

St. Matthew's Episcopal Church

Vestry Meeting

January 17, 2023

Vestry Members Present: *In person:* Sara Cersa, Lauren Ceresa (Youth), Diane Clark, Kevin Clark, LaVonne Fingerson, Robin Garr, David Holzknicht, Dave Johansen, David Niehaus, Troy Petrie, Phil Poore, Bill Shory, Rhody Streeter, Speed Stodghill, Peggy Woolley.

by Zoom: Speed Stodghill

Excused: Phil Eschels

Others Present: Edie Nixon, Treasurer

Clergy and Staff: Rev. Kelly Kirby, Rector; Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: The meeting began at 6:14 p.m. with all joining in the St. Mathew's prayer for mission.

Approval of Minutes: The Minutes of the December 20, 2022, meeting were accepted subject to three minor corrections.

Prayer/Reflection: Bill Shory

The Reflection began with Bill's consideration of the nave of the church, especially the way in which light enters through the three windows and the intentional design with the priest at its center and the congregation looking at each other and out of the windows on the glory of nature and of God. He added that in designing the video layout to stream church services the problem of shooting against the light from the windows arose. It required alteration of the way the light fell on the person or object to be seen. Bill realized that maybe there was more to it than the technical problem. The camera set up deals with light by competing with the light from outside, light that was intended to bring the light of nature into the church. Extending the point, he said that at times, when in a situation that you are illuminated by the light of nature and God, you can try the three means of altering how it shines, or you can take the best course, let the light shine on you.

Diane Clark agreed that the design of the church makes her aware of the light because it can be seen no matter where a person sits. Robin added that it also shows the change of seasons. Peggy observed that there are many ways to block the light of God and that she particularly liked the thought of turning around and letting the light

shine on you, because if we do, we can shine on others. Rev. Hart said that we tend to think of light coming in from the outside, but that others are struck by the light from the church that reveals the altar to passersby. Edie Nixon revealed that the absence of stained glass in the church was intentional. LaVonne reflected that when she first came to St. Matthew's, she was struck by the windows and how that suggested that we are not separated from the world. Dave Johansen passed around recent pictures showing the illuminated cross visible from the outside.

Financial Report: The first item noted by Edie Nixon was that the Balance Sheet showed a high cash balance due to the "truing" of the Endowment Fund and a good December. She noted that large expenses were expected in 2023 because of the lighting repair and update and also the repair and improvement to the beams and roof that had previously been approved. Special mention was made of Phil Eschels' efforts which resulted in obtaining pledges that will help underwrite these items of expense. Another point was the "in and out" line concerning Inspire Bridge Louisville which is, Rev. Kirby explained, a non-profit. The very good Christmas offering would provide about \$9,400 for outreach. Also, Edie pointed out that there is a new entry on the Balance Sheet for the Endowment.

On the Income Statement, Edie advised that income over the last two months of the year was well over the anticipated amount. There were some unforeseen expense items, an air handler and some other items like organ repair. And utilities continued to run over anticipated figures. However, cash reserves were at the six-month level. Edie noted that except for the upcoming physical plant repairs, it might be prudent to discuss the amount of reserves, but in light of anticipated expenses that was not necessary.

Two Endowment Reports also were examined. In light of the unfavorable investment market, the loss shown was not unexpected. Bill Shory noticed a typo in a column header of the Report. He also asked for clarification of a discrepancy in the reported totals. After discussion, Edie said that she would go back and look at the matter. Edie also asked for suggestions from the Vestry about her presentation of the budget at the upcoming annual meeting. Rev. Kirby asked the Vestry's preference for approval.

Rhody Streeter made a motion to accept the Balance and Income statements subject to audit. This motion was seconded by Robin Garr. The motion passed unanimously. The Endowment Reports were not voted on, pending further discussion.

Second Reading and Vote on Change to Bylaws: As required by current Bylaws, the change to Section 4.7.3(c), concerning the vote for actions taken electronically, was presented. No further discussion was desired. On Motion of LaVonne, seconded by Phil Poore, to adopt the amendment, the change was approved unanimously.

2023-2024 Parish Goals: Rev. Kirby began discussion of the new goals by describing her meeting with Sara Bailey and the efforts of the Vision Implementation Team. Sara

advised that the best approach would be to look at what accelerates work on the most necessary tasks, which, Rev. Kirby identified as (1) assessing the Christian education program to determine its usefulness over the ten decades of life, (2) invigorating volunteer engagement by assessing how volunteering has shifted over the years and devising a new system to match personal talents and gifts with opportunities in the church, and (3) analyzing how the activities of the parish are funded and determining best practices in stewardship.

Sara Ceresa moved to adopt the goals as presented. The motion was seconded by Robin Garr. It was carried unanimously.

Beam Repair Proposal: Concerning beam repair, Speed Stodghill updated the vestry on the inability to obtain bids from any other local company and discussed the bid submitted by GlueLam. This proposal covered repair work to two beams. Concerning the roof and scupper work discussed at previous meetings and added to the digital agenda for this meeting, Speed advised that two bids for the work suggested by Steve Cherry were received, including a bid from Nolan Roofing, a company with which the Church had a relationship. Speed also mentioned the final phase of the project, to seal the steel plates that attach the beams to the ground supports, and provided Steve Cherry's estimate that this step would require about \$8000.

A motion to approve the proposal in an amount up to \$80,000 was made by Diane Clark and seconded by Peggy Woolley. This motion carried unanimously. After the vote, there were further questions and discussion. On the suggestion of David Niehaus, a second vote on the motion was taken and carried unanimously.

Library Proposal and Updated Policy: Rev. Kirby presented this matter, advising that Lindsay Serrano had asked to change the current practice that limited check out privileges of library items to members and to approve a set of policies generally.

After favorable discussion, Robin Garr moved to accept the policy. Dave Johansen seconded the motion. The motion carried unanimously.

2023 Housing Resolution: This matter is considered each January to designate for tax purposes a portion of income for housing. Rev. Kirby and Rev. Hart explained the purpose and the amounts fixed for each. Dave Johansen moved to approve the Resolution. Diane Clark seconded the Motion, which carried unanimously.

Vestry Liaison Committee Reports: Because this was the first meeting of the year, most committees had completed their work for 2022 resulting in fewer reports than usual. The Building and Grounds Committee had a report. Rev. Kirby reviewed the list of committees and gave brief remarks concerning a matter for the Finance Committee, advising that the matter would be discussed at the Vestry retreat.

Buildings and Grounds:

David Holtzknecht reported that Dave Johansen had obtained a \$400 rebate from LG & E for electric work. Dave explained that Betsey Coomes had filed for the rebate and it had been granted. Also, he noted that some, but not all, of the required electrical equipment had been received.

Junior Warden Report:

In place of a formal report, Speed asked for prayers for a good neighbor and friend who had died.

Senior Warden Report:

As noted above, Phil Eschels was excused from the meeting.

Rector's Report:

Rev. Kirby reflected on Phil Eschels' eventful three year tenure as Senior Warden and the excellent job he had done under circumstances of the Covid pandemic that came on full force shortly after his election.

Rev. Kirby also gave each outgoing Vestry member an opportunity to reflect on their service and asked each perhaps to name what about the Vestry they might miss, or not miss.

Theological Reflection/Assessment:

A number of members commented on Bill Shory's initial reflection on light. Phil Poore mentioned the approval of goals for the new year. Peggy Woolley reflected on the departure of some of the Vestry and commented that their work had shown the Holy spirit. Kevin Clark was impressed by the courtesy, cooperation and accountability of the members. Dave Johansen said he could see the light in each person. Bill Shory concluded by remarking how Compline, especially when there was outside light, revealed the Holy Spirit.

Compline: The meeting moved to the Sanctuary. Bill Shory led Compline, after which the meeting was adjourned.

Respectfully submitted:



James D. Niehaus
Secretary/Clerk

St. Matthew's Episcopal Church
Vestry Meeting
February 21, 2023

Vestry Members Present: *In person:* The Rev. Kelly Kirby, Sarah Ceresa, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horseley, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Anne Shelby, Bill Shory, Peggy Woolley.
By Zoom: Speed Stodghill, Rhody Streeter

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life

Opening Prayer: The meeting began at 6:16 p.m. with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Peggy Woolley

Peggy led the Vestry in a reflection. Afterward, the Vestry was invited to reflect on her reflection.

Approval of Minutes: The Minutes of the January 18, 2022, meeting were accepted as amended, subject to minor spelling corrections raised by Dave Johansen, Sara Ceresa, and Gaylee Gillim.

Financial report: Edie Nixon

Since this was the first financial report of the new vestry terms, Edie explained some of the elements in detail.

Consolidating Balance Sheet

Assets: We had \$378,754 in cash as of Jan. 31, 2023. "Cash is queen," she said. The balance sheet now includes the endowment, so our total assets now all show in one place. At the end of the quarter she will bring an endowment audit and talk more about that.

Liabilities: This is what we pay out. Temporary restricted payables (such as outreach, the memorial garden, and the flower fund, for example) are money given to church for a specific reason, so it is listed here until used. Additional donations received after the use is paid off can be used as a "little pocket" for maintenance needs.

Total liabilities and fund balance show the totals: \$8,354,598 at the end of January 2023. If we have any questions, Edie invites us to get in touch with her.

2023 General Fund Income Statement

There are three “buckets” on this statement, Edie says. The block of three columns on the left show the month just finished: January 2023 on this sheet. The next block of five (YTD) is the year to date. This month that’s the same since January is the first month. The next block of four columns shows the annual budget amounts and percentage of annual used to date; and the final column shows the prior year’s budget to this date.

Edie told us Joanne Coleman’s suggestion for an easy check: Go to the annual budget section and look at the total. If we are right on budget, that total should be one-twelfth of the annual budget.

Edie covered other points: Our income usually decreases over the summer as people take breaks and go on vacation, but it should pick back up in the autumn. This is said to be a normal pattern for Episcopalians. Right now, for us to be this much ahead in January is great. Much income from mandatory Individual Retirement Account (IRA) distributions to nonprofits by retirees (over 72) comes in early in the year. Rental income from tenants in the building is also nice to have. We are required to fulfill an annual pledge to the Diocese of Kentucky. Outreach spending is distributed through the year, going to recipients decided by the Outreach Committee and approved by the vestry.

Staff expenses usually stay right on track, Edie said, and utilities are running higher than budget. Bill Shory notes that the Finance Committee budgeted a larger amount this year knowing of rate increases, but we still exceeded that amount. Another unexpected expense was a roofing bill left from last year that wasn’t billed until January 2023.

Net Income (Expense):

This is literally the bottom line of our income statement, Edie said. Our operating expenses are pretty normal and below budget. Net income over expenses was \$7,690 over budget for January, and we had expected to be below: we’re about \$10,000 ahead of where we expected to be.

Cash Reserves:

We should always have a cash reserve for three to six months, and we do, Edie said. We’re almost at a six-month reserve now. “Joanne is very good at this.”

The final section of the financial report shows money released from restricted funds, which are funds limited to specific uses such as outreach.

Questions? Bill Shory notes that, although our net income was higher than expected, it appears it was even larger last year. Edie says Joanne will examine past years as she prepares the next year’s budget.

Check Signing resolution

We are required to have approved check signers, and this needed to be updated for the new year. A resolution was made to approve Rick Lotz, Peggy Woolley, Speed Stodghill, and Edie Nixon as check signers.

A motion was made by Bill Shory to accept the Financial Report as presented, subject to audit, and to approve the Check Signing Resolution. The motion was seconded by Peggy Woolley. The motion passed.

Parochial Report

Kelly introduced the parochial report, a document filed with The Episcopal Church every year by March. It Contains information about the church (We are "St. Matthew," according to the national office, and we can't change that.) It contains extensive statistical data. Among highlights Kelly mentioned, we have 660 "active" members, our core congregation, including 438 "communicants in good standing" (attending worship services regularly and receiving Communion at least three times a year), including 89 youth under 16.

