

Vestry Minutes
February 22, 2007

Present: The Rev'd Jennifer Pedrick, The Rev'd Richard Shippee, Bill Dench, Richard Messier, Mike Seger, Shirley Baker, Steve McGrath, Susan Hawryluk, Carolyn McDonough, George Kolb, Marilyn Fuller, Bonnie Wright, Tammi Miller

Absent: Michelle Callahan, Bob Bergstrand, The Rev'd Scott Gunn

Guests: none

At 7:07 PM, The Rev'd Jennifer Pedrick opened the meeting with a moment of silence and a prayer.

The Rev'd Pedrick then asked the members to introduce themselves and to state something that was exciting to them at the start of this new vestry year.

Part I- discussion of article "How to Minister Effectively in Family, Pastoral, Program, and Corporate sized Churches" from the Congregational Resource Guide

The Rev'd Pedrick first asked for suggestions as to what types of transitions we are seeing in our church right now. These included:

- Bigger choir
- Increased average Sunday attendance (ASA)
- New name and new identity
- Mingling of ministries and worship backgrounds from both former parishes
- New "stuff" from merger
- New business issues (sale of former St. Martin's church, etc.)
- Different cultures
- New demands on clergy
- New -unvoiced- expectations

The aforementioned article discussed four sizes of churches, but for our purposes only three were discussed. They were:

- Family (~50 active members), where clergy engages in pastoral care and worship duties only. Growth occurs via births/deaths/marriages/family & friends
- Pastoral (50-150 members), where clergy are constantly available and are the center of most activities. Growth occurs due to effectiveness and popularity of the pastor.
- Program-sized (150-300 members), where autonomous "cells" of activity are led by lay leaders, who provide structure and pastoral care within the group. Clergy plan with and offer pastoral care to the lay leaders, recruit leaders, visit members during crises, and engage in planning & program development. In a program-sized church, the missional focus is on growth due to people being attracted to the mission, programs, and community of the parish.

The Rev'd Pedrick then led an exercise where members showed which of two functions they would rather have clergy perform. This helped show how expectations re: pastoral care and planning and development vary among parishioners, and how many duties thought of as "church" (hospital visits, comfort and counseling) could be performed by lay leaders.

The Rev'd Pedrick then related areas in the Church of the Epiphany community where this type of care is happening already. She cited the Vestry, where the wardens act as administrators and pastors. She also cited the Outreach committee as a group "functioning communicatively but effectively", and a group that is a "wonderful model of how we have to grow".

Part II - Business meeting

Steve McGrath moved that the minutes of the February 1, 2007 be accepted as presented. Bonnie Wright seconded the motion, and the motion passed unanimously.

Treasurer's Time - Bill Dench

Bill stated the balance sheet will be presented monthly as of this meeting. He clarified the lines for new members. Bill noted that the "Tanzania" line was money the Rev'd Scott Gunn had solicited from area parishes for his trip abroad.

Marilyn Fuller questioned how the gift of oil is calculated. Bill Dench answered that there is no charge for deliveries, but the cost is tracked and would be about \$16,000 per year.

Bill pointed out a payroll liability that remained at the end of January, but stated that it was paid in February.

George Kolb asked what happens when the music and assistant to the rector grants end. The Rev'd Pedrick explained that the music gift came from anonymous donors, with the assumption that at the end of the eight-year period, the program would have grown enough so that it would be self-sufficient. She also stated that the donors of the clergy gift, as well as Bishop Wolf, have said the grant could continue for two years beyond the current end date due to the importance of that role to the growth of the parish. The Rev'd Pedrick added that the music gift is apportioned, but the clergy gift is not.

Bill Dench then presented the budget broken out by monthly estimates. Bill stated that new pledges are up, as \$9,000 was budgeted for January, but compared to the actuals \$13,000 came in. Bill also said he feels "real good that it's a solid balanced budget." Steve McGrath asked whether that larger pledge number was due to the continuing income from parishioners making up the difference between 2006 pledges and their actual contribution. Bill Dench said that that had a separate line and noted a very positive attitude towards the letter that went out to members who fell short of their 2006 pledge.

