

Calvary Episcopal Church
Vestry Meeting Minutes
October 21, 2008
Emison Room

Vestry Present: David Balling, Sharon Bailey, Allison Cates, Scott Crosby, James Dowd, John Frazer, Mary Ann Ford, Michelle Fulmer, Len Grice, Suzanne Henley, Bill Henry, Beau Snowden, Gayle Spence, Peg Wahl, Lee Wakeman

Vestry Absent: Chris Bird, Nicole Cody, Keith James

Others Present: Andy MacBeth, Cap Pinkham, Ricky Fortin, George Yandell, Tommy Parker

Opening Prayer: Sharon Bailey

Bible Study: Andy MacBeth led a brief Bible study of 2 Corinthians 9.

Approval of Minutes: The minutes of the September 16, 2008 vestry meeting for approved with one correction.

Associate Rector's Report: George Yandell presented an overview of his role as associate rector at Calvary.

- Clergy liaison to the faith formation ministry group
- Clergy liaison to the ACE committee – reviewing evaluation surveys and attendance at adult classes
- Chaplain for the YAMs – 75 potential members – Pub theology
- Pastoral care – including hospital visits and crisis counseling
- Performed 9 burial services for parishioners in the last year – this involves a day of meeting with family and planning the service and another day for the funeral and associated services.
- Teaching various adult classes
- Preaching – Working on altering style based on input from the congregation to be more engaging and including more stories.
- Elected to the RISE board
- Retired as chaplain for Integrity.

Capital Campaign Update: Tommy Parker reported on the current status of the capital campaign.

- The responses to the objectives of the campaign have been almost universally positive.
- The uncertain state of the economy has caused potential givers to ask for more time to consider their level of commitment. The committee needs to gather more information before they can make a recommendation to the vestry.
- The core committee will meet on Friday September 24th to evaluate the status of the campaign and would like to present their recommendation to the vestry on next Tuesday, September 28th.
- Vestry members should be thinking about how they would prioritize the goals of the campaign.

Treasurer's Report: Peg Wahl reviewed the prepared actual/budget report. Pledge receipts were under budget by \$64K for the month of September. This tracks with historical figures and hopefully the deficit will be made up by the end of the year. Ricky Fortin will send out statements every month rather than quarterly for the rest of the year. The overall statement shows a YTD actual of \$47K under budget.

The vestry expressed concern about the status of our income from the endowment fund. Ricky explained that this income is based on the average of the trailing 3 years. Current losses to the endowment fund will not be reflected in Calvary's income until 2010.

Budget and Finance Committee Report: Peg Wahl reported on how the committee is planning for our 2009 income estimate with consideration for the unstable economy. They will base their budget on an income that is flat from 2008 and pare back expenses to the 2008 budget to allow for some room for variance in the budget. The committee will have specific budget recommendations for the vestry by next month's vestry meeting. As the stewardship committee has approached members for the joint capital and annual giving campaign they have asked parishioners to consider maintaining a flat pledge to the annual giving

campaign along with a gift to the capital campaign. At this early point the annual giving campaign reflects this stable pledge commitment.

Chairperson Succession: Andy MacBeth presented a revised plan for approval. The congregation has been given an opportunity to review the proposal with no input. Parish groups would be asked to present an annual report which would, when applicable, include the name of the current chairperson. With two changes in the distribution of the groups the proposal was approved unanimously.

Outreach Ministry Report: The attached description of the ministry of the Hospitality Hub was prepared by Lee Wakeman. Lee will continue to evaluate requests from all of the Historic Partners in an effort to determine their ongoing needs from Calvary Church.

Ministry Groups Reports: Scott Crosby has asked the 8 ministry groups to prepare a report for the vestry at least 3 times a year, in Feb., May, and Oct. to help keep the vestry abreast of what is happening within the church. Attached are the reports from the Parish Life, Faith Formation, Worship and Music, Pastoral Care, Evangelism, and Community Service Groups.

Strategy Meeting Report: Andy MacBeth summarized the discussion from the special vestry meeting held to evaluate the status of our 4 strategic goals. See attached minutes.