Average Sunday attendance last year was 134. A total of 336 attended in person on Easter and 329 on Christmas.

Detailed financial and stewardship information. 177 pledges, \$625,166 total.

Supplemental Report

This document includes financial information for the Diocese of Kentucky.

Dave Johansen moved to approve the reports; Rhody Streeter seconded, and the vestry approved.

Vestry Committee Liaison Reports

Buildings and Grounds: Rick Lotz

- The lighting project is still on hold, still waiting on component delivery still. We're hoping for mid-April, and installation will begin when it arrives.
- Wood beam repair. Steel plates are being fabricated. Contractor Glu Lam has moved our installation earlier, so it may start as soon as next week. Steve Cherry is meeting with Glu Lam and Nolan Roofing to coordinate their work.

Other projects: Speed Stodghill

- Steel plate coatings. These will be installed to prevent weathering and further damage on the exterior beams. Speed Stodghill reported that Steve Cherry has gathered information and got three proposals. The low bid came from McKinney Painting of Versailles, Ky. Steve was impressed with them.

In an aside, Gaylee asked what a scupper is. When rainwater runs down the grooves between the eaves of our roof, Speed explained, a scupper is something like a gutter to direct the water down to the ground. A suggestion that we add gargoyles was not recorded in the minutes.

Speed cited Steve Cherry, Gibbs Reese, David Johansen and Sarah Ceresa as providing us considerable architectural expertise.

Speed asks for a motion to allocate funds not to exceed \$11,000 to McKinney for the steel plate coatings. Steve will later report the actual cost. Kelly points out that the

bylaws require a vestry vote for any expenditure over \$10,000, although we will likely end up spending only \$5,700.

Rick Lotz moves to approve a contract with McKinney painting for oxy painting of the steel plates on all four beams, and to allocate funds not to exceed \$11,000. George Plager seconds; passes.

- Foliage has been trimmed back from the roof.
- Sara Ceresa has received bids for the memorial walkway and will bring them to the Buildings and Grounds Committee. She is also working on a site drainage plan for the back of the property, but work is on hold because it won't happen until 2024.
- Finally, we signed a two-year preventive maintenance contract with Walker Mechanical.

Vision Implementation Team: Peggy Woolley

VIT met Sunday and added benchmarks to these 2023-2024 Goals:

- Assess our Christian education programming that spans the ten decades of life.
- Invigorate volunteer engagement in the parish.
- Assess how volunteer engagement at St. Matthew's is shifting compared to other churches and national trends.
- Implement a new system to match volunteers' personal talents and gifts with volunteer opportunities within the church.
- Do a financial analysis on how dollars from the Annual Stewardship campaign, planned giving, and rentals fund the congregation. Discover and implement best practices in stewardship, planned giving, and utilizing our space to create rental income.

Warden Reports

Junior Warden: Speed Stodghill

Speed was gratified that the incoming and outgoing Wardens were invited to speak at Clingman Forum on February 19 and talk about the wardens' work.

Senior Warden: Peggy Woolley

Peggy said she went to the diocesan leadership conference Saturday, Feb. 18. at Christ Church Bowling Green. She met a lot of people and got a better understanding of how the church operates and about resources available both from individuals and written resources.

Bishop Terry White presented the "ABCs plus D:

Absorb information - policies, bylaws, newsletters, conferences

Build benevolent bonds. Build community, liver our baptismal ones.

Communicate with confidence, humility and transparency

And

Don't try to be the savior. We can't solve all the problems, we can't do everything, because we are part of a larger body.

It was very enjoyable, Peggy said, and she's glad she went.

Rector's report

Kelly had no report this month, but invited questions.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Internal Assessment: Did our work move us closer to fulfilling our mission/goals?

Bill Shory said that as he looked at the diocesan report, it reminded him where he had seen this kind of information before. It felt a little like bookkeeping, a little bureaucratic, but then it reminded him of when they were making historical videos for the vision project: "There are stories. The things we do live on forever and become part of history. You can dig them up and learn from them. They tell the story of the church, but also what life and the community were like." Bill pulled an item from 1854 about the original St. Matthew's church, the Rector reported that he guided the church through a prosperous teacher where there were teachers, scholars, and "colored scholars." He's still trying to make sense of that. In another snippet from 1859, he found that The Protestant Episcopal Orphan Asylum (later Home of the Innocents) reported that St. Matthew's was the only church in the diocese that had supported them. "Understanding racial justice one person at a time and establishing an open, Christlike relationship with each other," is a pretty good message to be sending out 150 years in the future.

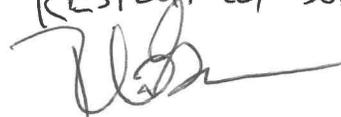
2023 Vestry Officer Election

Finally, Kelly reminded us that we need to read the Vestry Officer Election into the February minutes:

In our quick Vestry meeting following the St. Matthew's Annual Meeting on January 29, we elected Peggy Woolley as Senior Warden, Speed Stodghill as Junior Warden, Robin Garr as Secretary/Clerk, and Edie Nixon as Treasurer.

Adjournment, Compline

The meeting adjourned at 8:10 p.m., and Peggy Woolley then led Compline in the Nave.

RESPECTFULLY SUBMITTED,


ROBIN GARR
VESTRY MBR, SECY-CLERK

St. Matthew's Episcopal Church
Vestry Meeting
March 21, 2023

Vestry Members Present: *In person:* The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horsley, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Anne Shelby, Bill Shory, Peggy Woolley.

By Zoom: Sara Ceresa, Speed Stodghill, Rhody Streeter

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:17 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Robin Garr

Robin led the Vestry in a reflection, talking about observing Holy Week and Easter intentionally and mindfully through the lens of Jesus "emptying himself and taking the form of a slave" in Philipians 2. Afterward, the Vestry was invited to reflect on his reflection.

Approval of Minutes: The minutes of the February 21, 2023 meeting were accepted as amended, subject to minor spelling and corrections raised by Gaylee Gillim, George Plager, and Rick Lotz.

The minutes of the March 14, 2023 emergency vestry meeting were accepted as amended, with one typo correction noted by Bill Shory.

Financial report: Edie Nixon

Consolidating Balance Sheet

Our cash balance as of February 28, 2023 was \$362,622.

Edie signed a \$44,000 check to wood beam contractor Glu Lam this day, so there will probably be a transfer of funds from the endowment for this purpose later.

A \$1,500 grant from Calvin Seminary for the Compelling Preaching grant is shown on the old Louisville Institute spreadsheet line. That will be corrected.

Balance Sheet

Pledge and plate income is staying above the revenue amount budgeted, but this is still a seasonal effect of required distributions from parishioners' IRAs that typically come in

early in the year, so this over-performance probably won't continue.

We want three to six months cash on hand to prepare for months when we may not have income. For us, pledge and plate offerings drop during the summer, so it's good to have the current cash balance which is close to the six-month level (\$382,000).

Income Statement

We are \$15,000 ahead of budget, with \$172,041 total income to date. Expenses over income are \$2,422, which is still a negative number, but we expected to be down \$15,000 at this point, so that's better than we expected.

Questions? Bill Shory found an (\$89,223) entry under net income/expenses. That's an error, Edie will work with staff accountant Joanne Coleman to sort it out.

Bill Shory moved to accept the financial report subject to audit. Rick Lotz seconded, and the motion passed.

Rental Space Square Footage

Kelly reported that Betsy Coomes and Joanne Coleman have pulled together the numbers that we use to provide information to prospective renters about space and facilities in each of our rooms available for rental. This document was attached to the agenda. Any of us who have leads or suggestions about potential renters should contact Joanne Coleman directly.

Bill Shory asked why rental income was above budget in the Financial Report. Kelly responded that we had rented to a number of organizations, including a sports program for the field.

Vestry Committee Liaison Reports

Buildings and Grounds.

The committee met on March 30. Rick Lotz noted that the committee is over budget at this point. An estimated 60 percent of that is due to the late submission of a bill from Nolan Roofing for work done last year. They've patched several leaks in the sanctuary, so all is well now.

Lighting in the sanctuary will be done by Marrs Co. after Easter we hope.

Wood beam repairs are also getting underway, with prep work being done now.

The Memorial Walkway Project approved in the recent Emergency Vestry Meeting is under way. The stone slabs were delivered today and work has begun. The stonemason hopes to be done this week if weather permits.

Buildings and Grounds is nearing completion on a lot of major projects, so now will be able to turn attention to maintenance items, chipping away at a long list of small jobs that have collected, with a focused approach on about 50-60 items. "If you see anything that needs to be fixed, let a committee member know.

Finally, Buildings and Grounds is searching for additional committee members. If you know of someone who'd be interested, Rick says, let us know.

Outreach

Phil Poore reported that the committee met, gave an orientation for new members and made a few adjustments to the ministry collection schedule. The food collection for St. George's/Calvary is now done quarterly in the Narthex.

Planned Giving

This committee has met twice, Kelly reported. They've planned an event to honor stewards later in the spring, and they're arranging targeted asks to invite individuals to include the church in their will. This is part of our 75th anniversary in the fall, when stewards will receive two gifts: A tree or bush will be planted in honor of each donor, and each donor will be given a piece of art created by Joanne Coleman's daughter Bridget.

Stewardship

Dave Johansen reported that the group met Feb. 26 and will meet again on Sunday. They will meet once a month going forward to plan this year's campaign for 2024. They've decided to have a postcard mailing to those who haven't pledged for 2023 yet. Bill Shory wrote the text and Julie Mushkin designed the card. Kelly said we sent out more than 100 postcards and received two pledges so far, "which absolutely covered the cost of the mailing." The committee hopes to get the process rolling a little earlier than in the past, hoping to communicate effectively what we're doing and why we need money. We can't do a deficit budget again, so it's critical to persuade more households to participate.

Kelly reported that Dimensions of Faith and Finance Committees have not met since last meeting. The Nominating Committee will begin its work in August, and the Vision Implementation Team will meet before our next Vestry meeting.

Warden Reports:

Junior Warden: Speed Stodghill

Speed has no report, but expresses gratitude for detailed minutes.

Senior Warden: Peggy Woolley

Peggy spoke of being pleased by the activity in the Narthex after church for the last couple of Sundays. She met a new person and had a nice chat, and she encourages all of us to do the same: Look for someone we don't know during Coffee Hour, reach out to them and welcome them. Try to find out what they're interested in. Robin suggested inviting them to Clingman Forum, which begins then and there but may not be obvious to visitors.

Peggy also pointed to a couple of surveys in the eSpirit: a Collegeville survey that they asked us to help with, and a new one coming up. If someone is asking for a response from us, at least the vestry members should respond.

Rector's report:

Kelly has several items to report:

- Edie is working on a gift acceptance policy, and will try to come up with one that's good for St. Matthew's. Bill Shory suggests that it would be good to explain its requirements and why they are necessary. Kelly said the policy will also be brief, one or two pages. The proposal should be available at our April vestry meeting.
- The bequest that we received was from George Allen, Lee Hamrick's son. A trust moved from one generation to the next when a person who had no experience at St. Matthew's died. Rosemary Drybrough and Dottie Bardenwerper helped write a nice thank you note.
- Kelly has been meeting with people with expertise in fund-raising and development. She thinks it's time for us to have a campaign to help close our gap and to grow the endowment: Like a capital campaign but not for any physical thing. She'd like to have a feasibility study done using a potential gift to locate a firm, present three bids, hire a firm, and test the case. "I understand that we like buying things, but financial stability is important to me. Do others agree?" Having a formal study may take out any biases, producing neutral results. "The 75th anniversary is like the golden age of an institution," Kelly said. "I think we're going to exist long into the future." She'd like to end the year with a plan that is hopeful." But if we think this is really the wrong thing to be doing, please say so.
- Compelling preaching: Through a Lilly grant from Calvin Seminary, Kelly and a selected group of nearly a dozen preachers are looking at how things have changed since the pandemic and what they can do in the future. The first gathering is Thursday, March 23. She passed around one book that they're using, "*The Life We're Looking For: Reclaiming Relationship in a Technological World*," by Randy Crouch. Questions to be considered:
 - How can preachers engage a group that is both physical and virtual in the future.

