



METROPOLIS
OF DETROIT

HOLY TRINITY-ST. NICHOLAS GREEK ORTHODOX CHURCH

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Parish Council Special Meeting Minutes October 9, 2013

ATTENDANCE

Clergy: Fr. William Cassis

Parish Council Members present: Andy Stefanopoulos (Presiding), Maria Kontopos (Recording), Peter Aamodt, Alex Geromes, Eleni Haralamos, George Kalemanis, Ron Nichols, Pete Rodish, Nick Sarakatsannis, Ianthe Schulte

Members Absent: Nick Georgiton, Dr. Pete Kambelos, John Sakelos

Parish Staff: Eugene Nicholas

MEETING

Call to order: Andy Stefanopoulos called the meeting to order at 6:40 pm

Opening Prayer: Father Bill gave the opening prayer.

Vice President's Remarks: Andy Stefanopoulos expressed confusion as to why all of these topics are included in this meeting. It seems like the Parish Council could have taken care of this during our regular meeting. Ron Nichols clarified that it started with Dr. Pete Kambelos asking for a meeting regarding the building renovations. That is when Ron Nichols asked if we could talk about the salary of the Associate Priest. Subsequently, Peter Aamodt asked if we could talk about stewardship.

Clergy Remarks:

- Father Bill Cassis asked that there be an amendment to the previous month's minutes regarding the designated amount for his housing allowance. He requests the Parish Council to make a motion to increase his housing allowance and it must be reflected in the minutes. The current housing allowance is \$24,000, but he needs to increase it by \$7,000. This increase is due to the fact that he had some unexpected home repairs.

New Business:

- Housing Allowance: Eleni Haralamos moves to increase Father Bill's housing allowance to \$31,000. Maria Kontopos seconds the motion. The housing allowance will remain at \$31,000 from now on. The motion passes unanimously.
- Associate Priest Salary: Father Bill explained that the Metropolitan has a tentative date for Father Irenaeus' assignment in Cincinnati on December 1, 2013. We are waiting on a

letter from the Metropolitan to confirm. Father Bill has not spoken to Father Irenaeus because there is no letter of assignment yet. We need to consider the salary scale because we are getting someone with experience, but we do not necessarily need to be within the scale. Father Bill thinks we should suggest a salary and see what the Archdiocese comes back with. This is also an interim assignment, so we do not know how long he will be here.

- Eugene Nicholas discussed the Clergy Compensation Plan for 2013. Father Irenaeus' experience would warrant him a salary between \$74,136-\$84,960. We also need an automobile allowance and we pay 100% of the social security requirements. We are looking to suggest \$60,000. We do not know how much he is making at his current church. \$60,000 seems like what the Metropolis might expect.
- Ron Nichols asks about the housing allowance and how do we capture that if he rents? Father Bill explains that it is the fair market value of the rental value. Ron Nichols asks about the car allowance and how it works. Eugene Nicholas responds that we have never bought a car for the assistant priest; we have just given him a dollar amount and they buy whatever they want and make the payments.
- Nick Sarakatsannis asks if we are offering him anything more than what he is getting at his current church? Eugene Nicholas responds in the negative because everything he is getting is a requirement.
- Andy Stefanopoulos asks why the health insurance is so high. Father Bill responds because of the portability of the plans. Priests move, so they must be covered under all 50 states. Plus, most of the people covered under the plan are older and we do not have enough young people to bring the cost down.
- Peter Aamodt thinks that \$60,000 is too low. Ianthe Schulte asks if he stays for longer than a year, are we able to regroup on his salary? Father Bill responds that if he is here for 9 months, he needs to have a discussion with the Metropolis as to whether this is a permanent assignment.
- Ron Nichols makes a motion to submit the \$60,000 to the Metropolis. Alex Geromes seconds the motion. The motion passes unanimously.
- Stewardship: Peter Aamodt discusses the materials of what we will send out to the Parishioners regarding stewardship. Many comments on the church survey focused on specific things like the Lay Assistant, the Narthex, and English in the Liturgy. However, we missed the point about structuring a vision on promoting ourselves as a Parish and the spiritual nature of what we do.
 - Andy Stefanopoulos comments that if people are coming to this church from the outside, Father Bill should give a sermon in English. He also thinks the book racks should be in the back of the pews.
 - Father Bill explains that there are three groups of Parishioners: (1) the devoted group; (2) the orbiters who gravitate to the church for specific occasions; and (3) the nominal group who is only around for marriages, baptisms, and funerals.

- Andy Stefanopoulos thinks it is important to wear our Parish Council badge every Sunday whether we are working or not and make it a point to talk to people during coffee hour.
- Father Bill comments that in terms of the three groups, we need to go through the membership list and put each family in a group. We should commit the devoted group to a higher level of stewardship. We need to find a way to get the orbiters more engaged in the church. We need to reach out to the nominal and get them into the program, at least just for one year. We need to communicate that everyone has talent and value, and that they are part of the table of the Lord and part of our fellowship.
- Ianthe Schulte comments that we should not just be asking what they can give us, but what can we give them? Pete Rodish comments that if people do not have a lot of money, but they work in a certain area, that they can donate their time to help the church.
- Eleni Haralamos comments that the stewardship vision should be “you are valued.” Ron Nichols comments that the current brochure is not the right approach. This does not hit the target as an invitation to come to church. We need to let the Parishioners decide what their stewardship will be.
- Peter Aamodt concludes that the game plan is to meet with the committee and we will have more information for the Parish Council at our next monthly meeting.

Old Business:

- Building Renovations: Nick Sarakatsannis reads an email from Dr. Pete Kambelos. His idea was to have this meeting initiated to discuss a direction regarding the building renovations. He does not think we need to make a decision tonight, but Dr. Pete Kambelos suggests a comprehensive cosmetic approach to the current gym. Andy Stefanopoulos comments that this is just a lipstick approach to the current gym. Ianthe Schulte comments that the floor needs to be replaced.
 - Father Bill comments that all we need to do is discuss what needs to be done cosmetically to keep the building functioning. The Parish made it very clear that they do not want to engage in any large scale project. The Parish does not feel for this building. They do not feel like it is their home.
 - Peter Aamodt comments that it is a matter of how many different appeals you are making and do people understand what you are asking them? As a Parish Council, we have not talked about something more than an emergency fund. We need a mechanism to fund the repairs and we need to assure the Parish that we have this under control.
 - Father Bill comments that we need to set the previous options aside and design a plan on what we need to do around the building. We set a plan and decide what the Parish might take on, then take it to the General Assembly. He charges the maintenance committee to come up with a project list to address this issue so he can come back to the Parish Council with what we need to do and the scope of the project. Nick Sarakatsannis, Ron Nichols, George Kalemans, Pete Rodish, Father

Bill and Andy Stefanopoulos are on said committee.

ADJOURNMENT

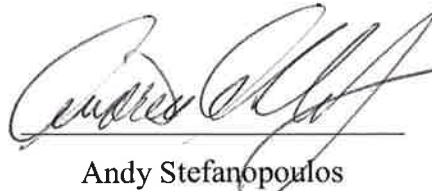
Call to adjourn: Ianthe Schulte makes a motion to adjourn at 8:40pm. Peter Aamodt seconds the motion.

Closing prayer: Fr. Bill offered the closing prayer.

Approved as written,



Fr. William Cassis
Proistamenos



Andy Stefanopoulos
Vice-President



Maria Kontopos
Secretary