

Vestry Meeting Minutes September 22, 2009

Present: Fr. Matthew Lawrence, Patrick Lancaster, Gene Mendez, Linelle Lane, Peggy Zimmerman, Mark Landon, Marion Zipperle, Ron Rausch, John Cramer, Liza Brickey, Glen Kennedy, Mary Lynne Smith

Absent: Leslie Benjamin

Opening Prayer

Led by Fr. Matt

Approval of Minutes

Linelle Lane moved to approve the minutes. Patrick Lancaster seconded, approved by all.

Fr. Matt Discussion on Sabbatical Thoughts Around Balance in a Number of Areas.

- Balance of Introversion v. Extroversion – During Sabbatical spent a lot Introversion time – realized had been starved in this area.
- Better balance between the private life of the church and public community. Wants to spend more time tending to the Community issues – on his mind – intention is to somehow do that more.
- Better balance between “boss” and “nice guy”. Need to attend to clearly defining with staff what their goals are and reminding/coaching them during the year.
- Realized community members evaluate cost v. value – the more we call members to live what it means to be a member - that they should value it more.
- Increase his own sense of personal interaction instead of things like email, prepping for services, etc.
- Looking for a ministry he can “own”... like going to the Luther Burbank School, involvement in The Living Room, Big Brothers, etc...something he can do that isn't “his job.”
- Reemphasized his point in a sermon made a couple of weeks ago that he is fully committed to his ministry at Incarnation

Commentary From Vestry Members

- Gene Mendez – thoughts that his return will bring back focus to the church
- Mary Lynne Smith – expressed that what has been going on with small groups this Summer has been phenomenal. Emphasized the value that Fr. Ed had brought to the small groups of morning prayer and pastoral care. Has heard lots of positive talk about goings on w/ small groups.
- Fr. Matt – reported that Fr. Ed has offered to continue helping with pastoral care and offered to carry the “cell phone” as a help in addition to Fr. Jamie.
- Patrick Lancaster – feels we did fairly well while Fr. Matt was gone. While we may have muddled along a bit, we did get things accomplished and found our way through.
- Liza Brickey expressed that having Fr. Matt back brought the “center” back to us.
- John Cramer – compared us to a ship that turned its engines off – didn't lose direction but did slow down while Fr. Matt was away.
- Mary Lynne Smith – expressed she was glad Fr. Matt mentioned in his last sermon that much of his “realizations” came late in the term of the sabbatical... that the lengthy time is really needed to get the full value of a sabbatical.

Strategic Planning Update and Report on Parish Forums

- Patrick Lancaster – Commented that the meetings were generally well attended with good comments which have been recorded and just need to be written up. He went on to say say that while it wasn't easy, we did get a draft plan out to the parishioners. Strong feedback was that it had “too many words” and needs to show more “action” regarding output. Also received

comment that “anyone could have written this” – when clarified the individual meant that it really reflected what the congregation feels – so any of them could have come up with it.

- Gene Mendez– commented the thoughts about “action” could be read that the group is now ready for us to move on to take action.
- Ron Rausch – Expressed that perhaps the material didn't bring it specifically down to Incarnation – that the request for actions is really expressing how you bring the general down to the specific of our community.
- Fr. Matt – stated that “the rubber will hit road” when actual specific decisions are made and not all may be in agreement.
- Liza Brickey – Expressed that what she heard was – people are happy with the way things are – just want a good sermon. It's already great the way it is... just need to let others know about what we have at Incarnation now, and that will bring others in.
- Ron Rausch– heard others saying that what we have here is great – let's expand on that rather than taking a lot of other stuff on –
- Chris Landin – likened it to the calm/whitewater river. There is a transition from calm to rapid – what can happen is if we do change for sake of change then we could make significant error. We must have support of congregation when taking on changes. How we “market” ourselves to outside community is key.
- John Cramer – likes analogy of coaches “get back to sound blocking & tackling” and Incarnation will be attractive to others.
- Mary Lynne Smith – Discussed EFM = 24 participants – this is a serious commitment by folks – has made her want to look more at what we're offering in terms of seriously looking at topics of study. Seems to be more of a “reaching out” by folks to deepen their spirituality and wanting to know more. Very powerful and something we could really share with others outside of Incarnation.
- Patrick Lancaster – have got to focus on embracing the change that will continue to bring in younger members.
- Mary Lynne Smith – doesn't think we should solely focus on “bringing in the young folks”.. that perhaps we start with 40-somethings.
- Gene Mendez – asked “do we do anything as a church to support community social events?”
- Ron Rausch – thought the discussion we're having is very valuable and we could take more opportunities to continue it outside of once/month Vestry meetings.
- Fr. Matt – asked - Do we now have a standing document that is ready for finalization?
- Patrick Lancaster – not yet really – still requires more time/discussion but does need doing.
- Fr. Matt – Indicated he and Wardens will take next steps.

