

Minutes
St. Paul's Vestry
December 17, 2024

Vestry Members Present: Bob North, Bob Ozinga, Judy Webster, Pat Jamison, Peggy Andrews, Wendy Emerson, Laura Brittinger, Kim Hazuda, Julia Eaton, Charlie Ackermann,

Vestry Members Absent: Diane Freestate, Sheri Ward

Guest: Chris Pupke, Tom Andrews, Myron Richardson

Call to Order: Bob North.

Opening Prayer: Bob North

Lectio Divina: Luke 1: 39-55

Update & Briefing from Transition and Search Committee

Bob Ozinga: Chair Transition and Search Committee

-Assured the Vestry that Emergency Pastoral Care needs are being met by Fr. Mark.

-If an emergency, call the office and leave a message. An email will be immediately sent to Michele, who will then call Fr. Mark.

Chris Pupke: Co-chair, Communications Team

-An early draft of the church profile is being reviewed by the committee as a whole. Once edits are completed, the church profile will be given to the Vestry for review.

-The committee feels that the meeting with the whole congregation went well. Feedback is always welcome.

-Volunteers are needed for the Transition prayers for February. Please contact Chris if interested.

Tom Andrews: Co-chair, Transition Team

-Daily administrative needs for the church are being taken care of in a timely manner. Tom expressed his concern for Michele, as she has taken on a considerable amount of extra work.

-Written recommendations regarding Safe Church/Safe Community will be presented to the Vestry at the January meeting for their approval. The document(s) will be sent out ahead of time for the Vestry to review.

Minutes: The minutes of the November, 2024 meeting were approved as presented.

Report of Senior Warden-Bob North

-Vestry representative schedule was reviewed.

-Date of next Vestry meeting: January 21st

-Important Dates:

December 22nd will be the greening of the church

December 24th, 4:30 music and 5:00 Christmas service

January 26th, Annual meeting.

Report of Junior Warden- Charlie Ackermann

-Safe House Security is working on the back door of the church. Michele will notify everyone when the system is up and working.

-The new lock for the front door of the church has been ordered.

-There is a water valve and possibly a water line that needs to be replaced at the Rectory.

- Currently getting quotes on the needed repairs at the Rectory.
- The current cleaning company will be raising their fees as of Jan. 1

Bob Ozinga reminded Charlie that all contracts must be approved by the Vestry before work can start.

Report of the Treasurer-Myron Richardson for Diane Freestate

- Myron submitted to the Vestry the Finance Committee report from their December 9th meeting, including a preliminary 2025 budget.
- The preliminary 2025 budget reflects a decrease in Pledges. It is hoped that additional pledges will come in before the end of the year 2024.
- The Vestry was asked to approve a 4% wage increase beginning Jan.1,2025 for both the Music Director and the Administrative Assistant/Assistant Treasurer. They were also asked to approve a one-time Bonus in the amount of \$2000 for the Administrative Assistant/Assistant Treasurer. Bob Ozinga moved that the Vestry approve the wages as proposed; Bob North seconded the motion; the Vestry approved.
- The Finance Committee voted that withdrawals from the Endowment Funds be calculated at 5% based on the rolling three-year average of the funds calendar year-end values. Estimated withdrawals at that level based on November month end endowment values are included in the budget. Actual withdrawal amounts will be finalized after year-end endowment values are known.
- The Rector's compensation package was deleted from the budget.
- The Finance Committee is currently reviewing the priest compensation data for both The Episcopal Church and the Diocese of Easton preparing for an advisory role once we need to determine the salary for our new priest. While the Bishop's approval is required for the salary it is doubtful he will recommend anything different from what we propose.

Old Business: None

New Business:

- The Nomination Committee reported that the following parishioners have agreed to run for the Vestry. They are: Debra Donnelly-Barton, David Larrabee and Tad Stewart.
- The Registrar is to call a Vestry meeting after the January 26th Annual Meeting to elect the Officers of the Vestry.
- Pat Jamison asked that an orientation for the new vestry members be done shortly after their election. The Vestry agreed.

Next Vestry meeting: January 21st at 5:30

Closing: Bob North

Respectfully submitted:
Elsie Ozinga
Registrar