

Vestry Meeting

December 17, 2019

Ama Couch called the meeting to order and asked for approval of the minutes of the November meeting. Leonard Ferrand made the motion, and CaroleAnne Padgett seconded it. Approved by voice vote.

Meditation: Ama Couch.

Interim Rector's Report: Dean Taylor

It is now officially known that Linda Thomas, our Director of Communications, will be retiring soon. In preparation for that, Ama Couch, Anna McHarg, Genna Bailey, and Rev. Michelle Ortiz are working on updating job descriptions with an eye toward the possibility of having a Parish Administrator and a Communications Director. Interviewing will begin in January.

The staff is adjusting to the new Lay Employees' Handbook, especially the need to track the Sextons' hours more carefully.

Michelle Ortiz will be officially promoted to Associate Rector, reflecting the huge responsibility she has assumed during and before the transition. In addition to being the family minister and a part of the preaching rotation, she is doing 90% of the pastoral care. The new title is thus an indication of our appreciation for a job well done.

With some recent changes in personnel the salaries of the administrative staff will total \$719,300 for the coming year. In 2019, the total was \$722,600. This makes it possible to give the staff a small (3%) raise, which is the first since 2016. Dean will give them the good news now, which should be a morale booster and a nice Christmas present. Passed by voice vote; no motion needed.

Dean would like to appoint Alex Gonzalez as liaison to the Vestry on behalf of the Hispanic Ministry. Approved by voice vote.

Ama is pursuing a person to act as scribe to the Vestry, and hopes to have them in place in January. She pointed out that serving as scribe is an excellent way to learn how the vestry works and prepare to serve as a vestryperson eventually.

Treasurer/Finance Report: Gary Dunsmore

At the end of November, there was a \$220,000 deficit. If all pledges are paid in full, we will have a \$10-12k deficit at the end of the year. Historically the December collections have been large and we hope for that this year also. In November, \$9,000 was transferred from restricted funds. Parish giving and total collections are almost perfectly flat from the previous year.

There being no new or old business to take up, the meeting was adjourned.