Bill then addressed the error in the budget approved February 1. This error caused less than 50% of the endowment interest to be used for "non-operational costs", as required by our bylaws. This was brought up at the Annual Meeting on February 11, and at that time it was said that the error would be corrected and the Vestry would vote to shift that money elsewhere to comply with the bylaws. Bill Dench moved to amend the February 1 budget and increase the line item for outreach from \$3500 to \$5641. Marilyn Fuller seconded the motion.

Steve McGrath asked exactly how the endowment income must be used, and the Rev'd Pedrick read directly from the bylaws to clarify. Steve then asked whether the money could instead be used towards the needed replacement of the kitchen stove, to include a new stove, gas/plumbing/installation, fire code upgrades, and possible structural changes to get a new stove in and out of the kitchen. Steve also reminded members that while we investigate a new stove, we are losing Chowder house income.

The Rev'd Pedrick replied that though we need to deal with the stove, and that the Chowder house is part of our mission and growth, we need to give the money to Outreach for their own growth. Bill Dench added that we need to keep the momentum Outreach has generated, and that we may be able to raise money separately for a new stove. The question was then called and was passed unanimously.

Rector Time - The Rev'd Jennifer Pedrick

The Rev'd Pedrick reported that the papers needed to legally file for the merger have been received and should be in the mail by Saturday. Therefore, the name will legally be changed with the state by next week.

The Rev'd Pedrick also stated the property title for the former St. Martin's property is still in the process of being cleared. Steve McGrath asked whether there was a timeline for completion, and The Rev'd Pedrick said she would get one.

The Rev'd Pedrick has gone before the Diocesan Finance Committee for a loan of up to \$32,000 to cover merger costs, which would be paid in full once the former St. Martin's property sells. No official word has been received.

The next "Coffee and Conversation" on March 3 will focus on how the merger is going, and all Church of the Epiphany members are invited.

Richard Messier gave an update on the potential sale of the former St. Martin's property. He stated that he has been working with a church group for about 10 weeks which would like to buy the church and school/YMCA building, but not the rectory. The group would like to keep the Y program as a tenant. The group is working out their finances to give their best offer. By the end of next week, we should have an offer in writing. Though ideally the parcel would be sold intact, an offer without the rectory would be considered. The YMCA has proposed no further bid to purchase the property.

Ruth Drolet, administrative assistant from St. Martin's, will finish her assignment March 9. Former members of St. Martin's are getting together to plan a celebration of her 21 years of service.

The Rev'd Pedrick mentioned several conferences, including the Diocesan Convocation March 10, and some members may attend.

Discussion of the kitchen issues and a renaming of an endowment found to reflect the name of the former St. Michael and Grace was tabled until Bob Bergstrand could be present.

The Rev'd Pedrick will be on retreat the last week of February, and will be on vacation the last week of March.

Vestry members were encouraged to remember the season of Lent and to "nurture their inner spiritual leader."

Welcoming Sunday will be March 11, when any new members will be invited to sign the registry.

Senior Warden - Marilyn Fuller

Marilyn Fuller, Senior Warden explained the Vestry Mentors program, where new Vestry members will be paired with an experienced member for 6 months.

A Master Key audit is underway to determine exactly who has keys to the building. Vestry members will be checking with group leaders and others so that we may have a full account of who has access to the building. The Rev'd Pedrick added that this will be a start, but there may also be others who are not group leaders who also have keys.

Steve McGrath submitted a note from Al Hutchinson, recording the fact that a section of the roof, on the southeast corner of the parish house, was repaired on October 12, 2006.

Mike Seger also submitted a note from him and Debbie Seger thanking the Vestry and the community for their prayers, support, a food basket and altar flowers during their recent time of loss.

At 9:08 the meeting adjourned with a prayer from the Rev'd Shippee.