

Vestry Meeting Minutes for May 19, 2022		
Next meeting: June 16, 2022		
<b>Members Attending:</b> Megan Bartlett, Julie Daye, Jill Duink, Bob Jenkins, Jaime Konowal, Koshy Mathews, Candace Roberts, Nils VanAmmers, Jeanette Woehr  <b>Absent:</b> Amy Grant  <b>Guests:</b> None  Zoom.		
ITEM	DISCUSSION	ACTION
Opening Prayer		Jeanette
Consent Agenda		Approved.
HGDPC	Candy announced Amy Grant has agreed to be the new chair of HGDPC. Candy will remain as a board member. History Book event and Walking Tours were successful.	
Election of Officers	Jaime Konowal – Rector's Warden Candy Roberts – Account Warden Jeanette Woehr – Secretary Megan Bartlett and Bob Jenkins – Executive Committee	
Opportunity to serve a sister Church	The Church of the Crucifixion needs major repairs done in the church. Currently there is no bathroom. The Church would like to worship on Sunday at Gloria Dei. They would like to meet for worship and fellowship for possibly six months. There are 80-100 members with multiple services in English and Spanish. Their main service is at 11 am. Many aspects need to be considered – use of our silver, time of service and use of our sextons	Jaime and Jeanette will meet with Mother Jessie and Canon Betsy Ivey.
Review designed version of Profile	Layers of who we are and shape of a dove were discussed. Page 2 Rector job summary	Add 1845 when Gloria Dei joined the Diocese.
Search Committee	Will be selected at the June meeting	Submit applications for Search Committee to Jaime
Photos for Website	Vestry pictures need to be updated	
Baked goods for fellowship	Each vestry member will be assigned a week to provide cake for coffee hour. Bob and Richard will take care of making the coffee.	Jaime to prepare a schedule
Pre-Pay domain costs	We have two domain names old-swedes.com and old-swedes.org	Motion was made to continue to pay for two domains and prepaid for three years.
Posi Gen Solar Energy Proposal		Tabled to next month
Discuss hiring person for Monday and Friday	We are a small church with a huge staff. Continue with Chris working three days.	Majority thought is best to wait until a new rector has been hired.
Closing Prayer		Lord's Prayer

## Gloria Dei Vestry Meeting Agenda

June 16, 2022

AGENDA ITEM:	PERSON RESPONSIBLE
<b>Agenda Documents</b>  <u>Consent Agenda</u> Baked Good Schedule May Financials Property Update Business Plan Report  <u>For Discussion and/or Vote</u> May Vestry Minutes Profile Questions HGDPC Board Members Rector Compensation	Jaime
<b>List of Business</b>	
Opening Prayer	Megan
Approval of Consent Agenda	Jaime
Approval of May Vestry Minutes	Jaime
Opportunity to serve a sister church	Jaime
HGDPC Board Members	Amy
Profile Documents	Candy
Paychex/Staff Payments	Jill
Future Rector Compensation	Candy
Thanks Koshy	Jaime
Closing Prayer	Koshy

## **Fellowship Baked Goods Schedule**

June 19<sup>th</sup> Jaime

June 26<sup>th</sup> Bob

July 3<sup>rd</sup> Jill

July 10<sup>th</sup> Candy

July 17<sup>th</sup> Nils

July 24<sup>th</sup> Julie

July 31<sup>st</sup> Megan

August 7<sup>th</sup> Amy

August 14<sup>th</sup> Jeanette

# ACCOUNTING REPORT TO THE VESTRY: Finance Committee

## June 2022

Committee	FINANCE			
<b>FOR VESTRY DISCUSSION:</b> As we consider the compensation package for the new rector, we should discuss the possibility that the new rector will not live in the rectory. The rectory would be used for other activities, such as: <ul style="list-style-type: none"><li>• Church office for Rector and Parish Administrator</li><li>• Classroom for religious education</li><li>• Meeting room</li><li>• Small gift shop</li><li>• Rental of 2<sup>nd</sup> floor to student or other</li></ul>	Please review and comment on the Financial aspects of the Ministry Profile.			
	Information that may be useful to our discussion:			
	<b>EXPENSES</b>			
	<b>2021 Rectory</b>			
	Electric Rectory and Church \$3,500			
	(same meter - Jill divided with no special knowledge)		\$2,000	
	Gas		\$3,389	
	Water Approximately \$60/month, paid by trust		\$720	
	Property - Repair/Maintenance		\$3,715	
	TOTAL		\$9,824	
<b>2021 Roak</b>				
Electric			\$3,130	
Gas			\$4,042	
Property - Repair/Maintenance			\$3,621	
TOTAL			\$10,793	
<b>2021 Water</b>				
Roak, Riverside and Sexton House are together			\$4,382	
Checkbook Balanced	YES – Square did not take back the \$56.66 from last month.			
Debit Card Acct Balanced	YES			
Rector’s Discretionary Fund	YES			
Beginning Balance		Ending Balance		
Checking Account	\$ 38,692.89	\$ 28,429.10		
Debit Card Account	\$ 1,570.19	\$ 1,157.89		
Rector’s Discretionary Fund	\$ 466.89	\$ 264.89		
Pledge and Plate Tracking	Pledge over by: \$ 965      Plate under by: \$ 58			
Endowment Income	Under by \$ 508			
<b>SUMMARY</b> Income & Expenses		Income	Expenses	
	Actual	\$ 93,777	\$ 137,723	\$ 43,946 <b>Actual</b> DEFICIT Actual expenses exceed actual income
	Budget	\$ 92,096	\$ 132,944	\$ 40,848 <b>Budget</b> DEFICIT anticipated
	Difference	\$ 1,681 Over budget	\$ 4,779 Over budget	\$ 3,098 <b>Budget</b> DEFICIT Budget expenses EXCEED budget income

**FOR VESTRY DISCUSSION:**

1. What is the expectation around the “no Vestry approval required for expenditures under \$500”? (some think it is for all items, some think it is for property only)
2. What level of Vestry approval is required for expenditures that have been approved in prior Vestry meetings? Such as the items noted below. Do these require monthly Vestry approval?
3. What should be our process for approving invoices? For example, Jill paid the higher grass cutting bill based on a conversation with Paula. This would not seem to follow a prudent fiscal policy. Should the approvals come from committee chairs based on prior vestry approvals?

