

## Vestry Meeting Minutes for November 18, 2021

**Next meeting: November 18, 2021**

**Members Attending:** Megan Bartlett, Julie Daye, Amy Grant, Bob Jenkins, Jaime Konowal, Koshy Mathews, Candace Roberts, Jim Ufheil  
**Absent:** Barbara Chilcott, Nils VanAmmers, Jerry Walker  
**Guests:** Rev. Barbara Abbott, Jill Duink, Rev. Arlette Joseph,  
**Virtual Meeting on Zoom**

ITEM	DISCUSSION	ACTION
<b>Opening Prayer</b>		Rev. Barbara Abbott
<b>Consent Agenda Approved</b>		Approved.
<b>OLD BUSINESS</b>		
<b>Rectory Refrigerator Update</b>	As it will take a long time for the delivery of a new refrigerator, repairs will be made to the current one. We will consider buying a new refrigerator at a future date.	
<b>HGDPC - Sacristy and Steeple</b>	Candy reported that the steeple jacks have been delayed. They should begin in a couple of weeks, depending on the weather.	
<b>Materials Conservation Update</b>	Candy reported that MC will finish their work and have all remaining material removed by Thanksgiving.	
<b>New Schedule for Church Admin.</b>	Executive Session	Koshy and Jaime will discuss with Chris.
<b>NEW BUSINESS</b>		
<b>2022 Budget and FCGD/Wedding Chapel Business ("Business Plan")</b>	<p>There was discussion about how the Business Plan will impact the 2022 budget (<i>see Vestry Packet-Budget for 2022</i>). The Business Plan is projected to make a profit of \$7,420. Candy noted that the profit is projected to increase in 2023 to over \$41,000.</p> <p>Arlette asked if we failed to meet projections, would Gloria Dei be in financial trouble. Candy said that we would use endowment money if that was the case. Arlette requested that a copy of it be sent to her.</p>	
<b>2022 Budget and New Rector Search</b>	<p>Candy reviewed the Finance Committee Report (<i>See November 2021 Request for Vestry Consideration, Search for Rector</i>) regarding how the search for a new rector will impact the budget. If we wait to call a new rector until 2023, we would save and/or defer certain expenses as detailed in report. Additionally we expect the Business Plan to make a larger profit in 2023. This would give us more flexibility in conducting the search, perhaps on a national level. However, there was concern about how delaying the search and continuing with temporary leadership would affect the congregation. A new rector will bring a boost to morale, new membership, and participation.</p> <p>The general consensus was that we should continue with creating the profile and starting the search. We agreed we should move ahead and take the time we need to find the right person.</p> <p>Arlette commented that some of the amounts for the cost of rector benefits listed in the draft budget have increased. She will send us the updated figures.</p>	

<b>Finance Committee Membership</b>	Concerns were raised about 3 of the 4 members of the Finance Committee being from the same family. However, no one else has volunteered to be on the committee. Jaime has asked Richard Woehr to join the committee. She also asked Jim to join. He will consider it.	
<b>Communication with Parishioners by Vestry</b>	Arlette said that she had received complaints from a parishioner about vestry communications and responsiveness. This was surprising to the Vestry as we have made efforts to communicate all church news, events, and vestry business with the congregation in spite of the difficulties caused by Covid. We discussed ways to better communicate vestry business with the parish, especially regarding the search. Barbara agreed to come and preach at one service. Koshy also invited her to preach while he is scheduled to be away. Barbara will check her calendar to see if she is available on those dates. She also said that the Profile Committee plan to talk to parishioners in small groups about the future of Gloria Dei can be a real turning point in involving the congregation in the search.	
<b>Lucia and St. Eric's Fair Update</b>	There will be a live-streamed program on Sunday, December 12th. Koshy said they had booked sanctuary for filming.  While we will not have St. Eric's Fair, Cathy has coordinated getting more pictures of products for sale on line this year. Amy has added them to the Gift Shop page on the website. We will not be able to charge for shipping while the Colonial Records books are shipping for free. Two different shipping plans would require a premium e-commerce program of \$60 per month. Cathy will inflate the prices to help cover shipping costs.	
<b>Koshy's Report</b>	Koshy noted that there are many new events and services offered by the Diocese, including programs for youth.  Koshy also said he thought the first healing session was a good beginning in our healing process. Koshy would like to have a second session with another facilitator. The vestry agreed. He will see if Barbara Abbott is available to lead it.  Koshy said that Gloria Dei should not wait for new clergy to begin doing things in the community that are relevant to people, possibly organizing the neighborhood to do things to slow climate change. He also said we should be thinking about adaptive change instead of technical fixes to solve our problems.	
<b>New Staff Person for FCGD/Wedding Chapel Business Plan</b>	Candy proposed hiring Amy Liberi to run the FCGD/Wedding Chapel Business Plan at \$20.00 per hour. There was discussion about whether there was a problem with her being a member of the church, but it was decided that as confidential information is not involved, it will be alright.	Candy will complete job description and email to Vestry for approval.
<b>History Book Fair</b>	Amy suggested an HGDPC project of selling the Colonial Records books and Swedish gift items at a history book fair in the future, maybe in the spring of 2022. The Vestry agreed this was a good idea.	
<b>Reports for Monthly Vestry Packet</b>	Jaime requested that going forward all vestry reports for the monthly packet be added to a Google Docs folder that she will set up.	
<b>Mercy Hospice - Thanksgiving and Christmas Programs</b>	Jill reported that the craft and hobby gifts gathered for Mercy Hospice would be blessed at the Sunday Eucharist and that she would take them to Mercy Hospice.  Jill also asked the Vestry to approve a Christmas Giving Tree for Mercy Hospice and to budget \$400 in case there are not enough donations to cover the cost. (See Vestry Packet- <i>Giving Tree for Mercy Hospice</i> ). A motion was made.	Christmas Giving Tree Motion passed unanimously.
<b>Cleaning Chandelier</b>	Jaime suggested that we budget cleaning the chandelier in the Property budget for 2022 and defer voting until next month.	
<b>Allocation Easter Donation Money</b>	A motion was made to donate the \$486 raised during Lent for an Easter donation to Mercy Hospice.	Motion passed unanimously.
<b>Closing Prayer</b>		Megan