

## **Vestry Meeting & Retreat Minutes January 9, 2021**

Attending (via Zoom) were Rector Mike Angell, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Treasurer Brian Barnhart, Secretary Pat Redington, Sherifa Hardware-Bethune, Susan Norris, and Megan Ondr-Cooper, as well as Vestry nominees Fran Caradonna and Courtney Dula.

The retreat began with a reading from Matthew at 9:00 AM, breakout Conversation groups followed by group introductions, a poem by Rev. Richardson, and the Collect for Epiphany.

A motion by Susan Norris and seconded by Shirley Mensah, to approve the minutes for the December 7, 2020 meeting, passed unanimously.

### **Meeting Business**

A motion to approve striking the bylaws requirement for an annual meeting quorum of members "in person" (identical to the December 7, 2020 motion previously passed) was made by Megan Ondr-Cooper, seconded by Sherifa Hardware-Bethune, and passed unanimously.

Mike Angell advised of an opportunity to pursue a doctorate in ministry (spirituality program) which would require an additional seven-ten days of continuing education time and up to \$1000 (depending on scholarship opportunities) annually for the next three years. A motion to approve these measures was made by Susan Norris, seconded by Shirley Mensah, and passed unanimously.

Mike Angell reported that the Nominating Committee had provided the names of Fran Caradonna and Courtney Dula for Vestry, with Rudy Nickens having agreed to serve for a second term; Mike is still working on Diocesan Convention nominees. He further proposed the last Sunday in January for the Annual Meeting and asked Pat Redington to be responsible for certifying a quorum, at which time we would elect Vestry members and Diocesan Convention representatives and all other meeting topics would occur virtually. A motion to approve the January 31st 4:00 PM parking lot service for the Annual Meeting was made by Warren Davis, seconded by Sherifa Hardware-Bethune, and passed unanimously. Mike hopes to have all reports available by the time of the meeting.

Treasurer Brian Barnhart spoke about the 2021 budget which he said was hard to predict: the biggest assumptions are that we will not meet in person for the first six months and that our assistant rector will join us in April. He is expecting more diocesan grants and anticipating (being conservative) a \$14,000 deficit. Budgeting pledges are roughly in line with last year and he anticipates better rental performance this year. A new section was added for grants and other contributions (see budget), \$60,000+ total; also a "hatchery" or "incubation" transfer. Pursuant to motions by the Finance Committee, the Vestry voted unanimously to accept the budget and to create a new incubation account, but did not vote on the Finance Committee motion which was withdrawn by Mike Angell.

**Mission and Vision Goals**

Megan Ondr-Cooper discussed the 59 responses received in the course of member calls during the annual pledge campaign; most people were happy with the church's transition from in-person to online services. The Vestry spent approximately two hours, in breakout groups and as a whole, discussing and updating Holy Communion's Mission and Vision Goals (attached), specifically concerning welcome, diversity, and community both inside and outside our walls.

Our next meeting will be the Annual Meeting.

For Vestry Appreciation, Mike Angell nominated Eliana Haig based on her music work in connection with the Children's Christmas Pageant. He also informed the Vestry of his "Rector's Cross" honorees.

A motion to adjourn was made by Shirley Mensah, seconded by Megan Ondr-Cooper and passed unanimously, and the retreat adjourned at noon after prayer.

## **Vestry Meeting February 22, 2021**

Attending (via Zoom) were Rector Mike Angell, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Treasurer Brian Barnhart, Secretary Pat Redington, Fran Caradonna, Courtney Dula, Rudy Nickens, and Megan Ondr-Cooper.

The meeting began with a reading by Shirley Mensah at noon and brief small group discussions, then prayer.

For Vestry Appreciation, Mike suggested Beth Scriven for her years of partnership with us, after Shirley Mensah had praised her final, uplifting sermon from February 21st.

A motion by Rudy Nickens and seconded by Megan Ondr-Cooper, to approve the minutes for the January 9th meeting and retreat, passed unanimously.

### **Rector's Report**

This was distributed before the meeting; Mike Angell pointed out that he is re-thinking his sabbatical plans and invited feedback.

