

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

**Tuesday, March 3, 2020**

**Vestry Members in Attendance:** The Rev. Andrew Archie, Craig Anzilotti, Betsy Panke (*Jr. Warden*), Lulu Stribling, Joe Sheehan (*Sr. Warden*), Mary Ann Cook, Stephanie Nash, Bruce Springer, Ruth Ezell, Jan Jacobi, Carl Eichenberger, Todd Glass, Kate Harris

**Clergy Assistants in Attendance:** Fr. Peter Speropulos, Fr. Tom Albinson

**Guests:** Alexis Posnanski (Stewardship and Giving); Mike Zaccarello (Treasurer); Laurie Brown (Fellowship); Tom Horlacher (Strategic Planning)

**Vestry Members Not in Attendance:** Ian Hagemann (*Clerk*); Todd Glass; Ian Mackey

**Attachments/Handouts:** Vestry Agenda; November Minutes; January Minutes; November and December 2019 Sunday Attendance; January 2020 Sunday attendance; Proposed 2020 Budget; Church of St Michael & St George Strategic Plan Summary for the Parish.

**Proceedings:** The meeting was called to order by the Rector at 7:00 p.m. Fr. Tom was asked to lead the group in prayer:

*Almighty God, who in thy wrath didst lend a plague upon thine own people in the wilderness, for their obstinate rebellion against Moses and Aaron; and also in the time of King David, didst flay with the plague of Pestilence threefold and ten thousand; and yet remembering thy mercy did save the rest; Have pity upon us miserable sinners, who now are visited with great sickness and mortality; that like as thou didst then accept of an atonement, and didst command the destroying Angel to cease from punishing, so it may now please thee to withdraw from us this plague and grievous sickness, through Jesus Christ our Lord. Amen. (The Book of Common Prayer, 1662)*

Each member gave thanks for events in their life.

**Announcements:** The Rector announced that tickets to the consecration of the new Bishop would be made available to the parishes. E-mail Marlene if interested in a ticket. The Bishop will be at CSMSG on April 25 for confirmation. The Rector will be leaving for Madrid followed by a stay in London.

**2020 Budget** (Mike Zaccarello):

*a. 2020 budget approval*

New ideas about how the budget should be presented have surfaced in the past few months. Vestry members have suggested using a functionalist approach which would allocate clergy expenses to ministries. The budget proposed this evening is the traditional budget. It indicates the percent of change allocated in each expense item. It is a break-even budget with expected revenues equal to budgeted expenses of \$2,944,4377. Revenues are expected to increase 5.9% over 2019 revenues. Expenses are budgeted at 5% over 2019 expenses. The 2019 deficit was \$25,710. Following discussion of the proposed new budget format, the Vestry was asked to approve the budget in its traditional form.

Further examination of clergy compensation as approved at diocesan convention is necessary. The diocesan report gives median and average salaries as well as the range making it difficult to see where we fit in. The resolution encourages congregations to pay above the recorded levels and several Vestry members spoke to needing to pay our clergy above the median and mean.

It was moved (Panke) and seconded (Stribling) that we accept the budget as proposed by the Treasurer. It passed unanimously. Discussion continued with a question about whether the proposed budget would cover the cost of hiring a new business manager. The search consultant has identified three candidates for the position. The work that has been done by the strategic planning committee to write job descriptions and an operations manual should make the position attractive to good candidates.

*b. Discuss new budget form*

Vestry members are working on a new budget format which will transition to the format currently used by the Diocese. The new format will aim to better measure the time and energy of clergy and staff. Additionally, there will be more information on how we are allocating resources and whether resources go to the right places. Interviews with clergy will help to establish a baseline. The new format will unfold over a period of time.

*c. Diocesan contribution: request and impact*

The Diocese's annual request is for 15% of everything the church takes in. This is to include all gifts, pledges and the endowment revenue. Based on 2019 revenue, the diocesan request for 2020 would be \$423K. Instead we will give \$192K. The reasoning is that we can control pledged income while other gift income is less certain. In a financial downturn, such as that in 2008, unpledged donations and income from the endowment will be lower. The church has committed to 10% of pledged income. We give approximately \$60K more than other churches. This does not reflect our feelings towards the Diocese but is what we can afford.

One approach to the request is to ask in what way we can best help the Diocese. The answer is that we must grow our congregation. Giving more to the Diocese will negatively impact what we are trying to do at our church. 10% is tithing, what we are all asked to do.

*Strategic Planning* (Tom Horlacher) The Church of St Michael & St George Strategic Plan Summary for the Parish was handed out to the Vestry. These 12 pages/slides describe the planning process and the primary 5-year goal of increasing spiritual formation at our church and 7 recommendations for accomplishing the goal. It will be posted on the website. A final page lists the seven priorities approved by the Vestry as the 2020–2025 Strategic Plan. Vestry members suggested editing and formatting changes. Discussion followed with questions about specific recommendations. The Church + Day School recommendation should focus on strengthening the relationship between the church and the school. Parishioners who are not involved with the school and know little about it are likely to require at a minimum that the school include a spiritual focus. One suggestion would be to use the book *The Spiritual Child* as a guide. Vestry and clergy have formed a committee to begin these discussions.

This document is the official hand off from the Strategic Planning Committee to the Vestry. It is what the Vestry approved at the retreat. Now the committees recommended for each of the seven priorities should begin to meet. Each committee has Vestry members and strategic plan members recommended. Committees should reach out to parishioners to serve on these committees, particularly to recruit younger members of the church. The survey identified the interest of the parish in being more engaged in the church. These committees can provide that engagement and become a means of marketing the plan.

Approval of Minutes for November 21, 2019 and January 19, 2020 Vestry meeting: It was moved (Eichenberger) and seconded (Stribling) that the minutes be accepted as submitted. The motion passed unanimously.

**New Business:** None

**Applause and Apologies**

**Upcoming Dates:** The next Vestry meeting is Thursday, April 23, 2020.

The meeting was adjourned at 8:10 p.m. with the Lord's Prayer.

Respectfully submitted,  
Mary Ann Cook

*Clerk's notice: This meeting took place, and the minutes were recorded, before restrictions related to the COVID-19 pandemic were imposed.*