registers, articles, histories of Christ Church, Nashville, and insights into the life, work, and priorities of those individuals who are commemorated by Vestry resolution, memorial gift, plaques, and positions of noted leadership; and be it further

Resolved, that the Phase One committee of the Isaac Project provide a quarterly report to the Vestry beginning at the April 2021 meeting. This report should reference the status of the work, significant findings, matters in need of celebrating, matters in need of redress, and an estimate on any additional time required to finish the consideration and narration of the Christ Church, Nashville history.

Senior Warden's Report

Ken King expressed gratitude for the work of the vestry in this unprecedented year, and also for the tireless work of the clergy.

Dean's Report

Dean Kimbrough asked that we remember the Fleming family in our prayers, after the recent loss of Geoffrey.

Adjournment

Dean Kimbrough offered a blessing. There being no further business to consider, the meeting was adjourned.

Respectfully submitted,

Caroline Rossini, Clerk

Addendum: January 4, 2021

The following resolution was enacted on January 4, 2021, by email, unanimously:

Resolved, that the Christ Church Cathedral Vestry, meeting electronically by circulated email request, authorize the Vestry officers, acting with the advice and consent of the Finance Committee, to determine if Christ Church Cathedral be eligible for a 2nd round of PPP funding; and be it further

Resolved, that if Christ Church Cathedral be eligible that the Vestry officers are authorized to pursue a loan according to the COVID-relief legislation.