

Minutes of Vestry Meeting of St. Paul's Memorial Church
April 19, 2016

The meeting was called to order at 7:00 p.m. by Senior Warden Darren Ball. Chaplain Anne Cressin led opening devotions.

Present: Darren Ball, Michele Allen, Michele Claibourn, Anne Cressin, Peter Dennison, Vickie Gottlob, Paul Legrand, Jeannie Long, Anne Ribble, Bob Sayler, Lloyd Snook, Lynne Weikart.

Staff present: Neal Goldsborough, Elaine Thomas, John Reid

ACTION

- The minutes of the March meeting were approved with an addendum about vestry approval of the Community Ministry Portfolio as prepared by the Rector Search Committee.
- The Vestry appointed Lynne Weikart, John Reid, Paul Legrand, Michele Claibourn, and Lloyd Snook to prepare a Performance Management Report showing statistical trends in the parish (attendance, pledge revenues, staffing, etc.) for the last 15-20 years, along with comparable statistics for the Episcopal Church nationally. No deadline was specified.
- The Vestry appointed Peter Dennison, Jeannie Long, Anne Ribble, and Anne Cressin to organize the "parking lot" comments received at the Search Committee Focus Groups. (These comments concern parish life but are not directly relevant to the questions posed in the Focus Groups.) The committee is to report back at the May meeting of the Vestry.

DISCUSSION

- Treasurer Lynne Weikart presented her report, noting that 30% of projected revenue for 2016 has been received by the end of March, and that expenses are as projected. St. Paul's has received 25% of the \$10,000 budgeted for Skinner Alumni donations.
- Senior Warden Darren Ball reported that the Search Committee will repeat its Adult Forum presentation on May 3 at 9 a.m. The Finance Committee worked hard to come up with an appropriate salary range for the Rector to be included on the Community Ministry Portfolio, based in part on information about the compensation for similar positions in the area. Darren pointed out that our church must grow or major changes will have to be made. We should be hopeful while acknowledging the necessity of taking a hard look at the Operating Fund and salaries as we budget for 2017.

The Vestry had previously decided to ask the Youth Group and Canterbury to appoint correspondents who would report to the Vestry at the April and October meetings. Darren, Bob Sayler, and Daryl Russell will meet with these groups to communicate our continuing interest and support before the Vestry's May meeting.

The April 17 Adult Forum on the new elevator was well received, and the relevant information will be disseminated to the parish through the bulletin boards and an article in The Beacon.

On Graduation Sunday (May 22), the 8:00 a.m. service will be held in the nave, and coffee and juice will be provided in front of the church.

We need to begin working on plans for the fall Annual Giving campaign.

- Junior Warden Peter Dennison reported that he will be researching the possibility of linking with Arcadian Wind Farm for electricity. He also plans to contact the city about creating an additional handicapped parking space on Chancellor Street and two more Sunday spaces on University Avenue. He plans to begin publicity for a Planned Giving campaign in May. A speaker from the Episcopal Church Foundation will be scheduled for an Adult Forum early in the fall. We should be able to produce a new Parish Directory by Advent.
- Interim Rector Neal Goldsborough reminded the Vestry that, while we face challenges common to parishes throughout the Episcopal Church, we have exceptional resources. There will be natural grief attendant on the changes that must come. Neal advised that we must seek a rector who is a visionary and capable of leading a capital campaign. Several vestry members recommended that Neal share his insights with Christie Thomas of the Search Committee. Paul Legrand recommended that we study the roots of the success of parishes such as St. Stephen's, Richmond.
- Associate Rector Elaine Thomas reported six confirmations and four receptions at the Easter Vigil. Total attendance for the Easter services was the same as last year, with 40 fewer at the Vigil. The Stations of the Cross have elicited much interest and will remain in place until Pentecost.

One 6th grader attended the Shrine Mont Youth Weekend; 4 or 5 8th graders are expected to attend in May.

On April 24 there will be a two-part retreat for youth on Faith and Sex facilitated by Emily Rutledge of Church of Our Saviour. The program is divided into a middle school session and a high school session, and parents will participate.

The end-of-year graduation party for Canterbury is on Tuesday, May 3, at 7:30 p.m. Vestry members are encouraged to attend.

Joe Lenow will be leaving our youth ministry leadership at the conclusion of this program year. Grace Aheron is also leaving, and she has offered to help orient a successor through the end of 2016. We are currently in discussion about the best way to move forward with both of these programs.

Elaine is looking for replacements in a number of lay leadership positions in the parish.

We will share our parish weekend at Shrine Mont with some families from Trinity Church.

Elaine also reported that she is not submitting her papers as a candidate for Rector, as she feels a clear call to her current position.
- Parish Administrator John Reid reported that the Skinner Scholar selection process is under way, and that \$170,000 will be awarded for next year to approximately 25 continuing and 10 new scholars.

John also clarified our parking lot agreement with the bank. We have the right to bank spots on Sunday, but not on Saturday. We may also use the bank spots after business hours until 10 p.m. A possible solution for Saturday weddings would be to rent the entire lot.

John suggested that we draft a letter of agreement for a new rector before the interviewing process begins, detailing expectations for salary, vacation time, health insurance, and timely and regular mutual ministry review, beginning at the end of the first year of employment. The Vestry agreed to this proposal.

The meeting adjourned with prayer at 8:50 p.m.

Respectfully submitted,

Vickie Gottlob
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