As we enter the digital world more fully, what are we losing as people who have bodies?

- If human flourishing requires us to love with all our heart, mind, and strength, what happens if we lose those capacities?
- How can we engage people online and people who are in the room.
- Last thing to bring up, the Holy Week schedule. The Vigil of Easter will be early, beginning before dark. That's firm.

Kelly invited questions, but there were none.

Theological Reflection:

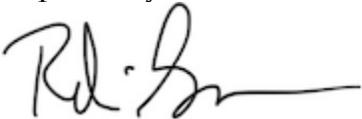
Where/when did you find the Holy Spirit in this meeting? Internal Assessment: Did our work move us closer to fulfilling our mission/goals?

Speed Stodghill appreciated the reflection, the idea of being more intentional about Holy Week. Rhody Streeter observed that our strength comes from not turning away from challenges but moving through them. Rhody also mentioned that he and Marilyn are leaving Louisville soon and going to Marilyn's childhood home in Schenectady, N.Y. He thanks us for our support and the love he has felt from St. Matthew's.

Adjournment, Compline

The meeting adjourned at 7:33 p.m., and Robin Garr then led Compline in the Nave.

Respectfully Submitted,



Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church
Emergency Vestry Meeting
March 14, 2023

Vestry Members Present: In person: The Rev. Kelly Kirby, Sarah Ceresa,, Kevin Clark, Robin Garr, George Plager, Anne Shelby, Bill Shory, Peggy Woolley.
By Zoom: Diane Clark, Dave Johansen, Rick Lotz, Phil Poore, Speed Stodghill.

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life

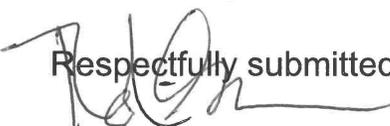
The meeting began at 6:1rp.m. with Kelly leading a prayer.

Kelly explained that we were meeting to consider proposals for an ADA-accessible walkway between the parking lot near Saints Hall and the memorial garden. The reason for an emergency meeting, which was authorized by a call from three vestry members, was that the limestone slabs needed for the walkway must be delivered on Wednesday should we decide to move forward.

The project, a longtime dream, came to Kelly's attention in March, got on the Buildings & Grounds Committee agenda in July, and at Kelly's direction, must be ADA compliant and receive three bids, which Sara Ceresa acquired. The Finance Committee concluded March 13 that we do have the funds, thanks to a designated gift for this purpose by Phil Eschels. The materials are ordered and were to arrive March 16.

After about 75 minutes of discussion, the vestry reached consensus on formally accepting the gift, and second on accepting delivery of the stones.

The meeting concluded around 7:20.


Respectfully submitted,

Robin Garr
Vestry member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

April 18, 2023

Vestry Members Present: *In person:* The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horsley, Dave Johansen, George Plager, Phil Poore, Anne Shelby, Bill Shory, Speed Stodghill, Peggy Woolley.

By Zoom: Sara Ceresa

Absent: Rick Lotz, [Rhody Streeter](#)

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Diane Clark

Diane led the Vestry in a reflection, building on the idea of polarization through two words to live by that she discovered in a book on resurrection: Gratitude, and compassion or empathy. The vestry was invited to reflect on her reflection. Among highlights, Anne Shelby spoke of a coming trip to Texas where "we'll be out of our bubble," in contrast with Louisville as a compassionate city. Peggy Woolley says it's so important that we come from a position of compassion, not apathy. We've marched, we've done all of it, it doesn't work, but we have to keep trying ... from a position of compassion, looking at how people of all perspectives are suffering. What can we do with them to bring about change? Diane says it's hard to replace our fear with faith. We want to, but it's hard to find the words. Jamie Horsley thinks about the apostles after Jesus's crucifixion. They had to be scared and broken, but they had faith. Speed Stodghill speaks of historical change that just came, like the civil rights movement in the '60s. It's a grind. Extended conversation followed. Bill Shory followed up on Speed's comment, noted that the Montgomery Bus Boycott started in 1955, but the major Civil Rights Acts did not come until 1964 and 1968. It takes time, but when it comes, it comes.

Approval of Minutes: The Minutes of the March 21, 2023 meeting were accepted as amended, with minor spelling and other corrections offered by Dave Johansen, Peggy Woolley, and Gaylee Gillim.

Financial report: Edie Nixon

Balance Sheet

Our cash balance is down to \$301,269 after paying Glu Lam for work on the wood beams; it's still a nice balance, with not much else of significance to note.

Income Statement

It was a good month for giving, pledged and plate offerings, with a nice bump in rental income thanks to the Ballard Madrigal. ~~Choir, who paid their rental fee from last year.~~

Total income for the. Year to date is \$228,697, a nice increase over the \$174,564 budgeted at this point. The total amount is not yet in for the Easter offering, but it was very good and will provide the Outreach Committee with a good base for the ministries it will support in 2024.

Utilities are \$853 under budget at \$24,253 for the year to date, and we hope that continues.

Building maintenance is over budget for the entire year because of the necessary cost of beam repair.

Janitorial expenses are negative now because we had carpet and windows cleaned, but it's within the annual budget and will true out over the year.

Overall, expenses for the year to date are \$27,000, a little better than the budgeted \$29,369.

Our cash reserve is still at a healthy \$301,269 even after the beam repair, so we're still happy about that.

Questions: Bill Shory wanted to confirm that we had planned to be almost \$30,000 over budget but catching up with donations at the end of the year. Edie confirmed this and added that we're getting more IRA required distributions from members 72 and older than we had expected.

Endowment Statement

Edie wanted to make more clear what's in the trust/investment side at StockYards Bank: A money market fund, Dodge & Cox, pays into our endowment fund when investment money comes in. Our current 2.5 percent return now is pretty nice after having lived with a fraction of 1% for a long time.

With \$1,252,970 total assets on the Endowment Fund Balance Sheet at the end of the year we're doing pretty well, just bumping along. Total Endowment Fund disbursements in the first quarter were \$37,440, versus income of \$68,773.

Motion to accept the Financial Report subject to audit: Motion? Second?

Gift Acceptance Policy

Kelly Edie explained the proposed Gift Acceptance Policy. It's based on a form from Episcopal Church Foundation.

I. Purpose of Policies and Guidelines: We need a policy to clarify who must report receiving gifts for the church ~~that~~ which fall outside the normal, ongoing support and operations of the church (outside individuals' normal giving), and the parameters of accepting such gifts. This applies primarily to gifts with greater than \$1,000 in value.

II. Gifts Committee will be established to consider gifts and related issues, to consist of the rector, accountant, treasurer, senior warden, and one member of the finance committee.

III Confidentiality: All information obtained from or about donors or prospective donors is to be held in strictest confidence. The name, the amount and/or the conditions of any gift shall not be published without the express written approval of the donor and/or beneficiary.

IV. Use of Legal Counsel: The Gifts Committee shall seek the advice of legal counsel in matters relating to acceptance of gifts when appropriate. Specific examples are enumerated in the Gift Acceptance Policy document.

The policy does not address gifts restricted with naming rights. This is something that St. Matthew's has traditionally not done. Bill Shory wonders if it would be better communication to include this in writing to make our position clear. Kelly's opinion: It's hard to make a blanket statement for all time. But the overarching method is that we seek *unrestricted* gifts.

V. Restrictions on Gifts: St. Matthew's Episcopal Church may accept unrestricted gifts, and gifts for specific programs and purposes, provided that such gifts are not inconsistent with its stated mission, purposes, and priorities. The Gifts Committee will not accept gifts that are overly restrictive in purpose.

Bill Shory suggests more positive wording to read that the church "Encourages unrestricted gifts and may accept gifts for specific programs and purposes." Agreement.

Sara Ceresa wonders about adjusting wording in Section I, "Purpose of policies and guidelines," to recognize that not all gifts are solicited. The wording as presented seems to imply that all gifts must be solicited. Edie points out that Section II, "Gifts Committee,"

emphasizes that “all intentions to give a gift must be presented to the Rector.” After discussion, the Vestry agrees to add the word “may’ in the opening statement, “The Rector, the Rector’s staff, and members of various committees of the Vestry may solicit current and deferred gifts from individuals, corporations, and foundations to secure the future growth and mission of the Congregation.”

Peggy Woolley moved to accept the Gift Acceptance Policy as amended. Gaylee Gillim seconds. The motion passed.

Endowment Campaign Feasibility Study

Kelly presented in detail a proposal that St. Matthew’s conduct a feasibility study toward a major campaign to double our endowment, tied in with our 75th anniversary this autumn. Kelly has been concerned about just falling short of our stewardship campaign goal this year, and has been looking for ways to make our financial future more stable. ~~Treasurer Parish Accountant~~ JoAnne Coleman has ~~concluded~~ **completed an analysis** that if our endowment doubled its size we’d increase our endowment income to the point where extraordinary expenses would no longer derail our operating budget.

When Kelly learned about a substantial gift in the neighborhood of \$300,000 that the church is receiving from Kathy Bowling’s estate, she began exploring the possibility of an endowment campaign with this bequest as the lead gift. “Kathy was incredibly generous, incredibly responsible,” Kelly said, “so I’d like to tell her story as we launch the campaign.” If possible, Kelly would like to try to complete a feasibility study before Pentecost, then get our work done during the summer, so we could go public with the campaign on St. Matthew’s day in September – our 75th anniversary – and be completely finished by Christmas.

Kelly met with several experts in fund-raising and foundations about best practices in coming up with a case, a proposal to show people and test the quality of our ask.

Kelly eventually received six names of potential feasibility study providers, contacted each, and got back five proposals offering a diverse array of specifics and ranging in costs from \$9,500 to ~~48,000~~ **\$21,000** excluding travel expenses. After extended discussion, Kelly expressed a personal preference for David Valinski with David Valinski Associates of Columbus, Ohio, who had done a major campaign for the Jewish Community Center. He offered a revised ~~bid~~ **bid** of \$15,000 to do 20 interviews.

In further conversation, Kelly clarified that having an endowment campaign going on at the same time as our annual pledge drive should not be an issue; they are different in purpose and

nature, and David Valinski has promised that he would not accept any gift from a parishioner who would reduce their pledge to do it. “No, that’s not going to happen.”

Eddie says we would want to raise \$1.2 million, which is not a big ask. For a church our size we don’t want to more than triple our **current unrestricted** endowment. We don’t want to be irresponsible. The money would be for general use but in the future could be designated for specific use. “We can’t stress enough that it has to be a successful campaign, for the morale of the church,” Eddie said.

Dave Johansen moved to give Kelly permission to check David Valinski’s references, and assuming they are satisfactory, to hire him to conduct a campaign feasibility study for \$15,000 plus travel. Bill Shory seconded, and the motion passed.

Vestry Committee Reports:

Buildings and Grounds.

Dave Johansen reported that there’s been no change in the lighting ~~improvement~~**system replacement** project. We’re waiting for the last two pieces of equipment, which are scheduled to be shipped next week.

Wood beam repairs are underway, and protective coating should be completed soon; they’re waiting for the weather to be all right. Roofing work remains, and we’re waiting for design on the scuppers that will channel rainwater away from the building. But the key job of fixing the beams is done.

