**St. Paul’s Episcopal Church** 

**Vestry Agenda**

Tuesday, November 28, 2023 – 7:00 p.m.

Our Vision

St. Paul’s dares to be an open embracing community; discovering, celebrating, and sharing the Love of Christ. Our Mission

St. Paul’s invites you to a spiritual journey: to love God and your neighbors near and far; to worship, pray and serve joyfully in our community; to strive to become more Christ-like in living out the promises of our baptism that all may know Christ ‘s healing love.

Join URL: https://us02web.zoom.us/j/86483021310?pwd=T1lIVkpqUzhWKy9GaHptNGRPUHhsdz09

| 7:04 PM | Call to order and opening prayer  Present: Fr. Mauricio Wilson, Pamela Buckingham, Frances , Indira Balkissoon, Irene Plunkett, Richard Larson, Digger Lauter, Maura Lane, Brian Stanke |
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| 5  minutes | Additions to and/or Approval of Agenda |
| Approval of Minutes:  [• September 2023](https://drive.google.com/file/d/1adFtDhiHR89vtebks4hY0YI4Hcymg8t3/view?usp=drive_link) -  Amendment to the B&G report: Stained glass window - instead of $5,000 the estimate ranges are from $5,000 - to $14,000 (Edit made PJKB 12-12-23)  Richard, Indira, Unanimous |
|  | **REPORTS** |
| 15  minutes | Financials  • September Financials  Sept - Oct. we continue to be below budget on income and over budget for expenses YTD (End of OCt.) 80% of income compared to budget 2% over on expenses  • Merrill Lynch Report  • Finance Committee - Brian & Fr. M. to discuss a Scope  Reach out to Doug Jensen, Ray Baxter, former Treasurers?  • Investment Committee  • First Draft 2024 Budget  $569k in expenses for 2024  Lots of staff turn-over coming in 2024  Lack of external fundraising is an issue - this is needed to make up the difference  Each year has an ongoing deficit. We expected a deficit of $192K for 2023  Our Assessment is increasing by $5K for 2024, as are our utilities  Richard suggests we spend a lot of focused Vestry Retreat time on this issue, this year. Can the Finance Committee give a close look at this prior to?  Over 2.8 percent increase in overall costs for 2024  We live with the result of St. Paul’s benevolence.  Ramp up music event rentals & a focus on the Arts  Event rentals are coming back slowly  Indira asked to get some planning meetings on the calendar.  Irene noted that there were many new faces at the Requiem & Compline and feels certain about Ben’s vision for the music program. |
|  | Stewardship  • 2024 Giving Campaign  The last report I received was 45 Pledges - about $155K Well short of the goal of 80.  We have 100% Vestry participation - thank you!  We have 175 households - 80 seemed doable. I am concerned, but hopeful.  ` |
| 10  minutes | Buildings and Grounds Report - Richard overall catalog assessment of all the different spaces and aspects of B&G, plus seeking bids for stained glass window repair, as well as the masonry. Water intrusion happens at the edge of the parapets along the roof - water seeps in because they are not sealed. As a result, efflorescence comes through and creates the white chalky dust that is observable on the bricks in the church.  Bay place sign has been painted. Parishioners will re-cement the sign into the ground. |
| 10  minutes | Ministry Action Plan Report - Proceeding apace. Tabulating the results of our conversations and our survey in a readable report with graphs.. A PP Presentation is being prepared for the Vestry Retreat. |
| 10  minutes | Membership and Welcoming - Pam  Cottage Dinners will continue into 2024 - Mirela is doing such a great job!   * Post on the bulletin board   Updated Parish Directory this month  Reaching out to new folks  The Narthex has gotten moved back to the way it was before - how can we assure a new standard set up will be followed? Put things the way I want it & tell Dan. |
| 5  minutes | Rector’s Report:  • Advent-Christmas Schedule  Sunday is ADVENT 1  Lessons & Carols in pale of Evensong  3rd Sunday of Advent - Cookies & Carols after Church in the PH Sunday Dec. 17  4th Sunday of Advent - 4 services  AG will be cleaning & greening on 12/23  Church will be cleaned the week of Dec. 23, after the concerts  8am  10am  5pm  10:30-11pm  10am XMas Day  Office closed 12-26 thru Jan 2  • 2024 Staff Transitions  7 staff transitions in 2024:  Parish Admin  Dan & Elaine leave in June  Joan leaving in 2024  Carolyn  Gary is thinking about moving back to Kentucky  Fr. Christian is retiring after XMas of 2025  • P.A. Job Posting - Vestry comments welcome. Fr. M. wants to post by Dec. 15  • 2024 Clergy Housing Resolutions The IRS allows clergy to set aside part of their salary as non-taxable income as a housing allowance. The Vestry has to approve this each year.  [Carolyn’s](https://drive.google.com/file/d/1HzBE5Rhju5yZdl3PBe3bJQFDnkel_RDG/view?usp=drive_link)  [Mauricio’s](https://drive.google.com/file/d/1Tadlc3n7xm-brt4sOU4111quVS8qr-i6/view?usp=drive_link)  [Fr. Christian](https://drive.google.com/file/d/1C2T11VfDEbprzvu0RKZ8D0baZvc9bzcm/view?usp=sharing)  Richard, Indira , Unanimous  ANNUAL MEETING - Sunday, February 4th. Vestry Retreat Feb. 17th @ the School Library @ 9am  Outgoing: Maura, Fran & Brian are the Nominating Committee. Fran will be the convener. |
|  | **UNFINISHED BUSINESS** |
| 5  minutes | • St. Paul’s Fund-Raising Committee  • Communications Committee |
|  | **NEW BUSINESS** |
|  | [2024 Employee Benefits Policy](https://drive.google.com/file/d/1kDHaWz6RMtrzuy2MAZqENilwCNgJJwNQ/view?usp=drive_link)  [The policy Vestry approved for 2023](https://drive.google.com/file/d/1GIJYZlfYBApkCOuoO1N7Gn1fg6ueTG1_/view?usp=drive_link)  This was approved via email.  Big Day election of the 9th Bishop; please pray for all involved: our Clergy, Maurico, Carolyn & Gary and our Delegates; Paula, George, Jeanette. |
| 8:30 PM | Adjournment |
|  | Next Meeting  Tuesday, December 19 – 7:00 p.m. |

Our Values

St. Paul’s is Joyfully Christ-Centered… We value growth on our spiritual journey as members of the Body of Christ We value our Anglican heritage as an authentic, evolving tradition. We value loving, compassionate service. We value

gratitude and generosity as stewards of all God ‘s gifts. We value everyone and welcome all to find a place to belong in the worship, fellowship and ministry of this parish.

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