**FOR VESTRY REVIEW****Debit Card Transactions in May**

Date	Memo/Description	Amount
05/11/2022	Grounds and Walkways	-135.94
05/11/2022	QVNA Ad	-325.00
05/12/2022	Sunday Fellowship Coffee +	-60.25
05/20/2022	4 Propane tank exchanges	-83.92
05/24/2022	Book Shipping	-125.28
05/25/2022	Web address	-220.95
05/31/2022	THEKNOTWEDDING	-715.00

**Non-Typical Checks written in May**

Date	Memo/Description	Amount
05/02/2022	Gift card for vestry service to Jim Ufheil	-100.00
05/02/2022	Evite - for 6/12 Church Lunch Jaime	-29.99
05/11/2022	Invoice 820424 May 12 churchyard cutting	-700.00

**NEWS**

- 1) YCCA's payment of their make-up rent and of their new rental amount resulted in a credit of \$895.27 was in last year's budget, starting in September.
- 2) Lawn cutting of our churchyard has increased from \$300 per cut last year to \$700 per cut this year. Jaime Konowal reported "Because of the increase in gas and maintenance Rick had to increase. He hasn't increased GD for a long time and he felt bad but it became the cost of doing business. "
- 3) Sovereign Insurance has switched our insurance carrier from Mercer Insurance Company to Church Mutual Insurance Company. The coverage is the similar, but our property deductible has increased from \$2,500 to \$5,000. If anyone would like to review the coverage in more detail Jill can provide information and a contact. The annual cost of the policy was \$7,640 (\$1,910 x 4) and will now be (\$2,262 x 4) \$9,048.

Jill called Britany Lindsay, our account manager at Sovereign Insurance. Britany emailed "United Fire Group/Mercer was not willing to offer renewal terms for the 22-23 term due to the overall property losses that the group as a whole experienced. We did ask them to quote individual churches that had a clean claim history, but their premiums were coming back almost triple with substantial reductions in coverage. As a result, we moved the entire program to Church Mutual."

- 4) Jill will start to use some of the \$2,500 allocated from the green fund for electricity bills next month.
- 5) Jill will send out our collected funds for Ukraine and for the Cathedral in Jerusalem next week.
- 6) Clergy Continuing Ed expenditures include - \$75/month spiritual guidance and \$181.88 for the annual clergy conference.

## June 2022 Business Plan Report

<b>Chair:</b>	Candace Roberts
<b>Committee Members:</b>	Amy Grant, Amy Sampson Liberi, Jaime Konowal, Amy Sampson Liberi, Christine McBride, Paula Minacci, Christine Pickup, Alan Segal, Jim Ufheil
<b>Actions Completed:</b>	<ul style="list-style-type: none"><li>• Amy has closed our first wedding for June 2023. Referrals are coming in from the <i>Wedding Wire/the knot</i> website. Amy is conducting tours for prospects</li><li>• Christine is using the online church calendar so that a 3 sites coordinate events and bookings</li></ul>
<b>Action Items In-progress/pending:</b>	<ul style="list-style-type: none"><li>• We have requested wedding photos from the congregation who have been married at Gloria Dei. The photos will be used on the web site and for marketing (social media and print). We have received some wonderful photos for a community contact. Looking for others from the congregation.</li><li>• Now that steeple is about to be painted, Amy will schedule the 360 video that is included with our <i>Wedding Wire/the knot</i> contract</li><li>• The wedding rules booklet is in the queue to be discussed by the Standing Committee</li></ul>

**Gloria Dei (Old Swedes') Church****BUDGET FOR 2021**

1/1/2021-5/31/2022

Category Description	Actual	Budget	Difference	Yearly Budget
<b>INCOME</b>				
TOTAL 03 - Regular Support	20,322.40	19,300.00	1,022.40	48,000.00
TOTAL 04 - Endowments	37,692.03	38,200.00	-507.97	160,775.00
TOTAL Donations	1,673.12	616.50	1,056.62	5,700.00
TOTAL Fund Raiser	9,308.78	2,800.00	6,508.78	34,300.00
TOTAL Memorials	55.00	30.00	25.00	100.00
TOTAL Rentals	24,725.57	22,149.60	2,575.97	53,159.00
TOTAL 05 - Other Income	35,762.47	25,596.10	10,166.37	93,259.00
TOTAL 06 - Riverside Weddings Income	0.00	5,000.00	-5,000.00	39,532.00
<b>TOTAL INCOME FOR OPERATING</b>	<b>93,776.90</b>	<b>92,096.10</b>	<b>1,680.80</b>	<b>302,034.00</b>
<b>EXPENSES</b>				
TOTAL 05 - Fund Raising	3,118.87	425.00	2,693.87	13,900.00
TOTAL 06 - Riverside Weddings Expenses	3,315.00	3,568.00	-253.00	32,112.00
TOTAL 12 - Diocesan	13,261.15	13,261.15	0.00	18,052.00
TOTAL 13 - Outreach from Operating Budget	0.00	500.00	-500.00	2,000.00
TOTAL Clergy Expenses	781.88	851.50	-69.62	2,040.00
TOTAL Compensation	51,988.02	55,027.43	-3,039.41	145,276.00
TOTAL General	2,024.93	10,041.65	-8,016.72	19,240.00
TOTAL Insurance	4,104.00	2,812.50	1,291.50	8,250.00
TOTAL Music Budget	10,881.65	11,581.65	-700.00	27,596.00
TOTAL Office	4,097.23	3,620.70	476.53	8,700.00
TOTAL Property Expenses	20,601.56	10,891.65	9,709.91	28,500.00
TOTAL Sundries	958.95	1,250.00	-291.05	3,000.00
TOTAL Utilities	18,964.83	15,145.00	3,819.83	31,900.00
TOTAL 14 - Operating Expenses	114,403.05	111,222.08	3,180.97	274,502.00
<b>TOTAL EXPENSES for Operating</b>	<b>137,723.07</b>	<b>132,944.23</b>	<b>4,778.84</b>	<b>309,454.00</b>
<b>OVERALL TOTAL</b>	<b>-43,946.17</b>	<b>-40,848.13</b>	<b>-3,098.04</b>	<b>0.00</b>

