

**MINUTES**  
**TRINITY VESTRY MEETING**  
**September 17, 2018**

A meeting of the 2018 Vestry was held in the Trinity Undercroft on September 17, 2018.

Present: The Rev. Dr. Luk De Volder; The Rev. Elise Ashley Hanley; Charlotte Rea, Senior Warden; Leigh Cromey, Junior Warden; Carolyn Gould, Clerk; David Soper, Treasurer; Fiona Boucher; Gloria Hoda; Barbara Jongbloed; Charles Kaywood; Charles Lemert; Geri Mauhs; Bill Pagano; Andrew Smyth; Mary Ann Stroup; Patricia Thurston; Richard Walser

Guests: Peg Chambers; The Rev. Robert Sandine; Heather Tookes Alexopoulos

**QUICK VIEW**

**Decisions made:**

- **Approved Minutes of August 20, 2018, Meeting, as amended**

**Tasks identified:**

- **Further work on Development Project and Vestry Leadership**
- **Identify candidates for 2019 Vestry**

The Rector opened the meeting at 5:50 PM. The Rector offered an opening prayer. Gloria read the prologue and selection about creating a safe place for all to speak during Vestry meetings from the Vestry Covenant (attached). Charlotte read the Bible Quote from James 2 (attached).

**Approval of Minutes of August 20, 2018, Meeting (see attached):**

It was MOVED and SECONDED that the minutes of the Vestry meeting held on April 16, 2018, be approved with a correction to reflect Mary Ann Stroup's attendance at the meeting. The motion PASSED unanimously.

**Investments Committee Report:** Heather outlined the change in the endowment's international equity exposure, as approved by the Vestry at the August meeting. In general, the Investments Committee is advisory to the Vestry regarding investment policies. The general strategy is one of indexing, in accordance with the market, to obtain long-term positive results. The current policy provides for 80% stocks and 20% bonds, with a mixture of domestic and international. A Vanguard representative meets with the Committee twice a year and makes recommendations, including concerning diversification, for risk reduction and increase in return.

**National Episcopal Historians and Archivists (NEHA) Conference:** Peg circulated some photos of the conference (attached) and reported that there were 72 attendees at the very successful NEHA conference held at Trinity in early August. She summarized the conference as a benefit to Trinity, in that the attendees came from all over. They were impressed by the number of volunteers at Trinity who participated and offered a paradigm for other parishes. She pointed out that Trinity's History Ministry led to the emergence of ideas for holding the conference at Trinity and that archives must have a context of parish, diocesan and national history. The Rector expressed thanks to Peg for bringing Trinity people to support the conference.

**Rector's Report:**

**Development Project and Vestry Leadership:** The Rector spoke about a changed perspective on what it means to be a Vestry member at Trinity now. The document he circulated ("Church Growth in an Unchurched Culture") (attached) outlines Trinity's focus since 2009. Community development has been identified as really important, and there is a review of steps for what must be done and who can do it. After 7 years, the deficit has not grown, given inflation; knowing this, what should the current strategy be? We have learned the importance of scale and collaboration with the local community in developing programs through engaging in more communication. The development of an income stream must go beyond stewardship to fund-raising and program development. In effect, Trinity is in 2018 running 4 full-fledged non-profits, which requires a lot of leadership; Trinity is now a program church. People in the New Haven community are seeking to work with Trinity, and strong collaborators are developing.

The following comments on the document were made: The Episcopal Church at Yale loves its association with Trinity and Trinity's support of community efforts; there should be time for the Vestry to absorb the meaning of increased community collaboration and means of collaboration; people who serve on the Vestry need to understand decision-making responsibilities; it is a huge cultural shift when the church is changing and going outside the building. The Rector will carve out time to collect questions about the process. It was pointed out that the last time there was a change, there were focus groups and a retreat; such a shift takes time. There is a need to define where the church is going and a need to educate people about the big picture and how to expand through development.

**Assistant Rector's Report:** Elise, who is working with Children and Young Families, stated that young families want their children to have a feeling of family. There will be 2 classes of Godly Play, with divided age groups. There will be an effort to send materials home for children who cannot attend. There will be exploration of "Rhythms of Grace" programs for special needs children. This year, 2 seminarians will help with Godly Play. Last year's program of collaboration with other churches will not be continued, but Elise will explore collaborating with Spring Glen Church (UCC).

**Wardens' Report:**

**Sextons:** There is an opportunity to look at the roles of the sextons as the search process for a replacement for Sam Sigg begins, with a look at some re-structuring.

**Nominating:** With a view to having vibrant, energetic leaders, Charlotte asked that suggestions for new Vestry members be sent to her or Leigh.

**Ministry Teams:**

**Music:** There is an exciting Music 4 Music program coming on September 29. The Music 4 Music program has done an amazing job of fundraising to help with the budget. The following comments were made: how much money is the program actually making; are the same people going to the concerts?; there is a need to coordinate with the coffee house and should that be part of Music 4 Music?; how many concerts should we have?; the coffee house was designed to bring in local performers and cover expenses, to that it is not a money-maker by design. The Treasurer reported that Music 4 Music has raised a total of \$105,000, with \$45,000 in costs, for a net to Trinity of \$59,000 over 3 years. The Rector pointed out that a shift at Trinity means that development has started even though events may not make money, and we have been learning from the community since it takes time to develop the operation. Music 4 Music will host Chanticleer in April, a big name in music, and there will be trained, professional singers. The Treasurer announced that \$2,600 in tickets have been sold for the September 29 Pittsinger concert.

**Administrative Operations:**

**Treasurer's Report:** The Financial Report reflects on-budget performance, with receipt of grants for Laundry Love and the Tuesday group. Expenses are on-budget. The Grants Committee is reviewing applications. Outreach is overbudget, but there will be income from the grants. Endowment withdrawal is at 5.2%. Pledges are closer to the goal.

**Stewardship:** The Committee has been meeting since April, with a theme of "Giving and Growing." The campaign will start on September 30. There will be testimonials from the parish on October 14, and a second solicitation letter will be mailed on October 15. October 28 is Giving Sunday and the end of the campaign. There will be a third letter if necessary. The goal is \$425,000.

The Rector thanked the Vestry members for their work. Patricia led a closing prayer, and the meeting was adjourned.

Respectfully submitted,

Carolyn Gould, Parish Clerk

**Upcoming Dates:**

**October 15, 2018: Next Vestry Meeting**

**Prayers**

Opening: Chuck Kaywood

Closing: Rich Walser

**Snacks for Vestry meeting:**

Chuck and Rich

**October 21, 2018: Coffee Hour Refreshments**

Parish Meeting, not needed

**Vestry Meetings:** October 15, November 19, December 17

**Attachments:**

Vestry Agenda

Vestry Covenant

James 2

Minutes of August 20, 2018, Vestry Meeting

Photos of NEHA Conference

“Church Growth in an Unchurched Culture”

Trinity Church on the Green Financial Review (through August)