

**St. Luke's Episcopal Church, Sister Bay**  
**Vestry Meeting, Dec. 13, 2021**  
**MINUTES**

The meeting convened at 2 p.m. in the Canterbury Room.

Attendees were Frank Maxwell, Betsy Rogers, Paul Neuman, George Hughes, Pete Thelen, Susan Hoffert, Trudy Jischke, Carol Heil, Norma Bramsen, Carolyn Finch, Karen Malzahn Lori Holton

Guests: Ray Osinski, Doug Schwartz

**Opening prayer**

Lori offered the opening prayer.

**Procedural**

The December agenda was approved.  
November minutes were approved.

**Interim Rector's report**

Frank sent by email. Bishop Gunter has given permission for congregations to resume singing but noted that each parish should consider its space. Betsy said Joanne Skidmore suggested we start on Christmas with carols in the Canterbury room and then move into the Nave for services. Lori mentioned it is difficult to get Altar Guild help over the Christmas weekend. Frank said he will do any needed set-up.

**Senior Warden's report**

Betsy spoke with Joy and noted that Scandia is now allowing visitors to deliver the Eucharist. Judy Bush, Betsy and Doug are all willing and will not need orientation. Carolyn also volunteered. Betsy asked if a new round of Foyer Groups should start. She will send a note out to current members to see if they are willing to start anew or continue with their current groups since many did not get a chance to meet.

Convention delegates and alternates are elected at the upcoming Annual Meeting. We need three. Pete and Roberta Thelen volunteered. We also need two alternates.

Betsy motioned the Vestry accept the housing allowance resolution for Frank. Trudy Seconded. Motion passed. A new resolution will be needed for a new rector.

Paul said he has had a conversation with a parishioner who is not convinced we need a full-time rector. He said a second person joined the conversation and agreed. They expressed concerns over the size of the parish in winter and use of the endowment funds for salary. Given that he and others on the Vestry have encountered this opinion a number of times, he feels there needs to be more discussion on the topic with members of the parish. He recommends a fourth workshop on only that issue be held,

perhaps by Zoom since so many members are not in residence during the winter. Frank also has heard similar concerns and agreed on a meeting because some people feel they haven't been heard. Pete said not touching the endowment principle was paramount and said he is willing to ask the Outreach Committee to lower its budget for 2022 to \$5,000 so the rest can be used to pay the rector. Ray O. noted we need a good facilitator for any meeting. George asked if there would be a vote at the end of the meeting. It was agreed to check with Ross regarding facilitators and timing.

### **Junior Warden's report**

George reported we have engaged Seal-Tec to seal coat the parking lot in Spring. The lot will be shut for one week for the work.

### **Treasurer's report**

Submitted via email with the following narrative regarding the presentation budget: "This budget assumes a rector who has 5-6 years of experience, needs insurance for self + 1, and will accept a compensation package that is the Diocesan minimum. It assumes moving expenses of \$15,000 (according to M. Meredyth we should expect to pay \$10k-\$20k).

This budget has a deficit of \$29,000. This is after we include the \$25,000 from our investments. We are also taking the usual \$10,000 from our investment to fund outreach activities including the food pantry.

The pledge income amount is the total for pledge cards in hand. We have 29 pledgers (there were 42 in 2020 and 45 in 2019). On the good news side, there are 4 new pledges and 15 of 18 givers who gave more than \$1K went up at least 25%. On the bad news side, 11 people who pledged more than \$1K last year have not pledged this year. We expect to hear from at least some of them. As we receive more cards, we will raise this number. The total by the end of the year is likely to be \$115-\$120K. The income this year from Givers of Record has been better than expected (and closer to pre-COVID levels) so we have raised this estimate to \$11K.

The 2022 Diocesan pledge amount is \$15,600, which is less than this year's and is the requested amount rounded up to the nearest \$100. The reason the amount is less is because it is calculated from our 2020 income/expenses, the first year of the pandemic. It will go up in 2023 and rise even more in 2024 when we start paying for the new rector. The annual amounts starting in 2024 could be \$5,000 higher than the 2022 pledge of \$15,600. The vestry approved the St. Luke's 2022 Diocesan pledge of \$15,600.

We will need to decide how to handle the deficit. Even with more pledges coming in, they will not be enough. The amount we are already planning to take out of our investments is \$1,710 more than we made in fiscal 2021 (4th quarter 2020 and first three qtrs of 2021). We made \$31,807 from the DCT and \$1,483 from our investments held at Fidelity, for a total of \$33,290, of which \$10K is already spent to cover the allocation of outreach this year. This is before we fund ANY expanded outreach

activities or fund a deficit. Next year, even though we will have more money invested, the fourth quarter numbers so far are not encouraging and the market forecasts are full of uncertainty.”

Norma noted that with all the uncertainties financially we should have an investment committee which would meet separately from the Vestry to pay attention to the fiduciary responsibilities of the congregation. She noted there used to be such a committee but it is not functioning now. She recommended the committee meet before the Vestry and be open to the congregation.

### **Outreach**

Pete reported the Jacksonport parade raised more than \$2,800 for the food pantry, giving the outreach committee a breather. He said in the new year the committee plans to be creative in fundraising and perhaps be able to give money back to the Vestry. Betsy said that one of the great things about St. Luke's is that we do so much outreach and she would hate to see it be less.

Doug asked why the Vestry had not adjusted the budget as it did pass a motion to give 4% in legacy funds to Outreach. Karen said we are taking \$10,000 out of our investments this year for outreach from the Fidelity fund rather than the common trust. Susan will research the history of the motion.

George asked why St. Luke's name isn't part of the Door of Life given the amount of budget we allocate to them. Trudy explained we are acknowledged publicly as the biggest donor but that the Door of Life does all the physical work which is a huge benefit for us. Pete will meet with Heidi from Door of Life for a photo opportunity with the paper on the parade money.

### **Old business**

none

### **New business**

Betsy volunteered to lead opening prayer for the February meeting.

The meeting adjourned with prayer at 3:15 p.m.

Respectfully submitted,

Susan Hoffert  
Vestry Clerk