

Vestry Minutes, March 12, 2017, 12:30 pm

Present:

Gary Allen, Junior Warden
Barbara Brecht, Senior Warden
Kieran Cannistra
Randy Ericson
Rachel Larsen
Maddy Ouye
Anne Parks
Kerlin Richter, Rector
Paul Strand

Absent:

Karen Dollar, Treasurer
LeRoy Goertz
Linda Goertz, Deacon
Jack Harris
Derek Moyer
Madeline Moore

Opening

- Barbara opened with a prayer at 12:38pm

Consent agenda

- Randy moved to accept the meeting minutes from the 12 February meeting and Anne seconded. The motion passed unanimously.
- Randy moved to accept the reports and Maddy seconded. The motion passed unanimously.

Letter from Derek Moyer [Barbara]

- Barbara noted that we are grateful for Derek, for his decision to take the time he needs and for his willingness to continue to serve as a member of the Vestry after his hiatus.

Parochial Report Status [Madeline / *Due to Madeline's absence, we skipped this agenda item.*]

Roof update [Barbara]

- Barbara spoke with Chris Brown, the person we will hopefully be hiring. We returned the contract to Chris, he had his attorney review it.
- Chris' attorney revised the contract (to simplify it) and now our attorney (Christy with Miller Nash Graham & Dunn) is looking at it again. (Note: Whatever is found when work begins, there can be no charges outside of the contract without approval from the Vestry.)
- We're tentatively on Chris Brown's schedule for June.
- The Diocese Board of Trustees meets on 23 March to decide whether to approve our request for \$80k in support toward the roof. (This amount would mean that we have \$130k toward roof work; if we need to lay plywood on the roof, estimated costs will reach about \$185k.)
- It's possible that Chris Brown will also be the contractor we use for the kitchen renovation, but we will wait to discuss this possibility with him until the contract for the roof is signed.
- It is not expected that work on the roof will disrupt Sunday services. It will almost certainly make a mess of the grounds for at least a couple of weeks.
- The entire project should last between four and six weeks. (Roof over the altar will be about four weeks and the work over the belltower about two weeks.)

Jeanne Kaliszewski's candidacy [Kerlin]

- We signed the reaffirmation of endorsement for candidacy for holy orders for Jeanne.

Vestry communication responsibilities [Barbara]

- We need to decide how we want to foster a culture where conversation can happen openly.
- We discussed the pros and cons of submitting anonymous feedback. We lean toward pushing people to address their concerns and complaints in person. We need to hear people AND encourage them to address concerns and conflicts directly with the appropriate party.
- [Kerlin and Jessie are working on a parish-wide survey](#). Kerlin would appreciate it if we could all review the parish survey.

Financial update [Barbara, in Karen's absence]

- Barbara asked Karen to look at our building and grounds expenses, as they're much higher than they were for the entirety of 2016.
- Gary noted that the dishwasher needed three visits to be fixed, and Barbara noted we had to pay our quarterly insurance and that contributions were down in February. All of this contributed to our bottom line in February, which was not as strong as it has been in past months.

Capital Campaign [Barbara]

- We discussed our personal levels of excitement regarding the capital campaign. All in attendance rated themselves at seven or above on a scale of one to ten.
- Voiced pros:

- We want to be financially secure, and financial stability will allow us to do more good work.
- Fixing the building will allow us to bring in more revenue and rely less on (large) parishioner donations and fundraising events.
- Regarding a contract with ECF, we need outside support and Jerry's involvement will benefit us.
- We're not in bad shape: We have \$200k raised, so far, toward the roof and the kitchen. It makes sense to turn this momentum into a capital campaign.
- Voiced cons:
 - We are already working with a budget that relies on us spending savings. We are not comfortable spending our emergency savings on a capital campaign.
 - We have a lot of new parishioners and don't want to alienate them with immediate, big asks.
 - None of us know much about capital campaigns and it's therefore a wild guess as to whether we're up to running one.
 - We need a solid, clear mission; before we start raising money, we need a shared understanding of "What We're All About."
- We decided:
 - In our next Vestry meeting, we will decide whether to initiate the Discernment phase in the fall.
 - We will talk to at least one other person as a possible capital campaign consultant. Anne and Kerlin will research names of other consultants.
 - Kerlin will update Jerry on our discussion.

Rector performance evaluation [Barbara]

- We will create a covenant of Mutual Ministry for the June, 2017-June, 2018 time period. Because we don't have one in place, we are using a traditional evaluation process for Kerlin's first year.
- [Kieran created a shared document in which Vestry members can contribute to the evaluation.](#) Vestry members are asked to get their contributions in by 1 April.
- Barbara will synthesize responses and circulate them for the 4 April Vestry meetings.

Rector's report, ministry updates and mission and vision [Kerlin]

- The important stuff has been considering a capital campaign, as well as the question of how the congregation communicates concerns.
- Kerlin is working on a sustainable schedule for herself, as she intends to remain at St. David of Wales for a long time.
- "If you see something, say something." Don't assume that Kerlin knows that there's an issue, or that something is going on with someone, or that she knows ... anything. It is essential that we share with Kerlin anything we believe she needs in order to provide parishioners with the love and support they need.
- Maddy and Kieran volunteered to do some more organizing on the Hospitality teams.

Closing

- Anne closed us in prayer at 2:29pm.

Respectfully submitted,
Kieran Cannistra, vestry clerk