**Gloria Dei (Old Swedes') Church**

**BUDGET FOR 2022**

1/1/2021-5/31/2022

Category Description	Actual	Budget	Difference	Yearly Budget
<b>INCOME</b>				
<b>03 - Regular Support</b>				
Easter and Christmas Flowers	515.00	400.00	115.00	1,000.00
Plate	842.00	900.00	-58.00	3,000.00
Pledge	18,965.40	18,000.00	965.40	44,000.00
TOTAL 03 - Regular Support	20,322.40	19,300.00	1,022.40	48,000.00
<b>04 - Money from Investments</b>				
Aethon/Exelon/Phila Contrib	297.04	200.00	97.04	600.00
Church F 064786 - Alfred C Young	461.40	400.00	61.40	1,600.00
Church F 064791 - A Adele Rudolph	1,358.72	1,325.00	33.72	5,300.00
Church F 064934 - Dorothy Maynard Smith	13,340.02	13,000.00	340.02	52,000.00
Church F 065033 - 4th Century Fund	4,276.41	3,812.50	463.91	15,250.00
Church F 065117 - Simes	1,437.94	1,400.00	37.94	5,600.00
<b>To balance budget from Church Foundation 065033</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>30,175.00</b>
PNC 16-35-035-0617188 - Simes	2,720.50	2,687.50	33.00	10,750.00
Wells Fargo 1513091190 - Charles I Stille	2,000.00	2,250.00	-250.00	4,500.00
Wells Fargo 1519175748 - Gloria Dei Church	8,000.00	8,750.00	-750.00	17,500.00
WF 1519178585 - Lunsbeck, Roebeling, Hogeland	3,800.00	4,375.00	-575.00	17,500.00
TOTAL 04 - Endowments	37,692.03	38,200.00	-507.97	160,775.00
<b>05 - Other Income</b>				
Donations				
Baptism	0.00	83.30	0.00	0.00
Funeral Services	0.00	416.50	-416.50	1,000.00
May I. Young FD	0.00	0.00	0.00	3,200.00
Miscellaneous Other Income	673.12	0.00	673.12	0.00
Societies - Organizations	1,000.00	200.00	800.00	1,500.00
TOTAL Donations	1,673.12	616.50	1,056.62	5,700.00
Fund Raiser				
Flea Market	1,759.00	2,500.00	-741.00	5,000.00
Jazz & Joe	300.00	300.00	0.00	600.00
Lucia	528.83	0.00	528.83	28,700.00
Misc Fundraiser	167.66	0.00	167.66	0.00
Other Book Sales	463.88	0.00	463.88	0.00
Sales Book 300	1,517.79	0.00	1,517.79	0.00
Sexton Sideshow Fund Raiser	4,571.62	0.00	4,571.62	0.00
TOTAL Fund Raiser	9,308.78	2,800.00	6,508.78	34,300.00
Memorials				
Mass Cards	55.00	30.00	25.00	100.00
TOTAL Memorials	55.00	30.00	25.00	100.00
Rentals				
Other Rentals	800.00	0.00	800.00	0.00
YCCA - Kreative Kids	22,954.87	22,149.60	805.27	53,159.00
TOTAL Rentals	24,725.57	22,149.60	2,575.97	53,159.00
TOTAL 05 - Other Income	35,762.47	25,596.10	10,166.37	93,259.00
<b>06 - Riverside Weddings at Gloria Dei</b>				
TOTAL 06 - Riverside Weddings Income	0.00	9,000.00	-9,000.00	39,532.00
<b>TOTAL INCOME FOR OPERATING</b>	<b>93,776.90</b>	<b>92,096.10</b>	<b>1,680.80</b>	<b>302,034.00</b>



EXPENSES	Actual	Budget	Difference	Yearly Budget
<b>03 - Regular Expense</b>				
Easter and Christmas Flowers	410.00	400.00	10.00	1,000.00
Total 03 - Regular Expense	410.00	400.00	10.00	1,000.00
<b>05 - Fund Raising Expenses</b>				
Baptism Expenses	0.00	0.00	0.00	0.00
Book 300 Shipping Expenses	507.24	0.00	507.24	0.00
Flea Market Expenses	110.72	300.00	-189.28	600.00
Funeral and Burial Expenses	0.00	125.00	-125.00	300.00
Lucia Expenses	0.00	0.00	0.00	13,000.00
Other Book Sales - 80% to Swedish Colonial Society	10.20	0.00	10.20	0.00
Other Fund Raising Expenses	0.00	0.00	0.00	0.00
Other Rental Expenses	800.00	0.00	800.00	0.00
Sexton Sideshow Expenses	1,690.71	0.00	1,690.71	0.00
TOTAL 05 - Fund Raising	3,118.87	425.00	2,693.87	13,900.00
<b>06 - Riverside Weddings at Gloria Dei Expenses</b>				
TOTAL 06 - Riverside Weddings at Gloria Dei Expenses	6,530.00	7,136.00	-606.00	32,112.00
<b>12 - Diocesan</b>				
Assessments	11,122.50	11,122.50	0.00	13,347.00
Sacred Ask	2,138.65	2,138.65	0.00	4,705.00
TOTAL 12 - Diocesan	13,261.15	13,261.15	0.00	18,052.00
<b>13 - Outreach from Operating Budget</b>				
Other Outreach	0.00	500.00	-500.00	2,000.00
TOTAL 13 - Outreach from Operating Budget	0.00	500.00	-500.00	2,000.00
<b>14 - Operating Expenses</b>				
Clergy Expenses				
Clergy Continuing Ed	556.88	210.00	346.88	500.00
Clergy Telephone	225.00	225.00	0.00	540.00
Clergy Travel, Other	0.00	416.50	-416.50	1,000.00
TOTAL Clergy Expenses	781.88	851.50	-69.62	2,040.00
<b>Compensation</b>				
Benefits				
Rector Health	0.00	0.00	0.00	7,500.00
Sexton Life & Disability	125.92	158.30	-32.38	380.00
Sexton Medical Supplemental	1,250.00	1,250.00	0.00	5,000.00
TOTAL Benefits	1,375.92	1,408.30	-32.38	12,880.00
Pension				
Rector	0.00	0.00	0.00	7,164.00
<b>TOTAL Pension</b>	0.00	0.00	0.00	7,164.00
Salary				
Christine McBride	6,846.88	7,955.85	-1,108.97	19,094.00
Gloria Dei Rector - 1st Half	24,115.25	25,350.83	-1,235.58	30,421.00
Gloria Dei Rector - 2nd Half	0.00	0.00	0.00	27,807.00
Jim Minacci	7,315.00	7,662.90	-347.90	18,391.00
Paula Minacci	7,315.00	7,662.90	-347.90	18,391.00
Supply Clergy	1,317.24	1,350.00	-32.76	2,400.00
TOTAL Salary	46,909.37	49,982.48	-3,073.11	116,504.00
Salary-Tax				
Medicare	701.82	689.15	12.67	1,654.00
Soc Sec	3,000.91	2,947.50	53.41	7,074.00
TOTAL Salary-Tax	3,702.73	3,636.65	66.08	8,728.00
TOTAL Compensation	51,988.02	55,027.43	-3,039.41	145,276.00

