

## BCC Meeting 11-18-2021

- I. Prayer and invocation - Father Tim
- II. Core Values:
  - A. Children:
  - B. Hospitality to All:
  - C. Christian Formation:
  - D. Caring Well/Home:
  - E. SafetyOutreach:
- III. Approval of Minutes from 10/21/2021
- IV. Celtic Fest – information from David and Shelly
- V. Property Warden's Report – Jeff Nieuwsma
- VI. Financial Stewardship and Vision – Jim Thoming Treasurer
  - A. Review Draft Budget
- VII. Youth Group
- VIII. Outreach and Safety- Bookie
- IX. Realm – Alicia, Michelle, Geri,
  - A. Action items – connect with Eileen, Alicia, Michelle, and others.
- X. Vicar Notes – Father Tim
  - A. Choir is on!
  - B. Bishop's visit and Installation of Fr. Tim on November 14<sup>th</sup>.
  - C. BCC Retreat -
- XI. Old Business
- XII. New Business –
  - A. Financial Stewardship and Vision, new business
  - B. Services in person in the cold weather months? -
  - C. BCC retreat.
- XIII. Prayers and adjournment

Fr. T - Father Tim Backus  
NB - Deacon Nancey Bookstein  
SM - Sean McGaughey, Bishop's Warden  
JN - Jeff Nieuwsma, Property Warden  
BM - Barb Miller, Adult and Youth Formation  
AF - Alicia Florin, Children and Safety  
TP - Tracy Platz, Member at Large  
GSC - Geri Sue Coe, Member at Large  
VE - Vicky Emerson, Member at Large  
JT - Jim Thoming, Treasurer  
MM - Michelle Mrsan, Clerk

SM, MM, VE - absent from meeting  
Guests - David and Shelly Arnold (D/S)

## **Celtic Fest Brigit (CFB)**

Fr. T -The church had a big meeting that went very well. Many conversations are happening about CFB. David and Shelly are here to present the BCC with information about CFB.

Shelly - During my devotions this am one of the passages was from 1 Timothy ch 2 v 8 which applies to the discussion about CFB. In the past the conversation was pretty intense and tonight we just want to present information and not have any controversy. Shelly and David have a lot of experience working with CF. They are on the board for CO Tartan Days (CTD). They have worked in all aspects of how to put on a CF.

David - From the meeting the other night we heard that many of the volunteers have overextend themselves and get burned out. We want to make sure the goal is to be an outreach to the community and to have as much FUN as possible. It will be work but it should also be fun! Volunteers at CTD are involved in the gate, beer garden and ?? CTD is free event so no money collected at the gate. There is merchandise collected at the gate and we collect zip codes. Zip codes are important because there are grants available if you can prove the event brings in people from outside the direct area.

Shelly - If we can show an increase in revenue for the town then grants can be awarded for helping the community.

AF - Are grants still active post COVID?

D/S - We will find out

David - We will need help with set up and take down of our own areas but we do not need a crew to help the vendors and clans set up. We are the only event where we have an entire crew help with set up and take down of clan and vendor tents.

JT - How much did we do to help others set up?

David - The first two years we did a lot, the third year we did much less.

We also have spent money and volunteers on the bus (trolley) and golf carts. At other CF people expect to park and walk to the event. ie. Estes Park. We need a place to drop people, carts, etc off that is close by.

AF - We did a lot more Garbage/Recycling pick up after the last CFB event than we did in the first two.

David - The first two years and outside company did the garbage and recycling (one year we had a grant and it was lots of money to have them come back). The Young Marines helped for the first half of the event and then the garbage fairies took over (Michelle and Aubry). We may have to have a team for garbage again.

David - We do not need booths selling do-da this year. We have vendors selling do-da. At CTD we only sell buttons, people like buttons. The other thing that brought in money was the Brigit's Bathwater T-shirts. People like the buttons and T-shirts.

JT - What are the mechanics of selling buttons and T-shirts?

David - CTD sold them at the gate

Children's area - The Ren Scots have lots of children's activities. We do not have to duplicate with our own children's area.

Partnering with other groups - Young Marines (already contacted us), other churches, dreamers, volunteer groups in Frederick. We need to do this sooner rather than later because vendors, clans, etc make their budget and calendars early (Jan - Mar)

JT - The Young Marines were very hard to get in contact with, do you think that was because we waited too long?

David - No that was due to leadership change in their organization.

JT - This is taking longer than 15 min. Do we go on for more of the meeting or do we table?

GSC - Yes we should go on because I do not have enough information to make a decision at this time.

Fr. T - It is important the BCC makes a decision but it does not have to be tonight. The CFB conversation could take an hour easily. How about

JN - Is the date set?

JT - The original team did a lot of research into picking a date based on other festivals so the date is important so we don't overlap.

GSC - When is the date?

JT/David - The last Saturday and/or Sunday of September.

David - We actually gained clans and vendors from Estes Park CF because they got too expensive. Many of the clans like CFB better and our area is flat!

AF - We need to make sure SM and VE have a chance to vote.