Stonemasons have completed their work on the walkway from the Saints Hall parking lot to the Memorial Garden, aided with many hours of remarkable work by volunteers. Remaining stone pieces have been placed in the memorial garden. “It really is impressive and many people will enjoy it.” Dave offers thanks to Sara Ceresa for the idea and to Phil Eschels for funding it. The Buildings and Grounds Committee was to meet April 19 to discuss a list of needed maintenance items. The committee is searching for additional members and invited parishioners to contact Dave or any member.

Dimensions of Faith

Jamie Horsley reported on a brief meeting Sunday, checking off logistical matters to make sure tasks are covered for Silas House’s talk April 30. A total of 270 free Eventbrite tickets have been requested, so we’re approaching capacity. Remember to get your tickets soon if you haven’t done so.

Finance

Kelly reported that the committee met, and we've heard everything they discussed.

Nominating

Kelly says the committee can now begin its work of finding Vestry nominees. She'll appoint some at-large members **once the chair gives her names of two people to invite.**

Outreach

Phil Poore said the committee met in February and will meet again May 21 to evaluate requests and consider budget allocations.

Vision Implementation Team

Robin Garr reported that the committee met this month and is still working out benchmarks. He is interviewing former members of Cooks and Bottle Washers to try to discern why this ministry collapsed and how it might be possible to revive it with new members, as a possible model for building up other volunteer areas diminished by aging members and the pandemic. He'll circulate other possible benchmark topics by email, as the committee won't meet again formally before a Zoom session in June.

Warden Reports:

Junior Warden: Speed Stodghill

Speed said he is glad to be back with the church in person after a time away and happy to see everyone.

Senior Warden: Peggy Woolley

Peggy is learning more about people's needs as she meets regularly with Kelly; recognizing the need to be compassionate and deal with people on a personal level, being compassionate and caring for each other.

Rector's report:

First meeting of the Compelling Preaching group funded by Calvin Seminary took place on March 23. Participants talked about the challenge of preaching through a pandemic and what it

looks like going forward. She was surprised at the level of exhaustion and grateful to be in a church with a team of clergy. “Isolation yields exhaustion.”

Kelly also mentioned that having worked with Bishop White last week, she is conscious that he had a very hard week through Holy Week, Easter, and beyond. She asked the vestry’s agreement to send him a note expressing our gratitude for his leadership and his work. With immediate consensus, Benjamin got a greeting card which we all signed after Compline.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Internal Assessment: Did our work move us closer to fulfilling our mission/goals?

David Johansen said he found the Holy Spirit in Diane’s theological reflection and our conversation. “The only way to combat the anger and frustration with people is to be empathetic and compassionate. That takes a long time. “Diane is thankful to be with everybody, knowing that we care about each other. Robin Garr said, and George Plager agreed, that the Spirit seemed to be moving when the Endowment Campaign Feasibility Study proposal fell into place so easily and with so much agreement, focusing our thoughts on the future, our mission and goals. Kevin Clark told us that when he told his brother-in-law about his work in the church, his brother-in-law expressed surprise since Kevin has not been particularly religious in the past. Kevin explained it by talking about the importance of the community and the presence of the Memorial Garden.

Adjournment, Compline

The meeting adjourned at 8:15 p.m., and Diane Clark then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

May 16, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Sara Ceresa, Diane Clark, Kevin Clark, Robin Garr, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Bill Shory, Peggy Woolley.

By Zoom: Anne Shelby, Rhody Streeter

Absent: Gaylee Gillim, Jamie Horsley, Speed Stodghill.

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Rick Lotz

Rick led the Vestry in a reflection. He began with thoughts about Kentucky Derby time in Louisville, then pivoted from that race to the letter to the Hebrews: "Let us run with endurance the race of faith that is set before us." The Christian life is like that race, Rick said: Is it enough for us to say we ran the race, led the way of life that Jesus taught us to follow?

The vestry was invited to reflect on Rick's reflection. Among brief highlights, Peggy Woolley mentioned how easy it would be to give in to being overwhelmed in running the race. It's important to stay in the race, do the work, and stick with it. George Plager observes that many Christians feel overwhelmed and ask, "What can I do?" But it only takes a few people to get things rolling. Phil Poore recalled a Gandhi quote, "It's the action, not the fruit of the action that's important. You have to do the right thing. You may never know what result comes from your action, but if you do nothing there will be no result."

Approval of the April Minutes

The Minutes of the April 18, 2023 meeting were accepted as amended, with minor spelling and other corrections by Phil Poore, Peggy Woolley, and Dave Johansen.

Financial Report: Edie Nixon

Balance Sheet

Cash reserves have gone down slightly, nothing to worry about. It's pretty clean, there's not much to comment on.

Income Statement

We're still ahead on pledges for the year. We did receive the bequest income from Kathy Bowling's gift. That will show up as income when the June numbers are published in July. Remember that as we look at the income for the year to date etc month, we need to remember that this bequest is not part of regular income.

Utilities were up slightly this month but right on budget for the year to date. Building maintenance is still over budget, but we hope the budget will true itself up. Easter flowers added a spending bump, but still within budget.

So, as of the end of April we show a loss of \$38,447 where we had budgeted more: \$42,699

Cash reserves are \$276,000, down a bit from last month but still a healthy amount as we go into the dry months of summer. There's not much else, it's been a quiet month.

George Plager moved to accept the final report subject to audit. Bill Shory seconded.

Roof Replacement 318 N. Hubbards: Kelly Kirby

Kelly reported that the roof of the rectory building at 318 N. Hubbards had hail damage. Insurance agreed to replace the roof, and in the process noticed some other things broken. Bone Dry Roofing is Kelly's preferred bid of three to do the work. We'll lay out \$5,000, the deductible, and insurance will cover the rest. After brief discussion, with no objection, we will move forward with that repair. No vote needed.

Endowment Campaign Study Report: Kelly Kirby

Kelly summarized our first in-person meetings on May 9 with David Valinski with David Valinski Associates of Columbus, Ohio. He met with clergy, staff, committee and additional members. Dave Johansen, as committee chair, said more than half of the members were able to meet in person. David did a great job explaining the history of what he does. His associate Richard Friedman has started calling committee members for 15-minute interviews. The committee is working on a list of St. Matthew's members for Valinski's organization to interview and sample opinions toward helping us decide if an endowment fund drive would succeed.

So far we're on target, on time, doing exactly what we want them to do, Kelly said: The first four weeks are about developing the case: The result of these phone calls, distilled into why we should have an endowment campaign and why people would want to give if we move forward. Staff will schedule the in-person interviews to be completed before Memorial Day, we hope.

The Stewardship committee will receive the final report from David who will come back to town to make his report.

Vestry Committee Liaison Reports

Buildings and Grounds

The committee recently met to go through its list of maintenance projects that need to be done, Rick reported. Memorial walkway is done and looks good.

The lighting system replacement project and downspout scuppers to direct roof drainage are still waiting for equipment. We're working to get them done.

Dimensions of Faith

General agreement that Silas House's visit on April 30 was an amazing program.

The **Finance committee** will meet July 5

The **Nominating committee will** begin its work in August or sooner

Outreach will meet May 21

Planned Giving will meet May 22

Stewardship met April 23; its session was covered in our discussion about David Valinski above.

Vision Implementation Team will meet June 13 via Zoom

Warden Reports

Senior Warden: Peggy Woolley

Peggy spoke about how much work the staff does that most of us don't see when we come to church on Sunday. Last week was a particularly noteworthy example as staff handled a funeral and a wedding and Kelly's meeting with the Preaching Initiative. Just so much goes on all the time. "I just really appreciate everything everybody does. Good job. Thank you."

Rector's Report:

Kelly echoed Peggy's comments: She'd like to brag about the staff, about a wedding and funeral in one day. From Maggie Owens' work dealing with both with unfamiliar music and guest musicians as well as being soloist, then the wedding reception segued into a funeral reception. Jan Scholtz made many things work with the wedding. People worked well together.

Kelly mentioned that Benjamin has switched his day off from Monday to Friday, so Kelly and Benjamin are both off on Fridays. Since the pandemic, activity has not picked back up on Fridays, so it's a good day for the clergy to take their time off.

Kelly also reported briefly on the second Compelling Preaching Initiative, which brought 10 people together to talk about the challenges of working through Holy Week, Easter, and the mass shooting that occurred in Louisville the week after.

She was particularly struck by how hard it was for solo pastors who don't have the benefits of working on a team. They also discussed the challenges of combining in-person and streaming worship and how to make that work well. One suggested solution, TikTok videos as a way to reach people under 30.

Kelly also reported that her Bingham Fellows class has agreed to donate \$19,000 left over from an incomplete project to Simmons College.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Internal Assessment: Did our work move us closer to fulfilling our mission/goals?

Dave Johansen recalled Rick's comments about thinking in terms of being in a race. He feels we're in a race every day, but now thinking of a goal a little further on.

Rhody Streeter, speaking via Zoom, observed that a race doesn't always have just one winner. He recalls uplifting stories about Special Olympics races in which one runner falls, and the others stop to pick him up so all run across the finish line together.

Peggy Woolley feels the Holy Spirit was at work in all the things that were done so well last week. When there's too much to do and it's all done so well, the Holy Spirit is there.

Diane Clark spoke of all being in this together at a time of national dissension and heartbreak. We can't be afraid, she said, but we can't do it alone. We need each other to make it happen.

Kelly Kirby said she feels privileged to work at a church where "enormity" was used properly in a vestry reflection. It was her first seminary sermon when she learned that the word does not mean "enormous" but "total depravity."

Rhody Streeter announced that at 2 o'clock yesterday he became a grandfather! He doesn't know the child's name yet.

Adjournment, Compline

The meeting adjourned at 7:20 p.m., and Rick Lotz then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

July 18, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Kevin Clark, Robin Garr, Gaylee Gillim, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Anne Shelby, Speed Stodghill, Peggy Woolley

By Zoom: Sara Ceresa, Rhody Streeter

Absent: Diane Clark, Jamie Horseley, Bill Shory

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: George Plager led the vestry in a reflection, expanding on the Quaker theologian Richard James Foster's writing about prayer finding the heart's way. George asked, "What is prayer? Each person's opportunity to talk with the Lord, to be with God, in his or her own way. Faith is expressed in prayer."

As vestry members reflected on George's thoughts, Rick Lotz thanked George for his comments, which helped Rick realize that he – and perhaps all of us – pray in similar ways. Peggy Woolley said she sometimes gets bogged down in searching for words in prayer, so she has learned to lift up thoughts, an image of what she's praying for, or simply holding the subject of her prayer in her heart. It's prayer even when she doesn't verbalize it. Rick agrees: God knows what we're praying for before we ask. Kelly said Richard Foster is a great teacher of prayer, able to look at many ways to pray and set them beside each other without saying any one is the "right" way to pray. This really changes the conversation and brings value to the many ways we connect with God.

Approval of the May Minutes

The Minutes of the May 16, 2023 meeting were accepted as submitted.

Financial Report: Edie Nixon

Balance Sheet

The balance sheet appears to show that cash reserves have gone down \$248,537 in the past month, but that's because we have converted some of the reserve into penalty-free certificates of deposit earning 4% or 4 1/2%, allowing us to take advantage of higher interest. Still, summer tends to be a "dry" period for finance, so be prepared to see this number seasonally decline.

Income Statement

iving or pledge plate offerings were a little over budget, which is good, and a little over the amount budgeted year to date. Edie expects we'll come closer to the budget amount in coming months. There is a lot of good news regarding income: We are getting rentals in the building as people have found us again after the pandemic in spite of the road construction on Hubbards Lane. Work outside the parish and salaries have been right on. Utilities are a bit over budget this month, and building maintenance costs were \$1,500 over budget for the month. That's a result of more lighting improvement bills, and the endowment is paying a portion of that. We changed lawn services, contracting with a new one that's a little more expensive but doing a better job, which is good. Finally, office supplies are up a bit because of paper. "Getting away from paper would be good," she said. Finally, an organ repair increased spending for music and supplies for the month.