### **Financial Review/Treasurer's Report**

Brian Barnhart reported a \$59,000 surplus for 2020, a better-than-anticipated year (partly due to our PPP loan). For 2021, he is expecting a small deficit, with our income more from endowments than from giving. Other big things to look at: the "other" income category is getting bigger due to PPP loans and grants. Expenses will mostly be salaries and upkeep.

Mike Angell noted that we still seem to be having deposit delays.

### **Meeting Business**

**Cameras.** Mike Angell said there have been ongoing problems with cameras. The plan had been to purchase a new joystick but the company has offered to do a full return and provide a new system at a discount: \$3400 for a new, better system. Scott Ferguson and Tyler Schwartz both thought this was a good deal and both recommend it. A motion to approve spending up to \$3500 for a new camera system was made by Warren Davis and seconded by Shirley Mensah and passed unanimously.

**Assistant rector position.** There were thirteen applicants, out of which two top-tier candidates were identified after interviews with eleven of the candidates. One is no longer available due to family logistics, and Mike Angell would like to negotiate with the other candidate; because of the candidate's level of experience and after reviewing diocesan guidelines, he would like authorization to negotiate a salary \$12,000 more than the current limit. Per Brian Barnhart, that would result in an additional \$9000 deficit for 2021, but Mike does not see any salary compression issues. A motion by Shirley Mensah and seconded by Warren Davis, to approve availability of an additional \$12,000 for the assistant rector position, passed unanimously.

**Parochial report.** Mike Angell shared the draft report, which must be approved by the Vestry each year and submitted to a churchwide office. He went over the attendance and membership numbers and other questions, and Brian Barnhart reviewed the financial draft. The operating income was higher due to the PPP loan, which results in a larger diocesan payment (\$10,000 more this year). For 2021 we anticipate a lot of grant income, and Brian is asking for diocesan guidelines on how that will be treated. Mike Angell noted that we are one of the few parishes with a growing diocesan assessment. A motion by Brian Barnhart and seconded by Shirley Mensah, to approve submission of the parochial report, passed unanimously.

**Senior Warden report.** Shirley Mensah informed the Vestry of "Vestry University" on March 6th, a diocesan leadership conference with the bishop, and she and Mike Angell invited people to attend with the church paying the \$10 registration fee. Shirley also discussed the idea of formally partnering with Central Reform Congregation (CRC), which has small groups involved in issues including social justice issues (one idea: phone banking, to reach community members, especially marginalized members, about covid vaccines). She and a CRC member are looking at a variety of ways to partner.

**Junior Warden report.** Warren Davis is looking at insurance issues/ways to recognize savings.

**Adjournment.** The group decided on fourth Mondays of the month at noon for future Vestry meetings; April 10th for a two-hour Vestry retreat beginning at 9:30 AM; and September 18th for a longer retreat, possibly off-site. A motion to adjourn was made by Pat Redington, seconded by Shirley Mensah and passed unanimously, and the meeting adjourned at 1:00 PM after prayer by Mike Angell.

## **Vestry Meeting March 22, 2021**

Attending (via Zoom) were Rector Mike Angell, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Secretary Pat Redington, Fran Caradonna, Courtney Dula, Rudy Nickens, and Megan Ondr-Cooper.

The meeting began with a prayer by Mike Angell at noon.

**Minutes.** A motion by Rudy Nickens and seconded by Fran Caradonna, to approve the minutes for the February 22nd and 28th Vestry meetings, passed unanimously.

### **Financial Review/Treasurer's Report.**

No February statements yet so no reports.

### **Meeting Business**

Royal Bank Account Signers. Moved by Shirley Mensah and seconded by Warren Davis to approve Scott Ferguson, Jean Ann Parker, Michael Angell, Brian Barnhart, Susan Norris and Warren Davis as Royal Bank checking, savings and money market accounts signers. Motion passed unanimously.

Organist. Mary Chapman is reviewing the position description, Mike would like to have the position filled before he leaves this summer.

