

Minutes of the St. Michael and All Angels Episcopal Church Vestry Meeting  
October 15, 2018

Meeting convened at 6:35 pm.

Present: Interim Rector Brent Carey, Sr. Warden Marty Pyle, Jr. Warden David Allen, Treasurer Win Zoellner, Clerk Lindsay Mohn, Dennis Kissinger, Leslie Malle, Gordon Alloway, Dee Norris, Harriet Duff, Lisa Welker, Cecil Allen, Scott Schaefer, Addrianne Conway

Absent: Lindsey Hill (resigned), Dahl Metters, Margaret Thompson

Meeting opened with a reflection on the Saint of the Day.

The group shared 'Joys and Concerns'.

Ms. Welker moved to approve the September minutes. Mr. Alloway seconded the motion, which passed unanimously.

Treasurer Zoellner presented the Finance Committee Report. Historical giving continues to be under budget. Pledge statements were sent out recently. Building maintenance continues to be a significant portion of the expenses. The 2018 budget deficit is about (\$140K). The Operating Fund balance was about \$67K as of month end (third quarter end). Treasurer Zoellner also reported that the previous coffee set up was mistakenly discarded rather than returned to the original vendor. The vendor has contacted the parish asking to be reimbursed. Mr. Zoellner will respond to the former vendor to see how the issue can be resolved.

There was discussion about the need to include a salary amount in the Office of Transition Management (OTM) document. Ms. Duff moved to offer a salary range of between \$95K - \$105K. Ms. Norris seconded the motion, which passed unanimously.

Jr. Warden Allen has been working on an itemization of anticipated building expenses to give to Treasurer Zoellner. Mr. Allen noted the need for a liaison to the Carpenter Ants. That person would communicate with the Carpenter Ants and with Jerry Kirkwood in order to coordinate CA projects and expenses. Mr. Allen noted that he would like to change the wording in Item #8 of his printed report; Jerry Kirkwood is 'insisting' that protocol be followed regarding event

notification. There were no other changes or additions to the printed Liaison Reports.

Sr. Warden Pyle asked the Vestry to read the Search Committee's responses to the OTM questions and to send comments/questions/changes to him via email by tomorrow evening. Reverend Tory Lightcap (Canon to the Ordinary) has been advising the Search Committee, but he is shifting that responsibility to Debbie Kremers, who does this type of work within the Diocese. Ms. Kremers will continue in that position until the time comes to vet Rector candidates, at which point Canon Lightcap will step back in. The next step on the SC timeline is to create the Parish Profile. They anticipate it being completed by early 2019. Father Carey noted that a candidate could be called as early as spring, but more likely during the summer. After some discussion about the timeline, Father Carey offered to ask SC Co-Chair Beth Lee to communicate the expected timeline and procedural steps with the parish at large. He noted that the call of a Rector is entirely different from a traditional hiring process, and an artificial timeline is unrealistic. The process must be heavily spiritual. That said, Father Carey noted that the SC is still in need of a Chaplain to help them focus on the spiritual aspect of the process. He also noted that the response to the Stewardship campaign is critical to calling a Rector; that person will evaluate the financial health of the parish as well as the sense of Stewardship involvement in general. The pledge ingathering will be on Sunday, October 28<sup>th</sup>. Vestry members may be asked to make follow-up phone calls depending on the response to the campaign.

Father Carey opened his report with thanks to the Vestry for a productive year of work together. He noted his concern with the attitudes of some in the parish who are withholding Stewardship in all forms while waiting to see the outcome of the Rector search. The parish is a place to which we should all have a spiritual attachment regardless of who is in the pulpit. It damages 'the Body of Christ in this place' if we forget that our Savior is not the Rector, but Jesus Christ.

Father Carey attended 'Leadership Institute 2018' at the Church of the Resurrection last month. One of the presenters, Bishop Robert Schnase, has published a series of books identifying the 'five practices' of various subjects related to church life. Father Carey shared a general view of the 'Five Practices of Fruitful Congregations'. According to Bishop Schnase, these are:

- Radical Hospitality (see Romans 12:9-21)
- Passionate Worship (see John 4:21-24)
- Intentional Faith Development (see 1 Corinthians 9:19-24)

- Risk-Taking Mission and Service (see Matthew 25:14-30)
- Extravagant Generosity (see 2 Corinthians 9:6-15)

Father Carey suggested we hold these issues up against what we say we want to be and do at STMAA. He also said we should try to match these practices with the ‘five areas of focus to grow towards becoming a high-energy satisfaction church’ that were included in the September minutes. Vestry members remarked on the plans Archdeacon Giddings and Jill Giddings have to use ‘The Welcoming Church’ model to attract and enrich the experience of new members.

Ms. Norris moved to elect Mr. Cecil Allen as an Alternate Delegate to Convention. Ms. Duff seconded the motion, which passed unanimously.

Mr. Kissinger noted how encouraged he was by the turnout and offerings at the recent Ministry Fair.

The Vestry retreat will be held the weekend of February 8th – 9<sup>th</sup>, 2019 at Conception Abbey.

Next regular meeting will be Monday, November 19<sup>th</sup> at 6:30 pm.

There being no further business, the meeting adjourned at 8:10 pm.

The group closed by reciting The Lord’s Prayer.

Respectfully submitted,

Lindsay Mohn  
Clerk of the Vestry