Overall we're showing about a \$68,000 loss for the year to date; but we had predicted an \$87,000 loss at this point, so we're doing better, thanks to good work by the staff.

Endowment Statement

A lively discussion in the finance committee about the endowment made clear to Joanne Coleman and Edie that we need clear written information explaining the endowment –

how funds come in and where they go – especially with the endowment fund drive coming up.

The endowment fund held \$273,507.01 in cash and securities in Stock Yards Bank at the end of June. Stock Yards plans to put that into a safe bond with 5% income. They're still not ready for the stock market yet (during a time of market uncertainty). Our investment in the Dodge & Cox Balanced Fund is doing well, but again, is being held in conservative investment for now.

Last quarter Edie changed the Endowment statement slightly to show the actual amount in the current column – \$27,069.98 – which is money that we can use for purchases. In discussion, Edie emphasizes that it's important that we preserve this money for emergencies, and she's grateful that the vestry doesn't use it frivolously.

2024 Assessment Commitment

Kelly Kirby informed us that our required assessment to the Diocese of Kentucky went up to \$100,010 this year, about a \$4,000 increase from the previous year. St. Matthew's has always paid this assessment in full, and Peggy Woolley moves that we pay this assessment in full. Rick Lotz seconded.

Outreach 2024 Proposal: Phil Poore

The Outreach Committee met May 21 and received 15 requests for funding, all but one of them being returning projects funded in previous years. One, Episcopal Relief and Development, was new with a \$4,000 request. The committee allocated the funds based on having \$39,400 available. The committee also set up the annual outreach ministry and collection of the month calendar for 2024. "The committee worked hard and well," Phil said. Dave Johansen moved to approve the outreach plan as presented by the committee for 2024. Robin Garr seconded.

Endowment Fund Drive Feasibility Study next steps: Kelly Kirby

Kelly reported on developments since we last met. Robin Tricoli and Phil Eschels have joined the committee. David Valinsky has interviewed 15 parishioner households and

will report to us soon. Vestry members are invited to join the committee via Zoom at 11:30 a.m. Sunday, July 30, allowing David to make a single report to both bodies rather than doing it separately.

Kelly has received preliminary comments from David, who was still working on the final report. She anticipates that he will recommend we go forward with a fund drive seeking a range between \$1 million and \$1.5 million. We'll know the details on July 30. After that the Stewardship Committee will meet and decide on its recommendation to the vestry, which will then decide whether to move forward. Following that we will decide whether to hire a consultant. If the committee so decides, we will then need to decide whether to conduct a new consultant search or continue working with David Valinsky.

Kelly reminded us that this year, 2023, is St. Matthew's 75th anniversary. We want the "ask" part of the endowment drive wrapped up by the end of the year. We want it to happen concurrently with our annual stewardship campaign, and we want to get them done at the same time.

We also have to decide how many years the endowment pledges can be paid over. It could be a three, four, or five year pledge, but the longer the pledge term, the longer it takes to raise the money. A five-year pledge worries her. Campaign costs come out of the money raised. It's important for everyone to know that.

Asked how the endowment campaign and annual stewardship drive will work together, Kelly emphasized that one of the reasons we selected David was his statement up front that he will not let the endowment campaign draw away from the pledge campaign.

Vestry Committee Liaison Reports

Buildings and Grounds

Rick Lotz and Dave Johansen reported that the lighting project in the Nave is virtually done. The last of the lighting material is coming in soon and can be installed in a day.

The wood beam project supporting the roof is also all but done except for the scuppers, which have been held up by issues at the contractor.

Rick said the committee has created a spreadsheet of over 100 maintenance jobs needed around the church, a number that has already been narrowed down from 150 jobs originally. Dave and Speed Stodghill have made a great effort, Rick said. Speed adds we hope to schedule a few paint days for volunteers to help paint offices. Those who aren't good at painting can provide moral support.

Dimensions of Faith

Kelly announced that Mariann Edgar Budde, Bishop of Washington, D.C., will be our DoF speaker on March 17, 2024. Bishop Budde was all over the news when President Trump entered the church's property with a bible in 2020. Her May 2023 book, *How We Learn to Be Brave, Decisive Moments in Life and Faith*, tells about her strength. It has been described as "inspirational guide to the key junctures in life that, if navigated with faith and discernment, pave the way for us to become our most courageous selves." Bishop Budde is a great preacher, Kelly said, and will preach at all three services during her visit.

Finance

Met July 5, as discussed in Edie's financial report.

Nominating

Speed. Peggy and Phil will complete the committee by adding two outside members as the committee begins its work. They, Sara Ceresa, and Rhody Streeter will meet during the second week of August to start coming up with names of potential new vestry members and making calls.

Outreach

Met May 21, as reported in the Outreach 2024 Proposal above.

Planned Giving

Kelly said this committee will host an event unlike anything we've done in recent history at St. Matthew's: A Final Affairs Fair on Sunday, August 13, the week before Ministry Fair. This will feature lots of tables with outside experts – an attorney, hospice workers, estate planning and planned giving experts, even funeral planning – so people can learn about these things and get all this information as they come out of church.

Stewardship

Met on July 16, details reported within the Endowment Fund Drive above

Vision Implementation Team

Met June 13. The team received information from Julie Mushkin about plans for intergenerational formation starting with the new program year, and planned a series of Red Shirt Sundays in July. VIT members participating in volunteer liturgy positions during the month wore red shirts and have been available to take questions about what they do and how people can volunteer. A number of volunteers have emerged as a result.

Warden Reports

Junior Warden: Speed Stodghill

Speed said the nominating committee was his report.

Senior Warden: Peggy Woolley

Peggy mentioned the red shirt Sunday activity. A lot of church things have come up in conversations, she said. People worried that a stove was leaking gas and that the grassy field behind Saints Hall doesn't seem to have a lot of activity. However, Peggy learned from Kelly that these things are not concerns. There is no leak, and the field is actually rented a lot to sports teams. Still, this prompted Peggy to think about how important is

for all of us as vestry to answer questions or find the answers, talk to people and reassure them and make them feel heard.

Rhody spoke via Zoom after Kelly's report, talking about his life in Schenectady, his new grandchild. He hopes to be in Louisville in October. However, he told us that at his current distance he believes it's time for him to resign from the Vestry. Kelly accepted his resignation "with sadness" and thanked Rhody for his faithfulness on this vestry.

Rector's Report:

Kelly took note of beautiful new program year brochures and colorful ministry buttons created by Julie Mushkin.

Kelly also told of going to the Colledgeville closing retreat last month, "a good holy time." She also took two weeks of vacation and enjoyed that time away. Now we're already getting ready for the fall! We're moving programming toward all ages, intergenerational programming for all ages. We've had good conversations with teachers. Walking in the word will move to Godly Play, a wonderful program that we own. Lots of new programs.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Internal Assessment: Did our work move us closer to fulfilling our mission/goals?

Peggy feels the Holy Spirit at work in the new education programs, the creativity, the excitement it will generate. It's affirming and exciting, and she loves the idea of intergenerational education and the ability it offers us to get to know the kids. Speed said he enjoyed George's presentation, calling it well thought out, sincere and authentic. Rick was touched by Rhody's sad but touching comments. He sees Rhody as sharing the Holy Spirit with all of us.

Adjournment, Compline

The meeting adjourned at 7:53 p.m., and George Plager then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

August 15, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Sara Ceresa, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horseley, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Anne Shelby, Bill Shory, Speed Stodghill, Peggy Woolley.

By Zoom: None.

Absent: None.

Others Present: Edie Nixon, Treasurer

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Benjamin Hart led the vestry in a reflection that felt like a valediction as he prepares to leave St. Matthew's for his new position as rector at St. Luke's. He shared a few thoughts based on journal entries about what it's like to be a priest in his position here at St. Matthew's. He said the simple work of organizing, keeping records, a lot of little things to remember and keep in the air, brings him joy. So does being a priest during Sunday services, keeping a lot of things in the air while still being able to pray. And he told of his experience providing pastoral care. "It's a privilege to show up for people in their lives," he said. "It's a privilege to be a priest."

Vestry members reflected on Benjamin's thoughts, recalling incidents from his time here, thanking him, and wishing him Godspeed.

Approval of the July Minutes

The minutes of the July 18, 2023 meeting were accepted as submitted with minor corrections by Dave Johansen and Gaylee Gillim.

Financial Report: Edie Nixon

Balance Sheet

Our total assets are \$8,730,000, Edie reported. Our total liabilities equal our total assets, as they should. In July we were below budget, so we're still ahead of budget by \$30,000, which is good. We've had some nice rental income. Work outside the parish, diocesan pledge, outreach, and salaries are all on budget. In building expenses, we were happy to see utilities about \$2,000 under budget for the month, bringing us right on budget for the year to date. Building maintenance costs were \$6,500 for July, because of needed boiler pump repairs, air conditioning for the rectory went out, and the youth wing downstairs had a unit that needed repairs.

Income Statement

Cash reserves have dipped under the three-month comfort level, but September is right around the corner and the program year is starting, so I expect some of that to bounce back. Linda Wardell and Edie will do the financial review next week.

Robin Garr moved to accept the report subject to audit. Rick Lotz seconded.

Campaign next steps: Kelly Kirby

Kelly told the vestry that Robin Tricoli and Phil Eschels have agreed to be co-chairs of the fund drive campaign steering committee, and Edie Nixon, Joanne Coleman, Bill Shory, and Jan Scholz will be committee members. The committee was to meet with David Valinsky on Sunday to talk about preliminary documents and the twelve more members who will join the actual campaign cabinet. Some of the people who were interviewed will also be invited to help more with the campaign. The committee wants to begin thinking about how the pledge card will look, and how we're going to accept gifts. Kelly will be able to report more as decisions are made, but she thinks it's pretty clear and about what we should expect. We hope to raise \$1.2 million toward the endowment. Vestry members will receive a pledge card and will be our trial group.

Kelly hopes we will all turn in a pledge card, which covers two things: An annual stewardship campaign pledge for 2024, and an endowment campaign pledge for its three-year term. As vestry members, she is counting on us to be explainers in our communities. A glossary of terms is being prepared to help ensure clear communication, and a flow chart showing where the endowment money goes during the year. Kelly hopes key pledges will come in before St. Matthew's Day, at which point she will announce whatever amount we have reached. She hopes it will be over \$600,000, well over 50 percent of the goal.

Select Lay Deputies for 196th Annual Diocesan Convention: Kelly Kirby

The vestry needs to elect three lay deputies, two alternates, and, if we wish, a youth deputy, who will agree to travel to Bowling Green for the 196th Annual Convention of the Episcopal Diocese of Kentucky on November 10-11. This is an important convention because it precedes the General Convention of the Episcopal Church which will be held in Louisville next year from June 22-28.

Sara Ceresa and Phil Poore volunteered to be lay deputies. Peggy Woolley will make an announcement during church on Sunday hoping to add a non-vestry volunteer.

Vestry Committee Liaison Reports

Buildings and Grounds

Rick Lotz reported that the buildings and grounds committee had a productive and good meeting on August 14. The lighting project in Saints Hall is complete and working well, but there were still problems in the Nave, where all the new LED bulbs have been installed, but a couple burned out quickly and several more are flickering. They're hoping to quickly find answers, and in the meantime will move some lights around to spread out the lighting. So, there's still work to do, but it's progressing.

Wood beam repairs are about done, but the scuppers that direct rainwater away from the roof are still in progress. Rick hopes it will be done, completing the project, in the

next few weeks. After that, the committee will begin looking at ways to drain runoff away from the building while keeping the rainwater on the property.

The committee has redone its to-do list. Nothing really pressing remains. Over the next several months they'll be painting, patching holes, things like that, one area at a time.

