

St. David's Episcopal Church Vestry Meeting

November 19, 2019

6:30 pm Bethany Room

**Opening prayer:** Singing of "The Church's One Foundation"

**Lay Employees' Handbook**

Linda Puckett reported on the development of a new version of a Lay Employees' Handbook for the church. She and her committee have researched appropriate labor laws and rules of the General Convention and the Diocese. The new handbook will include all applicable provisions for our staff. It is essential that our church comply with these provisions to ensure that employees' rights are protected. Most current practices will continue unchanged. The Vestry voted to approve implementation of the draft plan, which is not yet complete. Further review will take place in March 2020. Ama Couch made the motion, Leonard Ferrand seconded it, and it was passed unanimously.

**Check-ins**

**Acceptance of minutes of October meeting.** Motion by Leonard Ferrand, seconded by Anna McHarg, passed.

**Meditation Lia Bertelson**

**New Business**

The vestry approved the development of a web portal for our preschool, which will allow parents to pay fees online and to exchange information with teachers. There is no cost for the development of the portal. Once launched, preschool families will pay \$15/year as a part of their registration fees. This will slightly increase the work load of Carolyn Powers, the preschool's financial manager, but she is not concerned.

Motion by Ken Harris, second by CaroleAnne Padgett. Passed

**The Vestry went into Executive Session to discuss the compensation of the new rector.**

The Vestry agreed to support the request/recommendation of the Search Committee to publish a salary range (including SECA) of \$170,000-\$180,000 on the OTM for prospective rector candidates .

**Interim Rector Update**

The Annual meeting will be held on December 15<sup>th</sup> at 9:15. There will be two services only (7:45 and 10:30) on Dec 15<sup>th</sup> and 22<sup>nd</sup>, and Jan 5<sup>th</sup>. On Dec 29<sup>th</sup> there will be one service at 10:30.

The next Vestry meeting will be held on Dec 17<sup>th</sup> at CaroleAnn's home and will include the new vestry members.

During January and February, Dean will have a series of lessons on Genesis and Exodus in the Rector's Forum.

Dean is looking at a reconfiguration of the Vestry structure, and some possible staff changes.

## **Senior Warden Update**

Stewardship Pledges are due by November 24<sup>th</sup>. One week later, canvassers (to include members of the vestry) will begin to contact parishioners who have not pledged to encourage them to do so.

Annual reports of ministries are due December 6<sup>th</sup>, and vestry members should contact ministry heads to check in and remind them.

## **Junior Warden Update**

The new cross is now in place in the Memory Garden.

A Building and Grounds Committee has been formed and has created a protocol for anyone who wants to make changes on the campus. All changes will have to be approved by the committee.

Members are being sought for a Friends of the Memorial Garden group, which will do long-term planning and provide maintenance for the garden.

## **Nominating Committee**

Work is well underway on the Parish Profile and a document for the Office for Transition Ministry. When they are ready, a special Vestry meeting will be held to approve these documents. That done, we hope to begin the search process in early January.

## **Treasurer's Report**

At this time Parish Giving is somewhat under projections, but this usually changes around Christmas. Total collections are almost perfectly flat from 2018 to 2019.

## **Finance Committee**

The preliminary Budget was presented. Will not be finalized until all pledges are in. There are still 164 people who pledged in 2019 that have not yet submitted their 2020 pledges.

## **Old Business**

The candidate we sponsored for the priesthood was not approved at the diocesan level.

Voting will continue on November 24<sup>th</sup> for new vestry members. When votes are counted, Dean will contact all candidates and give them the results. The public announcement will take place at the Annual Meeting. Also new Senior and Junior Wardens will be announced then.

A closing prayer was offered by Rev. Michelle Ortiz.

## **New Business:**

The Vestry approved by e-mail vote on 12/8 the election of Leonard Ferrand as Senior Warden and Kristen Acker as Junior Warden for the 2020 calendar year. Ama Couch motioned, Ben Bailey seconded, and all voted in favor.