

Vestry Meeting Minutes

12/13/2022

The regular meeting of the Emmanuel Episcopal Church of LaGrange was called to order at 7:00 pm on 12/13/2022 in person and via Zoom, as needed by vestry members by Reverend David Jackson

Present

Reverend David Jackson (Rector)
Mary Borge (2024)
Dorren Gertsen-Briand (2023)

Drew Beyer (Senior Warden)
Diane Coutr -Clark (2025)
Carry Zaras (2023)

Kathy Lampert (JR Warden)
Terry O'Neill (2025)
Cliff Egel (2023)

Non-Voting

Judy Staiano (Administrator) substitute clerk

Randy Valenta (Treasurer)

Absent Dan Mottl (2025) Leslie Stahulak (2024) Andy Dolliff (2024) Kathleen Valenta (Clerk)

I. Formation

A. Minute of Sanity

B. Opening Prayer – provided by Dan Mottl, read by Diane Coutr -Clark

C. Check-In, everything seems ok

Next Meeting – Jan 17th (secondary date Jan 24th if yearend financials not a/v before 16th)

II. Information

A. Wardens' Reports - Merry Christmas to all

B. Rector's Report – nothing more than appointed discussion items

C. **POP Report** - We have just had (tonight) a proposed date of Sunday, October 29th 2023 for the Postponed Notre Dame concert, they would be open to 2 concerts – 3 and 7pm. Some questions have been asked in clarification of cost, exclusivity in Chicago/Illinois/Mid-West??? General feeling is that if it all lines up then we should be good to go.

Randy has been talking to WDCB and has organized a good package for the jazz concert at the end of January

III. Discussion

A. Thank you cards will be done in January as not all members in attendance.

B. Concert groups were generally respectful of our space, but there were 1 or 2 groups need to be reminded to put the soft space back after their concerts, and not use the chapel for storage. As far as locking up please remember to check the double red doors as they are often overlooked. Bella Voce added us as co-hosts on Facebook – we should ask all groups to do that.

C. Communion at the altar rail – we recently decided to try receiving communion at the altar rail – how is it going? And should we revert to the middle (of the church) for the anticipated large Christmas services? It is easier to serve people from the altar rail, although some frustrated that they are not able to kneel, some like it better, and some don't mind either way. Problematic if long lines waiting for communion in front of the choir stalls whilst the choir are singing. There will be no large scenery out this year, so probably will go back to the middle for the large Christmas Services.

- D. Stewardship – Rev. Dave very pleased and hopeful with the received pledge cards, it shows there is growth in the church, with some new families, increases in pledges generally about a 10% increase that we didn't specifically ask for.**
- E. Following acceptance of the Treasurer's report, staff salaries are discussed. Suggested increase of 7% proposed by the Wardens, but members' consensus is that considering inflation is at 8.7% - 7% would effectively be a pay decrease. We do not do merit-based salary reviews because we do not have a generalized definitive appraisal system. The Diocese does not publicize their salaries, so there is no way to compare for organists or administrators. The Diocese do publicize a minimum for priests and suggest at least a 4.6% increase. George is contracted for less than 30 hours and therefore not eligible for a pension. If 8.7% approved, we should not make it obligatory for next year if we still have high inflation. An 8.7% increase is within the current pledges received, other expenses should be addressed within and by the budget. Salaries need to be in place by Jan 1st.**
- F. Housing resolution for priests discussed, clergy salary is technically classed as a housing allowance as no housing provided by Emmanuel**
- G. Discussed and approved the Annual Meeting Date – Feb 5th with one service at 9am; perhaps Parish Life can arrange breakfast with fellowship?**
- H. Safe Church, Safe Communities program, our local policy (previously approved) was approved by the Diocese and could be used by other parishes. Thanks to all who have registered, with some who have completed the training. Some did not see the relevance of the training for their role and have handed in keys, and we will now begin phase 3 – for those outside groups, such as AA keyholders, music teachers, etc. We will be audited in March and all needs to be completed by then.**

Treasurer's report – Randy reports all looking good with no large bills looming or that have been paid, income and expenditure fairly steady and similar, considering the summer income was somewhat reduced.

November Minutes – all ok, with one or two minor errors corrected.

IV. Decisions

Approval of November minutes and of the Treasurer's report made by Cliff Egel and seconded by Dorren Gertsen-Briand all in favor, with no one opposed.

Staff Salaries increase approval at 8.7% made by Kathy Lampert, seconded by Cliff Egel, all in favor with no one opposed.

Approval of Housing Resolution for Rev. Dave and Rev. Kate made by Dorren Gertsen-Briand, seconded by Terry O'Neill all in favor, with no one opposed.

Annual Meeting date of February 5th motion made by Kathy Lampert, seconded by Terry O'Neill all in favor, with no one opposed.

V. Closing Prayer Led by Rev. David Meeting adjourned at 8.34pm.

Minutes submitted by Judy Staiano, substitute clerk