

St Christopher's Episcopal Church
Vestry Minutes August 20, 2018

Members Present: Jan Fillmore, Lisa Spiro, Barb Hovey, Tom Linder, Karen Hartman, Cindy Lee, Daniel Pearson, Joel Norton and Mark Brilowski.

6:45 Opening Prayer/reflection

6:55 Volunteer for Pulse of the Parish: This will be done by: Tom Linder.

Approval of July Minutes—There were further spelling corrections on names: Hartman and Barb Herrmann. A motion was made to accept the July minutes as corrected by Jan and seconded by Joel. Motion carried

Additions to the Agenda?

7:05 Financial Report- The balance down this month: \$3200 but it is up \$20757 year to date. -

*Dedicated Accts: The building renewal fund had an added \$4800 due to a donation to the sewer fund and the annual solar rebate. The cumulative sewer fund of about \$2000 will move from the building fund to the endowment funds. The \$259 received on the 5th Sunday goes to the Rector's discretionary fund.

*Statement of Activities: The income is on track. Year to date we have 59.69% of year's income at 58.33 % of the actual year, so we are right where we should be. Building use is moving smoothly.

*Expenses: The year to date % of salaries and benefits are at 53.91% everything is as it should be.

*Facilities: There are variations of what comes in as opposed to the actual budgeted amounts. Electric Bills are still high, but the next bill will be down quite a bit from \$1100 to \$800. The Water & sewer bill is paid quarterly.

*Administrative: costs are below budget mostly. These expense totals are at 53.35%. The bottom line is tracking.

7:10 Ongoing Business

- Transition/search update - Michael S. is not here today due to being on vacation. Daniel has had some conversations with members of the Search committee since we approved the discernment committee's work. The website is holding us back—We want it as the face to St. Christopher's. The Profile and Portfolio will be on our website. We need more photos with people in more places. We are an active lively people. We need a better graphic design. Daniel sent a letter to Allison Jensen (handout) with 4 suggested changes. This letter suggests words/upgrades. A motion was made by Tom and seconded by Barb to adopt these changes. The motion carried.
 - Bruce Warkentien was previously surprised to find that he was the chair of this group. This committee has met twice & will meet tomorrow. Grounded in God is the name of the book they are using. This is spiritually driven.
Pray for the Search Committee every day.

- Web Site team update: by Tom: They reviewed the Church's website. How do we want it to look? Add "Meet Christ Be Christ" on the front page of the website and add that we are open and affirming. A button will be added with the Rector Search.
- Xcel Energy and solar panel update-Joel sent an email and keeps in contact with the Solar company. We are at about 73% of where we should be. This may be a bit better because we had the inverter problem. They will do their adding in September/October. How big will this array be? It needs to be up about 25% to bring us to 47 kilowatt hours which is where we should be. Joel passed around some graphs of the solar array.
- Organizational update – Hearts and Hands is being connected into the organizational triangle.
- Legacy Giving and Sewer Fund update is mentioned above.
- Silent Auction, Dinner and Talent Table: The vestry gets the donations for the raffles. All of these things are coming together and are on the Calendar. The Silent Auction is the first weekend in November, and the Talent Table is December 2nd. The Vestry will help with the Gift Cards Raffle.

