

**Church of Our Redeemer  
Annual Meeting on Zoom  
Sunday, January 30, 2022**

**Minutes: DRAFT**

**Modified: Saturday, January 29, 2022**

Presiding: Interim Rector, The Rev. Ginger Solaqua  
Clerk: Cathy Burns  
Parliamentarian: Charles Hornig

The meeting began at 9:45 with Murray's (senior warden) Call to Order, followed by her address, and a celebration of Eucharist in the sanctuary. The address began at 9:49 (ended at 9:58) a.m. with Ginger Solaqua and Emily Garcia addressing the congregation.

Emily Garcia started us off. She plans to reflect on the past year and look forward. Let me trust in the lord. 2021 was tumultuous one in the world; vaccine available, summer we opened up, and then in the fall 2 new variants changed things again. Roller coaster year: Emily arrived in march, Kate went on sabbatical and left in October; and Ginger joined us in Advent. What is it you loved about this past year? Were do you want us to continue to grow in love? St. Paul, without love, we have nothing. But what does love look like in Redeemer. Emily arrived to many invitations of love – messages, committee meetings, opening prayers at meetings and events where ppl were really praying; love in YG, confirmation, etc. We trusted we were all doing our best and our most important work will get done even if it is in a different way.

Looking for a new rector soon. Look for someone who loves the best things about you and for someone who loves the things you love about yourself. She loved learning. Needed to find someone to share that. What is our greatest work as a community? When did parish speak in tongues of love? Move mountains and have love too?

Ginger: wardens asked that we give sermon together to honor the year we have all had together and to look forward.

Ginger served as supply priest when she first arrived. Hard to describe the feeling of joy and homecoming when joining Redeemer. We are dedicated to each other and to loving God. It is because of the type of community we are. We are a loving community. Don't underestimate the power of being a loving community; rooted in the heart of the living God. Ppl are isolated and divided. We take the time to reach out to other and it is all important. Ppl faith hope and love and the greatest of these is love. Original context Paul – talking about love that exists between members of a church. Showing up kind of love. What Ginger sees in us. Everyone feels valued and included.

See how they love one another. This is what people might say about Redeemer.

Season of transition – stress everywhere. Three questions to reflect on in these times of transition: reflect on those things you most value in your life – deepest needs in heart and community. Faith hope and love – greatest is love. A loving community is the strongest in the world.

MaryAnn Burnside – call to the Diaconate, approved to be a postulant by the Bishop. Blessing for MA for the next stage of her journey. Ginger led the blessing for MA.

After the Eucharist, the meeting was suspended and the congregation was directed to join the Annual Meeting Zoom call. The Zoom call began with a slide show that included pictures from the many events of 2021 that we shared together.

The meeting was recalled to order at 11:00 a.m. on Zoom by Murray Daniels with an opening prayer by Ginger Solaqua. Charles Hornig served as our Parliamentarian. He led an orientation to the meeting. Parishioners signed into the chat function in for attendance.

### **Quorum and Corrected 2021 Minutes**

A quorum was certified by the clerk and a **motion** was made, seconded, and unanimously passed to approve the minutes of the 2021 Annual Meeting. Minor error that Cassie and Susan identified that they only had 1 year left on the Vestry.

Motion: to approve the minutes as corrected to reflect the proper terms of continuing vestry members.

Discussion? None

Vote: unanimous consent

### **Vote on Motion to Change By-Laws ; not Constitution**

- Creates an adaptable “range” in the size of the vestry
- Changes how we select the nominating committee
- Limits service on the Nominating Committee to two consecutive terms
- Clarifies the status of a youth member of the vestry as a full voting member
- Establishes an anti-nepotism clause regarding family/household membership on the vestry
- Explicitly permits participation and voting in vestry meetings and annual meetings by remote (electronic) means
- Have been approved by the COOR Vestry
- Have been provisionally approved by the Diocese
  - Anticipate full final approval in February
- Need parish approval to adopt them
  - If adopted, they will be in effect for this meeting as per diocesan direction

Because we are not incorporated, we will now return to this document as a Constitution, not By-Laws. Murray reviewed the changes to the document. Following this approval, the Diocese should give us final approval. Also, if we approve them, they will be in effect for the remainder of this meeting. Size of Vestry and how we form the nominated committee.

**Motion:** to approve the proposed new COOR Constitution as passed by the COOR Vestry, provisionally approved by the Diocese, and provided to the parish for review.

Questions included:

How will the new nominating committee will be selected? Answer – There is a process for this, described in another slide. Committee members will be asked to join.

Are vestry meetings considered open meetings unless in Executive session? Answer - Yes they are.

**VOTE:** Motion was passed by unanimous vote.

### **2021 Nominating Committee Report (        )**

The committee worked for several months on the slate. Thank you to the members of the committee: John Bernhard, Randy Bowlby (Chair), Judi Dimicelli, Endy Chiakpo, Richard Friesner

### **The Election of Officers, Vestry and Deanery Representatives**

The following nominees for officers, vestry, and deanery representatives:

**Senior Warden:** Murray Daniels

**Junior Warden:** Sarah Conrad

**Treasurer:** Winthrop Brown

**Clerk:** Cathy Burns

**Vestry for 3-year term:** Linda Kukolich

**Vestry for 3-year term:** Joanne Frustraci

**Youth Vestry Member for 1-year term:** Haynes Porter

**Deanery Representatives for 1-year term:** Mike Webb, Connie Parish, Calie Koso, Sarah Klein

The following vestry members will continue to serve their elected terms and are not standing for election this year:

**1-year term:** Cassie Bowlby and Susan Burkhardt

A **motion** was made, seconded, and **unanimously approved** to elect the slate of officers, vestry and deanery representatives as submitted and included in the annual report.

