

VESTRY MEETING

MINUTES

January 18, 2021

Present: Fr. Randy, Kathy, Mike, Barb, Josh, Al, Chris, Jeanna, Ann, Lisa, Erin, Tom Clerk:
Allison Absent: Alexander

6:47 p.m. Prayer and Reflections (Fr. Randy)

MLK Day The time is right always to do what's right. If we're serious about healing the divisions in this country . . . (Oberlin College, 1964) We have a lot going on Fear and an attitude of scarcity. Human progress comes only in community . . . Lord, make us instruments of your peace. Amen.

6:50 p.m. Review of Vestry Covenant, Tom

6:51 p.m. December Meeting Minutes (Kathy)

Barb moved to accept; Erin seconded. Passed as written

6:52 p.m. Financials (Tom Linder)

Activities YTD should be 100% of annual budget. Offerings 87% of expected, pledges are less than we hoped. Building use 37% of targets but building closed since April. Salaries and benefits more than half the budget \$247,000 -- spent 83%; Facilities 59%; Total spent 81%; more than \$4,500.

Dedicated funds: \$4,000 in capital funds; \$5,000 from ECMN COVID grant

6:57 p.m. Old Business:

Regathering Plan – Randy: Approved by ECMN for both levels in planning but only approved for 1.5 — still cannot use building for worship but AA, music lessons, spiritual direction, Chinese Day Care can meet, if meet health department standards. Randy will be sending letters, and asking for a sign-off sheet with contact name. For 2.0 need 5% rate or lower for the state and Ramsey County.

Are Larry and Day Care ready to come back? As soon as teachers can get vaccinated, Larry would like to re-open the Chinese Day Care.

Discussion Regarding How to use ECMN grant — Kathy: We have \$5,000 in the bank. She shared letter again. Pipe music from singers out to everyone? Look at speakers and sound system. Ruth has started ordering PPE supplies and cleaning supplies. Will likely continue our recorded services. Expand Christian education at all levels.

Thursday night dinners? Is it part of 1.5? No. Will have to be at 2.0 to host. Fr. Randy — We will go into those dinners strongly at some point.

Tom — Project the service onto a wall or screen on cold days? There are projectors that will work. Fr. Randy — Lav mikes degrade in the cold and wind noise.

And projectors' images may be bled out by snow shine and hard to see from cars in a half-circle.

Mike — uncomfortable spending too much on distance needs when we may be re-gathering relatively soon. Parking lot ministry is temporary, he assumes.

Fr. Randy — \$28,000 to add projection at one church.

PPE — Masks for people who forget theirs or what? Anything like plexiglas for Ruth's desk? Not so much; hand sanitizers, cleaning high-touch areas, door handles, bathrooms. CDC less concerned about surfaces. If we do have a report of contagion at church, get a service to clean? No — contact tracing.

Budget 2021 – Kathy

Offerings: We are short in our pledging, in terms of budget and of ask. Pre-paid pledges do help, draw from PIF needed. About \$40,000 below what expecting.

Building use: Expecting 10 months, \$30,000 from Chinese Day Care; hoping for State Fair Park & Ride. Total \$410,022, significantly down from ask.

Previous year's surplus \$32,620 is to be used in this budget; out of \$56,000.

Expenses: \$68,675 full time was the plan for Fr. Randy; Now: continue on half-time until Aug. 1, then go full-time. \$48,645. Zero-ed out ass't priest. No raises for staff. Pension lower based on 7/5 split. Will go back on our medical insurance Aug. 1.

Facilities: \$9,555 for sealing and striping; rest is as expected. Music didn't ask for much more. MMS \$52,629; Administration is kept tight

\$410,423 total.

Not a sustainable budget because of need to pay Fr. Randy full-time and, from 8/1/21, need to pay medical insurance. In addition, surplus is being drawn down.

Kathy — New PPP program; Kathy will apply this week.

Barb — No fall dinner or silent auction: What affect? That money goes to Mission Opportunities, not operations budget.

Ann — PIF, just a 4% draw? Yes, a draw from interest. Is increasing the draw an option, if needed to? Need to check on what PIF rules say. Mike — 5% draw over 20-month period; don't have options of changing that. And also rules on what we can use it for. Tom — could use for capital expenses. Mike — if do draw from it, supposed to repay it (not legally but understood).

Mike: To finish our capital campaign, 21% is left to be received.

Motion to approve: Tom, Erin seconded. Motion carried.

Stewardship — Mike: For 2020, 35 pledges are incomplete, some for as little as \$20, one for \$2,800 (incomplete stock sale); about \$16,000 behind the pledged amount. For

2021, total amount \$294,967 pledged, \$33,000+ less than asked for. 46 pledges same; 35 increased; 3 lost to deaths; 14 pledges decreased, mostly for financial hardship; gained 5 new pledges. A net gain but less than requested in the stewardship drive — and more pledges.

Erin: Kind of incredible with all the financial hardship people are going through, it's kind of amazing. And Mike noted we have fewer members than last year.

7:49 p.m. New Business

Annual Meeting Planning – Randy/Kathy: Doing it by Zoom, can come in about 10:30 or so. Starts at 11:00. Fr. Randy will open with prayer and scripture. Marion and Karla slide show and music; access may have been limited but church was not closed. Recorded service will be posted but no service that day. Kathy hopes to have meeting wrapped up by noon.

Jean Crow to be Treasurer; Allison continues as Clerk. Vestry nominees: Many people were approached and several said would think about for the future.

Snow Shoveling Approval — Mike: Have over 2 inches in parking lots, plus \$70 to shovel back and front was approved last March, end of season. This year might go over \$500. Don't want to jinx it by voting that we would pay for 8 times or more. Will extend into next winter, Nov-Dec. Needs approval.

Motion: Tom, Erin seconded. Carried.

— Ruth will be taking off in February/March for a hip replacement. Looking for backup.

Adult Forum – Kathy/Mike/Randy: Kathy has been taking Adult Forums for 8 a.m., for last 8 months. Also need different voices. Mike can do it once a month. Who else? Do it for 45 to 50 minutes. Ann will do it once a month. Chris volunteered; Jeanna volunteered; Kathy will take the fifth Sunday. Kathy will give pointers, if desired. Mike will send schedule.

8:09 p.m. Shout Outs – **Don Horton**, has been out there with the AV stuff. **All musical instrumentalists** who have come in for the taping of services. **Darlene Cross** – repairing banners and changing colors; also making crafts for Sunday School. Scrolls and shell mobiles; and made extra sheep costumes. **Marion** put in hours with individual families for putting together the Epiphany pageant.

8:13 p.m. Rector Comments: to all going off Vestry, thank you from the bottom of my heart, particularly for serving during these unprecedented times. I have learned from each of you.

8:14 p.m. Senior Warden Comments — thank you all for your hard work, for being just you. Each of you have been part of my support system this year. Mike will be a great Senior Warden.

8:15 p.m. Junior Warden Comments — I've appreciated all of you this year, especially you, Kathy. I hope you guys know how hard Kathy worked this year . . . we're hoping to look at things like bringing in members again. This was a survival year; we're doing okay: A lot better than others in ECMN. Two dates in February — retreat + business. May bring someone in to facilitate. Saturday, 9 a.m. to 1 or 2 p.m. Feb. 13 or Feb. 27. Includes the annual parish report to be sent to the national church.

8:20 p.m. Vestry Comments — The first meeting in March 2020, one person at each table, a scary time because so much was unknown. Lisa, Barb, and Tom rotating off.

8:30 p.m. Compliment Fr. Randy

8:40 p.m. Adjournment: Al moved; Erin seconded.