Sabbatical. As stated in the Rector's Report, Mike Angell would like to take this leave over the next two summers and roll it together with study and vacation. Moved by Shirley Mensah and seconded by Warren Davis to approve the amended sabbatical plan; motion passed unanimously. He is hoping to welcome Julie Graham as Associate Rector before then with some kind of drive-by or similar gathering.

Insurance Proposal. Warren Davis reported being in touch with our insurance agent about where we might get some savings (about \$28,000/year currently for all kinds). We do want full earthquake coverage, and to keep a low deductible; as to the third area of possible cost savings, our agent suggested we could reduce our (high) umbrella coverage of \$20M to \$10M and save \$2500/year. The agent also mentioned the possibility of increasing our cyber insurance policy which is fairly low, which Warren would like to research further. Motion made by Pat Redington and seconded by Rudy Nickens, to reduce umbrella coverage to \$10M, passed unanimously.

Roofing Proposal. Per Mike Angell, we would like to solve an entrance problem of occasional water trickling (with potential erosion), and Warren Davis has obtained a proposal for \$1500 to address the issue. Warren Davis also advised that work needs to be done on the western retaining wall, which he anticipates will be much more than \$1500. (This all comprises the **Junior Warden Report**).

**Senior Warden report.** Shirley Mensah asked what attendees thought of Vestry University. She found the church history given by the bishop to be fascinating. The Vestry Toolbox exercise made her think we are way ahead of other parishes in terms of what was recommended. She found some useful pointers, such as making sure everyone on Vestry has a clearly defined role. Rudy found it interesting although not necessarily providing a lot of new information; he felt the day was well done.

### **Rector's Report**

This was distributed before the meeting.

Our Pandemic Task Force feels we should hold the line right now. We have hit a frustrating plateau of cases; hospitalizations and deaths are down, but there's actually a slight increase in the City of new cases. The Task Force is comfortable with Community Music School if the school would like to proceed, with some "rest" between classes. By mid-April we should know more about what might be possible. The Guild will be allowed to gather onsite, with masking and social distancing, when their vaccinations are all effective.

Rudy Nickens initiated a discussion of the extent to which vaccination status should be considered in permitting use of the building.

**Vestry Appreciation.** Shirley Mensah will write a note to Clara Oliff, who has been very helpful with Godly Play information being posted at the church.

**Adjournment.** Mike Angell noted three "save the date"s for Vestry members: the April 10th morning Vestry retreat; an April 19th Holy Communion Zoom Town Hall meeting with the Bishop at 7:00 PM; and a May 2nd confirmation services for the dozen-plus people who will be received or confirmed. A motion to adjourn was made by Rudy Nickens, seconded by Pat Redington, and passed unanimously, and the meeting adjourned at 1:00 PM after prayer by Mike Angell.

## **Vestry Retreat Minutes April 10, 2021**

Attending (via Zoom) were Rector Mike Angell, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Secretary Pat Redington, Fran Caradonna, Courtney Dula, Sherifa Hardware-Bethune, Rudy Nickens, and Megan Ondr-Cooper.

The retreat began at 9:00 AM with a reading from Corinthians, and a discussion of what brought members happiness during the last week.

Breakout groups discussed their perceptions of Holy Communion at its best (pandemic response, role outside of church walls, exchange of peace at Mass) and identifying church members who best exemplify our values. After regathering, new breakout groups discussed signs that we're headed in the right direction (number of new confirmands despite pandemic restrictions on in-person gatherings, people still looking forward to church, new grants as evidence of growth, an associate rector, garden growth, Grace Gatherings/expansion of ministries including housing).

The group discussed the question of where we go from here. Shirley Mensah suggested that all Vestry members should have a role to play, with all members present choosing assignments related to welcome, diversity or community. Rudy Nickens suggested development of a "rapid response" group as a resource for digesting external events in real time.

Mike Angell updated the Vestry on plans for going forward as we return to live services while maintaining a virtual presence. Before announcing a rollout of in-person gatherings, he would like to do a churchwide survey.

The retreat ended with prayer at 11:30 AM.

## **Vestry Meeting May 24, 2021**

Attending (via Zoom) were Rector Mike Angell, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Treasurer Brian Barnhart, Secretary Pat Redington, Fran Caradonna, Courtney Dula, Sherifa Hardware Bethune, Rudy Nickens, and Megan Ondr-Cooper.

