

## **St. Stephen's Vestry Minutes**

### **October 11, 2016**

**Attendees:** Mo. Susan Anslow Williams, Don Ingersoll, Silvia Karlsson, Kathy DeCiantis, Katy Allen, Alice Moss, Norma Ross, Richard Kenefic (via Skype), Margie Armstrong, Roy Waters, Paula Somerville, Pat Roberts, Jim Trask (via Skype)

**Opening:** Senior Warden Don Ingersoll called the meeting to order at 7:11, members recounted important events/issues for which we are grateful to God.

**Prayer:** Silvia Karlsson led us in a prayer.

**Bible Study:** Mo. Susan led us in discussion of a passage from Leviticus 27:30-34 about tithing (one tenth of produce, or a fifth again totaling 12% of cash). Jesus words indicate that we must tithe, but not ignore social justice in demanding every last cent. Is this pressure? Do we donate exclusively to the church or "modern tithe" including community agencies, what is our mission?

**Consent calendar:** Roy moves to approve minutes as corrected, Alice seconded, carried without dissent.

**Rector's Report:** Pastoral Care: Val Thompson will head home with support from her son. Addressing sudden resignation of John Pavik, short term plan in consultation with Choir.

**Strategic / Generative Topics:** Powerpoint attached, assessing decline in parishioner numbers and large donors. Difficult to make further cuts as they are salary items, which touch on our mission. With our cash operating fund we will cover the deficit. This is not sustainable beyond another couple of years, anything below about \$25 000 in cash reserve will put us in a tight spot to make monthly payments during slow months. Committee operating budget carryover that is not a restricted funds will revert to church cash operating fund. "Pre-paid" donations from the beginning of the year are deposited into an account and withdrawals made monthly to contribute to operating budget. With declines in parishioners and large donors, what is the basis for our projection to close the deficit? Historic giving pattern data, and commitment from parishioners.

**Diocesan commitments** are not negotiable, they bill us based on past years and we donate literal tithe.

We can anticipate **music expenses** will be lower with the departure of John Pavik in the short-term (until Christmas). Looking to develop both short-term and long-term plan. Supply organist is about \$200/week.

Considering the essential nature of **Outreach** as part of the church's mission to the poor and the needy, committee hopes that congregation would be consulted about whether they expect their contributions go to outside agencies. (Slide 17) The portion of the outreach budget has hardly changed, although the actual amount spent in absolute terms has lowered. Suggestion to show this chart, indicating salary apportionment across mission areas to congregation. Note that some of parishioners' generosity (Baby Shower, Christmas gifts for needy children) are not recorded.

**Deferral of any non-essential spending** for the end of the year approved by show of hands. Each committee must review and evaluate necessity of remaining anticipated expenses and look at it in an integrated manner for the development of the upcoming budget as well. Budget cuts must consider how to continue in our mission.

**Enhancing revenue:** more contributors, more from each contributor (temple talks upcoming, frame it as gratitude for God's blessings/not looking at contributions as a bill, trust God as we can live with less), involve, revitalize and unite as people are drifting away with personal/committee outreach, let's act. Nov. 13th will be ingathering and celebratory brunch. Shall we have children bring donations to Sunday School? Shall we have a second collection or is this "bullying?" Shall we pass the plate for a specific outreach project? Shiny red ball projects, wish list (visual with price) - electronic sign, security lighting in parking lot, etc?

Things we want to protect (**community assets**): friendships/connections to other people, fellowship that has food, outreach commitment/participation, programs for children/youth, sacramental worship, welcoming all/diversity, bible study, care and compassion for others, spiritual growth and nourishment, programs, music. Note that Ken works about 40 hours a week 50% children and youth, 25% adults, 25% communications/administrative support. November we will have a learning deacon for support until Pentecost. Have requested a deacon, must pay for clergy/assistant rector which would cost much more than Ken.

**Closing prayer:** Led by Mo. Susan

**Adjourned:** 9:26p.m.