

St. David's Episcopal Church Vestry Meeting

October 27, 2020
6:30 pm Zoom Call

Attendees (Vestry): Donna Nolf, Tom Erdmancyk, Leonard Ferrand, Ben Bailey, Ken Harris, Garner Crowder, Nell Fernandez, CaroleAnn Padget, Anna MacHarg, Pat Daly, Jim Wilson and Kristen Acker

Attendees (non-voting): Rev. Dean Taylor, Gary Dunsmore, David Kloess, Scott Lawrence

Opening Prayer: Rev. Dean Taylor

Check Ins & prayer requests: All

Meditation: Jim Wilson

Motion to accept September 2020 Minutes and measure for October 8th vote on the Memorial garden: Tom moved to accept. Garner seconded. All in favor. Motion passed.

Leonard brought up the matter of Sue paying out-of-pocket to initially get the service online. It's within the budget, but it's a change that requires approval. The amount was \$3,154.75 that Sue paid out-of-pocket. Nell moved to accept. Jim seconded. All in favor. Motion passed.

Entered executive session re: Peggy Fallon's salary as a non-exempt employee. Jim moved to accept. CaroleAnn seconded. All in favor. Motion passed.

Treasurer's Report: David Kloess, Gary Dunsmore

- Similar to last month, we're ahead of budget and this time last year. Parish giving is ahead of plan and slightly below last year. September was last month of deferment. From a cash standpoint, the parish is ahead of budget by about \$250k and ahead of actual by \$137k. Much of the reason for that is the lack of significant expenditures. None of this includes the PPP loan, which is expected to be "forgiven."
- Gary mentioned that the forgiveness is likely not to happen in this fiscal year. That means our financials will be negatively affected this year by \$170k. Obviously, that will be reversed next year.
- The ministry budget requests have been coming in. They're in line with what was requested pre-COVID.
- Year to date, comparing the second week of the campaign this year to last year's second week, through October 23rd this year, we have 89 pledges \$466k. Last year at this point we 120 pledges at \$599k. So, 31 pledges behind and \$133k behind last year.
- Last year, on 11/1/19 we had 147 pledges and \$721k.

Interim Rector's Report: Dean Taylor

- We have two opportunities for outdoor worship on campus coming up. Weather appears to be cooperating. Reservations are nearly full now for the first outdoor service.

- We expect to continue the outdoor worship services through November weather permitting. Online services will also continue, filmed Wednesday night as usual.
- 11/3/20 Election Day there is an open-house prayer vigil.
- We're now planning when to record the Christmas service. Thanksgiving will be recorded the Wednesday before Thanksgiving.
- The diocese has not given more instruction about returning to inside services.
- Discussion ensued re: the timing of regathering, leaning forward or hiding, and the options for outdoor services, as relayed to us specifically by the diocese, rather than the national church. Some dioceses are doing indoor services.
- Dean invited good and bad comments from the vestry, and what they've heard from parishioners, to be shared in these vestry meetings.

Rector search: Ben Bailey

- Two people from the diocese met with the rector search team.
- The diocese would like St. David's to update the parish profile to include information about how we went about being the church during the pandemic. That profile addendum would then be approved by the vestry and then by the bishop's office. We've got committee members working on that now, so it might be available for the next vestry meeting on November 17.
- The process for interviewing has been slightly altered. The diocese would prefer that we substitute the first trip, traveling to the candidate's church, with a second Zoom call. Other than that, the process will be the same.
- The final two candidates could meet with the nominating committee and then the vestry.
- As we're putting together the budget for next year, we need to revisit the pay for the new rector. There's some question about what rate can be afforded going forward. We saved with changes to the insurance plan, of about \$40k, and it was suggested that \$20k might be shaved off of the rector's target salary. Ben didn't think that the \$20K reduction would scare any of them away. When applying for the position, the candidates have told us what they were seeking for compensation, so we know that the original amounts listed was lower than the original amount listed as the suggested salary.
- However, there was some resistance by the nominating committee to changing the salary at this point. Ben felt that the consensus of the nominating committee was that the insurance adjustment, coupled with a lower salary, would have a greater cost to St. David's by discouraging better quality candidates.
- Ben's apprehensive about going back to the current candidates to tell them about opening back up the search, although opening the search back up makes sense to find the best candidate, given so much has changed from a year ago.
- The nominating committee plans to have the profile drafted by 11/8, so should have something to share with the vestry by our next meeting, on 11/17.
- Dean believes that the content of the meeting by the nominating committee should be made public. It should go out in the next illumination. Parishioners want to know about the rector search and when we're opening back up. It shouldn't come from Dean, but it could come from VPOD announcements or even an email blast. Everyone agreed that all three methods of communication should be done.

Senior warden update: Leonard Ferrand

- New website is coming soon. The current website is badly in need of revamping.
- Scott will be stepping down as scribe at the end of 2020. If anyone knows of someone who might be interested in scribing for the group, let him know. It could be that one of the vestry candidates who wasn't elected could be a good candidate unless there is just someone else that we know of who is interested.
- Nell has ten names on the list for vestry candidates. There was a question about Carolyn Powers, who is a member of the staff. Being on both the staff and the vestry is discouraged, but not forbidden, in the employee handbook, due to some conflict of interested. However, that may not be of much concern since Carolyn's role on the staff is limited to the preschool and it's part-time. Gary suggested that the executive committee should discuss it as a next step. Nell read the list and asked not to publicize it until it's official: Jim Landers, Karen Wright, Karen Burpo, Linda Puckett, Kyle Walz, Cory McCallum, Peter Toy, Arturo Rodriguez, Carolyn Powers, Bob Stecher
- Anna and Rebecca looked at the bylaws and are proposing to have the vestry election on Sunday 11/29 and 12/6. They'd like to have an electronic survey through SurveyMonkey as the first option to get everyone who is eligible to vote. We would then ask everyone's names to ensure that they're only voting once. The option is an in-person option for a physical ballot drop-in. If paper options are still not allowed at that point, we could mail out ballots to eligible congregants. And if they come through the line, but do not have the ballots, we could direct them to vote by phone while they're there, in person.

Junior warden update: Kristen Acker

- Roof has been repaired and the flooring in Grace Hall storage room +should be fixed soon. That same company is also going to look at our front steps when he has a minute to look at it. The person who Kristen had considered for the steps has passed away.
- David has some fans going for the flooding in the basement. Dehumidifier probably isn't going to handle the problem because there is mold starting to grow. We may need a waterproofing initiative. No resolution was decided at this time.

Old/New/Other Business

- Nell brought up the point of staying in touch with parishioners who don't have emails because one parishioner has said that she gets nothing from the church. Dean mentioned that we send about 30 out for each Illumination, at the same time that those emails are produced. We should check to ensure that Nell's particular contact is on that list.
- Tom asked about the response has been for the drive-through communion. Dean said he would put those numbers in the next Illumination.

Closing Prayer: Dean Taylor