

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

Tuesday, November 24, 2020

Vestry Members in Attendance: The Rev. Andrew Archie, Ian Hagemann (*Clerk*), Betsy Panke (*Jr. Warden*), Bruce Springer, Harrison Hagan Heil, Jan Jacobi, Lulu Stribling, Mary Ann Cook, Joe Sheehan (*Sr. Warden*), Ruth Ezell

Clergy Assistants in Attendance: The Rev. Tom Albinson

Guests: Laurie Brown (*Parish Life*), Alexis Posnanski (*Stewardship*), Mike Zaccarelo (*Treasurer*)

Vestry Members Not in Attendance: Carl Eichenberger, Todd Glass, Ian Mackey, Kate Harris, Stephanie Nash, Craig Anzilotti

Attachments/Handouts: Vestry Agenda, Vestry Minutes 10-29-20, Treasurer's Report, Average Sunday Attendance, Revenue and Expenses, Parishioner Proposal Form and Procedures, Ministry of Racial Reconciliation (Oversight Team and Vision & Purpose)

Proceedings: The meeting was convened by the Rector at 5:30 p.m. on Zoom, in-person meetings being impossible due to the coronavirus pandemic. Fr. Tom gave the invocation and each person gave thanks for events in their life.

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Financial Report: See separate report. Considering the year's events, we can be satisfied. With the assumption of the forgiveness of the PPP loan, we are projecting a loss of approximately \$30K for the year, \$92K favorable to 2019, favorable to budget. YTD revenues are \$2.142M. Expense increases over 2019 continue to include \$151K related to less offset from infant operation collections. The balance sheet continues to strengthen. Net asset position was \$14.1M at the time the report was prepared, vs. \$14.5M at end of December 2019. The market continues to increase. Our challenge will be to develop an achievable 2021 budget, which is being worked on actively.

The Sr. Warden recalls the idea, raised at the February retreat, of developing a line-item, functional budget rather than a revenue and expense category budget. This will be part of the presented budget.

A question is asked about whether the ministries can be brought into the main budget table. In answer, some ministries are included—youth, adult education. Other ministries collect funds separately and are therefore listed separately. This approach was instituted in the time of Ed Salmon.

The report is adopted unanimously.

Stewardship Report: A short gratitude video will come out on Saturday. Today we have 199 pledges (39 fewer than last time) but \$1.244M committed, which is \$120K more than last year. Of these pledges, 15 are new and 110 are increased. Fifteen or 16 top donors have not yet committed, which would mean \$250K more. We have already received \$200K. \$180K must still come in to wrap up 2020 Stewardship. The Committee plans to use emails as a soft nudge to those who have not pledged, in lieu of a phonathon.

Parish Life Committee Report: A concern of this committee has been how to improve the connection between the Vestry and the pews. Before St. Michael's Day, the committee met with the Strategic Planning committee. A Parishioner Proposal form has been developed (in the interest of time, please email any questions). The purpose is to help ideas bubble up while balancing this with the question of who will do the work beyond the staff (accountability). This will include guilds, inreach and outreach ministries. Depending on the proposal, clergy input may or may not be needed—Fr. Tom being the point person to help determine this.

In a separate item, we have a new Ministry of Racial Reconciliation, which will be up and running after this meeting. In 1984 the Diocese set up its Commission on Dismantling Racism. The Episcopal Church has played a foundational role in the manifestation of racism in the United States, sadly. CSMSG has not had a formal outreach to efforts for racial reconciliation. The George Floyd event has catalyzed the formation of a new ministry, which has been approved by the Rector and is now presented to the Vestry for its assent. This will be an umbrella organization for efforts already ongoing, for example the Faithful Generations effort to take a course on racially informed Bible literacy via Nashotah House, and potentially new efforts.

A question is asked about whether establishing dialogue is part of the vision of this group—as this is one stated purpose of the Diocesan group. How can one do racial reconciliation without being in relationship with the Black community? The answer is that this document is not intended to commit to specific activities in that way, and the individuals to have that dialogue would have to be identified. In further questions, it is noted that the language of the Diocesan effort is stronger. If we don't say it, we won't do it. Some discussion ensues. The Rector notes that by canon, the Rector does have oversight of the program of the church.

Rector's Report: This is a trying time to do anything, whether school, restaurant, broadcasting or what have we. The staff have done a great job of trying to touch as many lives as possible under these difficult circumstances. We had come up with a Christmas Eve and Day plan with live animals, but no communion, and then indoor services at 6 and 10. The Bishop has prohibited indoor liturgies. Assuming that this continues, we will have three outdoor services at 4, 6 and 11 Christmas Eve, outdoors. If rainy, there will be a tent over the altar. If snowy, we will all rejoice. Thursday is Thanksgiving Day and a service will be celebrated on the playground at 10 a.m.

Senior Warden's Report: We have seen great challenges and we can give thanks for coming through this period stronger (perhaps) than when we came into it. Thanks to the staff and to all those who have stepped up. The retreat is being planned—clearly, it will be different from in the past. Please give the Warden any feedback on the Vestry, what can work better, what we should put on the agenda. Some Vestry nominations have been received. The budget is being assembled. There is always discussion of our contribution to the Diocese. The best way we can contribute is by increasing our footprint and our pledges.

Junior Warden's Report: Have you seen the beautiful wood in the sacristy? As it happens, termites were discovered during organ tuning. Pest control should be there tomorrow morning.

The Rector observes that this is a reminder that the organ is not improving. Two large donors have expressed interest, but have not committed.

Approval of Minutes: Minutes from the October meeting were presented and, there being no discussion, were adopted unanimously.

New Business: None.

Upcoming Dates: The Annual Meeting is scheduled for January 24, 2021
The meeting was adjourned at 6:45 p.m.

Respectfully submitted,
Ian Hagemann, Clerk of the Vestry