Any candidates from the floor? Send names to Charles Hornig, Parliamentarian. None sent.

**Motion:** to approve the slate of candidates for officers, vestry members, and deanery representatives as presented by the Nominating Committee.

Discussion: None.

**VOTE:** The motion was passed with unanimous consent.

### **2022 Nominating Committee**

We are in the process of creating a document to create the set of principles to guide this process. We want to make sure it is a fair process; includes turnover; and represents a wide range of members.

### **Leadership Report and Financial Presentation**

## **Warden's Report and Budget Presentation (Bill Vogeles, Murray Daniels)**

Murray: before the pandemic, we identified a set of Redeemer's Values: Inclusion/Welcome, Music, Space for Community; Prayer, Traditional Plus; Beauty. Also, we identified 5 traits of a resilient organization: prepared, adaptable, collaborative, trustworthy, and responsible. Murray wants to thank everyone for being so resilient these past couple years. Want to thank those finishing service: Susan D, Dan V, Christie Burnside; Rory Fox. Also, thank regathering team; tech team; all who support worship; finance and personnel teams; all parishioners to help our parish thrive. Special to Jim Neumann (15 years of finance comm) is stepping down as chair of the finance committee and letting someone else take that position.

Mother Emily: joined us in March of 2021. Two months later, Kate was going on sabbatical, and she helped lead us during that time; brought kids together offered loving goodbye to our Rectory; a tremendous asset. Special welcome to Reverend Ginger – shown skills, empathy, and leadership during this time.

New chair of finance committee: Ian Fox. Transition time to new normal. 2021 projected a modest deficit. What actually happened was we had a significant surplus. Higher personnel, expenses down quite a bit, and income from pledges and additional offerings were up

Looking ahead to 2022: stewardship campaign showed an income expectation that is the highest in 3 years.

Budget as approved by Vestry: stable rental income sources: school, cell towers, offerings; parking lot; great hall; endowment funds.

Expenses: personnel is largest; capital projects, programs and outreach; operating . projected surplus of \$9,700 in the budget. We are in a good position.

Some assumptions that are guiding us: additional rectory rental income offsets additional compensation for interim rector for housing. Additional expenses: rector search (10K – 25K) and outdoor worship plans. Diocesan assessment increased %9K due to change in accounting. This is being reviewed. Program costs return but with different spending patterns. Revenue from rentals will recover slowly. We have good reserves to fall back on.

Questions Included:

Will we be facing expenses on the Rectory before it is occupied by the next Rector? There is money in the property budget.

Will the balance sheet like the reserves going to be discussed? It is in the annual report.

## **Rectory Analysis Team (RAT)**

From a housing perspective, how do we best attract and keep a highly qualified rector? This group will be gathering data and are looking for your thoughts on the subject. Contact Randy, Christopher, or any Vestry member.

## **Solar Panels Project**

We are looking to put panels on the roof of the church – economic and financial benefits. For further information, please contact Charles Hornig, Dan Voss, or any Vestry member.

Ginger to speak about the Transition. When will we have a new Rector? She offered a website that outlines the process. We have a search consultant – Doug Harper. This will be the focus of the Vestry Retreat. We will be regularly updated on the process and invited to pray on the search for a new Rector.

Transition: Discernment and Search:

Questions for reflection: (see slide on the questions)

What are the deepest spiritual longings of your heart right now?

What longing do you notice in your neighbors?

As you turn toward calling a new rector, what are you looking for?

Murray: Looking forward – we are exceptionally blessed. We remain focused on keeping everyone safe and healthy while still staying active. We are moving to a mix of in-person, hybrid (in person and online) and on line only experiences. We will continue to focus on significant long-term projects and make a deliberate and efficient search for a new rector.

Questions?: Murray willing to take questions by raised hands or putting it in the chat.

Closing Prayer: Mother Emily

A **motion** was made and seconded and approved by **unanimous vote** to adjourn the annual meeting. The meeting was adjourned at 11:50 am.

Submitted by,

Cathy Burns, Clerk

Meeting Attendees:

Bill Vogele	Charles Hornig	Richard Friesner
Ingrid Klimoff	Peter Jacoby	Murray Daniels
Cathy Burns	Ian Fox	Tony Johnson
George Murnaghan	Christopher A Huggins	Evelyn Hausslein
Karen Schragle	Alix Fox	Susan Dresley
Erica Brotschi	Katharine A Mockett	Sandra Koerber
Ginny Neumann	Jim Neumann	Heath Fox
Debbie LeBlanc	Linda Kukolich	Jeanne Jacoby
Cara Kalf	Mary Eames Ucci	Katherine Ekrem
Steven Dillman	Susanne Dillman	Lance Conrad
Adele Purvis	Connie Parrish	Calie Koso
Jackie Potdevin	Peter Koso	Judith Dimicelli
Susan Burkhardt	Mia Jacoby-Twigg	Sarah Klein
Cassie Bowlby	Noah Jacoby-Twigg	Randy Bowlby
Sarah Conrad	Caroline Wortman	Bethany Friesner
Sam Stevens	David Cooper	Claudia Cooper
Paula Antonevich	John Bernhard	Christie Burnside
Russell Antonevich	Mike Webb	Cara Kalf
Bethany Friesner	Deb Jacoby-Twigg	MaryAnn Christie Burnside
Jamie Burnside	Mia Ong	Winthrop Brown
Steve Burns	Kathleen Mirani	Beth Murnaghan
Brad Dillman	Peter Dillman	Karen Daniels
Mary Nokes	Sandy Anagnostakis	Chris Needham

Frank Fornaro