Gaylee Gillim asked about how repairs will be done after Louisville Water Company's work on our property. Benjamin says they're quickly reseeding grass, and the sidewalk, which was removed to accommodate a trench, will eventually be replaced.

Dimensions of Faith

Kelly offered the exciting news that Mariann Edgar Budde, Bishop of Washington, D.C., author of the new book "How We Learn to Be Brave," and a compelling preacher, will be our Dimensions of Faith speaker on March 17, 2024.

Finance

The committee will next meet on October 11.

Nominating

Sarah Johansen and Linda Wardell have agreed to join the committee, which will meet and begin its work on September 12

Planned Giving

The Final Affairs Fair on Sunday, August 13 was well attended and well organized, Gaylee Gillim said. Kelly says we'll definitely do this again in the future.

Stewardship

The committee met on July 30 and was told to do nothing until further notice because of its tie-in with the endowment fund campaign

Vision Implementation Team

The committee met on August 6. It toured the new Makerspace and concluded that our current goals and benchmarks are approaching completion.

Warden Reports

Senior Warden: Peggy Woolley

The new member classes at St. Matthew's are going very well, Peggy said. We as vestry members are encouraged to attend these classes from time to time. It is a good opportunity to have a more personal touch with new members.

Junior Warden: Speed Stodghill

Speed said he is looking forward to the Ministry Fair, his favorite Sunday, and not just because there will be pie, a beloved feature which now returns after the pandemic.

Rector's Report:

Kelly said we will have some new things at the ministry fair this year, thanks to work by Julie Mushkin. Each ministry has its own button which can be worn like bling. Young people are encouraged to go to each ministry and get a stamp, creating as many intergenerational opportunities as possible. The church is excited that this program exists. We were given a great sewing machine and a serger for creative sewing. There's lots of energy there, and this should be a good Sunday.

How are we going to say goodbye to Benjamin? The same way we say goodbye to anyone else, Kelly said. His seven years of service is extraordinary, but we keep clergy departures simple; we'll do for Benjamin as we did for Harvey and Emily Crouch, and what she would want us to do for her someday: Lots of open conversation and a St. Matthew's mug, but nothing more. The position is open and on the website and advertised in Episcopal News Service. Larry Minter, a retired priest, will be with us

almost every Sunday through the end of the year. All Saints Day will be a little weird this year because we'll have a rare thing, a supply priest at Eucharist.

Kelly would like to hire someone by the first of the year, but it's possible that we could even have to wait for seminary graduates next year. With the amount of newcomers and excitement we have, this position is like a rector of a smaller church.

Peggy says we're thinking of Kelly as she leaves this week to take Sophie to school. Kelly and Sophie are in our hearts.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Peggy feels the Holy Spirit in the laughter. We're dealing with big, important things that will affect the future of the church, but the team of leadership, the laughter, reveals this body being able to appreciate each other, to be serious when we need to be serious but also to enjoy the work. Rick thinks this has been one of the best meetings we've had this year. We are willing to ask the hard questions that need to be asked. It's important that we do that along with camaraderie, concern, desire to do our best for the church. Diane Clark said it is nice to share all of this together. Everything we've talked about is important. Sara Ceresa spoke about our goals and our endowment: We're getting there, we're really getting there. New people being lectors, chalice bearing, it feels like we're accomplishing things.

Adjournment, Compline

The meeting adjourned at 7:55 p.m., and Benjamin Hart then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Rick", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

September 19, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Jamie Horseley, Dave Johansen, Rick Lotz, Phil Poore, Anne Shelby, Bill Shory, Peggy Woolley.

By Zoom: Sara Ceresa, Speed Stodghill

Absent: George Plager

Others Present:

Clergy and Staff: The Rev. Benjamin Hart, Director of Congregational Life.

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Dave Johansen spoke, accompanied by projected photos of his recent Colorado vacation, about his effort to seek out and feel the presence of the Holy Spirit. Trying to do it intentionally at the end of a vestry meeting just doesn't work for him. But on a recent airplane flight taking off at dawn through colorful clouds, he said, "it was magical. I felt the peace in God's presence." Then he felt God's presence again during his stay in the Colorado mountains. When he prays and feels that God hears him, that's the presence of the Holy Spirit. Feeling the presence of the Holy Spirit is getting easier.

Vestry members reflected on Dave's thoughts. Rick Lotz feels the presence of the Holy Spirit, God's presence, every time in the woods, in the park, when he hears a creek rambling. Peggy Woolley agrees that she can find God's presence in water – a creek, but also the ocean. Phil Poore recalls feeling the Holy Spirit high up in Rocky Mountains National Park. Dave, though, worries why he can't feel the Holy Spirit at other times.

Robin Garr suggests that the Holy Spirit is surely present constantly, but we don't always know how to listen. Bill Shory recalls a friend with whom he'd often fish on a waterway below a dam on Saturday mornings. They didn't talk much, but there was something about being there. Diane Clark observes that she can even feel the Spirit and be at peace when she sits on the patio listening to birds. Then Kelly Kirby told us how she started this practice of reflecting on where we found the Holy Spirit: When retired Ohio Bishop Mark Hollingsworth, a mentor for her when the Kirbys lived in Ohio, visited the vestry of Kelly's church, he suggested that she consider ending each meeting with a theological reflection instead of a prayer. "It was fruitful," she said, "so I've kept it."

Approval of the August Minutes

The minutes of the August 15, 2023 meeting were accepted as submitted, with corrections by Gaylee Gillim.

Financial Report: Kelly Kirby, reporting for Edie Nixon

Balance Sheet

It's straightforward this month with some minor points, but essentially, all is well.

Income Statement

At first glance, Kelly thought our expenses were more exciting than they actually are. A few tiny issues: Office supplies are over budget for a couple of reasons, but the major one is the cost of paper. We're planning to use a less pricey grade of paper for Sunday bulletins going forward. Also, expenses have increased slightly because we're making so many color copies. Julie Mushkin makes beautiful graphics, so that's going to be a cost of ministry now.

Kelly is grateful for all our newcomers who have begun contributing immediately. She is also happy about our rentals. We are now known as a great place to have a party. People come to baptism parties, wedding receptions, and then want to rent the place for their own parties.

Eddie always points to the cash reserves, and Kelly notes that month-end reserves of \$76,698 are now below what we think is a good amount of cash. That's something to pay attention to. It's not cause for a lot of alarm, because these are figures for August, a customarily low month; but it is something to pay attention to.

Robin Garr asked about the possibility of reducing paper use. Kelly says some measures are underway, but it's difficult, and in fact it's a pastoral issue because people have strong preferences about this.

Robin Garr moves to accept the report subject to financial review. Bill Shory seconded.

Select Lay Deputies for 196th Annual Diocesan Convention: Kelly Kirby

We need to elect three lay deputies who will agree to travel to Christ Church in Bowling Green for the Diocesan Convention November 10-11. Kelly suggests that we elect Phil and Sheila Poore and Robin McNally as delegates and Anne Shelby and Sara Ceresa as alternates.

Bill Shory moved to approve this group, and Rick Lotz seconded.

Campaign next steps: Kelly Kirby

Since our last meeting, the steering committee agreed to call an Endowment Campaign Cabinet, and a group of people including vestry and others were asked to join. Some said yes, a few declined, and the cabinet is now formed..

We have already raised \$741,500, 61 percent of our 1.2 million goal, and more pledges have come in from vestry members this evening. Kelly hopes to be able to announce that 100 percent of the vestry has already pledged as we begin the public phase of the campaign. The \$741,500 amount represents only 19 out of approximately 200 households, so our capacity going forward seems incredible.

Bill Shory points out that the rest of the community may not be representative of the initial group. The endowment campaign concept still needs to be explained clearly, because it's not a simple process. Kelly agrees and says we need to spread out our voices, saying that we need to make this church stable, and this is the way to do it. The hope is that everyone will be able to have a one-on-one conversation explaining it.

The cabinet will have its first meeting Tuesday, Sept. 26, when members will be trained on having these conversations. We're going to have as many of these conversations as possible by Oct. 9, at which point we'll send out the case to everyone who has not yet pledged. We're not trying to irritate people. We're trying to run a church. It's going to take all fall. It's going to be a long conversation. But ultimately we're going to ask everyone who has a pulse. We're going to ask every neighbor who uses this property as a park to help ensure that we keep it. We're also going to ask former members. We should certainly reach people whose parents were members here and who are interred in the Memorial Garden.

"I'm very excited because I know we're going to be in a better place," Kelly said.

Vestry Committee Liaison Reports

Buildings and Grounds: Rick Lotz

The committee met Aug. 14. We have new bulbs that do not flicker for the top of the brick walls in the nave. They will all be installed shortly.

Handyman Tom Brown of Heritage Homes has done a lot of things around the church: hung shades in the basement, fixed a thermostat, and more.

Peter Bell gave us a good contract to remove the two dead trees in the Memorial Garden and pick up limbs on the grounds. There will be some wait, though, because companies are backed up with work from earlier storms.

The committee is working to get an idea about the potential cost of repairs to flat roof areas of our buildings.

Finally, Sara Ceresa and Rick are checking costs of quality trees for the Stewards of St. Matthew's planting. Initially they estimated \$6,000 to \$8,000 total for planning, purchasing and planting. However, Sara now thinks we may be able to get small trees for a lesser amount, maybe \$2,000. Kelly says that is doable. Responding to a question from Speed Stodghill, Kelly says we'll follow best practices guidelines for planting times.

Dimensions of Faith:

Washington, D.C. Bishop Mariann Edgar Budde is our speaker on March 17, 2024. Kelly plans to meet fairly soon and propose a speaker for a later time.

Finance:

Meets October 11.

Nominating: Speed Stodghill

The committee had its initial meeting Sept. 13 with a preliminary list of 20 to 22 potential candidates. In a Thursday night Zoom call they'll create call lists for each committee member to contact the potential new members.

Outreach:

Has not met since the last meeting.

Planned Giving:

Has finished meeting for the year

Stewardship:

Has finished meeting for the year, having been absorbed into the Endowment Cabinet.

Vision Implementation Team:

Meets October 29

Warden Reports

Senior Warden: Peggy Woolley

Peggy is excited about the energy she is feeling around the church. When she hears Cabinet Co-chair Robin McNally talking about the campaign, Peggy recognizes that it's just such the right time for us to be doing this. Peggy in general does not like asking people for money, but she is excited about talking about *this* campaign because it's just the right time and place. She's excited, too, about the energy at St. Matthew's in general.

People are talking about all we're doing. The Monday Adult Education group has been talking recently about White Christian Nationalism and how important it is to be a church that works to live up to our baptismal covenant and to do the work of loving, to be strong, and to be able to do that for a long time. People are excited about St. Matthew's, where we're going and what we're doing, and she is excited about our enthusiasm.

Rector's Report: Kelly Kirby

Several things. This has been a time of incredible engagement for the staff, people who are high-functioning and enthusiastic. It's a time of real engagement. People who spend their work week here are being very generous. Joanne is doing a ton of work on this campaign, and her daughter Bridget, who works in our child care, created the artwork that we'll give to each Steward. We're getting a ton of rentals in part because Betsy Coomes is very good at renting the building. She's moving us forward with how to steward our community. Charles Frank took a month's vacation, came back and has been ready to do whatever we need. He's looking for a giant screen to tell the story of our community for the 75th anniversary. Maggie Owens' music program is attracting people to St. Matthew's in a way that is different recently. Deacon Jan Scholz runs a real-estate company but does an astounding amount of work in her two days a week here. Lindsay Serrano has made the transition after the departure of a very cohesive senior class toward how we do this now, and how to do intergenerational ministry and do it safely. The Color Walk attracted 70 people. It was a big success. Julie Mushkin is planning the rest of the intergenerational programming, turning to an intergenerational book program in October. Kelly is surprised that things are going so well, and really grateful. Daniel works so few hours on this entire facility and still finds time to pause and talk with whoever he meets.

