

## **Vestry Minutes—Church of Our Redeemer**

Wednesday, November 18, 2009 – 7:30 pm

Handley Library, Church of Our Redeemer

**Attendance:** The Rev. Kate Ekrem (Priest-in-Charge), Connie Parrish (Sr. Warden), George Murnaghan (Jr. Warden), Jim Neumann (Ass't Treasurer), Dinesh Dulipsingh (Treasurer), Janet Kern (Clerk), Randy Bowlby, Erica Brotschi, Jed Geyerhahn, Sandra Keshishian, Lindsay Koso, Peter Lund, Jack Manes, Katherine Mirani, The Rev. Sabeth Fitzgibbons.

**Opening:** The meeting was called to order at 7:30 pm by Kate Ekrem; We began with prayer using stones placed on our small finger labyrinth.

### **Approval of Minutes:**

A MOTION was made and seconded to approve the minutes from the Vestry meeting of November 4, 2009. The motion was approved unanimously.

### **Budget Meetings: Christian Formation and Personnel.**

Christian Formation Budget: (Sabeth Fitzgibbons)

Sabeth presented her budget request for 2010 that was only slightly higher than that which was approved for 2009. It was noted that expenses to date for Christian Formation were only 60% of the 2009 budget. This was largely due to planned Adult Formation programs that did not materialize over the year.

The 2010 budget request reflects an increased commitment to the nursery, including 3 paid staff. Other line item requests were decreased in comparison to 2009 budget, but still represent an increase in what was actually spent for these items in 2009.

Personnel Budget: (Jack Manes)

Kate and Sabeth excused themselves for the personnel budget discussion.

Jack presented the budget recommendations for our Priest-in-Charge, Kate Ekrem. The vestry also discussed how to demonstrate in 2010 the commitment we made to the Priest-in-Charge regarding assuming 100% of rectory utility bills over three years. We discussed the relative merits of reimbursing percentages over time vs. simply paying the annual water & sewer bill next year. No decisions were reached, and the discussion had to be tabled due to time constraints.

Kate rejoined the meeting for the remaining personnel budget recommendations including clergy and lay staff. Sabeth rejoined the meeting for budget recommendations for lay staff.

Personnel Committee also presented budget requests for Travel/Hospitality/Professional Fees, Continuing Education, and Diocesan/Ecumenical Activities.

### **Vestry Liaison Reports: Music and Mission.**

Erica is the liaison to both the Music and Mission Committees. Both Committees had just recently visited vestry with their 2010 budget requests and had updated the vestry with their current concerns. Therefore there was not much new to report. It was noted that the topic of most concern to the Music Committee is the state of the organ, and vestry has already taken recent action to fund a study.

### **Nursery Safe Church Policy for approval**

A MOTION to approve the Nursery Safe Church Policy as developed by the Nursery Ad Hoc Committee and distributed at the previous meeting - was made and seconded. The motion passed unanimously with thanks to the Nursery Ad Hoc Committee for their excellent work.

### **Final Report of Nursery Ad Hoc Committee**

Jack reported that Ad Hoc committee worked extremely well, and now it's time to establish a permanent nursery committee, and find leadership. Laura Kelley is our new nursery caregiver; she comes to us with a great resume as an elementary school teacher who is working on a Masters degree in Early Childhood Education.

### **Revision of Sabeth's Letter of Agreement**

The Personnel Committee has re-written the Letter of Agreement so that it is an agreement between Sabeth and Kate, as our new Priest-in-Charge.

MOTION was made and seconded to approve Sabeth's Letter of Agreement; the motion was approved unanimously.

### **Motion for continuing giving Amazon proceeds to youth ministry**

MOTION was made and seconded to direct Amazon.com proceeds to the Youth Ministries fund to support the current J2A class pilgrimage; the motion was approved unanimously.

Moving expenses for Kate were \$1200 over original budget. George reported that every attempt had been made to work with the moving company to reduce the costs as much as possible, and this was the best that could be done. MOTION was made and seconded to approve an increase in the authorization for Kate Ekrem's moving expenses to \$4700; the motion was approved unanimously.

### **Approval of 2007 and 2008 Audit Response and 2009 Audit Committee**

MOTION made and seconded: That Vestry has reviewed the Fiscal Year 2007 and 2008 Audit Committee findings and approves the responses to these audit findings proposed submitted by Finance Committee; the motion was approved unanimously.

MOTION made and seconded: That Vestry approves Peter Koso, Allen Olsen, and Charlie Coons as members constituting the 2010 Audit Committee, to review church accounting for Fiscal Year 2009 and submit their findings to the Treasurer and Finance Committee no later than September 30, 2010; the motion was approved unanimously.

### **Vestry approval of Annual Meeting date**

MOTION was made and seconded to schedule Annual Meeting for January 31, 2010; the motion was approved unanimously.

**Vestry Retreat discussion:** Continuing vestry members tentatively agreed to Feb 6<sup>th</sup> as the date for their winter retreat and indicated that they would like to contact Jo Barrett to see if she would facilitate again. Jo had facilitated the vestry retreat in September.

**VPD Announcement:** Be sure to check your mail for letter and pledge cards.

**Acknowledgements** – non-vestry members Sally Zimmerman, Claudia and David Cooper, Russ and Paula Antonevich, Susan Burkhardt, Frank Kern and the clergy for their help in hosting, scribing and facilitating Stewardship cottage meetings.

**Closing Prayer** – A prayer from the New Zealand Prayer book was used to close the meeting.

The meeting adjourned at 9:04 pm.

Respectfully submitted,

Janet Kern, Clerk