1. Increase attendance by 3-5% – This goal continues to be a source of great concern, with focus being placed on youth involvement, the quality of preaching, and the decreasing attendance at the 11:15 service. There was discussion about the involvement of all ministry groups working toward this goal.
2. Increase involvement in youth programs – There has been an increased effort to involve the youth in worship service. The need to engage the youth in grades 2-6 has been identified as a concern.
3. Care of Building and Grounds – This goal is being addressed through the capital campaign.
4. New Outreach ministries – The discernment process is to begin in December with a group of 8 parishioners.

Vestry Nominating Committee Report: This process will follow the same format as last year with the nominating committee recommending a group of 5 candidates for 3 year terms and 1 candidate to fill Nicole Cody's unexpired term.

Rector's Report:

1. SWEEP – Acronym for: Service, Worship, Education, Evangelism, Put you money where your heart is. This acronym was used with the newcomer's class last week and goes very well with the Calvary video. The 1st SWEEP network committee meeting will be held in November.
2. Parish retreat – Plans are underway to revive the parish retreat in the fall of 2009 – possibly on the weekend of fall break.
3. There are many more parishioners out of work than usual – There are plans for this group to get together for lunch to discuss their needs and how the church family can be of help.
4. The National Church Conference of Emerging Church Leaders will meet in Memphis on the 1st weekend in December with Phyllis Tickle as the keynote speaker. This group may teach us a lot about who our future parishioners will be.
5. Aids Healing Service will be held Sunday October 26th with Frank Thomas preaching and the senior choir of Mississippi Boulevard Christian Church providing the music.
6. Work will begin on the new organ console on October 27th and take about 2 weeks.

Vestry Mailbox: Empty

New/Old Business: none

Good of the Order: Several vestry members commented on the positive feedback from people outside of the parish about Calvary and the work we do in downtown Memphis.

Closing Prayer: Andy MacBeth

Respectfully Submitted,

Gayle Spence
Clerk

Parish Life

Report for Vestry October 2008

Parish Life ministries focus on building community and strengthening the bonds of friendship and support among Calvary members. They constitute a vital part of our ability to attract and retain members. Some of the ministries expand their mission to include outreach activities or youth ministry. Others limit their focus to social gatherings, building strong connections that often lead participants to become involved at Calvary in other ways.

ECW

Beth Hunsberger became ECW president this month (following the departure of Nicole Cody) and will write an article for an upcoming Chronicle about the ECW's purpose and goals. One goal will be to increase the number of women who actively participate. All women of Calvary church belong to the ECW and are encouraged to become involved. The ECW board meets on the first Monday of each month.

The guilds of the ECW (Holy Spirit, St. Elizabeth's, Women of Discovery and Guild of the Christ Child) provide women an opportunity to get to know one another in smaller groups and to work together on outreach ministries such as Waffle Shop or ministries related to the parish. This year, the ECW partnered with the senior high youth to raise funds for the pilgrimage to Italy.

Women of Discovery

Robyn Mauldin and Linda Nelson co-chair this ECW ministry, a monthly discussion group made up of women of all ages and stages of life who share a quest for God's truth and spiritual discovery. Meetings focus on enlightening presentations, studies, and educational tours.

Guild of the Christ Child

This group, traditionally focused on fellowship and support for families with young children, has seen declining interest in the fellowship portion of the Guild (such as the social mixers for parents) and difficulty finding new people willing to assume leadership roles in the Guild, perhaps due in part to the increased numbers of working moms. Child-oriented events such as the Easter Egg Hunt and the Fall Hayride continue to be popular. The group makes banners for newly baptized children, add leaves for each child to the wall hanging in the Orgill Room, and delivers meals to families with new babies. Allison Cates and Hester Shipp plan to reevaluate the mission of the Guild of the Christ Child in hopes of revitalizing it and making it more responsive to the needs of families today.

Foyer Groups

Kendra Martin chairs this ministry of approximately 100 participants. Groups of 8-12 people meet monthly for dinner (at homes or in restaurants) September through May. Foyer Groups consist of adults of all ages, single or coupled. Involvement has dropped off somewhat in the past few years but Kendra says that returning to the one year plan (instead of a six-month plan) will increase participation and allow members sufficient time to get to know one another on a deeper level. Kendra says that the groups help make the "glue that holds Calvary together". Groups are encouraged to pray for each other and to invite newcomers to Calvary to join them at a dinner.