Kelly is most grateful for Benjamin, and can't talk about his leaving without crying. And she is grateful that we appreciate Benjamin, too. She's looking for a new Director of Congregational Ministry and has been talking with a prospect.

Gaylee asks how Kelly's daughter Sophie is doing in her first days away at college. She's doing great!

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Rick Lotz said he loves the positivity and excitement. He had thought last month's meeting was the best ever, but now he thinks maybe this one was. David Johansen thinks all of our hearts are full for Benjamin, and wishes him the best.

The meeting adjourned at 7:50 p.m., and David Johansen then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

October 17, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Sara Ceresa, Diane Clark, Kevin Clark, Robin Garr, Gaylee Gillim, Dave Johansen, Rick Lotz, Phil Poore, Anne Shelby, Peggy Woolley.

By Telephone: Speed Stodghill,

Absent: Jamie Horseley, Bill Shory

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Phil Poore read a passage on hope by Cynthia Bourgeault (a modern day mystic, Episcopal priest, writer, and internationally acclaimed retreat leader):. Hope fills us with the strength to stay present. Available through surrender, the willingness to let go of everything we hold onto, and in the absence of that we are filled with an inner strength. As living members of the body of Christ we'll live and thrive. Even in these challenging times, Phil said, perhaps we can measure hope in our success as a church, a community, a neighborhood and a people.

Vestry members reflected on Phil's reflection. Gaylee made a connection between hope and the Holy Spirit (subject of Dave Johansen's reflection last month). George Plager observed that hope is an important part of the human spirit. Imagine not having hope, day in and day out. What a miserable experience that would be. Rick Lotz recalled the old song, "You've Got to Have Hope," which he learned as a kid and has always stuck with him. As George said, hope and faith go together. If you don't have faith that things will work out, hope may not be good enough. Peggy Woolley observed that through history people have had to have hope, without always being able to see how to get there.

It may turn out fine. Anne Shelby says that's the crux: Things may not turn out the way you think they should.

Approval of the September Minutes

The Minutes of the September 19, 2023 meeting were accepted as submitted with minor corrections by Gaylee Gillim.

Financial Report: Edie Nixon.

Balance Sheet

The balance sheet currently shows only about \$31,000 in the money market account, but we have moved \$30,000 of our short-term investments into CDs. We may have to cash those out shortly, but this is a temporary issue as we're nearing the season when people start contributing again.

Income Statement

Our income for the year to date is about \$800,000. Pledge and plate offerings during September brought in only \$39,000 against about \$60,000 budgeted, but we're still about \$30,000 ahead for the year. We're hoping Saturday's rummage sale is very successful in bolstering this.

There's not too much to note about expenses. Utilities, luckily, have gotten back in line with what we expected, which is good.

Program expenses have been about \$26,000 for the year to date. Total expenses so far this year are almost \$690,000. We had expected to be at a \$94,000 loss at this point. It's actually \$119,000, so we will not hit a balanced budget this year.

Peggy Woolley asked if we usually see people living up to their pledges. Edie responded that we do: We have a pretty good record of people living up to their pledges, usually collecting 95 percent or more. Most of this limited shortfall is because of people who die. "Even people who get angry still pledge." But the flip side is that the community has never fully given what it takes to operate the church. We have more availability than what is actually given, she believes. Anne Shelby wonders if people in the congregation are aware of this. Edie says she has said it at the annual meeting, and we did make a hard

press last year to say we were not going to have a balanced budget. Peggy points out that we are essentially saying this again in our endowment campaign.

Quarterly Outreach

Everything seems fine in this department, Edie said.

Endowment

Under investments, we now have moved into bonds. The stock market is still too turbulent, so bonds are safer. Bonds have a guaranteed interest rate, and we chose bonds that mature from 2025 to 2029, paying up to \$19,000 in interest. This is the point of the endowment campaign: Increasing the endowment sufficiently so that in case of unexpected expenses we can pay from the endowment's interest and not have to tap into operating expenses.

Rick Lotz moves to accept the report subject to financial review. Dave Johansen seconds.

Vestry Committee Liaison Reports

Buildings and Grounds: Rick Lotz

The Nave lighting project is almost complete save for one small tweak.

Workers are still finishing up the scuppers that direct rainwater from the roof of the Nave. They're supposed to come this week.

Painting around the church is getting done, including Benjamin's old office (Doug's new office), Room A and the hallway.

Sara Ceresa is all organized for trees and plantings for the 75th anniversary and Stewards of St. Matthew's, but she will need help planting.

Dimensions of Faith: Kelly Kirby

A reminder that Washington, D.C., Bishop Mariann Edgar Budde will be our speaker on March 17, 2024.

Nominating: Speed Stodghill

Four nominees for next year's vestry have been filled: Penny Shaw, Chris Newton, Melissa Klassen, and Len Pacitti. One vestry position and the youth member remain open. The committee has some asks out. So it's not quite final yet, but it will be a good slate.

Warden Reports

Senior Warden: Peggy Woolley just wants everyone to be aware of the rummage sale and food pantry on Saturday as well. We need everyone to help.

Rector's Report: Kelly Kirby

Doug Tallamy, speaking here Sunday evening, is a high-end, popular speaker. Thanks to Colledgeville for making it possible.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Peggy saw the Holy Spirit in Phil's reflection. This is a time to remember hope. Kelly delights in efficient meetings where everyone is prepared.

The meeting adjourned at 6:45 p.m., and Phil Poore then led Evening Prayer in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church

Vestry Meeting

November 14, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Sara Ceresa, Diane Clark, Kevin Clark, Robin Garr, Rick Lotz, Phil Poore, Anne Shelby, Bill Shory, Speed Stodghill, Peggy Woolley.

Absent: Gaylee Gillim, Jamie Horsley, Dave Johansen,

Others: Joanne Coleman, Edie Nixon

Opening Prayer: The meeting began at 6:15 p.m with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Sara Ceresa said she wished to talk about two main things: Divine synchronicity and life perspective, a big picture and a smaller picture. She recently heard a conference speaker talk about recognizing that when things happen in your life it's not just chance but energy, spirit, and divine matching us with what we need to do. Now she tries to be open and watch for those opportunities as divine guidance. In a recent bible study she found a passage in Ecclesiastes Chapter 1 that spoke to her. "What do people gain from all the toil at which they toil under the sun? A generation goes, and a generation comes, but the earth remains forever. The sun rises and the sun goes down, and hurries to the place where it rises. ...All streams run to the sea, but the sea is not full ..." Thinking about her own commitment to the environment, Sarah concluded, "I picked the right thing to fight for ...Ecclesiastes suggests that wisdom is better than folly just as light is better than darkness. ... so, eat, drink, and find meaning in your work. I just think that's a nice way to get things done and not sweat the small stuff."

Vestry members reflected on Sara's reflection. George Plager recalled a story he heard long ago about a productive, well managed farm whose owner was inordinately proud of the farm. But his minister reminded him to reflect on where he and his farm would

be 100 years from now. Others agreed with Sara's point from Ecclesiastes that there are things over which we have no control. Peggy Woolley said she appreciates both aspects of Sara's reflection. Some things are meant to be. Some force is at work there. We shouldn't just write it off. Robin Garr highlighted "all streams run to the sea, but the sea is not full." Perhaps Earth will still be doing the same long after we're gone, no matter what we've done to it.

Budget Presentation: Joanne Coleman

Joanne presented the proposed 2024 budget (see budget documents for details). Among highlights:

Income:

- This is a balanced budget. Intentions (pledges) are \$625,000, which is down from last year's \$650,000. However, donations (offering plates, etc.) are up to \$90,000 from last year's \$50,000, which more than offsets that decline.
- Facilities income (rentals), interest income, and interest have all increased.
- As a result, budgeted income for 2024 is \$773,365, up approximately \$30,000 from 743,340 from this year.

Expenses:

- With a 2 percent salary increase for staff plus commensurate increases in social security and benefits, the budget for salaries and benefits remains the largest share of expenses at \$437,617. Operating expenses are budgeted at \$274,940 (including \$236,993 for building expenses and \$28,359 for office expenses); work outside the parish (primarily our diocesan pledge, plus outreach) at \$144,550, and program expenses at \$52,763.
- Total expenses in the 2024 budget are \$916,640, with \$144,574 released from designated funds, leaving \$899 net below income.

Joanne proposes that we start the budget year with \$800,000 in the general sub fund. Thanks to the Spreading Our Roots campaign, she estimates we'll have \$1.3 million by the end of the year and that our total endowment will reach \$2,132,000 by the end of 2024.

In discussion, Bill Shory commented that the endowment campaign implied that the increase would help us reach out further as Christ's hands in the world. He feels we've made a promise to contributors, and we should put a flag on that and find a way for that number to grow. Joanne agreed, but with a caveat: The endowment campaign was to fund the general fund. This includes not just the outreach sub fund but all the ways in which the work within the church equips the people to make an impact on the world as they go out.

Focusing on the budget for repair to the flat roof sections over the office and classroom wings, Speed Stodghill pointed out that we're accepting a little bit of risk by allocating \$10,000 a year for 10 years. At some point those roofs will have to be replaced, but we want to prolong the useful life of the existing roof. To replace it all at one shot would take \$97,000, based on one contractor's quote.

Approval of the October Minutes

The minutes of the October 17, 2023 meeting were accepted as submitted with minor corrections submitted in advance by Gaylee Gillim.

Financial Report: Edie Nixon.

Balance Sheet

Edie said there wasn't a lot of detail to report this month. In one item of note on the balance sheet, she pointed out that endowment pledges are currently showing as negative, but that will "true up" at the end of the year as pledges come in.

Income Statement

October was a very good month for donations and plate offerings, with almost \$80,000 received against a budget of \$35,000. We may break that out as a separate line now that donations are becoming a larger part of income.

We're happy about utility expenses returning to normal. Otherwise, there's not much to mention about October operating expenses or program expenses.

For the year to date, a loss of \$94,412 is actually a better negative than the \$103,000 we were expecting at this point. Meanwhile, cash reserves at \$153,093 are still below the \$300,000 that we like, but this number is moving in the right direction.

Robin Garr moves to accept the report subject to financial review. Rick Lotz seconds.

Vestry Committee Liaison Reports

Buildings and Grounds: Rick Lotz

Painting inside the building has begun, Room A and Benjamin's former office (now Doug Adkins' office) have been repainted, and hallways around the church are next. Sara Ceresa and a crowd of volunteers have been planting trees and shrubs around the church as part of the Stewards of St. Matthew's recognition project.

Installation of the scuppers that direct rainwater away from the roof of the Nave, a seemingly endless effort, is under way and, Rick hopes, would be finished by the end of November.

Dimensions of Faith: Kelly Kirby

Kelly reminds us that Washington, D.C. Bishop Mariann Edgar Budde will visit as our speaker on March 17, 2024.

Nominating: Speed Stodghill

The process is almost all wrapped up, and the committee is ready to present a slate of Phil Eschels, Melissa Klassen, Chris Newton, Len Pacetti, and Penny Shaw. The youth representative remains to be nominated. Speed Stodghill moved to accept the slate, and Rick Lotz seconded.

Warden Reports

Senior Warden: Peggy Woolley.

Peggy said she has just returned from a two-week vacation, so has no formal report, but she's excited that we have a balanced budget.

Junior Warden: Speed Stodghill

Speed reflected on his time on the vestry, saying it has been a really good experience thanks to all of the vestry members and the people in the church. As head of the nominating committee, he was pleased at how many people were willing to step up to serve. There is a rich pool at this church, he said, and that's a good sign of things to come.

