

Minutes of the Saint Michael and All Angels Church Vestry Meeting  
February 18, 2019

Meeting convened at 6:30 pm. Father Brent Carey opened it with a prayer.

Present: Interim Rector Brent Carey, Sr. Warden Addrienne Conway, Jr. Warden Dave Allen, Treasurer Win Zoellner, Secretary Lindsay Mohn, Cecil Allen, Leslie Malle, Linda Campbell, Dee Norris, Harriet Duff, Lisa Welker, Dennis Kissinger, Erin Metters

Absent: Margaret Thompson, Kate Gasper, Matt Tidwell

Visiting: Search Committee Co-Chairs Beth Lee and Jaime Keltner, Jeff Keltner, Dahl Metters

The group shared 'Joys and Concerns'.

Mr. Cecil Allen formally nominated Mr. Zoellner to serve as Treasurer. Ms. Welker seconded the motion, which passed unanimously.

The January minutes were taken by Ms. Welker. They will be reviewed and approved or amended at the March meeting.

Mr. Zoellner reported that pledge receipts were lower than budgeted during January (\$77K vs a budgeted \$108K). This may be a timing issue due to funds being received close to year-end being treated as 2018 revenue rather than 2109 pledged income. Expenses were essentially flat. The cash balance of all funds combined was \$231K at January month end, and the Operating Fund balance was \$233K. Mr. Cecil Allen asked what comprises the Operating Fund. Mr. Zoellner said it is about 15 fund balances which are drawn on to pay expenses. When the debt was restructured several years ago, the Operating Fund 'borrowed' from all the other funds. The external debt at Country Club Bank is now between \$15 – 20K. The Operating Fund 'owes' about \$200K at this time.

Search Committee Co-Chairs Beth Lee and Jaime Keltner reported that the window closed for applications from candidates for the next Rector position. There are 4 candidates whose background checks are complete, and 3 – 5 more whose background checks are being done. Therefore, there may be as many as 9 sets of Skype interviews to do. One or both Co-Chairs will be present at future Vestry meetings to give progress updates. They thanked the Vestry for respecting

the confidentiality of the process, particularly as it relates to the home parishes of those who might be in the candidate pool. Mr. Zoellner asked if the committee was working on a timeline. Ms. Lee responded that due to the busy time in the church season, it would probably be late May to mid-June before they finished their discernment. Mr. Zoellner asked about interim deadlines, and Ms. Lee responded that there aren't any yet, but that the committee will meet on 2/19 (tomorrow). A letter from Canon to the Ordinary Torey Lightcap was sent to explain the Diocese's recommendation that the Search Committee bring only one candidate to the Vestry for approval rather than the 2 – 3 the Vestry had requested. The ensuing discussion included general agreement within the Vestry that the one candidate arrangement would either force the Vestry to rubber stamp or to reject a candidate they had not had the opportunity to compare to any of the other candidates. Though the SC Co-Chairs made it clear that it was the Vestry's prerogative to reject a candidate if the Vestry felt it was not a good fit, the concern remained that not knowing the qualities of the remaining candidates did not offer enough information to make a truly informed decision. None of the Vestry were comfortable being asked to accept a single candidate. That arrangement puts the burden of the selection on the SC, then asks the Vestry to agree or disagree without any basis for comparison. The Vestry would be given the responsibility of making the final say without being able to go through fully informed discernment. Ms. Welker asked if the SC could be expanded to include the Vestry. Although the idea makes sense, it would be virtually impossible to schedule meetings for a group that size. After discussion, it was agreed that members of the Vestry would communicate their discomfort to the Diocese, and would ask the Diocese to support the original charge made to the SC. The SC Co-Chairs and Mr. Keltner left the meeting at the end of the discussion.

Jr. Warden Allen reported that there is a spring clean-up day scheduled for May 4<sup>th</sup>. All Ministry Liaisons should remind their ministries about this. Inventory should be sorted, then restored, donated or thrown away. A dumpster will be on the property for parish use. Ministries should inventory any items of value for replacement purposes. The stained glass windows in and around Spencer Hall are beginning to fail. A parishioner has volunteered to pay for the restoration of one window, but that leaves 11 in need of repair. The windows in front of the office are also in poor condition. The Jr. Warden will get bids on these jobs and bring information back to the Vestry when available. Today, the washer and dryer in the kitchen failed. The Jr. Warden approved replacement of both appliances, which were purchased at half price from JCPenney at a cost of about \$750. Jerry Kirkland will rehome the old units. Gordon Alloway and the Gardening Angels are adding information to the operations manual which is being created. KB

Complete repaired the boiler. Parishioner Dick LeClair is working on service signage (related to the time change from 8:45am to 8:30am). The Carpenter Ants have been working on labeling the electrical panels, and cleaning the woodwork.

Interim Rector Carey reiterated the Sunday schedule he discussed at the Annual Meeting. The first Sunday will be March 3<sup>rd</sup>. He will be holding an Adult Education session. There will be a Lenten education program held on the five Wednesday evenings of the season. There will be a light meal at 6pm. He and Father Cox are working on programming to be held from 6:30 – 7:30 pm. Mike Collins, the Community Education Coordinator for the National Diocese, will be live streaming our programs as well as those occurring at St. Paul (KC, KS) during Lent.

In additional Ministry Liaison reports, Ms. Welker said that the recent Ministry Fair was mostly the same faces. Turmoil in Haiti has resulted in a travel advisory from the State Department. Their ministry still hopes to send a team in June.

Ms. Duff asked for clarification on who was aligning with which ministry. The Welcome and New Members Ministry will be separated from general Hospitality. Ms. Gasper will be their liaison. Ms. Campbell will align with Pastoral Care. Matt Tidwell may oversee Communications.

Vestry retreat discussions and 2019 goals include the desire to add young families to the parish, to create a Vision Statement and to conduct Stewardship on a year-round basis.

In Old Business, there was discussion about the Canonical requirement of an independent audit. After input from Treasurer Zoellner, it was agreed that that procedure was expensive and might not actually be necessary. There is internal oversight and there are procedures in place to act as checks and balances. All checks are imaged. Mr. Zoellner monitors monthly statements. Further, auditors don't look for or attest to fraud. The option of a Procedure Engagement was discussed. Mr. Zoellner has spoken to the Controller for the Diocese, and it may just be that the Canons are not updated to acknowledge the existing internal controls. This might be something to aspire to as current controls are maintained. It would be worthwhile to review and update parish By-Laws. The issue was tabled for now.

Father Carey made another observation about the By-Laws, which state that the Nominating Committee is to be comprised of the Wardens and 5 parishioners.

This Committee should be formed at least 60 days prior to the Annual Meeting, and should elect a Chair. This is not how it has been done in recent years. Mr. Kissinger volunteered to lead a By-Laws review Committee. Mr. Cecil Allen and Ms. Duff volunteered to serve with him.

The current Vestry is short at least one member due to Ms. Conways's agreement to serve as Sr. Warden. Further, Matt Tidwell may decide he is not able to serve on the Vestry at this time. In that case, they will need one new member to serve out the rest of Ms. Conway's term (2 years) and one new member for a full 3 year term. Father Carey requested Vestry members submit suggestions to him.

Father Carey asked the group to review Chapter 4 of the Vestry Resource Guide prior to the March meeting. He plans to focus on the Vision Statement and on Strategic Thinking in the interim. Parish Strengths, Weaknesses, Opportunities and Threats from within and without should be evaluated when working on these issues.

There being no further business, the meeting closed with the recitation of The Lord's Prayer, and adjourned at 8:10 pm.

Respectfully submitted,

Lindsay Mohn  
Clerk of the Vestry