Men's Journey Group

Mark Johnson leads the Men's Journey Group, which supports the men of Calvary in their faith journeys. The group meets monthly for dinner, fellowship and a speaker. Special annual events include the DuBose Conference in August and the Advent dinner for the Calvary women (Mark would love suggestions for a "fun" speaker for this year's Advent dinner). Recently they have become involved with the youth of the parish: they decorate the only "frightful booth" for the Calvary Halloween event, provided the games for the parish picnic, and they are working toward more interaction and mentoring with the young men. They also coordinate some events with other Episcopal churches in the diocese.

OPUS

Linda and Duane Spiese lead this fellowship group for parishioners 55 and older. They meet once a month in someone's home and report that things are going well (indeed, when I called to talk to Linda about the group, they were at her house and I could hear them talking and laughing in the background). Their mission is to build community among the older members of the parish and Linda reports that the group provides an important base of pastoral support for its members, some of whom may not be involved in many other activities.

Potluck! Potluck!

Mark Talley leads this new ministry for adults of all ages. Potluck! Potluck! monthly get-togethers are an easy way to meet for fun and fellowship. Guests simply show up (no RSVP required) with a favorite appetizer or a contribution for beverages. Forty-five people showed up for the first potluck gathering on Sunday.

YAMs

Robyn Mauldin reports that YAMs (Young Adult Ministries) membership has grown to include 78 people on the rolls and 20 regularly participating members. The ministry, for adults age 20-35 without children, combines program, outreach and social events. The YAMs have inquiring and discerning hearts, believe in pilgrimage as a spiritual practice and embrace engagement as a way of life. They hold a Pub Theology discussion each Sunday at The Blue Monkey on S. Front Street, and have special events and parties several times a year, including a Lenten retreat, an August canoe trip on the Spring River, and a Christmas Party. The YAMs participate in a variety of outreach projects, including mission trips to Mississippi and Honduras, tutoring in the Memphis City Schools, and working with the homeless and Soup Sunday. They also decorate a room and hand out candy for the annual Calvary Halloween Event.

Special Events

We hope to plan a parish weekend retreat sometime in the next year.

Sharon Bailey

Pastoral Care Ministry Group (PCMG) Report to the Vestry—10/08

The Pastoral Care Ministry Group encourages, supports and coordinates opportunities for the Calvary community to act as Christ in the world through a healing ministry of compassionate service to our faith community.

Members: The Rev. Bonnie Malone, Dale Charlton (Chair), Karen Tynes, Nicky Hitching, Gayle Spence, Suzanne Henley

Frequency of Meetings: Four regularly scheduled meetings a year; usually, February, April, September and December.

Ministries Overseen by the PCMG: Care Teams, Prayer Shaw Ministry, Grief Support Group, Emmaeus Ministry and the Eucharistic Visitors

Brief Description of Each Ministry and Contact Person:

- Care Teams—Karen Tynes. The Care Teams consist of individuals in a group headed by a team captain. Currently there are 5 or 6 teams. Care Team members send cards, take meals, provide transportation and visit parishioners who are ill, have been in the hospital or have special needs for which the teams may provide. Karen organizes all of the teams. At the present time we are searching for a new Care Team Coordinator. Karen will be retiring at the beginning of 2009.
- Prayer Shawl Ministry—Karen Tynes. The Prayer Shawl Group meets once a week and knit shawls for women who may be ill or have special needs, lap blankets for men who may be ill or have special needs and baby blankets that are given to the youngest of our parishioners.
- Emmaeus Ministry (formerly known as end-of-life ministry)—Suzanne Henley. This group was started about a year ago. The initial training class was held last Spring. Members of this group provide care for people at the end of life. The care provided is identified within the training sessions.
- Grief Support Group—Nicky Hitching. Nicky provides a grief support group in the Spring and Fall each year. The group assists individuals who have experienced loss ways of coping with the loss in a Christian perspective.
- Eucharistic Visitors—Dale Charlton. Eucharistic Visitors take Communion to parishioners in their homes, nursing homes, hospitals and other care facilities. The person(s) receiving Communion has some reason for not being able to attend services on Sunday. We currently have two people receiving on a regular basis.

