



St Margaret's Episcopal Church Vestry

Subject: Minutes for 16 November 2021 Draft 1

Attending in person: Peter Mayer (Rector), Kristen Berthelotte (Senior Warden), Katherine Wiernicki (Treasurer), David Allen, Alden Gross, Elizabeth Kopack, Kathy Lang, Chris Prender, and Jim Barnett (Clerk)

On Zoom: Patti Sachs (Associate Rector), Paul Schurke (Junior Warden), Elizabeth Radley (Director of Operations), Luke Morgan, Cory Greene, Susan Roberts,

This meeting was conducted in hybrid; in person and zoom.

Not present: Charlie Lang (Asst Treasurer), Stacia Bontempo, Marti Engstrom, and Barbara Friedmann,

A Quorum was noted per the SMC Bylaws.

1. Opening prayer was given at 7:08 pm by the Rector.

2. The meeting was called to order by the Rector in hybrid fashion; in person and on Zoom. The October 2021 Vestry minutes were approved.

4. Submitted reports:

A. The Rector's report. (Posted to Vestry)

Christmas Services are scheduled as follows:

Christmas Eve (Friday) will be a family-oriented-service at 3 PM,

Christmas Eve Lessons and Carols at 5:30 PM,

Christmas Eve music service at 7:30 PM,

There will be no mid-night mass service this year.

Services will be live streamed to the Parish Hall/Fellowship Hall.

It is hoped that this format will mitigate proximity issues as we work through Covid protocols.

We will need ushers for each of these services to help direct parishioners as necessary.

Mask and distancing protocols will be followed as possible.

We had 80-100 and it felt full, but we are not sure how to manage folks. The Rector will discuss this with the support team.

Communion remains to be determined.

The Rector will take a sabbatical this summer. This will be a time for refreshment, rejuvenation, and thought.

B. Treasurer's report. (Posted to Realm)

Operating results for October 2021 report expenses in excess of revenue. This amount is ahead of the year-to-date budget through the end of October by \$16,179. Pledges continue to trend under budget by \$36,725 as of the end of October. The deficit in revenue continues to be offset by a reduction in total expenses which are under budget by \$54,923.

The Treasurer met with the Finance Committee, and they have resolved to take into account inflation when preparing the budget. Inflation is up substantially. Part of that consideration is the bid for the audit which has increased but the Treasurer will seek other alternatives to mitigate cost.

It is important that designated funds be used for applicable functions such as music.

We are looking at a \$50,000 deficit for 2022.

The Endowment has been up and down this year. The Vestry will need to vote on this year's draw with a view toward maintaining the Endowment while funding items as in the past.

The organ necessitated an initial down-payment which was drawn from the Endowment. It can now be paid back as the funds are now held in checking. It might be a good idea to hold those funds in checking until we have a better grasp of our pledge levels and resultant deficit. There is so much uncertainty at this point between expenses and pledges for 2022 that we should not yet vote to approve the budget. Hopefully, we will have a better handle on this for the December Vestry meeting.

The 2022 draft updated budget was then projected and discussed.

CEEP was decoded to Consortium of Endowed Episcopal Parishes and the contributions support the annual conference and other activities. It is fee based on the size of an endowment.

It is not required but funded seminars are informative in helping SMC manage the Endowment.

The SMDS scholarship draw of \$20,000 in 2021 was a onetime draw and need not be sustained at that level. The funds were provided to the school to offset possible negative impacts on children whose parents' incomes were lowered by COVID. Some of the recipients were children of parishioners. We are not sure what the impacts on students

might be with a reduction in the scholarship commitment. The scholarships are administered by the SMDS School Board and are awarded based on need. The school also draws on their Charles and Eleanor Rideout Scholarship fund based on a math model to ensure the scholarship fund is sustainable.

The Capital Maintenance Fund draw was then discussed. The Junior Warden has reflected several unknown expenses this past year. The roof on the Parish Hall may need replacement and it is certain that our church will have a lot of heretofore unknown expenses.

A question was asked about the proposed ADA Compliant bathroom upgrade discussed and tabled before the Pandemic. It was noted that there are additional bathrooms in the old school building, but they are up and down stairs. There is a handicap transport lift up the stairs, but it is unknown if it is functional and if the bathroom is ADA Compliant.

A parishioner has expressed a desire to expand the solar panel field currently on the roof of the Formation Building. The original panels were funded by a parishioner, and it does not appear that we have the upfront investment necessary for such an expense. There was then some discussion of the efficiency of the three buildings and can we somehow monitor the meters for return on investment. Current literature indicates that it takes between 20 and 25 years to recoup the installation investment. It was noted that tax credits will expire in 2021.

When can the Vestry anticipate finalizing the budget? It depends but it is likely to be December. Pledges will continue to come in in January. December is the best bet right now.

C. Mission Report (posted to Realm).

D. Bylaws update David Allen

The most recent draft has been circulated to the Vestry. We are not ready to vote on this version, just to discuss the various pieces and hear from the Vestry on their thoughts. It is hoped that it can be presented to the Vestry for a vote in December and then to the Parish for their approval at the Annual Meeting in January.

There was a general discussion on the Youth Vestry Member. The draft presents a middle ground retaining this position while changing the voting privileges attendant to the position. We want to retain the precept that youth in our Church are offered leadership positions and an opportunity to be heard at the Vestry level. At the same time, their life experiences may not contribute to their ability to vote on certain issues like the budget. Should consideration be given to the age parameters which are currently 16-20? Should Youth Vestry Members be voted on by the entire Parish or is appointment and Vestry vote for acceptance appropriate? We take great pride in our youth engagement and need further discernment on this issue for the bylaws. It was suggested that David consult with Jeff Conover on this issue to get his thoughts.

A number of other items in the draft were then discussed, including:

The wording to permit virtual and hybrid meetings is now included.

A Declaration is now included consistent with Dioceses Canons.

While the Vestry does not vote on an Assistant Rector, they do have to approve the funding for this position and therefore do have a vote on the position.

There was a discussion on the size of an acceptable Quorum and then assertive voting by that quorum on substantive issues. Other votes on more significant issue require different majorities and voting baselines for Vestry members. Each is called out in the bylaws.

These bylaws introduce electronic voting and proxy voting for specific meetings and subjects. Voting on the audit was discussed and better language needs to be provided.

The responsibilities of the Treasurer and Clerk were updated, and the Officer selection process better defined to match the SMC calendar.

Article 7 increases the discretionary authority for expenditure not requiring Vestry approval from \$3,000 to \$5,000. Of course, the Vestry can vote to reduce that level at any time.

David continues to solicit thoughts and suggestions from Vestry. It is hoped that a vote can be held by the Vestry for approval in December.

E. Junior Warden's report. (On Realm)

The platform for the speakers is now in place behind the altar.

F. Senior Warden's report. (On Realm)

We continue to focus on the Stewardship Campaign to achieve our goals. We have seen quite a bit of increase in pledges this past week. The Rector thanked the Vestry for making specific calls to encourage pledgers and hoped that the calls were not duplicated by the Stewardship Committee members calls. The Rector will advise Vestry members when their call has been answered with a pledge.

This past Monday night saw 18 youths at the event. It remains very popular.

G. For the Good of the Order.

The TRRF will initiate relevant Coffee Hour chats this coming Sunday.

We will close out the Sewing Mission.

We need to keep each other in our prayers. Patti is hoping to return Sunday and starts radiation on 6 December.

Pray for Susan and hope her immunotherapy continues to work.

Pray for the kids and the parents of the kids.

The meeting ended at 8:55 PM with a prayer from the Rector.

Respectfully Submitted:

Jim Barnett