

**Minutes of the Vestry Meeting
St. Timothy's Episcopal Church
Thursday, April 10, 2008**

Present: David Foster – *Senior Warden*, Darlene Frick, Madeleine Gerdes, John Heltzel, Ross Johnson, Lianne Mintz, Jenny Nathan, Christopher Paul, Sandy Watkins, John Ezell – *Treasurer*, Lavonne Bieber – *Clerk* and The Rev. Nathan Speck-Ewer – *Rector*

Absent: Maly Hughes and Paul Hayter

There being a quorum, the meeting was called to order at 7:15 p.m. with Evening Prayer.

Consent Agenda

Motion: To accept the Consent Agenda and approve the March Vestry Meeting Minutes.

Moved: Madeleine Gerdes

Seconded: Darlene Frick

Passed unanimously.

Regular Agenda

Item of Business #1: Rector's Report

Nathan noted that Kevin came to help the parish grow and that was fulfilled by growing new services, however, now our challenge is for the parish to thrive. He also reported that his coaching with the Consultant was very positive.

In Joanna Shreve's absence, Nathan distributed a status report on the Initiatives. In summary, Joanna reported it has been a challenge to bring people to the organizational meetings for each of the four initiatives. She asked the Vestry to assist by talking and communicating back to the teams any issues or concerns the parish may have. Those who have participated in the initial meetings feel called to move ahead in the work to be done and feel that doing small tasks and projects will help others to see the way we hope to do ministry in the future. They will be modeling how to build strong ministry teams which not only focus on the tasks but (even more importantly) on the spiritual formation of the team. They hope to show others how to do ministry work in such a way that it is more enjoyable and fulfilling and developing ever stronger and more active discipleship. They had originally hoped to publish a set of strategies for 2008 on April 13, but have moved that date out to Pentecost, May 11th.

Nathan also distributed a document on Leading Indicators and Lagging Indicators. Leading Indicators are New Units/New Teams, New Leaders, New Site/New Plants and New Disciples. Lagging Indicators are number of Covenant Groups/Teams, number of Site/Plants and number of Attenders.

Item of Business #2: Treasurer's Report

John reported that revenues for March were \$22,839 (30%) over budget. This was due to pledge revenues being \$18,846 (38%) over the budget, which brings us to 94% of the budget. We received \$12,000 which was a single pledge of almost 100% of the person's annual pledge. Plate income was \$741 over the month due to Easter, but we are \$492 behind on the year-to-date. The Preschool income is doing very well and is over budget by \$2,358 or 14.7% (\$10,374 or 21.5% year-to-date) primarily due to full enrollment. Operating expenses were normal. Our total operating expenses year to date are \$16,889 (7.6%) under budget. This was due to office expenses being over budget due to upgrades to Microsoft Office and a replacement printer. Worship and ministry training scholarship expenses were over budget due to uneven spending through the year. We budgeted for a net surplus for March of \$4,106 and ended the month with a net surplus of \$28,790. Year-to-date we budgeted for a net surplus of \$2,796 and ended with a net surplus of \$20,163. We ended March with approximately \$292,000 in cash and investments of which \$187,000 is restricted. Under Restricted Funds, \$3,200 from the Tom Parks Memorial Mission fund was for Nathan's visit to the consultants for coaching and \$2,700 from the Blackwell Capital Fund was for upgrades to the Sound Booth equipment. Additionally, we used \$1,800 in Capital Reserves to change the locks around the facilities.

Motion: To accept the Treasurer's Report

Moved: Darlene Frick

Seconded: Christopher Paul

Passed unanimously.

Item of Business #5: By-Laws Update

David reported that he, Darlene and Ross met to review the By-Laws. He distributed a copy of a recommended revision of the By-Laws and reviewed the recommendations made by the committee.

Motion: To accept the revisions to the By-Laws as recommended.

Moved: Ross Johnson

Seconded: John Heltzel

Passed unanimously

Motion: To approve the following resolution which implements Article II, Section 4 of the By-Laws – The nominations committee shall be comprised of the members of the Vestry whose terms will expire at the next Annual Parish Meeting, together with the Rector who will serve *ex officio* as the head of the committee and any Vestry Members the Vestry may appoint to the committee.

Moved: David Foster

Seconded: Madeleine Gerdes

Passed unanimously

Motion To approve the following resolution which implements the requirements of Article IV, Section 9 of the By-Laws – For purposes of identity verification where required under the bylaws, the Clerk will determine a password and privately communicate the password to each Vestry member.

Moved: David Foster

Seconded: John Heltzel

Passed unanimously

Item of Business #6: Stewardship Policy

Nathan reviewed developing a Stewardship Policy regarding fundraisers, however, after some discussion, it was decided that for now the fundraiser decisions and discussions will continue to be at the discretion of the Rector.

Item of Business #7: Spiders and Starfish

Nathan noted that out of his coaching with the consultant, came some new ideas for moving to a new style of team-based ministry centered around teams sometimes labeled “fractals” because of the way the teams replicate as ministry grows. Nathan mentioned that this style is similar to the ideas presented in the book “The Starfish & The Spider – The Unstoppable Power of Leaderless Organizations.” In a fractal, an Equipper equips 4 other people who are responsible for a particular section of the ministry. Nathan noted they are currently trying this format with a couple of the groups such as the Prayer Team, to see how it works.

There, being no further business, following Good News and Thanks, the meeting adjourned at 9:22 p.m.

Motion: To adjourn

Moved: Jenny Nathan

Seconded: Madeleine Gerdes

Passed unanimously.

Respectfully submitted,
Lavonne Bieber, Clerk