Our next meeting is scheduled for December 10, 2008.

Respectfully submitted,
Dale Charlton, Chair, PCMG

Report to Vestry on Faith Formation Group

The Faith Formation Group includes ACE (Adult Christian Education), Children's Ministries, Bible Study Groups and Youth Ministries.

Staff Representatives:

George Yandell, Eyleen Farmer, Heather Anderson, Judy Nocifora, Ellen Coleman

ADULT CHRISTIAN EDUCATION

Background and Purpose:

The Adult Christian Education Committee develops classes that fulfill its mission statement's 4 emphases: Bible and Theology, Church and Parish Studies, Life Application, and Spiritual Development. The ACE committee holds a planning retreat each winter to consider how to enhance faith formation for all adults. The committee continues using a process to continually evaluate offerings as they are occurring. ACE has recruited a talented pool of guest teachers and recruited more parishioners to teach and lead classes. The team started regularly distributes evaluations for offerings just completed and works to put suggested classes in place.

Committee Members:

George Yandell, Susan Appling, Cathy Awsumb, Adam deNobriga, Marshall Evans, Bill Henry, Jamey Howdeshell, Peter Hunsberger, Palmer Jones, Donna Matlock, Allison Parker, Tommie Saxon, Rob Waldo

For Vestry Consideration:

To be addressed by George Yandell at the Vestry meeting.

CHILDREN'S MINISTRIES

Background and Purpose:

Children's Chapel-

The worship component for children on Sunday morning for children ages three through six, continues to have strong attendance with 25-35 children present. It is comprised of volunteer leaders, clergy, and a new addition, Brie Wallace, a guitarist who leads chapel music.

Education-

Godly Play, an innovative, Montessori-based curriculum continues each Sunday in five Atria classrooms and serves children ages four through grade five. Our current enrollment is 100 children. There are 25 well-trained, dedicated Godly Play leaders. Ten are present every Sunday. Calvary hosted a Godly Play training event prior to the beginning of Sunday school this year with an accredited Godly Play trainer, Cyndy Bishop. Additionally, Heather Anderson attended Godly Play Teacher Accreditation in Annandale, VA recently.

Special Events-

Parish Picnic games, The Best Ever Halloween Event, All Saints Sunday, Advent Pageant, and the St. Nicholas Festival continue to be well-attended intergenerational events. Winter/Spring schedule

of events includes the children's annual Lenten Heifer Offering Project and Petting Zoo Kickoff. Additionally, a leader and childcare worker appreciation event will take place in the spring. A Godly Play teacher appreciation picnic is being planned for November.

Committee Members: The CMC meets monthly during the school year. Gina Hamblen (chair), Alison Boeving, Katy Leopard, Deanna and Tom Blackledge, Leslie Norman, Hilary Chipley, Emily Smith, Kathy Claxton, Edee Fuller, John Sharp and Allison Cates (representing the Vestry)

For Vestry Consideration:

Review of programming for 1st through 6th graders. Heather will be meeting first with the parents of 5th and 6th graders who will be moving into the Rite 13 program next year. Numbers in this age group seem to fall off and activities for this group need to be examined.

The Guild of the Christ Child has been responsible for fellowship events for all families, but particularly families with younger children. These events include the Fall hay ride, the Easter Egg Hunt, adult Christmas party as well as the baptismal banners and Orgill room leaves. Currently the Guild is struggling to find leadership and ongoing interest in its activities. A few members are making an effort to revive the group and is exploring changing the name and trying to promote the group. Unless the efforts are successful, some of these activities may need to be absorbed into the CMC.

Earlier this year the CMC talked to Ebet Peeples about the Greeter ministry and young families. It can be confusing for a new family to navigate the building and specifically childcare options. The CMC plans to develop a simple childcare brochure, which the greeters can offer to help answer questions. Also, childcare providers have been provided with nametags to help parents learn names and information about our providers is being included in the Chronicle more often to highlight the wonderful care they provide our children.

