

**Vestry Minutes**  
**The Church of St. Michael and St. George**  
**6345 Wydown Blvd., Clayton, Mo. 63105**

**August 15, 2019**

**Vestry Members in Attendance:** The Rev. Andrew Archie, Betsy Douglass (*Sr. Warden*), Ian Hagemann (*Clerk*), Bruce Springer, Craig Anzilotti, Ian Mackey, Harrison Heil, Stephanie Nash, Mary Ann Cook, Betsy Panke (*Jr. Warden*), Bruce Springer, Lulu Stribling, Joe Freund

**Clergy Assistants in Attendance:** Fr. Tom Albinson (*Asst. Rector*)

**Guests:** Alexis Posnanski (*Stewardship and Giving*), Mike Zaccarello (*Treasurer*), Sam Panke (*Strategic Planning*)

**Vestry Members Not in Attendance:** McKay Mills, Jan Jacobi, Todd Glass

**Attachments/Handouts:** Vestry Agenda; Minutes from June 20, 2019; Vestry Stewardship Statements; Summarized Analysis of Revenue and Expenses; Sunday Service Attendance Figures; Financial Report; Stewardship 101; Pledge Pyramid; Statement on Conflict of Interest; Senior Warden's Report

**Proceedings:**

The meeting was called to order at 7 p.m. by Fr. Archie, who promised to end the meeting at 8:45. Each member of the Vestry gave thanks for events in their life.

*Strategic Planning*—Sam Panke reported that the internal group has been holding focus groups (announced in bulletins and Great Hall), and has been talking with church staff. The external group is interviewing other Episcopal churches (Dallas, Memphis, New Orleans) to learn what is working and not. Strengths mentioned at focus groups have included the program, traditions and preaching. However, we may not be perceived as welcoming in the community, which dissuades new members. There are concerns about financial transparency and about building maintenance. They are going to develop a SWOT analysis (strengths, weaknesses, opportunities and threats). A questionnaire is envisioned for September 2019.

*Financial Report*—Mike Zaccarello, Treasurer, indicated that the Finance Committee met today at noon. RubinBrown (auditor) were present to make their report on our 2018 books. Management at CSMSG were noted to have cooperated with the review. It is done on a modified cash basis, so it includes depreciation, which we don't typically do in our internal reporting. They carried out a Benford's Law analysis, which can identify fraud in numerical data, and found nothing of concern. We have been asked to segregate duties, but given the size of our staff, we can only take mitigation measures.

This is a common citation for small organizations. A copy of their report will be placed in the Library.

2019 Revenues of \$1,648K trailed budget by \$40K but exceeded 2018 actual by \$111K, attributable largely to an increase in Bequests/Gifts, but mitigated by lower pledge income including from the mid-year appeal.

A question was asked as to how the Church can stay solvent, if it fails to make budget year over year. The answer is that donors do eventually step into the gap.

A motion to approve the report was made, seconded and adopted.

*Stewardship Report*—Alexis Posnanski showed Stewardship 101, an overview of “her world”. The funding pipeline starts from event attendance and volunteerism and progresses through lower-level gifts, annual gifts, major gifts and principal gifts, which can be made during life or after. On the ladder of effectiveness, person-to-person is the most effective. Much of the time, people just haven’t been asked for money.

On our pledge pyramid, we can see facts that are sobering, but not unique to us. Twenty parishioners out of 335 contribute \$600,000. If we lose even one of them, we have trouble compensating. 70% of the money comes from those over age 60. The mid-year appeal brought in \$39,000.

This year’s campaign theme: **“Together We Give.”** Ian Hagemann will be the chair. The session on “where the money goes” will be October 13. Each vestryperson is asked to identify three or four canvassers, who will be assigned four parishioners to call upon (preferably in person).

A question was asked about gift envelopes, and the possibility of having tokens (“I tithe”) to place in the plate. The Vestry considered and signed the new Vestry Stewardship statement, which had been unchanged for ten years and may have been becoming a bit stale. The statement now acknowledges the tithe but is more nuanced about what it means in today’s world. It is hoped that testimonials will mention the idea that “first fruits” mean that one’s largest gift goes to the Church.

*District V Report* (Mary Ann Cook): This was a lovely event and we could consider hosting one. Two “best practices” among others were to hold a family service, and for clergy to offer prayers at a table in a public place (e.g., Starbucks).

*Rector’s Report*: Andrew will go to Britain for the annual St. Alban conference next week, and will preach in Rhode Island by invitation on Labor Day weekend. These opportunities help to prevent burnout and are very much valued. The Vestry signed the Statement on Conflict of Interest.

*Senior Warden's Report* (Betsy Douglass)—There was a celebration for Lew Shepley, Ernie Clarke, Nick Clifford and Ralph Lewis, who served the Shelter Ministry for 30 years. Bill Wallace has taken over the reins. Jane Fisher is turning over Children's Education to Mary Beth Tipton as the school year begins. Timothy Chapman (youth minister) has left and will be missed. The Vestry Christmas party will be December 8. The Nicaragua dinner will be hosted by Betsy D. and catered by the Vestry on September 15, and a paper was circulated for signups.

*Junior Warden's Report* (Betsy Panke)—Betsy met with Carol Rosales to ask if there are ways that she can marshal resources to help with jobs around the Church. Email Betsy P. if interested in joining this group. In our large corporate church, we are used to having staff do much of the work. Betsy has taken the columbarium on as a project. There are 150 niches left, which represents a revenue source (\$7,500 per niche, half tax deductible). She proposes reminding the parishioners using a table in the Great Hall. A question is asked about LED lights. We have them, provided by Ameren because that was cheaper than building a new power plant.

**Approval of Minutes:** Moved, seconded and approved.

**New Business:** For young adults, Joe Freund has finally succeeded in organizing a service project on 9/21 at EarthDance Farms, the oldest organic farm west of the Mississippi.

**Upcoming dates:** The Vestry dinner (purchased by donors at the Nicaragua auction) will be September 15. Next Vestry meeting will be Thursday, September 19, 2019.

Adjourned at 8:20 p.m. with the Lord's Prayer.

Respectfully submitted,  
Ian Hagemann, Clerk of the Vestry