7:40 New Business

- Rent reduction request for Chinese Daycare—There was a request from Larry to keep his fees where they are for now. This was discussed at the Finance Committee. (People had issues opening the email attachment sent by Cindy.) Larry is serious about increasing his enrollment. Next year's Budget is to be higher than the reduced rent but not as much as the previous rent. A motion was made by Karen, and seconded by Tom to continue his rent reduction. The motion carried.
- Plan for 2019 Budget and Stewardship Drive and The Rector compensation package: Scott Crow came to the meeting. All of these pieces are coming together, and there is overlap on them. The vestry is being brought up to date. Feedback after our Budget meeting with the parish: About a dozen people had thoughts and input. People feel strongly to have a Full Time Rector. We need to find a way to support this. Some people will increase their pledge with some large increases. This conversation was also discussed at the Finance committee with their feedback. We need to look at a compensation package that will go to the Search committee and in the Ministry Portfolio. Cindy sent out a package. A preliminary budget has gone to Finance with all of the program areas and their requests in it. We want to move toward the church being Not scarcity, but Abundance. Scott stated that the Stewardship committee wants to get a sense of where people are. No one wants to cut back to a ¾ time rector. We are looking forward to what we want to become. There is a hope that fixed income people will be able to make a \$7/week increase. There is also a hope that others will give even more than that. People need to make modest increases and those who can afford it can give a larger increase. The wardens will negotiate on behalf of the vestry. Daniel stated that there are variables in the compensation package suggestion that Cindy sent out. Scott stated that this is a time where we can nudge Pledging forward encouraging people to commit to a lengthy period of time—to have our future new rector. This needs to move about 10%. There could be a shortfall of \$47000, (at the worst-current pledges) but this includes

the moving cost which is a one time cost. We are also looking at a capital campaign component which will help in the long run. We are looking at our sewer fund and replenishing the endowment fund. We have \$145,000 left to go on this. We will continue and ramp up this giving effort. Also there is the Solar Loan payment of \$15,000 per year. This is also a challenge for our budget. There is a large gift/donation that we have received. \$101,000 toward paying off the Solar array Loan. (This will save \$24,000 in interest. The loan would be 7 more years after this one.) We will pay off the solar loan by end of 2018. We are looking at a three year capitol campaign. We may bring in a consultant in doing a capitol campaign. The cost of this would come back to the vestry. We need a large amount to get full buy-in from stewardship, finance and vestry. This is seen as an opportunity to inspire people in their giving. As leaders, we need to step up in any way that we can to show our commitment to our future. There are two recommendations from the Finance Committee: 1.) to do the Capitol campaign and 2.) to recommend the salary package. A motion was made by Barb and seconded by Mark to accept the proposed compensation package so that the wardens can negotiate a salary package with a candidate/contract. This enables the search team to go forward. The motion carried. A motion was made by Cindy and seconded by Karen to move forward with a stewardship program and capitol campaign for the coming year. The motion carried.

What will be said at Pulse of Parish about this? Something brief will be said that we have a stewardship plan and that we have arrived at a proposed compensation package.

- Annual renewal of Deacon's services- Each year the Bishop's office sends out a request to the congregation to re-do their commitment with the deacon for another year. Daniel made this request on our behalf. Bp. Prior reassigned her for another year. She has helped some with the youth for confirmation. The Bishop will come here in January, and we will find out about Confirmation. We accept the appointment of Janet McNally for the coming year.
- Start Up Sunday September 9th—will be more low-key this year. The gathering at coffee hour will be more simple. Vestry members will bring muffins/fruit.
- Kitchen: Karen stated that there is a need for what we have. She has information about a Culinary Arts teacher in St. Paul. Maybe we would reach out to him to see what the needs are and if they would fit with what we have. Information on this will go to Ruth in the office, and more information may follow.

8:00 (8:25-actually) Shout-outs go to Janet for the Coffee and Conversations and to all who helped with Clean-up day

8:05 8:30-Rector and Warden Comments—Daniel: Is working on the Sunday Forums from Sunday Sept. 9-Feb 2nd. Leaving time open for a new Rector and then go from there. There is concern about control of air conditioning—It was at 70 degrees. Daniel reset it to 76, and it was then at 72. Mark will check on this thermostat. It was cooler today. Should be 76-78 during the week. Please keep the piano plugged in. We need to know the humidity requirements for the organ.

Joel is impressed how all the parts are coming together for the future calling of a rector.

8:15 Member Comments and Concerns

8:20 8:35 Compline

Respectfully submitted,

Sue Triebenbach