

St. Stephen's Vestry Minutes

November 14, 2016

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

Opening: Senior Warden Don Ingersoll called the meeting to order at 7:04, members recounted important events/issues for which we are grateful to God.

Prayer: Don Ingersoll led us in a prayer.

Bible Study: Mo. Susan led us in discussion of a passage from Psalm 65. Thanksgiving Psalm.

Consent calendar: Roy moves to approve minutes, Paul seconded, carried without dissent.

Rector's Report: Cars in lot are from Holy Land trip for the next ten days. Conducted funeral for Ken Shipman, Mo. Susan made several pastoral care visits. Paula Somerville has upcoming knee surgery. Patti Fraley Deacon-in-training will be getting experience with EV, lectionary and preaching. Last listening session for Music Director coming up. Ecumenical Service of Thanksgiving Tuesday 22nd at Methodist Church.

Strategic / Generative Topics: Budget Matters: With significant donation in October we anticipate to come in very close to budget for 2016. Draft budget for 2017 will be 2016 amount minus \$20,000

Clergy: only benefits rose because of health care rate hike, will address proportion of Mo. Susan's housing allowance vs. salary in December.

Worship: Music director salary at same rate as John Pavik as a placeholder

Education: same

Diocesan pledge: we give 10% of actual monthly income

Membership & Fellowship: Welcome bags, plan to send out a mailing to new residents based on municipal property tax title transfer info.

Plant & Property: saving money with a custodian rather than employee sexton, services are different but still adequate.

Capital reserve: some contributions but have taken from fund to pay for essential upgrades. Need to start building up again.

General & Administrative: hard to project estimate Worker's Comp

What are our mission and spending priorities? How do we rank them? (pdf ranking form from Jim). How will we make up deficit? What portion is cuts and what portion can we anticipate being raised in new income? Concerns about not only making up deficit, but making up lost reserve funds.

Encouraging new membership: if we have a wish list of activities/needs can people feel more connected? Personal outreach to friends, family and acquaintances to attend an event is more effective than any impersonal mailing. Strong sense of the Vestry is that we must not submit a deficit budget this year. Will meet Vestry-only on 11/29 at 7:00pm

Alice moved to continue hold on Outreach grants. Paul seconded. Motion carries with one abstention.

Vestry Candidates: should be 4 or 5 replacements. Names? Is there an obligation to have 12 members? Can propose at annual meeting to reduce number of officers elected each year. Is three years a set commitment?

Upcoming Events: Nov. 20 Feedback on music program, RSVP for Holocaust Museum

Nov. 22 Advent begins, Thanksgiving Service at Methodist Church

Dec. 4 Advent by Candlelight

Dec. 11 Art Show and Concert to support Mariners' Inn

Closing prayer: Led by Mo. Susan

Adjourned: 9:10p.m.