<b>General</b>				
Adult/Family/Growth	381.17	416.65	-35.48	1,000.00
Advertising & Banners	650.00	975.00	-325.00	2,000.00
Alter Guild - Liturgical	106.70	416.65	-309.95	1,000.00
Audit	0.00	3,000.00	-3,000.00	6,000.00
Deanery/Convention	0.00	0.00	0.00	500.00
Flowers	225.00	200.00	25.00	300.00
Hospitality and New Member	422.07	433.35	-11.28	1,040.00
Miscellaneous General Expenses	239.99	500.00	-260.01	1,200.00
Rector Moving	0.00	0.00	0.00	2,000.00
Rector Search	0.00	4,000.00	-4,000.00	4,000.00
Sunday School	0.00	100.00	-100.00	200.00
TOTAL General	2,024.93	10,041.65	-8,016.72	19,240.00
<b>Insurance</b>				
Comprehensive - Umbrella	3,820.00	2,500.00	1,320.00	7,500.00
Work Comp	284.00	312.50	-28.50	750.00
TOTAL Insurance	4,104.00	2,812.50	1,291.50	8,250.00
<b>Music Budget</b>				
Music and Organ Maintenance	300.00	1,000.00	-700.00	2,200.00
Tsunami Productions - Organist Supply	10,581.65	10,581.65	0.00	25,396.00
TOTAL Music Budget	10,881.65	11,581.65	-700.00	27,596.00
<b>Office</b>				
Bank Charge	256.11	166.65	89.46	400.00
Computer supply	1,071.13	208.35	862.78	500.00
Internet/Phone/WiFi	2,270.90	2,083.35	187.55	5,000.00
Miscellaneous Office Expense	45.24	625.00	-579.76	1,500.00
Payroll Service	277.85	329.00	-51.15	800.00
Postage	176.00	208.35	-32.35	500.00
TOTAL Office	4,097.23	3,620.70	476.53	8,700.00
<b>Property Expenses</b>				
Alarm	3,185.50	1,041.65	2,143.85	2,500.00
Lawn/Landscape Service	1,400.00	1,100.00	300.00	5,000.00
Terminix	348.00	416.65	-68.65	1,000.00
Property Expenses	15,668.06	8,333.35	7,334.71	20,000.00
Church	5,405.34	0.00	5,405.34	
Church Yard	5,865.62	0.00	5,865.62	
Rectory	0.00	0.00	0.00	
Riverside Hall	436.76	0.00	436.76	
Roak House	1,080.34	0.00	1,080.34	
Sexton House	2,880.00	0.00	2,880.00	
TOTAL Property Expenses	20,601.56	10,891.65	9,709.91	28,500.00
<b>Sundries</b>				
Food/Paper Products/Misc	958.95	1,250.00	-291.05	3,000.00
TOTAL Sundries	958.95	1,250.00	-291.05	3,000.00
<b>Utilities</b>				
U-Gas				
1114501039 Rectory	2,919.42	2,300.00	619.42	3,500.00
2114501047 Church	4,545.17	2,600.00	1,945.17	4,000.00
3114501055 Riverside Hall	2,510.21	1,520.00	990.21	2,500.00
4114501063 Sexton House	802.76	800.00	2.76	1,200.00
5114501071 Roak House	3,833.77	2,800.00	1,033.77	4,200.00
TOTAL U-Gas	14,611.33	10,020.00	4,591.33	15,400.00
U-PECO Energy				
34262-00609 Rectory and Church	575.80	1,600.00	-1,024.20	3,500.00
40448-01504 Riverside Hall	623.15	500.00	123.15	3,700.00
43451-01700 Sexton House	1,087.51	600.00	487.51	2,400.00
49850-01702 Roak House	1,325.55	800.00	525.55	3,000.00
TOTAL U-PECO Energy	3,612.01	3,500.00	112.01	12,600.00
U-Water 012-75780-00904-xxx				
005 Church	0.00	250.00	-250.00	600.00
005 Rk-S-RSide	741.49	1,375.00	-633.51	3,300.00
TOTAL U-Water 012-75780-00904-xxx	741.49	1,625.00	-883.51	3,900.00
TOTAL Utilities	18,964.83	15,145.00	3,819.83	31,900.00
TOTAL 14 - Operating Expenses	114,403.05	111,222.08	3,180.97	274,502.00
<b>TOTAL EXPENSES for Operating</b>	<b>137,723.07</b>	<b>132,944.23</b>	<b>4,778.84</b>	<b>309,454.00</b>
<b>OVERALL TOTAL</b>	<b>-43,946.17</b>	<b>-40,848.13</b>	<b>-3,098.04</b>	<b>0.00</b>

## DESIGNATED GIFTS BUDGET

0.00

11 - Designated Gifts - IN	
Flowers	167.00
Gifts for Feb Bishop Visit	150.00
Gifts for Cathedral in Jerusalem - Good Friday Collection	65.00
Gifts for parishioner support	100.00
Gifts for Ukraine May 15 Service	125.00
Gifts for Mercy Hospice Easter Books	639.80
<b>TOTAL 11 - Designated Gifts - IN</b>	<b>1,246.80</b>
18 - Charity - OUT	
Flowers in advance for Rambo Wreath	167.00
Sent to DIOPA for Bishop Visit	150.00
Sent out for Cathedral in Jerusalem - Good Friday Collect	0.00
Sent to Parishioner Support	100.00
Sent to Mercy Hospice for Easter Books	551.00
<b>TOTAL 18 - Designated Gifts - OUT</b>	<b>968.00</b>
<b>BALANCE - Designated Gifts</b>	<b>278.80</b>

## BANK AND ENDOWMENT ACCOUNT BALANCES

Account	12/31/2020	12/31/2021	5/31/2022	
CHECKING TD Bank	55,024.13	73,298.37	28,429.10	
Debit Card TD Bank	2,127.74	4,517.45	1,157.89	
Discretionary Fund Checking	559.39	466.89	264.89	
Petty Cash		262.05	207.00	
	12/31/2020	12/31/2021	3/31/2022	
PNC 16-35-035-0464262 - Gloria Dei Church	2,133,856.25	726,585.28	716,562.37	
reduction for real estate value includec	(2,064,000.00)	(654,454.00)	(654,454.00)	
PNC 16-35-035-0617188 - Simes	254,474.75	269,905.62	245,152.18	
Church F 064786 - Alfred C Young [500.00]	48,147.64	52,136.74	52,136.74	red -
Church F 064791 - A Adele Rudolph [6,501.15]	141,783.69	153,530.91	153,530.91	1/31/21 amounts
Church F 064934 - Dorothy Maynard Smith [380,000.00]	1,392,951.95	1,507,374.98	1,507,374.98	
Church F 065033 - 4th Century Fund [300,000.00]	411,870.94	480,622.76	480,622.76	includes \$87,512 for
Church F 065117 - Simes	150,148.10	162,481.91	162,481.91	church roof
Church F 065140 Book 300 Joint Account	17,304.57	15,296.82	13,042.89	
Church F 065157 - Amandus Johnson Churchyard Fund	34,577.77	42,209.92	42,209.92	
Wells Fargo 1513091190 - Charles I Stille	126,241.94	132,867.90	124,605.66	
W Fargo 1519175748 - Gloria Dei Church [46,000.00]	410,366.98	442,133.41	416,031.70	
WF 1519178585 - Lunsbeck, Roebeling, Hogeland [50,000.	389,830.56	415,167.74	388,077.27	
	<b>3,447,555.14</b>	<b>3,745,859.99</b>	<b>3,647,375.29</b>	<b>(98,484.70)</b>