YOUTH MINISTRIES

Background and Purpose:

Youth ministries includes Rite-13 for the 7th/8th graders(depending on the year it could be 6th/7th grade), Journey to Adulthood (J2A) for the 9th and 10th graders, and the Senior High Class for the 11th -12th graders. Intern Ellen Coleman has been assisting Eyleen since December 2006 and this has been effective. Working around the highly scheduled lives of the children in this age group is a real challenge.

The structure this year reflects the natural rhythm of the J2A program and looks like this: Rt-13 is grades 7 and 8. J2A and Sr. High kids are meeting together for Bible Study through the Arts (grades 9 through 12). Eyleen, Heather and Ellen have been planning for the rest of the program year, and working to ensure smooth transition of leadership.

Committee Members:

During the summer a meeting was held to form a Youth Ministry Council. Programming for individual groups is moving forward, but there is still not a coordinated, functioning council. We will need to continue working toward this.

For Vestry Consideration:

Heather Anderson and Andy MacBeth will be meeting to address staffing needs following Eyleen's departure.

Evaluate our "Parish of Youth Ministers" goal.

BIBLE STUDY GROUPS

The Bible Study groups do not receive any assistance beyond periodic ordering of materials. They are under the umbrella of ACE as there was no other clear place to put them.

For Vestry Consideration:

None

Community Service Ministries Group: Report to the vestry

My assignment as Chair of the Community Service Ministries Group (CSM) has only just begun, having taken over the duties in late September of this year. Needless to say, I am just beginning to learn about the enormous amount of outreach activity offered by Calvary Church and her ministry partners. I am overwhelmed by the generosity of Calvary volunteers in their willingness to serve the community on behalf of our church. They make me very proud to be a part of it all.

As a way to help me get started on the right foot, I asked the CSM leaders to meet together recently on September 24. Invited to this meeting were the leaders of the 3 major divisions within the CSM, Calvary Sponsored Ministries, Calvary's Historic Partnership Ministries, and the Outreach Grants Committee, as well as Bonnie Malone, our clergy representative. In addition and in contrast to past procedure, leaders of the individual Calvary Sponsored Ministries were also asked to attend in order that we might all benefit from their input as well as to promote the feeling of shared mission among us. This seemed to work well and we plan to continue in this manner at subsequent meetings, which we intend to schedule approximately every other month. For this report, I will give you a brief outline of the status of each of the 3 major outreach ministry groups to include leaders, functions and wants/needs.

Outreach Grants Committee

- Leader is Nicole Seltzer who has recently requested a replacement
- Responsible for distributing budgeted funding within and without Calvary's walls
- Applications to be sent out in November to those groups requesting funding
- Committee will meet in January, 2009, to consider requests
- Recipients will be asked to participate in a new Outreach Festival in April, 2009, to allow Calvary parishioners to see what their outreach funds are doing in the community

Calvary's Historic Partners

- Leader is Lee Wakeman
- Includes those ministries operating on or within Calvary Church property, with the exception of the Downtown Memphis Ministry (formerly the Calvary Street Ministry) whose operation is now off campus.
 - Grizzlies Academy
 - Samaritan Counseling Center
 - Exporefaitth.org
 - Calvary Place Child Care Center
 - Hospitality Hub
 - First Works
- Lee presented to the vestry in August an extensive assessment of most of ministries in this group. He has since added Hospitality Hub to his report and is scheduled to complete this task by evaluating First Works in the very near future. A few highlights from his assessment include:
 - All appear to be functioning relatively well and are deserving of Calvary's continuing support
 - Need for more volunteers at Grizzlies Academy
 - Dream for the future of more space at Calvary for Samaritan Counseling Centers

- Hospitality Hub always in need of more volunteers and funding
 - New Director, David Figiel is extremely capable and eager to keep this vibrant ministry on its current successful path