The meeting began with a diocesan video, "Prayers of the People," at noon.

**Minutes.** A motion by Brian Barnhart and seconded by Warren Davis, to approve the minutes for the March 22nd Vestry meeting and the April 10th Vestry retreat, passed unanimously.

### **Financial Review/Treasurer's Report.**

Treasurer Brian Barnhart said still having operational issues with deposit of checks, which makes reports behind and we are better off than the reports show. The Stewardship Committee plans to provide more information on planned giving, and Mike Angell noted that some information is now provided on the new website.

Mike Angell informed the Vestry of discussions on the Robert Fund Committee to change its investment philosophy on the unrestricted account of approximately \$1M. He also discussed a future need for additional columbarium space, possibly outside.

### **Meeting Business**

Royal Bank Account Signers. Brian Barnhart said we now have all the signatures we need, will drop them off at the bank.

El Salvador update [Executive Session].

Organist update [Executive Session].

Mission/Values. Mike Angell suggested working on this at the September retreat. He suggests some one-to-ones over the summer.

**Rector's Report.** This was distributed before the meeting and Mike touched on the topics in the report. Mike is not eager to move quickly to change covid protocols, but thinking about mask-free outdoor time (such as coffee hour). There was a discussion about the need to continue requiring masks for indoor activities in light of vulnerable populations (such as children) and worshippers from outside the church community who may be unvaccinated.

**Junior Warden Report.** Warren Davis has one bid on a retaining wall (\$8,600, which seems reasonable) and has met with another contractor and hopes to get a second bid soon, and to have a new retaining wall by the end of the year. Mike Angell suggested having Building Committee involved in reviewing bids.

**Senior Warden Report.** Shirley Mensah asked about working with the new Assistant Rector. Mike Angell would like to have Vestry members contact her over the summer.



**Vestry Appreciation.** Shirley Mensah suggested the El Salvador relationship committee.

**Adjournment.** A motion to adjourn was made by Warren Davis, seconded by Pat Redington and passed unanimously, and the meeting adjourned at 1:00 PM after prayer by Mike Angell.

## **Vestry Meeting June 21, 2021**

Attending (via Zoom) were Rector Mike Angell; Senior Warden Shirley Mensah; Junior Warden Warren Davis; Treasurer Brian Barnhart; Secretary Pat Redington; Members Fran Caradonna, Courtney Dula, and Megan Ondr-Cooper; and Asst. Rector Julie Graham.

The meeting began with readings and prayer by Mike Angell at noon. Mike welcomed Asst. Rector Julie Graham to the Vestry meeting.

**Minutes.** A motion by Brian Barnhart and seconded by Shirley Mensah, to approve the minutes for the May 24th Vestry meeting, passed unanimously.

### **Financial Review/Treasurer's Report.**

Treasurer Brian Barnhart reported no major issues, the budget is on track and should be in good shape through the end of the year. Brian reviewed his written report concerning the checking account and grant committee work and further noted that another year of diocesan funding will be sought for Grace Gatherings.

As to space sharing, Community Music School, one of our biggest partners, has decided not to renew its lease in the fall. A possible new user is St. Lois Chamber Chorus, for which Brian believes rent might approximate \$60/week or \$3,000/year, and Mike Angell pointed out the need to be specific about cleanup and any damages. There has also been an expression of interest in commercial use of the kitchen by an immigrant twice weekly, and Vestry members discussed different possible uses for the kitchen and determination of fees, with Fran Caradonna accepting Mike Angell's invitation to be involved in this due to her background in this area. Brian is not recommending acceptance of any offer for kitchen use at this time.

Brian also advised the Vestry that a full audit is in progress for 2020, rather than just a financial review.

