

All Saints Episcopal Church – Hilton Head, S.C.

Vestry Meeting Minutes (ZOOM)

June 24, 2025

Present: Rev. Denise Trogdon, Rev. Katie Presley, Rev. Eric Bash, Charlie Forbes, John Gilbert, Becky Forbes, Anita Hill, Howard Coonley, Joyce Emmett, Dana Duncan, Judy Cote, Nancy Tillinghast, Bryce Edwards, Cristina Giroux, Ron Niclas, Irene Pedersen,

Absent: Bobbie Helbig

1. The Vestry meeting was called to order at 7:02 pm.
2. The Rev. Denise Trogdon opened the meeting with a prayer for peace.
3. Charlie Forbes called for a vote of the minutes from the May 27 Vestry meeting. ***They were moved to be approved by Irene Pedersen, seconded by John Gilbert, and unanimously passed by Vestry members.***
4. The Rev. Katie Presley then led a book discussion on Chapter 5 of “**The Book of Forgiving.**” Individual Vestry members shared reflective responses on the challenge and need for naming and sharing with others the hurts that we experience.

Discussion Topics:

A. Review of Progress Addressing Three Top 2025 Goals

- I. Develop an Infrastructure Strategy upon which to base a Capital Campaign and with which the Foundation can work:
 - Charlie indicated that there is a tremendous amount of progress occurring, thanks to Dana Duncan’s ongoing Asset Inventory analysis. Identifying major capital assets will help us determine how much will be needed in our reserves to finance all of our needs. July 10 will be the next meeting of the Finance commission where all of this will be addressed.
 - Dana interjected that this is all a village effort, with contributions from many. We are “much closer to a complete road map” in terms of future planning.
 - Charlie commented that this document will serve as a cornerstone for the Capital campaign since it will contain solid information, not speculation or second guessing of future needs. It provides clarity for the congregation to better understand how we arrived at the overall number, when we kick off the campaign at the Annual Meeting. It will show key components like the Columbarium, replacements, seed money for future projects, etc.
 - A mention of the Diocesan Capitol Campaign came next since the timing will occur almost simultaneously with All Saints Campaign launch. Vestry members will be polled for their opinions in the near future. One suggestion is for a tithe to be given to the diocese from our own capital campaign funds.
 - Denise then explained why the diocese needed funding. With three tiers of parishes, whose infrastructure needs vary widely, the past schism adversely

affected some of them very badly. Also, in terms of diocesan grants, All Saints has been the recipient of diocesan assistance in the past. The Parish has received grant money for things like cameras to record and broadcast liturgical services and money to help launch ASEC's CDC. Both of these falls within the purview of diocesan goals and values.

II. New Family Engagement Strategies

- Nancy Tillinghast inquired about why there were new families now attending the church, and where we stood in terms of offerings for children.
- Denise offered several possibilities. One is that younger clergy offer an opportunity for young families to feel more of an organic connection. Also, word of mouth from families who have joined in the last year has started to prove to be effective. For example, a new family at a past Sunday@5 service included an 8th grade teacher; she has ideas that can potentially involve and encourage parish youth expansion. She brings teens with her to the service.
- Katie interjected that Molly Nichols is spearheading plans for a children's choir that could be combined simultaneously with an early evening adult formation program. Molly will need to get this information out to the parents and things will begin in the early fall. She agreed that a committee is needed, with point people for children & teen interest areas as they form.

III. Develop Communication/Marketing to Expand Volunteerism and Participation in Church Ministries

- Charlie then mentioned the Fall Ministry Fair and Potluck supper. It's targeted for the second weekend in October, a homecoming time for Seasonal Saints. "Hopefully, during this fair, we can expand volunteerism in our ministries."
- John commented that such a fair has certainly worked in the past.

B. Coffee Hour Management Proposal

- Denise felt that having all of the church ministries involved in separate coffee hour responsibilities going forward will also be a promotional benefit to them in terms of new volunteers.
- She then explained that she met with Joyce Emmett and Debby Orbacz to discuss a new hospitality team and to revamp the coffee hour program that will begin at the end of August. Twenty-one major ministries will be asked to host twice yearly, coordinating the dates that best suit their ministries. Ten members will serve on the overall hospitality team as point-people for the ministries in charge. They'll also oversee other celebratory events. Jen & Pam Neyhouse will be honored for their 5 years of loyal service when this begins.