Calvary Sponsored Ministries

- Leader is Linda Nelson
- Includes the following ministries
 - Hunger Ministries-Community Breakfast, soup Sunday, Emmanuel Meal
 - Carnes Elementary Ministry
 - Calvary Mission Trips-Honduras and Gulf Coast
 - AIDS Healing Service
 - Lifeblood
 - Several special offerings, such as the Heifer Project
- Leaders and volunteers are committed to their ministries and devote much time and emotional energy to their service
- Needs and wants include, among others
 - More volunteers and funding at Carnes and for the Honduras ministry
 - Community Breakfast leaders are greatly concerned with the state of ill repair of the ceilings in the Gospel Rooms. They have reported water leaking on their guests during the Sunday breakfasts and are frustrated after having not been able to resolve this problem after much complaining. They are aware, however, that the nature of this problem makes it not easily solved and that the anticipated upcoming renovations will most certainly make a difference. At this point, however, they long for even a temporary fix.

Immediate and future plans in the works to attempt to address some of the needs

- To attract new volunteers, match them with ministries that fit their particular needs
 - Update website for all CSM groups-Leaders have been asked to submit an updated, detailed description of their ministry, along with photos, to be included on new and improved website pages that will allow prospective volunteers to get a better idea of just what each ministry entails.
 - Create CSM brochure using information collected above
 - Better utilization of the Minute for Mission during regular Sunday worship
- To improve motivation and connectivity among volunteers and to reduce burn-out
 - Regular prayer breakfasts for volunteers have been suggested and idea was well received by leaders at our recent meeting. This is being pursued.

Thank you for the opportunity you've given me to be a part of the wonderful work that Calvary Church does in making God's love visible in downtown Memphis!

Respectfully submitted on 10/21/08,
Mary Jane Viar

Making God's Love Visible in Downtown Memphis
Evangelism Ministry Group
October 2008 Report to the Vestry

- Statistics Report (see attachment)
- Calvary Community Visibility
 - SWEEP Initiative
 - New Welcome Class Structure: The welcome class will continue to use the Welcome video as an introduction to “Who we are” and our core values of FAITH. The second part of the class will focus on how Calvary parishioners carry out their baptismal promises (SWEEP) and carry out Calvary’s mission of Making God’s Love Visible in Downtown Memphis.
 - A brochure pulling together our Mission Statement, Core Values, and Baptismal Promises (SWEEP) is being created for use in Welcome/Confirmation Classes and for distribution throughout the parish.
 - SWEEP Team- A number of parishioners will be brought together to discuss how we can better tell our stories of how we carry out our baptismal promises. They will help newcomers as well as current members enter further into the Calvary community and ministries of the church.
 - *E-pistle*:
 - October Statistics for *e-pistle*: We averaged 39.9% readership and 19.9% clicks in the *e-pistle* out of a current contact list of 816.
 - August Statistics for *e-pistle*: We averaged 40.4% readership and 20.7% clicks in the *e-pistle* out of a current contact list of 773.
 - These statistics also include readership of funeral announcements and Guild of the Christ Child, Men’s Journey Group, and Young Adult Ministries’ e-mails.
 - Efforts are being made to streamline the *e-pistle* and to make better use of links to the web site.
 - The pictorial directory is scheduled to be reprinted for 2009 in January. Photography sessions are scheduled for Sundays, November 9 and December 7.
- Internet Visibility
 - The Get Involved, News & Events, Sermons, Calendar, Prayer List, Young Adults, and Home pages of the web site are still updated weekly. We are beginning to re-evaluate the rest of the site and revising some of the content and navigation.
 - Mary Jane Viar is working with the Community Service Ministry Group to update the Outreach section of the web site. Each ministry will have pictures to demonstrate their efforts as well as detailed information about what they do and how to get involved.
- Welcome/Hospitality Visibility
 - Greeter Ministry: 6 new greeters recently were recruited and trained on an individual basis. Recruitment through announcements did not work. Personal invitation works best. The goal is to recruit and train 30 more greeters.
 - The Welcome Brochure will be tweaked and reordered in the next few months.
- Advertising/Press Visibility

