

**St. Luke's Episcopal Church, Sister Bay**  
**Vestry Meeting, Oct. 24, 2021**  
**MINUTES**

The meeting convened at 3:05 p.m. via Zoom.

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

**Opening prayer**

Susan offered the opening prayer.

**Procedural**

The October agenda was approved.  
September minutes were approved.

**Interim Rector's report**

Frank will be offering a class on worship in November. He also noted he normally offers a brief matins worship on the four Wednesday mornings in Advent, followed by a light breakfast and conversation. He is checking if there is also interest in a Thanksgiving Eve service at 11 a.m. on the 24th followed by a potluck luncheon. Since these do include some socializing he is also assuming most members will have had their Covid booster.

Frank and David Skidmore are continuing to explore options for live-streaming worship. We will need to make a \$2,000-\$2,500 investment in camera, software, laptop and boosted WiFi signal but before committing to that he will try a setup using his GoPro camera. There was discussion around the need, given we are back to live worship and if the Wednesday evening Zoom socials become more popular they may serve as a way to connect with congregants who spend winters elsewhere.

At last weekend's Fall Fest in Sister Bay, the church parking lot was full both days. Frank suggested we consider asking for volunteers to collect donations for parking next year.

The treasurers pulled together a 2022 Venture Budget that he included in his report and which shows a ballpark figure of the costs for hiring a single rector, one with a spouse/partner and one with a family. The projections are based on the 2021 average diocesan full-time salary plus an increase of 1.5% which has been the average annual increase in recent years. According to the Venture Budget, our income shortfall ranges from \$15,350 to \$75,950.

Betsy checked with Meredyth Albright, Diocesan Transitions Minister, who said the Venture Budget salary numbers were unnecessarily high and exceed what we will need

to pay in salary for a new rector. Karen said that those numbers were deliberately high to attract highly qualified candidates. However she will check further on the pension estimates, as Meredyth said that it is estimated only on salaries, not on housing as well.

Frank pointed out this is only a benchmark but the bottom line is that we should expect to increase our budget significantly.

Discussion continued. Betsy suggested we take \$25,000 from our endowment the first year and challenge the congregation to match it. She also suggested the new pastor understand that part of his or her task is to grow the congregation so we can limit the amount taken from the endowment funds. Karen pointed out we will likely not have extra money to fund any special projects that may arise. Frank noted that he and David Skidmore are creating a video to encourage greater stewardship and explaining in detail why we need to do so. Susan asked to be kept in the loop on the scripting so it complements the Parish Profile that the Search Committee is creating.

A motion was made by Betsy and seconded by Pete to approve \$1,500 for the video. Motion was approved.

### **Senior Warden's report**

Betsy relayed a request from Meredyth to join our November meeting, remotely. The Vestry agreed to then ask Doug Schwartz to come to the December meeting for the annual update on investments. Karen asked the official approval of the budget be put on the agenda in November.

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

Final treatment was done to the lawn which is now put to bed for the year. No quotes have been received from roofing contractors yet. George has provided a budget number to the treasurers for sealing the parking lot. The cost could be reduced if we can gather volunteers from the congregation to clean the lot prior to sealing. The hawthorn trees drop a lot of fruit and leaves which interfere with a proper seal.

### **Treasurer's report**

Diocesan Common Trust results for third quarter are not yet in. Fidelity made a few hundred dollars. Next month we will be able to add up the investment gains for 2021 quarters 1-3 and 2020 quarter 4 so we will know how much extra investment money there is to spend next year on special projects/expenses. It will not be as much as expected unless DCT has a phenomenal quarter.

Pledge income is not unduly low--it fluctuates considerably from month to month because many people pay at irregular intervals. It already picked up in the first part of October and we are on track to achieve our target for this income stream.

A new Wright check closing out estate (\$9443.75) was deposited into our checking account and into the Wright bequest fund.

The pass through was for the Bishop's Discretionary account (he received the plate and new visitors' checks for the week he visited St. Luke's).

### **Outreach**

Pete pointed out that the Vestry had agreed to allocate 10% of the Wright gift to outreach so 10% of the amount we received from the close out of the estate should also be allocated to outreach. Karen will follow up.

Pete has not heard yet from Masvingo confirming reception of the wire transfer. We did receive a letter from the rector who said the first thing the money will be spent on is an irrigation system to grow food for the students of their school. More than 1,000 children attend and will work on this farming project. If there is any money left it will be applied to some of their other projects outlined in the letter. Pete offered to share the letter with anyone who hasn't yet read it.

### **Old business**

None.

### **New business**

Carol volunteered to lead opening prayer for the October meeting.

The meeting adjourned with prayer at 4 p.m.

Respectfully submitted,

Susan Hoffert  
Vestry Clerk