David - Infighting - needs to be taken care of ahead of time and put to rest. Volunteer training and outlines need to be sorted out WAY before so the day of the event everyone knows what to do.

Celtic Connection - goes out once a quarter and goes to everyone in the Celtic community. They will work with us to get ads together. Must do this early! Also need to reach out via newspapers, FB and Nextdoor.

Shelly - Spiritual Section - Fr T is open to a Sunday morning service. Barb Miller and Shelly came up with an idea to do a scaled down A'it Caol at CFB. Kirkin of the Tartan where the tartans are blessed for each clan and remembrance for those who have passed.

Fr. T - How should we go forward? Have another meeting? Would be good to meet in person (except for Jeff)

NB - We need to have a meeting ASAP or we will lose vendors and sponsors

BM - How about after church on 28th?

Fr. T - Youth meeting that day,

JT - Are there any big topics that the BCC needs to cover?

Fr. T - Nothing too major

TP - I think we need to talk about estimates of giving and the budget so we know where we are for next year. Do we have a quorum?

NB - We have a quorum

JN - I think that last time around Eileen did too much and we need someone else to be in charge.

Fr. T - I think D/S have lots of experience and have a great vision and would be a good choice to spearhead CFB. What do y'all think?

D/S - We are willing to work with someone on board with us. (We have someone in mind) We still need a committee to help execute.

BM - We had problems in the past getting sponsorships. Getting sponsorship is a gift. If we can find people to do the leg work then I will be the leader of that group and organize the leads and check off the list of tasks.

AF - I think the money should not go to just outreach but to the general church fund. The church needs the money.

Shelly - That was the original plan

GSC - How do we make money?

JT - Ticket sales, beer, whiskey, food sales

David - Clan and vendor fees, Sponsors, Raffle (only CTD is free, all other CF charge at the gate)

GSC - Have we made money in the past with CFB?

JT - I think we should table that answer for now until the Arnolds are gone. Coming back to AF's point, The money in the past did NOT go to outreach only. We just listed on the advertising some of the charities we support at St B that the money from CFB will help. The money went into the general church operating fund.

We only have 13-14 minutes left, can we spend the next 10 minutes figuring out do we have enough to make a decision or do we have another meeting while Fr. T is out of town? What should we do?

NB - Do we let the Arnolds go?

JT - Yes, No No let them continue

David - Perhaps instead of doing so much we scale back and do

JT - what should we eliminate

AF - If we drop too much do we decrease fee

Art Show, Kids Area,

David - Ren Scots have hospitality tent where we could have some of our kids stuff. They will put it on their schedule and do set up and take down.

Golf carts??

NB - People expect us to have them.

JT - Anything else to drop?

AF - Replace Art Show with A'it Caol

BM - Rick Hess would like to have a docent at the labyrinth. I have some ideas that don't take any set up or take down ie. Meditation walk.

AF - We need more volunteers for emergency needs. Running out of food, allergic reaction from bees, Food Trucks - We need more food trucks...make them accessible from outside event if we are taking a % of business

David - Biggest issue is we need more planning, more early planning, more help with advertising...So we need to make decisions NOW!

Wasps - need to deal with the wasps!!!

53:15 Arnolds left

Fr. T - CFB is a great opportunity to share St B with the community. It was one of the #1 things talked about at the Meet the Vicar meetings. I think it was wonderful for the community but crippling to the volunteers. I think with the Arnolds running CFB we can do what is needed and cut out a lot. We have a momentum swing at the church and we can continue to ride that to do CFB.

AF - Someone contacted me about how I was going to vote. We succeeded far beyond what our small group of volunteers seemed to be able to accomplish, I don't know if we cant do that again. I want to put contingencies on CFB before I say yes: adding another church, more volunteer groups, etc before we go ahead.

Fr. T - Bookie and I can check with the other Episcopal churches in the area.

BM - We could involve Celticway.org.

AF - From what the Bishop said, we aren't the only one who needs funds

NB - I don't get to vote but I get to speak. There are more new people who haven't experienced the burnout of CFB and they may be happy to help!

JT - 2019 inbound \$3600, expenses \$0. I have heard we made \$10K but I haven't seen any numbers to back that amount. If you look at what it costs to put on this event in \$ and people, I don't know if it is really a revenue generating event. It is almost revenue neutral. Its a big event that brings people in not a huge revenue generator.

AF - There were grants the first couple years

JT - Yes there were grants the first year, less so the 2nd and 3rd year. And we made a small profit.

AF - It seems like we have lost many families who participated in CFB in the past

NB - Some of those families left for other reasons, also we have COVID to thank

JT - I think we need another meeting

NB - I would like a straw vote

**VOTE:**

AF - sideways

TP - sideways

GSC - sideways

JN - yes

BM - yes

Sideways votes are not ambivalent, they are worried about risk

JN - The things we are talking about cutting out were volunteer heavy so that will make it easier

NB - I think with the new leadership and better contacts we can decrease the risk and do this event successfully

AF - We need to deal with the goat heads and hornets. We need a strong safety plan.