As to the Capital Campaign, the budget has tracked pretty well to plans; we spent more than anticipated which is not uncommon in such projects, and the budget did provide for contingencies. Pledge contributions have continued but we may end up with a \$30-40,000 shortfall if pledges are not completed, which is a reasonable amount. We did use money from the Caskey Endowment Fund, and repayment of that amount is not reflected in the budget (and is not necessarily required although that was the expectation when the money was used). We need to think about alternatives to manage our debts and assets: keep a large amount of cash in our checking account, pay down our diocesan debt and refinance, invest in treasury bonds or riskier investments, look for more fundraising/rentals to pay the debt down, or "kick the can" on such decisions.

### **Meeting Business.**

*Housing allowance.* Mike Angell recommended designating up to \$25,000 of Asst. Rector Julie Graham's salary as "housing allowance." This was so moved by Warren Davis, seconded by Shirley Mensah, and passed unanimously.

*Executive Session.* The Vestry received updates on the organist position and our El Salvador relationships.

*Sabbatical Proceedings.* Mike Angell updated the Vestry on procedures during his sabbatical, including what would occasion his being contacted (through Julie Graham) and who should be contacted to handle particular situations.

*Upcoming Vestry Vacancy.* Mike Angell advised that Megan Ondr-Cooper will be leaving for Vancouver, Canada this summer due to her husband's acceptance in an MBA program there. Mike suggested Megan for Vestry Appreciation in recognition of her thoughtful work on the Vestry and her many contributions to Holy Communion, and Vestry members expressed their happiness for Megan and Bryant while being very sorry to lose her.

*One-to-Ones.* Mike Angell talked to Vestry about getting together with roughly five households each and three to five non-members over the summer, to talk about belonging, social justice and "next steps" for Holy Communion. As to non-members, we want to learn what their faith communities are doing (or why they would never belong to one), and Julie Graham suggested trying to discover what people are passionate about rather than seeking new worshippers.

**Reports.** The Rector's written report was distributed before the meeting, and there were no formal Junior or Senior Warden reports.

**Adjournment.** A motion to adjourn was made by Warren Davis, seconded by Shirley Mensah and passed unanimously, and the meeting adjourned at 1:10 PM after prayer by Julie Graham.

## **Vestry Meeting Minutes August 1, 2022**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; Members Fran Caradonna, Courtney Dula, Heidi Volkl and Maggie Linck; and Assoc. Rector Julie Graham and Interim Operations Director Hannah Shanks.

The meeting began with prayer at 12:00 PM.

Minutes for the Vestry's April 8<sup>th</sup> meeting will be considered at the next meeting.

### **Treasurer's Report**

Treasurer Brian Barnhart discussed his report. We are doing fine on the deficit budget and will probably end better than budgeted. He is doing a little clean-up on grant financials. We are in the midst of a "mini audit" but probably won't get results until end of the year. As to 2023, we will need to begin making tough choices or find more funding sources; next year's environment, including inflation, will be more challenging and we won't have access to all the grant funds we have at present. Pat Redington moved, Brian Barnhart seconded and the Vestry unanimously approved that Holy Communion automate its bill payments and shift to online bill pay whenever possible pursuant to named guidelines, specifically: that audit debit withdrawals be set up for recurring payments to vendors with that capability, such as the rector's credit card, Ameren, Spire, MSD, etc.; that we use Online Bill Pay from our bank to pay recurring payments to parties that do not have auto-debit, such as the Diocese of Missouri, cleaning services, lawn care, etc.; that we write checks using existing check signing and review procedures for all non-payroll payments to clergy, staff, or parishioners, and to contractors for non-recurring projects; and that the treasurer, or Rector of Financial Administrator at the Treasurer's request, review all payments every other month.

As to endowments, Mike Angell reported that all are down a little although outperforming the market. At the last Robert meeting, they voted to hold two years in cash for current giving. They received a gift from the late Sondra Ellis.

Brian moved that the Financial Administrator's salary be increased 8% per year to \$15,000, effective immediately. The motion was seconded by Rudy Nickens and passed unanimously.

### **Old Business**

Mike Angell discussed his Rector's Report. After discussion with Vestry members, he proposed Sunday September 25<sup>th</sup> for a retreat. Rudy Nickens and Fran Caradonna agreed to be on the design team for the retreat which Luke Jernigan in the past had offered to lead, and Mike Angell may ask others as well.

