

St. Paul's Vestry Meeting Minutes

Date: December 12, 2022

Present: The Rev. Jadon Hartsuff, Joe Lathrop, Dana Burkey, Dennis Marsh, Barney Rudolph, Christie Swanson, Tom Bowman, Deanna Leicht. Romelle Frey.

Absent: Jan Osborn, Elaine Themm

Recorder: Alice Mulhearn, Vestry Secretary

Agenda	Discussion	Action/Responsibilities
Call to order, prayer	Meeting called to order by Father Jadon with prayer at 5:35 pm.	
Review and approve November board minutes	No changes noted.	Minutes approval: Motion made by Deanna <i>Approved</i>
Finance Report: The November financial statements were sent out via email before the meeting to the Vestry by St. Paul's treasurer Marco Shehab	Treasurer Marco reported: <ul style="list-style-type: none">• Pledges are close to amount budgeted for 2022.• We are still waiting for word on the Camp Foundation/Jackson Comm. Foundation grant.• We received \$10,000 from the Diocese for the boiler project.• Amount budgeted from the endowment was taken out to cover 2022 expenses.• An account change was made from "Vestry Expense" to "Governing expense" so it can encompass other costs to running St. Paul's. Discussion: <ul style="list-style-type: none">• Q. Barney asked if the Rector's Discretionary account will have money for next year? Does it zero out at the end of the year? A. Marco said no, it is not budgeted, it is just on the financial statements to track money that goes in and out of it.• Q. Romelle asked if we still give money to Love, Inc? A. No, we no longer do.	
Warden's Reports:	Co-Sr. Warden Barney reported: <ul style="list-style-type: none">• Elaine is ordering the banners. When they come in, Barney will put them up in front and back of building.	

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<p>Rector's Discussion:</p>	<p>Interim Forum: Fr. Jadon encouraged vestry members to be at the Interim Forum discussions so they can hear what church members are saying.</p> <p>Bridge Model: Looked at the transition model again from the Diocese and discussed. The consensus from the members present was that some parishioners are still feeling loss, but not to the extent that anything needs to be done; they are ready to move into the transition time.</p> <p>"Church's Life Cycle": Fr. Jadon passed out "The Unstuck Church" and it was discussed. Vestry members were asked which stage of the life cycle that they think St. Paul's is currently in. Most answers were positive and that St. Paul's is still in one of the categories of growth.</p>	
<p>Old Business:</p>	<p>Vestry nominations for 2023: The vestry discussed the nominating committee's slate of candidates: Christopher Lock, Natalie Magnusson, Dennis Marsh, Christie Swanson, and Garry Trammell, and Melaina Magnusson. Melaina may stand for election or be appointed by the vestry as a youth member, per by-laws. The vestry must approve and finalize the slate of candidates.</p>	<p>Action: Motion made by Tom and Deanna to advance the list of candidates, without including Melaina for election but, rather, with the intent of appointing her as a youth member after the election, per the by-laws. <i>Motion Passed</i></p> <p>Secretary Alice will request bios and photos from each candidate so they can be posted and included in our newsletter before the annual meeting.</p>

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<p>Old Business:</p>	<p>Quilted Art hanging in the Nave -Topic was re-opened for discussion:</p> <ul style="list-style-type: none"> • Barney said that he researched the idea that they were copies of hangings in Coventry Cathedral but the only ones he can find are quite different than what we have and involve scripture quotations. • Members with any knowledge of the origin advised that they were not made/donated with anything but positive intent, which everyone agreed with. Concern for the donors feelings was expressed; this is in no way about her personally. • There needs to be a process for significant changes to worship space in the future; they should not proceed without rector/vestry approval. That does not seem to have happened in this case. • Vestry members agreed that a decision should be made about them given that they now seem to have some political/theological associations that are troubling for some people. • Fr. Jadon read a statement from junior warden Elaine Themm (absent) requesting that they be respectfully removed. 	<p style="text-align: center;">Action:</p> <p style="text-align: center;">Joe made the motion to remove the hangings. Dana 2nd The motion passed with none opposed, however Dennis Marsh asked that it go on record that he remain neutral and abstained from the vote. Father Jadon will discuss with donor before anything further happens.</p>
<p>New Business:</p>	<p>2023 Budget Preview and Discussion: <i>(Secretary Alice departed the meeting so that policies and budgets affecting staff could be freely discussed.)</i></p> <p><i>Father Jadon presented and members discussed a 2023 budget template with a very significant potential deficit. Major increased expenses include: An audit that is past-due and necessary; normal increases in staff costs; required new pension expenses for some lay employees; increased musical opportunities/costs, a need to increase childcare staff expenses per Safe Church policy. Key income factors include: a decrease in endowment draw based on current market value; decreases in giving based on deaths and departures; unbudgeted bequest income in 2022 that cannot be budgeted in</i></p>	<p style="text-align: center;">Action: Barney will spearhead writing a letter to the parish to encourage pledges and increases. The wardens and Fr. Jadon will continue to work the budget with Marco and members of the finance committee. The vestry will plan to vote on a budget in January.</p>

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	<p><i>2023. One area of current savings is that Father Jadon is able to work at a ¾ time compensation level, but we need to budget rector compensation at full time as this is what we need and intend to have when a new rector is named.</i></p> <p><i>Additionally, Fr. Jadon presented the diocesan employee handbook and highlighted several areas of policy that we are not currently or consistently following, some with financial implications, especially lay pensions and paid time off for holidays, sick days, and vacation for all staff who work over 20/hours per week on average.</i></p>	
<p>Adjournment:</p>	<p>No further business so the meeting was adjourned at 7:15 pm.</p> <p><i>Minutes taken by Alice Mulhearn, Vestry Secretary, and then Fr. Jadon, Interim Rector.</i></p>	<p>Action: The next Vestry meeting will be on Tuesday, January 17th at 6 pm.</p>