## LIABILITY ACCOUNTS

Liability Accounts	12/31/2020	12/31/2021	5/31/2022
Amandus Johnson Fund	4,076.50	0.00	75.00
Archaeological Study	100.00	100.00	100.00
Book 300th	1,750.02	-2,253.93	-100.00
Capital Improvement	6,000.00	6,000.00	6,500.00
Churchyard Renewal Project	2,550.54	2,650.54	2,650.54
Green Fund	4,877.95	5,264.78	5,264.78
HGDPC	150.00	0.00	200.00
Historical Committee	-101.06	-181.12	-181.12
Lucia Forever Fund	1,726.97	3,679.84	4,179.84
Memorial Fund	1,140.78	2,030.78	2,159.40
Music Fund	-100.00	287.00	-99.75
Sunday School Fund	105.67	105.67	105.67
Youth Group Fund	405.67	405.67	405.67
<b>TOTAL Liability Accounts</b>	<b>22,683.04</b>	<b>18,089.23</b>	<b>21,260.03</b>

# PROPERTY REPORT

June, 2022

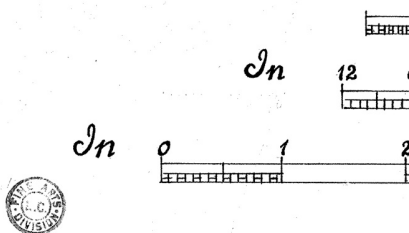
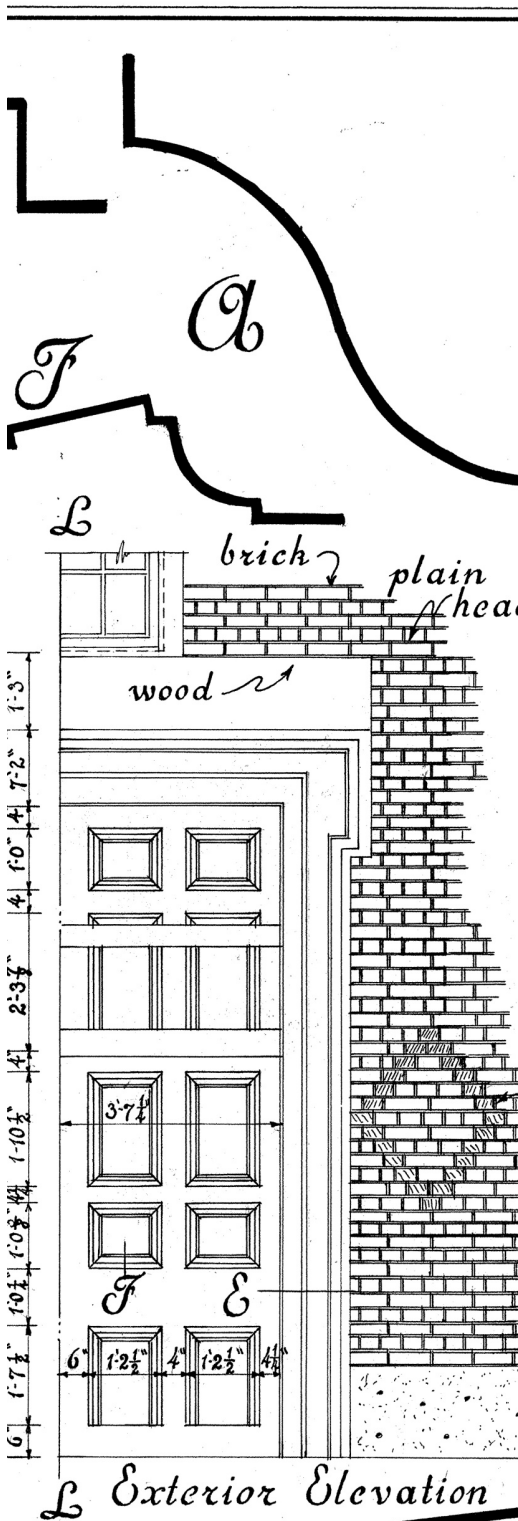
## Heat Reducing Films

Completed installation on all south facing windows.



## Steeple Painting

The paint is purchased, however when they came Monday and examined the bell more thoroughly, they determined we need the bell appraised for stability and safety as they will be climbing in and out by it to access painting. Sending pictures to Elderhorstbells to schedule a visit.



Philadelphia Pa.

## June 2022 Profile Report

<b>Chair:</b>	Candace Roberts
<b>Committee Members:</b>	Julie Daye, Jill Duink, Nora Melley, Eric Sanchez, Jaime Konowal, <i>ex officio</i> , Barbara Abbott, consultant
<b>Date of last meeting:</b>	June 1, 2022
<b>Date of next meeting:</b>	TBD
<b>Actions completed for Vestry review:</b>	<ul style="list-style-type: none"> <li>• Create the 2-page Rector's Role document</li> <li>• Create the Ministry Portfolio</li> <li>• Write a description of Rector position, Profile and a paragraph-long call for new rector</li> <li>• Finance committee recommendation for Rector Compensation</li> </ul>
<b>Action Items In-progress/pending:</b>	<ul style="list-style-type: none"> <li>• Complete the entire set of Ministry Review questions for Vestry consideration</li> </ul>
<b>Projected timeline (revised)</b>	<ul style="list-style-type: none"> <li>• Finalize questionnaire: January 31 - completed</li> <li>• Schedule Zoom discussions with Vestry: Feb 1-11 - completed</li> <li>• Announce the discussions with the congregation and place questionnaires at the back of the church: Feb 20, Feb 27 - completed</li> <li>• Profile Committee Meeting, fine-tune questionnaire, if needed: Feb 16, 5:30-7 - completed</li> <li>• Schedule Zoom/in-person discussions with congregations: Feb 20-27</li> <li>• Profile Committee Meeting, determine who might need a personal invitation to participate: Feb 23, 5:30-6:30 - completed</li> <li>• Complete discussions by March 24 - completed</li> <li>• Assemble all feedback into a word doc: March 26 - completed</li> <li>• Share document with committee for comment: week of March 28</li> <li>• Profile Committee Meeting, discuss and agree on the 3 soft skills, 3 hard skills, 3 goals: week of April 4 - completed</li> <li>• Refine document: week of April 11 - completed</li> <li>• Present document to Vestry on April 14 - completed</li> <li>• Upon approval, design the Profile book - completed</li> <li>• Present to the Vestry for review and comment/approval - completed</li> <li>• Creating the Role of the Rector document and answering the online questions for Vestry review – completed</li> <li>• Present to DIOPA for review, comments, and approval- pending completion of all documents</li> </ul>