As to Stewardship, Mike Angell reported that Elizabeth Hines is willing to co-chair the committee and he asked for thoughts on who else might co-chair.

Mission/Vision/Goals will be discussed at the Retreat, but before then Mike Angell would like to have goals reviewed/proposed. Brian Barnhart and Rudy Nickens agreed to work on this.

As to Grace Gatherings, this has been in a holding pattern. The discerning group which Julie has been involved with is getting ready to make a report. Grace Gatherings has been de-coupled somewhat from the discussion about a third service. Mike Angell thinks that we need a plan for a third service by this fall, or else we should put it aside for the time being. Assoc. Rector Julie Graham thinks we need a third service perhaps using a "Faith and Light" model. Fran Caradonna expressed interest in engaging with that.

### **New business**

Mike Angell has begun meeting with Sherifa Hardware-Bethune on personnel policies, and asked that Pat Redington be involved as well to meet in the next few weeks.

Mike Angell would like a Building Committee to have a sub-committee to consider various exterior projects. Rudy suggested Michael Salsich and Mike Angell thought Susan Norris might be willing to help. Julie Graham suggested Andy Carpentier might be willing also. Mike and Courtney Dula will get together to discuss this.

On the Director of Operations position, Hannah Shanks has a proposed job description ready but would like to meet with Mike Angell about it this week. The Organist position is also open. Mike Angell is concerned with personalities as well as qualifications. It may be possible for Hannah to extend her time beyond the existing September departure date.

There were no reports from the Senior and Junior Wardens. Rudy stated his appreciation for having Mike Angell back and for the leadership of others in his absence. Mike stated he is doing well, grateful to be able to step away for reflection.

For Vestry Appreciation, Mike Angell suggested Children's Ministry volunteers and asked that Rudy Nickens and Julie Graham discuss who might write notes to whom.

The next meeting will be the September 25<sup>th</sup> retreat unless otherwise needed.

Rudy Nickens moved to adjourn; Brian Barnhart seconded the motion which was unanimously approved, and the meeting adjourned at 1:00 PM following prayer by Julie Graham.

## **Vestry Meeting & Retreat Minutes September 18, 2021**

Attending were Rector Mike Angell, Assoc. Rector Julie Graham, Senior Warden Shirley Mensah, Junior Warden Warren Davis, Treasurer Brian Barnhart, Secretary Pat Redington, Fran Caradonna, Courtney Dula, Sherifa Hardware-Bethune and Rudy Nickens.

The retreat began with Morning Prayer at 9:45 AM and small group discussions of "downward mobility" and what it means to draw the whole world to Christ.

A motion by Fran Caradonna and seconded by Shirley Mensah, to approve the minutes for the June 21, 2021 meeting, passed unanimously.

Treasurer Brian Barnhart updated the Vestry on finances. Overall, we are trending very well to our 2021 budget. We are going to push out the revenues and expenses from our UTO grant until 2022 due to Covid related program delays. He indicated that Community Music School is no longer our tenant, and that he welcomes suggestions for another non-profit to rent to, if anyone has ideas. He has talked with the Robert Fund Manager advisor about potential investment of our capital cash, for now money is in the bank. He and Julie Graham are working on next year's New Ventures Grant application for Grace Gatherings and Brian anticipates strong diocesan support.

At Rector Mike Angell's request, Vestry members unanimously certified in writing their support for Meg Goldstein's ordination to both the Diaconate and to the Priesthood. Meg has already been ordained to the Diaconate and her ordination to the priesthood is anticipated for June 2022.

Mike Angell advised of Stephen Cook, PhD, agreeing to become Holy Communion's organist. Due to his excellent credentials, Mike stated he would like to offer him a \$14,000 salary and five weekends off each year; a motion approving those adjustments to the position of organist was made by Rudy Nickens, seconded by Warren Davis, and passed unanimously.

Mike Angell raised the question of a Covid 19 vaccination requirement for in-person activities at the church, which many organizations have begun to require. Several members had asked about the possibility of such a mandate. After discussion about trust and enforcement issues, Shirley Mensah moved to amend our current Covid guidelines to require that all persons eligible for vaccination speak to the rector before any in-person service or meeting if not vaccinated. The motion was seconded by Warren Davis and passed unanimously.

