

**Minutes of the Vestry Meeting
St. Timothy's Episcopal Church
September 11, 2006
(Revised)**

Present: David Foster, Nan Fuller, John Harrison, Annett Inacker-Trail, Stephanie Phillips, Bill Shreve, Susan Slakey – *Senior Warden*, Tom Six – *Treasurer*, Lavonne Bieber – *Clerk*, The Rev.'s Nathan Speck-Ewer – *Rector* and Maly Hughes - *Priest Executive*

Absent: Gil Brady – *Junior Warden*, Darlene Frick, Ross Johnson and Tom Stolarik

Guests: Pat McCormick

There being a quorum, the meeting was called to order at 7:19 p.m. after Evening Prayer.

Item of Business #1: Acceptance of August 2006 Minutes

Motion: To accept the August 2006 Minutes.
Moved: John Harrison
Seconded: Bill Shreve
Passed unanimously.

Item of Business #2: Treasurer's Report

Tom reported revenues for August were \$2,345 (3.63%) over budget. Year-to-date revenues were \$18,053 (2.87%) under budget. This is due to pledge revenues being \$4,041 (7.6%) over budget as we received a \$16,000 2006 pledge in one payment. Year-to-date pledge revenues are \$10,641 (2.49%) under budget. Investment income was \$210 over budget. Plate and Holidays was \$765 (20%) under budget and is \$11,706 (39%) under budget for the year. Expenses for August were \$11,112 (15.3%) under budget. Year-to-date expenses are \$14,388 (2.3%) under budget. This is due to Salaries/Benefits (\$1,547), Facilities/Buildings (\$500), Rector Search (\$7,228), Rectory Maintenance (\$939), Rectory Mortgage payments (\$1,935) and Evangelism (\$1,335) all being under budget. Office/Services (\$1,475) and Social Services (\$1,375) were both over budget. Due primarily to a large pledge payment and lower Rector Search costs we ran a \$13,457 surplus versus budget for the month. We had an actual surplus of \$5,334 for the month. We had a year-to-date actual deficit of \$3,183 in the general fund and a cumulative overall surplus of \$21,242 in the general fund. Restricted fund balances were increased by \$17,854 in August. Cash summary, we took in \$23,188 more than we spent.

Motion: To accept the Treasurer's report
Moved: Bill Shreve
Seconded: Susan Slakey
Passed unanimously

Item of Business #3: Play Yard Fence Construction Project

Pat McCormick presented a proposal by Austin Schuh to build a fence for a play yard in the parking lot along side of the Guild Room. Austin will be doing this as his Eagle Scout project. The estimated cost is \$2,964.88.

Motion: To authorize Austin Schuh to proceed with the play yard project at a cost not to exceed \$3,500 using funds from the Ark Fund.
Moved: Stephanie Phillips
Seconded: John Harrison
Passed unanimously

Item of Business #4: Additional Fence by Storage Shed

Pat McCormick presented a proposal to build a fence next to the metal storage shed to store items that do not fit in the shed and are currently sitting out in the open. The estimated cost is \$730.86.

Motion: To authorize Pat McCormick up to \$1,000 from the Mission Fund to build the fence.
Moved: John Harrison
Seconded: Nan Fuller
Passed unanimously

Item of Business #5: Treasurer's Position Update

Maly reported she has asked Sandy Resnick who is a CPA if she would be interested in taking on the role of Treasurer. Sandy will get back to Maly.

Item of Business #6 – Report from Rector

Nathan distributed a document outlining the first chapter of his ministry. The first chapter will take approximately 6 months (see attachment A).

Item of Business #7: Youth Minister

Nathan reported that he will be determining what the responsibilities of the Youth Minister will be. He feels that we need at least a 3-year commitment to build a strong Youth Group. We will discuss further at the October meeting.

Item of Business #8: Stewardship

Nathan reported he will do three (3) sermons in October on preaching and teaching the tithe. Gil Brady will preach on October 22 and Maly will preach on October 29. The presentation of the pledge cards will be done on October 29.

We will hold Town Hall meetings after each service on October 8 and October 15 to help educate parishioners on what issues we will be tackling in the next year. Annett and Nan will draft the slides for the presentation. Susan will schedule the Vestry members to cover all of the meetings.

In addition, we will start including additional information to help educate the parish in the “The Word Weekly” with the financial information. Bill will write the first one.

