

10/2023 Vestry Minutes October 24, 2023

(Youth Room in-Person)

Amma Eliza Linley (almost interim) Anne Baker, Kathy Butler, Liz Lindsley, [Susan Von Schmacht], Antonette Wood, [Joanna Philips,] Jon Showalter, Win Fernald (Senior Warden), [Debra Spencer] (Jr. Warden)

Nelson Crandall (Treasurer) Alliee DeArmond (Clerk)

Martha Korienek (Canon to the Ordinary) John Melville (Assistant Treasurer)

Formation: Win: Prayer by Oscar Romero. Mark 1:32-39 in three versions

* MOTIONS *

1. ***Consent agenda:** Approval of Minutes & Church Officers resolution, Kathy moves Jon Seconds. Unanimous.

2. ***Letter of Agreement with Eliza:** Kathy found a few typos. Jon: Should we reimburse Eliza for her personal medical insurance? Eliza: unnecessary. Liz moves Kathy seconds we should approve the Letter of agreement as corrected. Unanimous.

3. **Search Committee:** Win suggests and Jon moves we accept Rick Becton as leader of Search Committee. Rick was Senior Warden during the last search. Anne seconds. Unanimous.

4. **Community Projects:** Jon moved and Antonette eventually seconded that we accept three Community Projects instead of one. For 1, Against 5. Motion failed.

* INFORMATION *

1. ***Search Process:** Canon Martha offered an outline of the process and walked us through it. Her email is canonmartha@realepiscopal.org.

2. **Rectors Report:** Eliza: Lots going on. Switching offices with Chrys so there's room for more round table discussions. Leaving end of April.

3. **Treasurers Report:** Nelson: In November the Vestry will work on the Budget for next year. He currently feels confident about income side of bookkeeping but not expenses side. Event income is down, hopefully the Christmas Fair will be strong. Operating fund is currently around \$70,000.

4. **Nominating Committee:** The Vestry has been informed that Win is Chair and that Sherrie Dewitt (who has been very helpful) will be asked to be the nonVestry member of the Parish on the committee.

Solar: Anne: we passed PGE the with our original plan / cheaper rates.

Audio Visual Committee: Win: Andy Carter will form committee. Matt has stepped in to set up. Leave how-to for Andy. Hoping for a simple system.

DISCUSSION

Additions to the Agenda? No. Starred * items have supporting materials.

***Search Process:** Canon Martha: Outline of the Process & Work of the Vestry for the candidates. Nelson, to what extent do we need to start from scratch given we just did deep surveys. Jon: interviewing every one who talked to us about dreams, visions, etc. Eliza: and we found that once we pulled a thread it went everywhere. We've already done some digging down. Martha: no need to repeat what you've already done. Jon: Vestry should figure out an outline of what needs to happen.

Martha: Put paper on wall and make timeline of memories & decisions. figure out where most energy spent. Liz: are there a set of ideas parish could use to gather data. Martha: roughly 12 gathering data things in basic package. Would we want a priest in charge? Anne: Why would we? Priest in Charge feels more like an employee than a real leader . . . priest in charge has to please everyone. Jon: Priest in charge is . . . it puts the whole parish on hold. Martha: Feels like more of a gamble than a commitment being a Priest in Charge.

Forming a Search Committee: Create a way for people to say no. Don't have anyone with an agenda. Some way for people to express interest. Say to people not chosen, "Thank you for applying, maybe you can help in this other way." Kathy: How many? Martha: How many people are you willing to coordinate? Don't go below 8. Once you have a team, turn the process over to the Search Committee, tasked with finding who would do the best job. Trust the Search Committee and return to Vestry business.

When finalists are given to Vestry, make a big Thank You to Search Committee and take over. After Zoom interviews, bring candidates here. Vestry Discerns who to call. Give them time to say good-by to their current congregations John M: Visit candidates at their home place? Martha: has gone out of fashion. Win: last time we asked people to be on the team. Got lists and Vestry compared lists. If they volunteer then? Martha: think about who is trusted and who is thought of as a Spiritual leader. Need the ability to get people together and talking. Some Parishes make two separate committees. One putting paperwork together, one doing interviews. Chris Rowen did a great job putting the parish profile together last time. Martha: Should have a vestry member being a voice & vote liaison.

Level of anxiety in the Vestry is important. Do the work to be confident and calm. Vestry is responsible for Parish Status Report. You will be asked to answer questions. All parishes have the same Report and you can compare

candidates questions and reports. Check out the full document. Canon Martha Korienek's email is canonmartha@realepiscopal.org

Rectors Report: Eliza: (Distributes Calendar) Lots going on. Wants to create a climate of mutual appreciation. Switching offices with Chrys. Room enough for Bookkeeper also? Nelson: Chrys and Nicole generally stagger hours. Kathy starts correcting Eliza's Calendar, others jump in. John M: when are you leaving? Eliza: End of April.