JN - I can deal with goat heads but it is not organic.

AF - You can till them and replace it with clover

JN - According to people that have lived there for many many years the best way to get rid of goat heads is not organic.

TP - Fire?

TP - I don't want to do things just because we did it two years ago. If we need to reorganize things, we shouldn't worry about what we did in the past.

GSC - What happens if COVID takes a right turn and we go back into lockdown? Is there any form of insurance we can get to cover us?

JN - It is an outside function

AF - Maybe moving it before school starts. Summer COVID was way down.

JT - What about the weather?

Fr. T - When can we meet again?

JT - Fr. T is right, when can we meet again? Who should be there?

AF - D/S are pro-CFB, I would like to hear from finance committee

JT - most of finance committee is for CFB and so is vision. Laura is for CFB

Fr. T - Demi is for CFB, Rick Hess is for with some reservations

Fr. T - Back 11/27

I will send an email to this group and the Arnolds.

AF/TP - We don't need the Arnolds

TP - We just need to walk thru the cons list and justify each

GSC - I am good with that but I am the cautionary one

Fr. T - Thanks for everyone's participation, we are not all for or against and lots of good points were made.

Agenda?

JN - Property Warden - No report

Some people did lots of good work, I don't know what it is but thanks! Good Job!

JT - I massaged some numbers

Friends of St B - we don't pay diocese or front range \$3000

Fr. T HELLO??

**WE LOST CONNECTION - NOT SURE WHAT WAS SAID**

AF - Forgot to turn in pledge form

JN - You can do it online

TP - You can do it right now

JT - Eileen knows of a handful of folks that usually pledge but haven't yet. Demi and Sean will call people. Pledge difference between 2021 (\$96,960) and 2022 (\$71,000) is large. Income difference at this time last year was around -\$40,000 and it is -\$96.357 this year. I don't know how I feel about this right now. Nothing dramatic changed in financial update from October, we moved some money out of savings and will have to remove the rest of the ppp loan. No curveballs in 2021 and 2022 looks scary.

NB - And we are low from what we are usually?

JT - Self Support dropped significantly (or hasn't increased with the Fall Fundraising)

Fr. T - The anonymous donation is not zero

JT - 19k ppp loan 31k anonymous donor so we could possibly take 30k off the negative income but without knowing for sure what the outcome will be

TP - How many families?

JT - 23 families and 3 kids

TP - How many in 2021?

JT - 31 families.

AF - We have trimmed expenses quite a bit, is there any more fat we can cut off?

JT - We have gone row by row and there is nothing that is thousands, maybe tens of dollars that can be cut

TP - What about childcare?

JT - We have left it in just in case we start it back up

GSC - What about Amazon donation?

JT - It is not a very large donation from Amazon.

The finance team can look at the numbers but we need to focus on the revenue more than expenses.

That is the entire update and I am not sure what to do next.

JN - What do you have in there for building and ground maintenance?

JT - It is almost identical to previous years. \$500 difference from last year.

AF - COVID childcare is so restrictive that we won't have it for next year.

TP - Do we need both a parish administrator and an admin assistant? That is thousands of dollars and it is going to be a tough conversation.

Fr. T - It is important to keep everything on the table

AF - It is a lot of paid staff for how small we are

Fr. T - Actually we don't pay a whole lot, the big number is the assistant position. Eileen works way more than she gets paid for, our musician pays zip.

JN - That is his pledge (Darrin). I cover all the expenses for what I spend on maintenance

NB - That is your pledge

...funny crayons quips...

NB - I think what we need to remember what God has given us and not focus on scarcity and look at our abundance

AF - We can cut back on small things like coffee hour and make sure we keep coming in person and have important things like youth group.

NB - Lots of people have lost jobs and that is reflected in the pledges. We still have each other, a good bishop,

GSC - What happens if we can't make up that money?

Fr. T - You have a full time priest, when you have to have the difficult conversations the first thing you look at is staff.

JT - We passed a deficit budget in 2020 and we are going to coast in almost right on what we said.

We passed the budget on faith.

TP - Has the fundraising committee thought about redoing the graphs showing where the deficit stands?

Fr. T - We know all of the pledges are not in so we can look at the numbers and have honest conversations but it's not over yet.

Fr. T - Are we ready to pass last months minutes

TP - I recommend we pass last months minutes as written

GSC - second

Passed unanimously

Fr. T - Anything else?

GSC - Sorry for spilling water in my lap top and crazy sideways screen

...chatting...

AF - Should we have a BCC holiday dinner?

Fr. T - Anything else?

We are going to talk more about a retreat sometime in the future.

NB - Is gong to take Fr. T to Cathedral Ridge next month

### **ACTION ITEM(S)**

The following people will look into cost, rooms, amenities, etc for BCC retreat.

BM - Benet Hill

AF - Estes Park YMCA

NB - Cathedral Ridge

Fr. T - Have a fantastic rest of the evening and Go in Peace. Good Night Everyone!