Gloria Dei, a small, urban parish in an historic site, seeks a rector with parish development experience and a warm and loving manner. It is our desire to grow by increasing spiritual care for one another and extending that care to others as a welcoming community. A primary need is providing ministry to the families with children both in and outside of our congregation. We seek a collaborative rector who likes and respects us for who we are and will help us grow into what God wants us to be.

## **RESPONSIBILITIES OF THE RECTOR**

### **OBJECTIVE**

The rector of Gloria Dei (Old Swedes') Episcopal Church is to lead and guide the congregation to know and share Jesus Christ and His teachings within its Community of Faith and with members of its neighboring communities by realizing the parish's Mission Statement.

### **OVERVIEW**

The rector is the Principal Pastor and the Chief Executive of Gloria Dei (Old Swedes') Episcopal Church responsible to the vestry and the Bishop, in accordance with the Canons of the Episcopal Church, and a colleague in ministry with all the baptized in the parish.

The rector partners with vestry and lay leadership to achieve the parish's goals and intentions.

The rector, while leading the vestry as Chairperson, works with the vestry on developing a strategic plan, policy matters and organizational processes/protocols, and oversees all aspects of managing the physical and financial resources of the parish, as well as providing the central point of lay coordination of parish goals, priorities, and ministries.

The rector functions in relation to other ministries (programs) as a team leader of the parishioners, consultant on process and content, and educator of each ministry in its efforts to define and carry out its goal/objectives. The rector may exercise the right of veto on all matters relative to the spiritual welfare of the parish.

The rector is chief liturgist of the parish, conducting worship and preaching regularly. The rector is responsible for preparing persons for baptism, confirmation, reception and reaffirmation, and ensuring all parishioners are encouraged and instructed concerning good stewardship, including the making of wills and the giving of gifts to the parish.

The rector also represents the parish to the Episcopal Diocese of Pennsylvania, the larger Church, and neighboring communities.

### **RECTOR'S ROLE**

The Rector's role is based on the National Canons of the Episcopal Church - Canon III.9.6

- Worship and spiritual life
- Selection and oversight of all assisting clergy
- Use and control of all buildings and furnishings working in conjunction with the vestry and Bishop
- Education of all ages in the Scriptures; the doctrine, discipline and worship of the Church and in their exercise as baptized persons
- Stewardship education for all ages
- Preparation for Baptism, Confirmation, Reception and reaffirmation
- Announcing the Bishop's visit with the vestry, and providing the Bishop with information about the congregation's spiritual and temporal state
- Applying contributions not otherwise designated from one Sunday per month to charitable causes
- Reading communications from the House of Bishops at worship
- Recording all Baptisms, Marriages, Confirmations and Burials in the parish register

## **Rector's Responsibilities to the Parish**

1. Lead worship, preach the Gospel and administer the sacraments so that the congregation is given the opportunity for spiritual growth and response to Jesus' call.
2. Provide management skills and supervise staff (including Parish Administrator, Sexton(s), and the Wedding and Event Specialist) and lead/consult the vestry in a collaborative style regarding all financial and property concerns and actions.
3. Provide for pastoral care of the parishioners so that individuals and families are met with Christian concern.
4. Guide the congregation in a 'collaborative' style to meet the parish's Mission Statement/Statement of Purpose.
5. Utilize the talents of parishioners in developing and implementing ministries effectively.
6. Manage all communication programs.
7. Challenge the congregation to recognize the needs of others so that members respond with their stewardship gifts of time, ability, and money, within and beyond the parish.
8. Provide Christian education opportunities for parishioners of all ages so they can learn the contents of Faith, Scripture and the Church and their application to daily living.
9. Participate in diocesan and community activities so that the mission of the parish beyond itself is furthered. There are relationships with the National Park Service, Young Children's Creative Arts, Swedish Colonial Society, Lucia Fest, and Historic Gloria Dei Preservation Corporation that require some attention from the rector.
10. Maintain a lifestyle that sets a Christian example.



## FOR CONSIDERATION

1. Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment .

In the past two years Mercy Hospice has become a ministry of success and fulfillment for our congregation. Located in Center City Philadelphia, Mercy Hospice provides residential support for women, most who are recovering from addiction, and their children. Life skills, education, job readiness, recovery help, childcare and parenting support services are provided.

Gloria Dei collects and donates food, needed items, and financial support. We gathered a special collection of craft and art supplies. We collected Lenten donations and purchased recovery Bibles and workbooks. We prepared and delivered a Sunday meal. We gifted the staff and residents with Wawa gift cards, journals and our prayers at Christmas. Several parishioners volunteer their time and talents in person at Mercy Hospice.

2. How are you preparing yourselves for the Church of the future?

The vestry has been embracing Quaker principles of consensus-building for over a year. Our vestry meetings are held in a collegial environment with thoughtful discussion. We avoid any vote that is likely to marginalize any member. We continue the discussion until we find agreement. If one or two cannot agree with the consensus decision, they accept the decision, and move forward without rancor.

The vestry is engaging in active listening with the congregation. A Communication Committee was created to work with the Parish Administrator and volunteers to create regular on-line newsletters and keep the website current. We endeavor to be transparent and engage the members in our decision-making process.

3. Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

The congregation and vestry desire increased spiritual formation and seek more leaders with these gifts to assist with spiritual development. We seek leaders who will help us create and grow a robust children's program, as well as others to provide lay pastoral care and welcoming ministries.

4. Describe your liturgical style and practice for all types of worship services provided by your community.

We prefer a relaxed atmosphere with limited ceremony. Our interviews with the congregation overwhelmingly indicated that we like the use of the Book of Common Prayer Rite 2, with the

intermixing of other relevant texts. Many indicated a desire to reinstate the Liturgy Committee to assist the rector with possible seasonal changes. As a congregation, we mostly do not care for processions, chanting, or the use of incense.

