

Minutes
St Paul's Episcopal Church
Vestry
2/27/23

Attending: Rev. Catie, Bill, Lisa, Dave, Duane, Dana, Tracie, and vestry nominees Susan Cahoon, Leonard Auter, Bruce Givnish, Nancy Kramer and June O'Neill taking notes.

Absent: Michael

Opening prayer and Formation: Rev. Catie opened with prayer. Rev. Catie distributed a book, Vital Christian Community, and suggested that the Vestry work through this book this year. The "Introduction" for the book was shared with the Vestry in advance of the meeting. There are twelve characteristics that define healthy congregations. Catie asked which of these characteristics "jumped out" at vestry members as surprising. And what might be missing. Do these characteristics embody what we know of Christ? Which of these is the strongest characteristic demonstrated by St. Paul? In the time ahead, what would be most challenging characteristic in our work at St. Paul's?

Call to Order/Approval of Minutes: Meeting was called to order by Rev. Catie.

Minutes -David moved the word "resignation" be removed with regard to Sr. Warden Molly Raphael; Dana seconded. The motion was approved. In the Finance/Budget area, the first sentence is corrected. Budget that was approved needs to be appended to the minutes. Duane moved to accept the minutes as revised; Dave seconded. It was approved, with Bill and Tracie abstaining. Bill moved that exhibits need to be attached to minutes, Dana seconded, after discussion, approved.

Music Ministry Report: Vincent Johns-Lee joined the meeting to talk about the music ministry. He reported that the choir is very engaged in learning the material. His approach to music in ministry is "variety" – from traditional to praise song. Lyrics are important. Vincent noted that he is currently half-time. Steamboat is a very expensive place to live. Vincent told the Vestry that his cancer has returned, and he is receiving treatment. He is experiencing fatigue, and has taken a leave of absence from ACE Hardware, which is his other income. In April & May, he will be getting radiation treatments for 6 weeks in Aurora, CO. He mentions this to the Vestry because he is over his head in bills (both medical and living expenses). He requested that the Vestry consider making him full time (he understands that his contract calls for a 3 year adjustment to move from half-time to full-time). He also mentioned that his marriage is ending, which will add to his financial difficulties. Vincent was asked how many hours he is currently putting in – 40 to 50 hours per week. Vincent explained that he prepares a recording for each vocal part, for the members of the choir to practice and learn the music. The bulk of the time is used to

prepare music. Also, he would like to open programs to the community. For example, last Christmas he was approached to do a Messiah sing-a-long.

Rector's Report: A written report was submitted and highlighted the possible addition of William Nelson as the audio tech person. Catie met with Vincent and piano tuner Kathleen Allen about the update and replacement of our current instruments. Vincent is going to be preparing a proposal for replacing the Sanctuary piano, the organ, and the electronic piano. It may be possible to purchase the instruments together in a package in order to save money. Monitors in the choir loft are needed; Rick Wodnik has put together a proposal for those needs. It was suggested that a fund raiser using the sales of Easter Lillies go toward music. Rev Catie will be attending the CREDO conference the first week in May, this conference is primarily underwritten by the Church Pension Group. A question was asked about St. Paul's moving their property insurance to a joint policy NOT under the Church Insurance Group. Permission from the Bishop will be required to do this. Vestry Retreat is on the calendar for March 8 to 10. Rev. Catie suggested this time, as it is a foundational time for the Vestry, and include all the vestry candidates in addition to the currently serving Vestry. Unfortunately, too many members are not available so the date will be pushed to May 12-13.

Leadership: Rector goal setting is the major item for this team. Plan to share those with the Vestry at the March meeting.

Building and Grounds: Fire alarm system has been partially installed. All existing systems are updated, but not all new ones have been installed. Another week of work is left. Boilers need work and a plumber is scheduled (it may be a gasket, but not sure until they get into it).

Finance/Budget: Year end figures are provided. A report was prepared for the annual meeting, and is available. A "Non-Profit Finance 101" workshop will be done for the Vestry members after the annual meeting or the retreat. It was requested that the Designated and Restricted Funds indicate which of these are designated and which are restricted. In January, the budget was approved. Since then, two changes have been made 1) Music Director pension was too low, and 2) and an expense line for Bags of Blessings. The NET is that there is a \$10K deficit. Since the net is the same, \$10K, the budget approved in January will be used for the Annual Meeting and adjusted at a later time (there may be more adjustments to come).

One Sunday per month, the loose plate offering MUST be used for the Clergy Discretionary Fund. This is in the canons. Susan Cahoon will get a sample copy of the procedure.

Articles and Bylaws revision: March 25, the Vestry will be voting on the revisions to the Articles of Incorporation. This can be done electronically but must be unanimous. At the

annual meeting, the Bylaws revisions will be voted on by the congregation. Dave Kinnear reviewed the proposed changes to both the Articles and the Bylaws with the Vestry. Copies are attached to these minutes.

Some concerns include: the Vestry must be confirmed, and in good standing. That requirement may need to be pulled out and then returned at a later date. This is an ongoing issue that will continue will be discussed. For this version of the Bylaws, “To be eligible for election to the Vestry at and after the Annual Meeting in 2024, Vestry members shall be confirmed and/or received adult communicants in good standing of this Church of the age of eighteen (18) years or over.”

Decision: Bill submitted a motion to put St. Paul’s restricted funds into a Money Market Account with Vanguard so that it can earn more interest. There was some discussion around the risk involved given the current debt ceiling issues in congress. Rev Catie proposed that, as good practice, that we allow time between the presentation of a motion and voting on the motion for further thought, so the vote is postponed to March.

Closing Prayer: Tracie gave the closing prayer.

Dave moved to adjourn, Bill seconded, motion carries.