Item of Business #9: Diocesan Fair Share Update

In Gil’s absence, Bill noted that they are reviewing 4 budget proposals, however, we did not discuss further. Gil will be presenting an update to the Vestry and Delegates at a meeting on Sunday, September 17, to prepare for the deanery meeting regarding the budget on September 20.

Item of Business #10: Gourmet Dinner

Stephanie distributed an updated document outlining the teams, team leaders and their responsibility. The theme is “Into the Future”. She noted that if anyone had questions or needed assistance to please contact her or Madeleine.

Item of Business #11: Rector Bonus

Bill reported that the Vestry agreed to pay Nathan a bonus of \$1,200 if the moving expenses were under \$16,800. Bill reported that the actual cost was \$14,200.

Motion: To authorize a bonus payment of \$1,200 to Nathan and April.
Moved: Bill Shreve
Seconded: Susan Slakey
Passed unanimously

There, being no further business, the meeting adjourned at 9:44 p.m.

Motion: To adjourn
Moved: Stephanie Phillips
Seconded: Annett Inacker-Train
Passed unanimously.

Respectfully submitted,
Lavonne Bieber, Clerk

The following motion was passed via e-mail on September 20, 2006.

Motion: "Whereas, section 107 of the Internal Revenue Code permits ministers to exclude from gross income (in computing federal income taxes) a church-designated housing allowance paid to them as part of their compensation to the extent used for actual expenses in owning or renting a home; and
Whereas, the Rev. Nathan Speck-Ewer is compensated by St. Timothy's exclusively for services as a minister; and Whereas, St. Timothy's does not provide Rev. Speck-Ewer with a parsonage; therefore, it is

Resolved, that the total compensation paid to Rev. Speck-Ewer for calendar year 2006 shall be at least \$26,250, of which \$20,000 is hereby designated as a housing allowance pursuant to section 107 of the Internal Revenue Code."

Moved: Bill Shreve
Seconded: Stephanie Phillips
Passed unanimously

Attachment A

Thoughts about Chapter 1

The first chapter of my ministry is about 6 months.

Goals for the first chapter:

1. I'm loving the people and the people are loving me. That I've gotten to know the people of St. Tim's and am enjoying life in Christ with them.
2. That we've had/are having a Jubilee year, starting with my installation, continuing with some celebration Sundays honoring past Rectors and the people of St. Tim's who joined in their time, and concluding on the Sunday after Labor Day next year, marking a year of ministry together.
3. That our theology of covenant is being advanced in this new chapter.
4. That a strategic planning process or event is nearing/happening/nearing its end—the congregation has caught the vision that God is calling us to see and live into—and now we're ready for the next chapter of life together.

This means I'll focus my time in the first chapter on:

1. *Getting to know, investing in, and loving the people of St. Tim's.* Group visits, meetings, dinners, etc. through the fall and winter.
2. *Preaching and leading worship with excellence.* I'll start with a sermon series on "My favorite Scriptures." This will be a way for the whole congregation to hear my story and meet me.
3. *Encouraging and building the staff.*
4. *Discovering and advancing the covenantal shape of St. Tim's that God is calling us to grow into in a new time.* The core leaders are where I believe God is working to do this. We'll have a dialogue that core leaders are invited to in October to discover and advance our theological shape as a covenant community. (This is theology building, not strategic planning.)
5. *Laying the groundwork with the strategic planning committee so that a strategic planning process will happen in the spring magnificently.* I'll convene this group, "the dream team", next week.

Not priorities in the first chapter:

1. Contemplating or initiating seismic changes in youth, education, communication, staffing, or personnel unless a need or departure arises. I respect staff and lay leaders, the ministry being done here, and the people doing it: I want to learn about it, not change it.
2. Messing with the existing worship services (especially music; an old saying: "when the devil fell from heaven he fell into the choir loft").
3. Casting a vision (I believe that vision is in the congregation, is God's, and it must be caught; I can't cast it until first we find it—and that is where the Vestry, core leaders, and "dream team" come in).

With the Vestry in this first chapter, I want to:

1. Pray for St. Tim's, and what God is calling us to be and do
2. Listen, learn, lead and teach—mutual leadership, learning, and teaching.
3. Advance transparency, communication, good policy, and make quality decisions together.
4. Research, discern, discuss, and decide whether God is calling us to hire a youth minister.