Martha suggests money saved by Eliza's personal medical insurance be put in reserve for flying possible Rector candidates out.

Treasure's Report: Nelson: I thought it might be possible to present a budget today. I feel good about the income side, but the expense side would not yet be helpful. As of the end of Sept, pledges were ahead of budget. We're short on some of the individual budget items, we're short on what we projected for fund-raisers. The expense side is really important is because some Tracy's salary will come back. John asked what our plan is for budget process going forward. One decision is whether to offer a cost of living increase. Once we decide on that, we just look at the budget and deciding what we're going to discontinue. Last year, we were in the black 15,000 which we used this year. Then we took 15,000 from the reserve for the 'Faith Fund'. Essentially we adopted a \$30,000 deficit. Anne: We need a line item for the search. Budget assumption ask for info on the Search & Eliza's compensation. Eliza: I'm concerned about things like Organ, do you ask staff what they need before creating a budget? Nelson: we usually do. Only person I've heard from so far is Leonard re landscaping. Jon: we used to cut things and later put back in the budget. Nelson: Operating fund is over \$70,000 at this point. Jon: Is finance committee is going to put together a budget for November to be revisited in January? Eliza: Ask for more money if needed. Outreach committee could ask Rector to do a Congregational ask. Nelson: we did additional asks via applications from helpful shop. Jon: AFC is going to ask Helpful shop for AFC money instead of budget. Win: Could the finance meet on Nov 17th? Nelson: Yes. 12:30. We successfully filed our third quarter sales tax. Anne: have we passed our audit this year. Nelson: No. We asked Mary Lou to do it she said she would, but we just found out she hadn't. John: has the Bishop changed rules for peer to peer financial reviews? Anne: we were supposed to do it by September.

***Nominating Committee:** Win: Nominating Committee is looking for Vestry members. (Win morphed into the search committee. . .see next section.)

(Returning) Win: We can talk about the submitted changes to by-laws re: vestry nominations later. That is how we are currently doing it. Discussion ensued. Alliee & Jon: You can't ignore current by-laws. Who is Chair? Win: I

am. Win agrees to ask Sherrie Dewitt (who has been helpful) to join to the Nominating Committee as the by-laws require an additional member of Parish.

Search Committee: Win and Eliza suggest Rick Becton **Chair the Search Committee**. Rick is very good at keeping us on task, working with the consultants and not having an agenda. Anne: Does he know that you're considering him. Yes. **Jon moved we accept Rick Becton as leader of Search Committee**. He was Senior Warden during the last search. **Anne seconded. Unanimous**. Do you expect these sitting vestry members to fill out this application? Win: Yes. Concerns about Search Committee will be discussed in the future. (Back to Nominating committee. . .)

Community Project fund: Jon: Eliza and Jon are working on a project in which parish cost has dropped to \$20,000. Therefore, **Jon moves we change from 1 Project to 3**. Almost died for lack of a Second. Folk want discussion. **Antonette seconds**. How would we roll 'em out? Win suggests that the Project Committee develops preferences for the parish to vote on. Kathy: External Outreach team said to start with one project. We can have another round of voting. Anne: This fund was begun years ago as a tithe from bequests. One important stipulation, is to not give this money as a gift, spreading cash around, but to fund the passion of particular parishioners. It has been waiting for a long time for us to determine a process. It needs to last a long time, it's not a pool with a running stream into it . . . We expect it to be an ongoing process, an upwelling of gifts among us. Gina was able to come in and do one project and it grew — because of her passion. What process do we have that inspires to launch into that. How are we organizing. Eliza: the fear is that one will be chosen and the rest will go by the wayside. All agreed that this need go forth. Don't let the ideas get lost. Let the outreach committee determine when to start a second. All in favor of Jon's motion: one, Against five. **Motion failed**.

Buildings and grounds? Jon is silent.

Solar: Anne: we passed PGE the with our original plan / cheaper rates.

Audio Visual Committee: Win: Andy Carter will form committee. Matt has stepped in to set up. Leave 'how-to' to Andy. Hoping for a simple system.

Report Out: Chose a Search team leader. Approved Eliza Agreement. Learned about Search Process from Canon Martha. Sherrie Dewitt on Nominating

words: 2 hrs and 5 minutes, cozy in person, Informational, appreciate Canon Martha

Closing Prayer: Martha. Jon will do formation next month.

Alliee DeArmond (Clerk)