

**Minutes of Vestry Meeting of St. Paul's Memorial Church
November 17, 2015**

Members present: Charles Lancaster, Darren Ball, Anne Cressin, Vickie Gottlob, Anne Ribble, Daryl Russell, Lloyd Snook, Lynne Weikart, Stephanie Bolton, Michele Allen

Members absent: Paul Legrand

Staff present: Elaine Ellis Thomas

Parishioners present: Matthew Carter, Lawrence Elliott, Leslie Middleton, Anne Russell

The Senior Warden called the meeting to order at 7:05, and devotions followed.

ACTION:

- The minutes of the October meeting were approved.
- Vestry members signed up to serve as Officer of the Day on Sunday mornings through February. Vickie will e-mail reminders the previous Wednesday and distribute the list.
- The Vestry voted to recommend Lawrence Elliott to the Diocese Committee on the Diaconate as a candidate for the Vocational Diaconate.
- The Vestry will present a welcome basket to our Interim Rector Neal Goldsborough. Contributions should be given to Anne Cressin.
- The Vestry approved the Wardens' recommendation that the Youth Group and Canterbury should each be asked to appoint one member as a liaison to the Vestry. These two representatives would be required to report to the Vestry in April and October about their respective groups' plans, activities, and impact on the parish and the community. They could bring reports and requests to the Vestry at other times as well. The term of service would probably be one academic year. Darren Ball will prepare a written proposal, and Elaine and Darren will consult youth leaders Joe Lenow and Grace Aheron.
- The Vestry voted to adopt the following policies regarding employee health insurance:
 1. The cost sharing supplement will be offered to employees at the following percentages: 90/80/60/60.
 2. Spouses who have access to health insurance coverage through their own employer will not be eligible for the St. Paul's cost sharing supplement. This policy will go into effect for employees making their initial election of spousal coverage as of January 1, 2016.
 3. For 2016, eligible full-time employees who "opt out" of health insurance coverage offered by St. Paul's will be eligible to receive an opt-out allowance to be determined on a year-to-year basis.

DISCUSSION

- Lawrence Elliot talked about the process of discernment of a call to the Vocational Diaconate that he has undergone so far, as well as the training involved. Vocational deacons are not paid and serve at the pleasure of the bishop. Elaine and Anne Ribble, a member of Lawrence's discernment committee, spoke in support of his candidature.
- Matthew Carter reported on the progress of Annual Giving. The 165 pledges received so far total \$449,351. Thirteen of these are new. There are ninety-one potential pledgers who have not yet renewed their pledge. They will be contacted individually, probably by phone.
- Welcoming events for Neal Goldsborough will be held on December 6 and December 9.

- Leslie Middleton reported that the city's Board of Architectural Review has conditionally approved the pollinator garden with the stipulation that the beds be bordered on the front and sides by a low evergreen hedge. The next step is to get a firm bid from the contractor. Groundbreaking could take place in December, with planting to take place in spring and fall of 2016. Financial support can come from the Memorial Garden Fund, small grants, and individual donations. Michele Allen suggested that donors be given a print of Anne Russell's drawing of the garden. It may be possible to use money from the Flower Fund to establish a separate cutting garden.
- With regard to health insurance, Elaine pointed out that the large increases in the amount that employees have to pay to maintain coverage may adversely affect our chances to attract qualified applicants for the position of Rector.
- The Associate Rector reported that she had recently attended a very fruitful weeklong retreat for recently ordained clergy. She will lead an Advent retreat at St. Paul's on December 5 jointly with Marilu Thomas, Associate Rector of Christ Church. The Christmas Pageant, scheduled for December 13, has been simplified to include everyone, even children who have not attended rehearsals, as well as some adults. This is due to the small number of children and lack of parent volunteers. Lynne and Daryl expressed the opinion that such major changes to parish traditions should not be made without advance consultation with the Vestry. Elaine also reported that the Yule Log hunt will take place Sunday, January 3. Epiphany, including the procession of the Three Kings, will be observed on Wednesday, January 6. The Vestry discussed the importance of this tradition in the parish and the possibility of having the Three Kings process again on a Sunday morning during the Epiphany season.
- Junior Warden Darren Ball reported on measures that have been taken to increase security in the building, particularly the Chapel.
- The Senior Warden reported that the gathering of nominees for next year's vestry class has begun. The Vestry Nomination committee consists of Daryl Russell, Charles Lancaster, Paul Legrand, Darren Ball, Anne Cressin, and Stephanie Bolton.
- Treasurer Lynne Weikart distributed statistics based on parochial reports since 1998, showing an overall decline in attendance, number of pledgers, and baptisms, with marriages holding steady and burials increasing. She encouraged all Vestry members to attend the meeting at 6:00 on December 8, when a balanced budget for 2016 will be formulated. This budget could be changed in January because of late December contributions and pledges. Lynne will distribute to the Vestry a document explaining Dedicated Funds, with a proposal to consolidate or eliminate some of them.

After concluding devotions, the meeting adjourned at 9:20 p.m.

Respectfully submitted,
Vickie Gottlob, Register