Financial Report

- Fr. Matt – observed that the vast majority of people staying up with their pledges. Issue is we are too dependent on a few who are not “current”. Has reached out to them, but hasn't connected yet.
- Patrick Lancaster – thought statements had gone out to the pledgers, but Ron Rausch thinks maybe not. Patrick Lancaster volunteered to look into.
- Ron Rausch – pointed out the key question is when do we act on the fact there is a shortfall looking more and more likely.
- Fr. Matt – responded that we can't act until we know for sure the status of these larger sources of income.
- Gene Mendez moved to accept the financial report. John Cramer seconded. All approved.

How do we better communicate financial status to the congregation?

- Patrick Lancaster – commented we need to have a representative from treasurer at each meeting to report out.

- Ron Rausch – suggested we should do it quarterly – monthly may be too frequent – as we get good at it, may increase to monthly. Would personally like to see a graphic of income v. expense in Farlander – visual will help folks understand where we are at a given point in time.
- Fr. Matt – commented that recruiting for Finance Committee is important –
- Ron Rausch – volunteered to sit on Finance Committee and report out quarterly to the congregation. Ron will develop a proposal “communiqué” for next Vestry meeting.
- Fr. Matt – commented that a Deputy Treasurer position is a good idea – do we want to re-institute? John Nykamp has needed help for many years.
- Ron Rausch – suggested a bulletin message of recruitment
- Fr. Matt – perhaps one of the concerned parishioners at our last meeting would be a good choice
- Chris Landin - suggested we open the invite to the congregation
- Fr. Matt – will draft an insert for the bulletin to ask for Deputy Treasurer

Report from the Stewardship Committee

Patrick Lancaster – reported that pledge statements done – need to go out.

- Second Sunday in October is “pledge Sunday” – will fill out pledge cards during the service.
- 1 week in October and 1st week of November will be the follow-up period
- Pledge income should be known around mid of November.

Ron Rausch – provided the Gratitude Dinner report –

- A task list has been developed
- There is still a need for leaders for about half of the jobs.
- Progress is moving along – invitations went out 448 invites. 70 or so sign-ups so far. Estimating 85 or so to show.
- Dinner will be non-pledge card – Idea is to build community – will use round tables – Gratitude is the theme and folks will be encouraged to share with each other over the meal. No big agenda – just an opportunity to share. Pot-luck style.

Buildings & Grounds Report

a) Bookstore

- Glen Kennedy – bookstore changes have been signed off by Fire and Building Departments
 - 2 issues found - had to replace lock mechanism (a lock company has been called to review and offer solutions), and they required us to change the address numbers on the church – must be 12 inches high instead of current 6 inches.

b) Corner Lot Clean-up

- Glen Kennedy – phase one (first half of project) is complete – waiting for bills to determine amounts and get paid and then submit for reimbursement from state. Once that's complete we'll begin phase 2.
 - 2 tests were conducted after street dig, and both were clean.

c) Other

- Glen Kennedy – we are working on roof leaks over the vesting room. Other leaks primarily in gutters and working on them over the next few of weeks.

Fr. Matt moved that Glen Kennedy “rocks!”, Mark Landon seconds, and ALL approved.

Parish Facebook Report

Agreement made to push back discussion to next meeting – Fr. Matt requested we send any objections over the usage of FB to him.

Outreach Committee Report

Bob Gephardt submitted a request for approval of expenditures:

- \$800 for purchase of underwear and socks for Living Room Clients
- \$1000 for St. Andrews Food Program – supplies, staff support and volunteer recognition.
- There is money in the Committee's fund to cover it.
- John Cramer moved to approve, Fr. Matt seconded all approved.

Other Business

- Fr. Matt - suggested we make a formal movement to unanimously acknowledge contributions by Fr. Ed, Fr. Jamie & Claire .Peggy Zimmerman will work up and submit.
- Fr. Matt – reported that our new website should be up soon. Recommendation made to give Mitch Garcia & Liz Nixon \$50 gift checks in recognition of their efforts.
 - Patrick Lancaster moved to grant the checks. John Cramer seconded. All approved
- Fr. Matt – Stated that the office/facilities staff need a single point of direction from Patrick Lancaster or Fr. Matt for the office and Glen Kennedy or Fr. Matt for facilities –
 - Future requests need to go thru them so that multiple parties aren't coming at them. This will apply to any tasks of significance.
 - Patrick Lancaster - said that all can contact him by email/cell for any requests. Cell 635-3091

Adjournment

At 8: pm, Gene Mendez moved to adjourn. Chris Landin seconded, and All approved.