5. How do you practice incorporating others in ministry?

The lay leadership, vestry, and the rector, provide regular programs for adult education. Ministries have included Bible study and book clubs, group prayer opportunities and prayer chain, bringing sacraments to the home-bound, Altar Guild, lay readers, and children participating and taking up the gifts.

6. As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

In addition to our Sunday service, we have an online, Tuesday evening service (Evensong) that has drawn and engaged a dedicated group of members. Informally, we have a chain of care for members in need of meals, visits, rides, and financial assistance. While our member-to-member communication is by word of mouth, it is still very effective and the congregation is generous with their time, talent and treasure. We have been working with a highly pastoral interim to promote healing and rebuild a loss of trust. We re-opened coffee hour and fellowship as COVID rules have allowed. We feel these efforts are having a positive effect. Many of us have noticed a more joyous fellowship and a great hopefulness for our future.

7. How do you engage in pastoral care for those beyond your worshipping community?

Gloria Dei members exude Christian kindness, friendliness and welcome to our local neighbors and to the larger community. We hold a spring and fall flea market that engages most of the congregation as volunteers. We invite our neighbors in for a monthly live music Jazz & Joe evening. Our Sextons have held musical events that draw in the Philadelphia music community. Our joyous annual Lucia Fest draws participants and audience members from near and far. As an historic site of significance, we welcome visitors from all over the country and the world. We provide tours, a map of our churchyard, and a website with genealogical information.

Through the efforts of a dedicated, group of congregants, we have engaged in several ministries for the benefit of those outside our worshipping community. In 2019 we worked with HAIS to help with the resettlement of an immigrant family. In 2020 we raised created *Bond of Care* and began more intensive involvement with Mercy Hospice (both described more fully in questions 1 and 8). Members of our congregation volunteer in food pantries, social justice causes, environmental activism and other crucial ministries.

8. Describe your worshipping community's involvement in either the wider Church or geographical region.

In 2020 we created *Bond of Care*, a program to raise funds for college students in India who were adversely affected by COVID. This program was supported by a grant from DIOPA that promotes worldwide outreach. Several congregants have participated in Diocesan training for anti-racism. A vestry member is a member of the Diocesan Historical Commission. Two prior rectors have served as Deans.

9. Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

One congregant, whose heart was so moved, found others in the congregation to create a Green Committee to evaluate our footprint in the community and look for opportunities to improve. This committee includes members of the congregation, vestry members, and staff. Among the actions taken include the installation of rain barrels and use of donated funds to support the use of green energy suppliers that are typically more expensive than fossil fuel based energy. The contact person is Julie Daye, [jultag22@yahoo.com](mailto:jultag22@yahoo.com).

10. What is your practice of stewardship and how does it shape the life of your worshipping community?

The congregation of Gloria Dei gives as they are able. There are some who do not commit to a pledge and place their gifts in the Sunday plate. We spend a month each year talking about stewardship and we have remained relatively steady in number of pledges and pledged amounts. We do receive significant gifts of time and talent from our congregation that often offset the need for paid services. With this giving history in mind, the vestry has made decisions to seek financial stability in other areas.

When a need is articulated and understood, the congregation has been generous. For example, in 2022 Lenten donations of \$639 were given to buy recovery books for Mercy Hospice, a mission that is described in question 1.

11. What is your worshipping community's experience of conflict? And how have you addressed it?

We recently experienced an unsuccessful rectorship. We have been and are working hard to resolve feelings of grief, hurt, anger, and loss of trust. The vestry is making excellent strides in overcoming this with our dedication to building consensus with open and thoughtful discussions. We will need to have further congregational work in this area. Two healing discussions were mostly well-received and we should continue these in some form. We still have too many private conversations "in the parking lot" rather than addressing concerns in a direct

manner. We are working to rebuild trust with active listening and transparency of vestry discussions and actions.

12. What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn? Congregation question: Have you experienced positive change at Gloria Dei? What went well? How about a more challenging example of change? What made it difficult?

A challenge emerged with our prior rector when she introduced liturgical changes that did not fit the congregation. Among these changes, she made the decision to process on Sunday services, and include religious icons in our altar linens. For some members, this was not an issue. For others, these actions caused a tremendous amount of controversy and frustration. We complied as we were required to do according to the Canons. However, many were unhappy (furious) and resentful. We learned that we do not respond well to edicts. We respond best with listening and a collaborative approach. Change at Gloria Dei requires a gradual, thoroughly examined process and discussion.

A notable example of a challenge that went well would be the implementation of a move from the use of disposable to real dishes for church fellowship events. This recommendation from the Green Committee was supported by some and not by others. Congregants needed to embrace new behaviors such as filling the dishwasher versus tossing cups and plates in the trash. There was push-back from our Hospitality Committee who saw an increase in their work level to set up and clean up. The Green Committee and the Hospitality Committee met and worked out the issues. Agreement was achieved and resulted in expanding the Hospitality Committee and the continued collaboration of the two groups. The congregation continues make very little use of disposable cups and dishes.

## For Vestry Consideration

### Office of Transitions Ministry Portfolio

Name of worshipping community:

Diocese:

Weekly Average Sunday Attendance (ASA):

Number of Weekend Worship Services:

Number of Weekday Worship Services:

Number of Other per Month Worship Services:

Institution Phone:

Institution Email:

Institution Location

Street:

Additional:

City:

State/Province:

Postal code:

Country:

Contact Name:

Contact Email:

Contact Phone 1:

Contact Phone 2:

Contact Person Location

Street:

Additional:

City:

State/Province:

Postal code:

Country:

Current Annual Compensation: \$ 65581

Includes the following (check all that apply). Only numbers are allowed eg: 80000 (not 80,000.00).

Cash Stipend: 60921

Your worshipping community provides your housing in the form of a cash stipend as compared to a specific place to live, such as a rectory.

Cash Stipend Detail: \$

Only numbers are allowed eg: 5000 (not 5000.00)

Housing / Rectory Detail: \$

Only numbers are allowed in Housing / Rectory Detail. Do not use commas.

Utilities: ?

You may only use numbers and decimal points in this field. Do not use commas.

SECA reimbursement: 4301

SECA reimbursement options:

N/A  
Full  
Half  
Other

You may only use numbers and decimal points in this field. Do not use commas.

Compensation Available for New Position: \$

60529 Housing Provided;

80806 Housing Not Provided:

Assumes 5 yrs accredited service. Compensation adjusted by AS

Negotiable:

N/A  
Yes  
No

Additional Compensation Note:

Housing Available for: 3 bedroom, 2 & 1/2 bath

We're in compliance with CPF requirements.