Rector's Report: Kelly Kirby

Kelly asked those who had served at the Diocesan Convention in Bowling Green last week for their thoughts. Phil Poore said he was impressed by a lot of things, including the number of women in leadership, and the seemingly democratic process. Anne Shelby thought it was wonderful to go, catch up with friends, seeing everyone working together on resolutions for topics such as racial reconciliation and creation care. She's glad she went. It was also important to hear about the General Convention of the Episcopal Church, which will be in Louisville the last part of June 2024. It's a five-day convention plus several days on each side.

Kelly said the resignation of Music Director Maggie Owens was quite sudden, but she has a plan. Martin Fendley will remain as substitute through the end of the year. Several choir members and others on the vestry reflected on what a treasure Maggie is and how much she'll be missed.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Peggy Woolley observed that Joanne's budget presentation brought us toward our goals. The Holy Spirit really feels present in having a balanced budget after a year when

we didn't, along with the success of the Spreading Our Roots endowment campaign. Diane Clark said she finds it hard to single out where the Holy Spirit is present because we feel it when each of us speaks. There's no moment in our lives when we don't look around and feel that. She thanked Kelly for guiding us.

The meeting adjourned at 7:46 p.m., and Sara Ceresa then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robin Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk

St. Matthew's Episcopal Church
Vestry Meeting
December 19, 2023

Vestry Members Present:

In person: The Rev. Kelly Kirby, Robin Garr, Gaylee Gillim, Jamie Horsley, Dave Johansen, Rick Lotz, George Plager, Phil Poore, Anne Shelby, Bill Shory, Peggy Woolley.

By Zoom: None.

Absent: Sara Ceresa, Diane Clark, Kevin Clark, Speed Stodghill.

Others: The Rev. Doug Adkins, Edie Nixon.

Opening Prayer: The meeting began at 6:15 p.m., with all joining in the St. Matthew's prayer for mission.

Prayer/Reflection: Gaylee Gillim told us about how she spent the day seeking inspiration, but nothing spoke to her. She spent the day in a car with her cousin visiting the graves of relatives in Owensboro and Evansville and back in Louisville at Cave Hill. She had the memories of her families in mind as they looked for the graves on a beautiful day. In the sense that we all return to dust, she's not sure if there's much difference between a mausoleum or a gravestone or a memorial garden. But she loves the idea of her father's ashes mingled with those of others in our Memorial Garden, a place that he loved. "I wish I had something profound or inspirational to share," Gaylee said, "but this is what was on my mind today. I loved the settings, the memories of my cousin and me, we had a lot of laughs and it was not sad. I just think our memorial garden is a wonderful place in our church. We've all seen churches with small cemeteries; that's cool too. But I love our Memorial Garden."

Commented [1]: Gaylee suggestion.

Vestry members reflected on the reflection. Robin Garr said he thought it was in fact profound: It's a gift to be simple. Edie Nixon shared similar memories of visits to the

resting places of family and well-known Louisville residents as well. George Plager said he can really identify, as his family members rest in a memorial garden in Iowa; but he doesn't have to go to Iowa to visit Marty, because she's right here. He can really identify with Gaylee's thinking. Rick Lotz was struck by her thought on his ashes mingling with all the others there; that's powerful. Rick remembers putting wreaths on family graves at Christmastime, and someday his family will do it for him. He likes that connectivity. Phil Poore spoke of connectivity in a different way: A sibling born after him was healthy but lived only 14 days. Phil always felt that experience impacted him as a child. He was curious, but his family didn't want to talk about it. When he was older, he went to the cemetery and found there was no marker at all. But the cemetery management could tell him where it was and they put a flag there so he could find it. "I went and found it," Phil said. "I just needed to know where he was, so the connectivity was really significant."

Approval of the November Minutes

The minutes of the November 14, 2023 meeting were accepted as submitted with minor corrections by Gaylee Gillim, David Johansen, and George Plager.

Financial Report: Edie Nixon.

Balance Sheet

In a brief report, Edie said that this is the time of year when she and Joanne Coleman, our Accountant, go over the financials and try to "true up" things. Happily, our financials are in good shape, and we did not need to cash in any of the certificates of deposit that we had acquired in August in the event of a year-end financial need.

The operating account owes the endowment \$197,000, of which we will transfer \$195,000 from the investment account to the endowment checking account. There's not much else to note under either assets or liabilities; as of this point, \$8,739,695 in assets equals \$8,739,695 in liabilities.

Pledges and planned giving are going well with \$518,000 received. The budget was a little higher at \$530,000, but between now and the end of the year it's going to be okay. Unpledged donations have been consistently higher than budget: \$7,000 in unpledged donations in November against a \$4,000 budget, and \$88,000 for the year to date against a budget of \$45,000. Younger generation members are not necessarily pledgers, but they do give. We need to learn to account for that.

Commented [2]: Gaylee typo fix

Income Statement

Income for the year to date is \$964,766 including \$310,000 in bequest income. It should be noted that Kathy Bowling's bequest, a big part of that, went toward seed money for our successful endowment campaign.

Overall, the income picture is very good this month. Work outside the parish, salaries, and benefits were spot on with the budget; building maintenance at \$4,700 makes her happy, and utility costs were well under budget. Office supplies were high, as expected with holiday mailings going out; music and supply costs will also pop up because of Christmas. Still, it was a good month, with income exceeding expenses by about \$21,000.

Year-to-date isn't as pretty, but we are just about on budget. Edie will be surprised if we hit the budgeted pledge income; to do that we would need to have a very good final week. Kelly Kirby said she believes it will even out thanks to some pledge money that comes in after the end of the year, which always happens.

Rick Lotz moved to approve the report, and Gaylee Gillim seconded.

2024 Budget: Edie Nixon

Following Joanne Coleman's detailed report on the budget at last month's meeting, Edie asked if there were further questions.

Bill Shory asked how we ultimately come out on the \$8,000 budgeted deficit. Kelly said that to date we have all but \$2,000 of our \$625,000 budgeted income, and we're pretty confident that this number will keep shrinking. Edie added that we usually receive some pledges after the end of the year and those that Joanne knows have been consistent pledgers.

Gaylee wonders about plans for a solar panel array. Kelly said we are looking into that, to be placed on the portion of the flat roof that is slated for repair. There is some grant money available to go against that expense. Edie mentioned for interest that Chase bank on Shelbyville Road opposite Browns Lane has just put solar panels on its roof. This is a complex decision, though, and we may not see it happen in 2024.

Robin Garr moved to approve the 2024 budget, and Bill Shory seconded.

Edie added big thanks to Joanne Coleman, who put a lot of time into this effort, not to mention her knowledge. As mentioned earlier, the growing group of those who don't pledge but do give generously is perhaps a trend and one we're going to have to learn to deal with. Anne Shelby wondered if we can nudge people in the direction of pledging through education as they spend time here. Edie pointed out that she's not picky: pledge or donation, we'll take it.

Nominating Committee Report

Phil Eschels, Melissa Klassen, Chris Newton, Len Pacetti, and Penny Shaw have accepted nominations, and Jack Holzknacht has agreed to be the youth representative.

Dave Johansen moved to accept the nominations and to thank the committee members for their work. Phil Poore seconds.

Vestry Committee Liaison Reports

Buildings and Grounds: Dave Johansen

The scuppers that drain water from the Nave roof away from the building are all in. They are lead-coated copper, as is the roof of the Nave. When workers pulled the old gutters off, there was a need to repair some of the wood beneath, which now will be stained. Total cost was \$28,000, \$1,000 over budget, but that's not a problem. In discussion later, Anne Shelby asked if the presence of lead coatings on the roof and scuppers is a health or environmental issue. Kelly said she has been given a long explanation that she can't repeat here, but that it's all right. Bill Shory reported that the scuppers are indeed working. Leaves don't clog them, and it's actually mesmerizing to watch.

Flat roofs: We're going to get \$97,000 in work done to preserve them for another 10 years. The section to be done in 2024 is top priority because it might start leaking without attention.

Dave reported that 35 of 37 trees and shrubs recognizing Stewards of St. Matthew's along the memorial walkway have been planted as of this date.

Commented [3]: Gaylee typo fix

Lighting: Betsy will meet with the engineering firm that does the programming to attend to a problem that needs to be fixed and a program for an override to keep the lights from turning off during a meeting.

Sanctuary heat. The boiler that we've been talking about is 75 years old. Steve Cherry will talk to a couple of engineering firms to find out what it's going to take to replace it. Is a combination of solar panels plus a boiler possible? Whatever we replace it with is

going to be more efficient. Rick adds that it may be possible to segment the heating in a new system so only the parts of the building that need heat can be heated, a more efficient system.

Painting: Doug Adkins' office and the hallway from the narthex between the classrooms and Clingman Chapel are done. We're trying to get everything painted in advance of the National Convention, Even if we don't have events here, we want it to look nice.

Senior Warden: Peggy Woolley.

Peggy said she was thinking today about the paradoxical time we're in as a vestry. Some members are focusing on wrapping things up as the nominating committee members roll off the vestry at the end of their terms. The endowment campaign was a huge success, with legwork continuing to wrap it up. We are coming to the end of the year, getting ready for the holidays, and yet Advent is the beginning of the church calendar. She thinks about Doug Adkins beginning his ministry here and new vestry people coming on next month. She constantly feels we're in an exciting place. It's been an exceptional year, we've dealt with some unexpected things, and now we're ready to go into a new year, complete the annual report, and move on. She thanks us all, an amazing group doing amazing work and doing it positively.

Rector's Report: Kelly Kirby

Vestry member Jamie Horsley is getting married on December 31. Applause, cheers.

The music program continues in a time of transition. She hopes to be able to make an announcement about a new music director before the end of December. Our section leads are still unknown, but we're fortunate to have Derrick Grant's expertise and connections to help with Christmas. We have substitutes to play the organ and a 5 o'clock organist for the interim, and we expect to have a choir director in place and hopefully a rehearsal before the January 28 annual meeting. Still, she said, "This has been stressful."

The \$1,393,930 final endowment campaign total plus \$30,000 remaining from Kathy Bowling's bequest will come in, and the net after expenses will still be over \$1.25 million, well over our goal. At the annual meeting we'll declare that the campaign is complete, and there will be a modest celebration involving sheet cake.

This year's preaching grant is also in, with the fascinating topic of preaching in an election year.

There was a double interment for Stephen and Betty Black today. He was our music director under Dick Humke. He died in July and his mom died this fall. Kelly used discretionary money to pay for Betty's cremation; she wanted his funeral here.

Commented [4]: Gaylee spelling correction

Commented [5]: Gaylee spelling correction

Kelly offers a warm welcome to Doug, who's happy to be here and expectantly helpful.

Finally, what is Kelly thinking of next? To be environmentally sustainable we should get goats to eat our lawn and walk on the flat roof. Seriously, it is time to start thinking about new things.

Theological Reflection:

Where/when did you find the Holy Spirit in this meeting? Did our work move us closer to fulfilling our mission/goals?

Dave Johansen said he felt the Holy Spirit in Gaylee's reflection, which reminded him of his own family. Peggy felt that Kelly's report showed how we are fulfilling God's mission as the Holy Spirit works with us. We are better able to be Christ's hands in the world because of forward thinking and planning and prayer. Dave Johansen felt that the nominating committee's ability to get people to step up showed that the spirit of voluntarism is alive and well. Gaylee said she never thought we'd hear the words "we exceeded our goal in the campaign," She thought it was going to be difficult to convince

Commented [6]: Typo noted by Sara Ceresa in Vestry packet

people, and she found it reassuring that people got the endowment message and accept it. David Valinsky was a good pick.

The meeting adjourned at 7:34 p.m., and Gaylee Gillim then led Compline in the Nave.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Garr", with a long horizontal flourish extending to the right.

Robin Garr

Vestry Member, Secretary-Clerk