C. Columbarium Project Status Update

- Nancy and Anita reviewed highlights of a recent Columbarium report that will be sent to Vestry members as an attachment along with these minutes. Basically, they outlined:
 - All of the repair and upgrade steps that have been completed.
 - The progress that has been made thus far, planning for the expansion.
 - The much needed finances that are required for the project's work to commence.
- Charlie agreed with Anita that pictures at the Ministry Fair and during the Capital Campaign will help spread understanding. Hopefully, we can be proud of the new structure when it is finished.
- Discussion followed between Bryce and Charlie that more than \$3,000 per niche should be asked.
- Regarding the niche price, Denise commented that we raised it for the very first time about a year ago to \$3,000. In 2019, we were still charging the same \$1400 as when the Columbarium was first built!!! With the recency of the increase in mind, we shouldn't raise the \$3,000 charge immediately.
- Charlie reminded everyone that we should try to sell the Columbarium Expansion proposition in terms of our earlier obligations. "As a church, we made a commitment to have a Columbarium in the early 90s. It's our responsibility to not only maintain it, but also to continue to offer it as a service for those members who are still counting on it."
- Becky noted that we should be careful explaining things to niche purchasers. The price that is charged per unit is not really the cost of the niche. Instead, it is the cost of renovation and yearly maintenance. Columbarium niche purchasers are really pre-paying for their care and the surrounding grounds' area; it will be the Capital Campaign that pays for the construction.

D. Sandalwood Food Pantry Update

- Charlie then indicated that Queen AME Chapel still wants to double the Pantry's rent. All Saints has offered areas of storage for lighter weight non-perishable items in the upper rooms of the ASEC building.
- John shared that he had heard Sandalwood Pantry is likely to get grant funding from the town of Hilton Head starting in 2026. "So, this may help them with rent payments." He had also heard that Deep Well and Bluffton Self Help are merging into a single organization.

E. Stewardship 2025

- Dana indicated that his team is planning to gather in August, and likely weekly from there forward. They will start the campaign process "by conducting a

retrospective of what went well in terms of results for budgeting and financing.” Also, the Stewardship theme will be determined since it is centrally important.

- He said that going forward they plan to embrace the new leadership changeover model proposed by Denise: Dana is now co-chair with Bryce for this year. When Dana steps down, Bryce will assume the role, and another co-chair will be named.

F. ASEC 40th Anniversary

- Charlie asked members to think about how the upcoming Capital Campaign could be woven into a special event like the 40th Anniversary celebration.

G. Clergy Housing Allowance

- Charlie then asked the Vestry to approve the 2025 housing allowance for the Rev. Eric Bash. Joyce Emmett moved to approve, and Nancy Tillinghast seconded the motion. The Vestry then unanimously voted to approve the following resolution:

WHEREAS, section 107 of the Internal Revenue code specifies that the amount of a minister's compensation that is designated in advance by an employing church as a housing allowance is not taxable in computing federal income taxes to the extent that it is used to pay for actual expenses incurred in owning or renting a home or apartment and, in the case of a minister who owns a home, does not exceed the fair rental value of the home (furnished, plus utilities), and WHEREAS, the Rev. Eric Bash is compensated by All Saints Episcopal Church exclusively for services as a minister, and WHEREAS, All Saints Episcopal Church does not provide the Rev. Eric Bash with a parsonage, BE IT RESOLVED that, of the total compensation paid to the Rev. Eric Bash for the calendar year 2025, \$28,200.00 is hereby designated as a housing allowance and shall apply to all future years that Rev. Eric Bash is employed by All Saints Episcopal Church, unless otherwise provided.

H. Closing Prayer & Adjournment

- With no need to comment on any of the reports circulated earlier, Eric offered a closing prayer.
- Charlie reminded members that there would be no July Vestry meeting. The next meeting will be held on **Tuesday, August 26, 2025.**
- For that meeting, chapters 6 & 7 will be discussed from *The Book of Forgiving*.

Respectfully submitted,

Anita L. Hill

Vestry Chief Clerk