Mike Angell advised the Vestry of upcoming Vestry and staff changes. Rudy Nickens will replace Shirley Mensah as Senior Warden effective October 1. Shirley rotates off the Vestry in January and it is customary to make the change with time for the new Senior Warden to serve with the outgoing Senior Warden. Jim Davis will be leaving the Vestry in early October due to his wife Emily's call to be Rector at the Episcopal Church of the Advent in Crestwood. Priest Associate Marc Smith will be leaving in October to move to Colorado, and Heidi Olliff will be leaving her position as Sunday Children's Formation Coordinator at the end of September.

There was discussion of the article "They're not coming back," a recently circulating article concerning the issue of reduced church membership and how to address it.

At Brian Barnhart's request, two motions were passed unanimously: first, Brian Barnhart moved, and was seconded by Fran Caradonna, to approve a two-year extension of the Gannon house lease with St. Patrick's; and second, Brian Barnhart moved, and was seconded by Rudy Nickens, to express the Vestry's long-term commitment to support of Grace Gatherings. Assoc. Rector Julie Graham explained the change of name from "Grace Gathering" to "Grace Gatherings," which better aligns with a shift from one worship service to a ministry of service and partnership.

The Vestry spent its retreat time in both small and large groups discussing their "SWOT" analyses (strengths, weaknesses, opportunities and threats) of Holy Communion's mission goals of welcome, diversity, and community both inside and outside our walls.

Mike Angell suggested there were too many people who merited Vestry Appreciation over the summer to name any one person, and asked that members give thanks for the work of so many.

A motion to adjourn was made by Courtney Dula, seconded by Shirley Mensah and passed unanimously, and the meeting/retreat adjourned at 12:45 PM.

## **Vestry Meeting Minutes October 18, 2021**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; Members Fran Caradonna and Shirley Mensah; and Susan Norris.

The meeting began with a prayer at noon.

A motion by Rudy Nickens and seconded by Brian Barnhart, to approve the minutes as amended by Mike Angell for the September 18th meeting and retreat, passed unanimously.

Treasurer Brian Barnhart reviewed his written report with the Vestry. Expenses did exceed revenue this quarter but he is not worried at the moment. He was concerned about "Member Giving" reflects money which has been redesignated for a new "Incubator Fund" for future ministries but Mike Angell provided additional information. Brian has drafted a proposed policy for use and pricing for Holy Communion space in order to better promote and respond to interest in the building, which he is resending to Vestry members for consideration at the next Vestry meeting. Brian noted that the 2022 budget is underway so people should let him know if any changes are sought. He expects to receive a diocesan New Ventures Grant for \$25,000 for the Grace Gatherings initiative. A motion by Brian and seconded by Shirley Mensah, to invest \$200,000 of the "Next 150" Capital Campaign reserves into the Caskey Endowment Fund split 50% equities and 50% bond funds, passed unanimously.

Rector Mike Angell reviewed his written report with the Vestry. He received many emails supporting the vaccine policy change. Borrowing from Central Reform Congregation which uses attestation of participant vaccination and health, he proposed authorizing \$2,000 for the purchase of three iPads, stands, and printers so that people could check in for church and receive printed name tags after attesting that they are fully vaccinated if over age 12; have had not Covid symptoms in the last 24 hours; have had no Covid-positive test in the last 14 days and no pending test results; and no close contact with someone who has tested positive in the last 14 days. He thought such tracking could also be helpful for pastoral purposes. Vestry members discussed the pros and cons of such a system with some concern about whether this was too much tracking, would delay services, and whether some people might leave rather than comply. A motion by Rudy Nickens and seconded by Shirley Mensah to authorize \$2,000 for the required purchases passed unanimously.

Rector Mike Angell proposed redefining the position of "Priest Associate" to a non-stipend position following the departure of Marc Smith; he has some candidates in mind. A motion by Fran Caradonna and seconded by Brian Barnhart, to create an unpaid Priest Associate position or positions, passed unanimously.

