

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

Wednesday, December 2, 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), Janet Kern (Clerk), Randy Bowlby, Erica Brotschi, Sandra Keshishian, Lindsay Koso, Peter Lund, Jack Manes, The Rev. Sabeth Fitzgibbons.

Absent: Jed Geyerhahn, Katherine Mirani, Dinesh Dulipsingh (Treasurer)

**Opening:** The meeting was called to order at 7:35 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 previously distributed for review over email from the Vestry meeting of November 18, 2009. The motion was approved unanimously.

### **Priest-in-Charge Report (Kate)**

Kate reported that she is continuing to learn about the parish, and observed that we have an active, engaged church, where sometimes the nitty-gritty needs more attention – e.g., stewardship, planned giving, property. She is trying to learn more about how things have been done before: stewardship, blue book, capital campaigns, etc and is considering pulling together former wardens as an advisory group.

### **Vestry Liaison Reports: (Kate)**

Pastoral Care Report: The Pastoral Care team is evaluating what the appropriate level of pastoral care for the homebound by clergy; is twice/year enough? Are there other ways that lay people can be more connected?

Worship Committee: After meeting with large group, it is clear that everyone has strong opinions about worship; there are lots of cradle Episcopalians and some that aren't. Interesting perspectives on worship and children as well as quiet time before the service. Currently the committee is not trying to find concrete solutions, but just trying to understand values and shared values. At next meeting in January, next steps will be discussed.

### **Cottage meeting highlights: (Connie)**

Connie reported that there were 2 – 6 attendees in addition to host, scribe, and clergy at each of six cottage meetings. Attendees were not representative of the parish – mostly parishioners with grown children and long-time parishioners. The overall themes that came out of the meetings were: physical plant, families/children, Music, Episcopal Worship, Community, Youth-focused, Pastoral needs.

The critical themes that were identified: Worship (silence); Community (more potlucks, tables@coffee hr; small groups for adults; caring for elders); Doing Too Much – we're over-committed; need more leadership training and transition; need time to just BE and not DO all the time; Physical Plant – solar panels?; support for making physical plant a priority; Music – more singable music;

What's missing? People did NOT talk about: Nursery, space issues, connections with larger church, inter-faith.

Much of this was summarized in the stewardship letter that was sent and details of the meetings are published on the website.

The core Stewardship group will meet to evaluate how it went and plan for future; what does a stewardship campaign look like when it's year-round instead of 1-2 months? The vestry also discussed how to take details of these meetings and follow up with parish.

### **Reflections on Bishop's Visit (Kate and all)**

The Bishop was very positive about Redeemer and encouraged us to do Strategic Planning and a Capital Campaign; he offered ideas about who could help us from the diocese, believes that we could have an effective significant capital campaign.

**Recommendations from Endowment Committee (Connie)**

Summary of Endowment requests:

Total funds requested do not exceed amount available; proposal to approve additional \$350 on Advent Procession.

MOTION was made and seconded to approve the Endowment Committee's recommendations for distribution:

\$400 re-usable signs (Welcome Team)

\$800 to help fund Sarah Vogele's mission trip to Africa (Sarah Vogele)

\$200 for a projector screen in the Great Hall (Janet Kern)

The motion was approved unanimously.

It was noted that the requests did not exceed the amount of endowment funds available for the year, and there was enough remaining to consider funding the full amount that had been requested previously by the Music Committee for the upcoming Advent Procession.

A MOTION to approve \$350 from Endowment funds to the fund full request from Music Committee was made and seconded. It was noted for the record that this request should not be an annual occurrence and that the Advent Procession should be budgeted as part of annual operating expenses. The motion was approved unanimously.

**Clergy Housing Allowance Resolutions (Kate and Sabeth)**

Note: Text of housing resolutions below may be found in Appendix of these minutes.

MOTION to accept the housing resolution for The Rev. Katherine B. Ekrem was made, seconded and approved unanimously.

MOTION to accept the housing resolution for The Rev. Elisabeth S. Fitzgibbons was made, seconded and approved unanimously.

**Other Business**

**Vestry** supported sending "form" thank-you notes to parishioners with hand-written signatures from Kate, Connie and George for 2010 pledges made.

**VPD Announcement for upcoming weeks:** "It's never too late to pledge. "

Important Dates: Dec. 16<sup>th</sup>: RF deadline

The meeting adjourned at 8:46 pm.

Respectfully submitted,

Janet Kern, Clerk

## APPENDIX

### TEXT OF HOUSING RESOLUTIONS

#### 2010 Housing Resolution

The Rev. Katherine B. Ekrem

The following resolution was duly adopted by the vestry of Church of Our Redeemer Episcopal church at a regularly scheduled meeting held on 02 December 2009, a quorum being present:

Whereas the Rev. Katherine Ekrem is employed as a minister of the Gospel of The Church of Our Redeemer, Lexington, MA, which although providing a residence for her does not provide the full cost of maintaining and furnishing such a residence, the vestry resolves that of the total cash compensation to be paid to the Rev. Katherine Ekrem in 2010, that \$20,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986. This housing allowance remains in effect until superseded by a subsequent resolution of the vestry.

#### 2010 Housing Resolution

The Rev. Elisabeth S. Fitzgibbons

The following resolution was duly adopted by the vestry of Church of Our Redeemer Episcopal church at a regularly scheduled meeting held on 02 December 2009, a quorum being present:

Whereas, section 107 of the Internal Revenue Code permits a minister of the Gospel to exclude from gross income (in computing federal income taxes) a church-designated allowance paid to her as part of her compensation to the extent used by her for actual expenses in owning or renting a home; and

Whereas, the Rev. Elisabeth S. Fitzgibbons is compensated by Church of Our Redeemer exclusively for services as a minister of the Gospel; and,

Whereas, Church of Our Redeemer does not provide the Rev. Elisabeth S. Fitzgibbons with a rectory; therefore, it is hereby

Resolved, that \$34,000 of the total cash compensation paid to the Rev. Elisabeth S. Fitzgibbons for the calendar year of 2010 is hereby designated as a housing allowance. This housing allowance remains in effect until superseded by a subsequent resolution of the vestry.