Healthcare Options:

N/A  
Full family  
Clergy+1  
Clergy only, but negotiable  
Negotiable

Dental:

N/A  
Yes  
No

Housing Equity Allowance in budget: - None -Yes/No/Negotiable

Annual Equity Amount: \$

Vacation Weeks: -

None  
4One month, including 5 Sundays (standard)Other

Vacation Weeks Details:

Continuing Education Weeks: - None -2 (standard)Other

Continuing Education Weeks Details:

Continuing Education Funding in budget: - None -up to/including \$500/year\$501-\$1000/year\$1001-\$2000/year over \$2000/year

Sabbatical Provision:

N/A  
Yes 2 weeks per year of service, available after 3<sup>rd</sup> year accumulate thru year 6  
No

Travel/Auto Account:

N/A

Yes

No

Other Professional Account:

N/A

Yes \$1,200/year

No

Comments:

History of clergy

Name:

Position Title:

Date Begun:

Month:

Year:

Date Ended:

Month:

Year:

Name:

Position Title:

Date Begun:

Month:

Year:

Date Ended:

Month:

Year:

Name:

Position Title:

Date Begun:

Month:

Year:

Date Ended:

Month:

Year:

Name:

Position Title:

Date Begun:

Month:

Year:

Date Ended:

Month:

Year:

Church School:

Number of Teachers/Leaders for Children School:

Number of Students for Children School:

Number of Teachers/Leaders for Teen/Young Adults School:

Number of Students for Teen/Young Adults School:

Number of Teachers/Leaders for Adults School:

Number of Students for Adults School:

Day School:

Pre-K

Kindergarten

K-6

K-12

Other

Number of Teachers for Day School:

Number of Total Staff for Day School:

Notes:

In our baptism we promise to proclaim by word and example the Good News of God in Christ, seeking and serving Christ in all persons. You are invited here to reflect on your ministry by responding to all of the following questions(max 250 words,each). You may answer in more than one language, if appropriate.

1. Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

1200 character limit including punctuation and spaces. 1200 characters remaining.

This response will be included in the downloadable portfolio summary.

2. Describe your liturgical style & practice. If your community provides more than one type of worship service, please describe all::

1200 character limit including punctuation and spaces. 1200 characters remaining.

3. How do you practice incorporating others in ministry?

1200 character limit including punctuation and spaces. 1200 characters remaining.

4. As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

1200 character limit including punctuation and spaces. 1200 characters remaining.

6. Describe your worshipping community's involvement in either the wider Church or geographical region.

1200 character limit including punctuation and spaces. 1200 characters remaining.

6. How do you engage in pastoral care for those beyond your worshipping community?

1200 character limit including punctuation and spaces. 1200 characters remaining.

7. Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

1200 character limit including punctuation and spaces. 1200 characters remaining.

8. How are you preparing yourselves for the Church of the future?



1200 character limit including punctuation and spaces. 1200 characters remaining.

This response will be included in the downloadable portfolio summary.

9. What is your practice of stewardship and how does it shape the life of your worshipping community?

1200 character limit including punctuation and spaces. 1200 characters remaining.

10. What is your worshipping community's experience of conflict? And how have you addressed it?

1200 character limit including punctuation and spaces. 1200 characters remaining.

11. What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

1200 character limit including punctuation and spaces. 1200 characters remaining.

12. Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Enter no more than four descriptions made up of one or two-words each. For example:  
administration, asset management, preaching, pastoral care.

This section provides you with the opportunity to present key words that describe the gifts and skills essential to the future leaders of your worshipping community. You may choose any words you like and enter them with commas separating them. The word you begin to type will offer other words with the same letters that others have submitted; you may select one of these predetermined words or continue to create your own. What you submit will be added to the "pool" of words our church is currently using to describe our individual and corporate ministries.

This response will be included in the downloadable portfolio summary.

---

Bishop Name:

Bishop Phone Number and E-mail Address:

Diocesan Transition Minister Name:

Diocesan Transition Minister Phone Number and E-mail Address:

Current Warden/Board Chair Name:

Current Warden/Board Chair Phone Number and E-mail Address:

Previous Warden/Board Chair Name:

Previous Warden/Board Chair Phone Number and E-mail Address:

Search Chair Name:

Search Chair Ministry:

Search Chair Phone Number and E-mail Address:

Parish/Institution Leader Name:

Parish/Institution Leader Ministry:

Parish/Institution Leader Phone Number and E-mail Address:

Local Community Leader Name:

This is a leader in your town or city (e.g. mayor, City Council member, local Food Pantry coordinator, etc.) who is familiar with your ministry.

Local Community Leader Relationship:

Local Community Leader Phone Number and E-mail Address:

## A Case for Rector Living in the Neighborhood

	Housing		
	Provided	Not Provided	
Cash Stipend	56,227.37	75,063.54	
1/2 SECA	4,301.39	5,742.36	
Utilities	0.00	0.00	
Value of Housing Not Cash	16868.211	0.00	
Assessed Compensation	77,396.97	80,805.90	
Pension	13,931.45	14,545.06	
Cash Expense	74,460.21	95,350.96	
If Roak fully used by YCCA		-8,700.00	
Rental Unit in Rectory \$600/M		-7,200.00	
Net Cash Expense	74,460.21	79,450.96	4,990.75
			For \$416 a month
			Church Office
			Rector's Office
			Large meeting room
			Small meeting room
			2 rooms for Youth
			Storage
			Full Kitchen
			1 Full Bath
			1/2 Bath
			Library Space
			A space for brides

## June 2022 Request for Vestry Vote

### Ratify Board Members for HGDPC

<b>Requestor:</b>	Amy Grant, Chair of the Board
<b>We request the ratification of 2 new board members</b>	<p>Jim Murphy is a writer, certified tour guide and Philly resident who lives inside the limits of William Penn's original, 2-square-mile planned city. Jim has run his own marketing communications company since 2004, and been a member of the Association of Philadelphia Tour Guides since 2012.</p> <p>He's also written over 60 articles on Philadelphia for community publications. Many of them have been updated for Jim's book, <i>"Real Philly History, Real Fast."</i></p> <p>Jim has been assisting Historic Gloria Dei as friend to the organization for several years. We are delighted the Jim will join our board.</p> <p>Sam Streit has been retired for some years from his job as a librarian at Brown University. Sam is an experienced grant writer, interested in history with a specialty in historic architecture, and a talented writer. As a nearby neighbor to Gloria Dei, Sam brings his many skills to the board and a keen interest in preservation of Gloria Dei.</p>
<b>Motion:</b>	I move that the Vestry ratify Jim Murphy and Sam Streit as trustees to the HGDPC Board of Directors.