Rector Mike Angell requested the expenditure of \$7,500 for audiovisual upgrades to the current system, to better accommodate live choir performances and organ music. Eventually two cameras will be requested for Mitchell Hall events as well. The Vestry discussed the anticipated ongoing nature of online worship/events, and the extent to which money should be invested in



improving those experiences. A motion was made by Pat Redington and seconded by Rudy Nickens to authorize the \$7,500 cost, with four members voting yes and Brian Barnhart abstaining.

The meeting adjourned following prayer by the rector at 1:10 PM.

## **Vestry Meeting Minutes December 9, 2021**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; and Members Fran Caradonna and Courtney Dula.

The meeting began with a prayer at noon.

A motion by Rudy Nickens and seconded by Fran Caradonna, to approve the minutes as amended by Mike Angell for the October 18th meeting, passed unanimously.

Treasurer Brian Barnhart discussed his report and said the November numbers look wonderful and he expects to end in the black - we spent less than budgeted due to Covid. He forecasts a \$40,000 surplus for the year.

As to next year's budget, he went over his budget summary. Next year looks less rosy, per the listed negative impacts (although there are some actions which will have positive impacts as well). In addition to cost-of-living salary adjustments, we will have a full year of Associate Rector and organist salaries; an increased Diocesan pledge; and no Community Music School rent or UTO grant funding. Presently he anticipates a deficit for next year.

Rector Mike Angell stated that we have lost our cleaners. He hopes to have a proposal in early 2022 about whether increasing Zac Hovland's hours could handle this change; may have some budget implications.

Brian would really like to get our space leased out, and Mike noted the existence of some possibilities. Vestry members discussed Brian's draft of building use policies.

Brian initiated a discussion of use of the surplus, whether to hold as cash reserves or for the Caskey fund to repay the Diocese, or we could put some into new ventures fund (which he is not recommending).

The organ repair fund still has about \$7000 although we have a new organ. We could roll this into the capital campaign repayment fund since that was used to procure a new organ. Mike thought that would make sense and that was his recommendation. Rudy Nickens moved, and Courtney Dula seconded, to zero out the organ repair reserve for payment of the organ project; the motion passed unanimously.

Shirley Mensah, Susan Norris, Jean Parker and Marlene O'Brien are on the Vestry Nominating Committee; only Shirley Mensah is rotating off, given that Megan Ondr-Cooper and Warren Davis left earlier this year.

Mike Angell discussed the stewardship drive, we have the capability to do campaign calls from home through Zoom. People can work from home or come to the church. Vestry members do need to sign up for call sessions.

In his Rector's Report, Mike Angell set out pledge information for the last couple of years, and he reviewed that information. He thinks we are doing fairly well, although some people will need reminders. Per Rudy's question, there was a discussion about the significance of the 40-and-under group.

Mike Angell would like to keep the Annual Meeting simple and would like to have a mission and vision conversation in early February, and put more energy into that event. Last year's bylaw amendment about in-person participation at the Annual Meeting has not yet received Diocesan approval. Mike hopes for an in-person meeting with a provision for people to participate online. As to a mission and vision summit, we need to think about who should be involved.

Mike Angell suggested a Zoom Vestry meeting for January, and the group agreed to January 20th at noon. The Annual Meeting would normally be held on January 30th, and a summit was tentatively scheduled for February 26th (9AM-noon).

Mike Angell suggested as to the budget surplus an end-of-year bonus for staff (which the Guild used to provide). He proposed \$500 for Julie Graham and Cheyanne Lovellette; \$200 for Mary Chapman, Stephen Cook and Zack Hovland; and \$100 Jim Kern, to be paid from the operational fund surplus. Moved by Brian Barnhart, seconded by Rudy Nickens, and unanimously approved to provide these year-end bonuses.

For Vestry Appreciation, Mike Angell suggested Shirley Mensah, for her work as Senior Warden and for her continued work with Beloved Community.

The meeting adjourned after motion by Pat Redington, seconded by Fran Caradonna and unanimously approved to do so, following prayer by the rector at 1:00 PM.