- Promotional Brochures
 - Fall Brochure Feedback
 - # of new visitors since brochure was mailed does not show a correlation between the mailing and increased visitation from targeted zip codes. Only a few visitors mentioned receiving the brochure. Most visitors continue to come because of a personal invitation or because they are Episcopalians looking for a new church.
 - Upcoming Advent/Christmas Brochure will include an invitation to Calvary's special events as well as a message about who we are.
 - After the Christmas mailing we will re-evaluate the process of sending out advertising.
- Downtown Churches Open House: Jill Piper, Laurence Ritter, Betsy Bird, Mary Ann Ford helped welcome 107 tour guests on Sunday, October 12. Sumner Jenkins played an organ concert as part of the Open House. Welcome and Fall Promotional brochures were distributed as well as some history pamphlets about the church.
- Calvary continues to keep a presence in the *Commercial Appeal* and other Memphis publications through "free press." Upcoming highlighted events include:
 - The Annual Ecumenical Service of Prayer & Healing in a Time of HIV/AIDS on Sunday, October 26, at 6:00 p.m.
 - Calvary & the Arts: Free Concerts Wednesdays at noon, October 29-December 10
- North wall banners
 - The Fall Banner had the same design as the fall promotional brochure to create a visual reminder of that advertising piece.
 - Calvary & the Arts
 - Advent/Christmas
- Planning for Lenten Preaching Series & Waffle Shop promotions are underway.

Respectfully submitted,
 Len Grice, Laura Trott, Ebet Peeples

From the Desk of Ebet Carrière Peeples
 Director of Newcomer Ministry

Calvary Episcopal Church

Memo

To: Vestry

From: Ebet Carrière Peoples

Date: 10/15/08

Re: Membership/Attendance update at the end of the third quarter

Attendance

Attendance through the first $\frac{3}{4}$ of the year, 3-year comparison:

	<u>2006</u>	<u>2007</u>	<u>2008</u>
Total Sunday Attendance	15741	15528	14496
Average Sunday Attendance	404	398	372

New Members

To date in 2008, we have 52 new members.

- 28 adults; 24 children
- 6 adults were confirmed or received (12%)
- 32 were transferred from another Episcopal Church (61%)
- 14 were baptized children (27%)

8 people are scheduled to be confirmed/received on Nov. 2; 3 babies will be baptized.

Visitors

To date in 2008, we have had 149 visitors who have completed a visitor's card. As always, there are a lot of visitors who are here on a given Sunday morning who choose not to fill out a card. Our Greeters do their best to make them feel welcomed, but not pressured.

Of the 149 visitors, 11 have already joined the church.

- 3 were baptized children
- 3 were confirmed/received adults
- 5 were transferred from another Episcopal Church

4 are scheduled to be confirmed in November.

34 are active, repeat visitors who have been incorporated into the life of the parish. (23%)

Summary

Attendance by visitors continues to be strong. I feel we do a good job of welcoming and incorporating our newcomers. However, it seems to me that we are growing primarily through the transfer of members from another Episcopal Church. While this is good and helps to keep our membership growing, it is not bringing new people to Christ or the Church.

Increasingly, people are more interested in becoming a part of this community through service, worship, or education, and less interested in "joining" in an official way. The number of people being confirmed (2006=27; 2007=23; projected 2008=14) continues to drop. If this trend continues, either our official membership numbers will drop in the future or we will have to reconsider how we classify membership.

Worship & Music Ministry Group

Chair: James Dowd

Staff Representatives: Sumner Jenkins, Andy MacBeth, Robyn Mauldin

Regular activities of the Worship and Music Ministry Group revolve around planning for corporate worship services. Members include Jim Coleman, Marshall Evans, Nancy Harvey, Elizabeth Madden, Kendra Martin, Laurence Ritter, Nino Shipp and Raymond Spence.

The ministries represented include Acolytes, Choristers, Eucharistic Ministers, Lectors, Ushers and Vergers, as well as the Altar Guild and the Flower Guild.

The leadership team meets monthly to discuss and plan for upcoming worship services.

We also spend some time discussing how to improve, change and strengthen our worship so that it is a meaningful experience for all.

As a ministry group, we strive to ensure that worship at Calvary is compelling and that people who attend services will:

- Experience a growing engagement with Holy Scripture
- Sing God's praise with energy and confidence
- Hear sermons that help them translate their faith into action
- Experience the joyful and meaningful reception of Holy Eucharist