

Vestry Minutes

6 September 2016

Attendees:

<input checked="" type="checkbox"/> Lorenger, Mark (Sr. Warden)	<input checked="" type="checkbox"/> Kienbaum, Karen (Jr. Warden)	<input checked="" type="checkbox"/> Hix, Mike (Secretary)*
<input checked="" type="checkbox"/> Van Culin, Andrew	<input checked="" type="checkbox"/> Baruah, Sandy	<input checked="" type="checkbox"/> Gaskin, David
<input checked="" type="checkbox"/> Iannace, Lynnette	<input checked="" type="checkbox"/> Knight, Scottie	<input checked="" type="checkbox"/> MacLean, Lisa
<input checked="" type="checkbox"/> Sweeny, Donald	<input checked="" type="checkbox"/> Walsh, Brendan	<input checked="" type="checkbox"/> Creedon, Betsy
<input checked="" type="checkbox"/> Redfield, David	<input checked="" type="checkbox"/> Boeckler, Lori	<input checked="" type="checkbox"/> Sutton, George
<input checked="" type="checkbox"/> Bowe, Sarah	<input checked="" type="checkbox"/> Hesse, Vicki	<input checked="" type="checkbox"/> Hanoian, Scott
<input checked="" type="checkbox"/> Ward, Diane	<input checked="" type="checkbox"/> Sweeney, Amie (Treasurer)*	<input checked="" type="checkbox"/> Bridgemohan, Areeta

*Checked means present, unchecked means not present

Summary of action taken:

- Nominating Committee Confirmation approved
- Leadership Charge (Nominating Handbook) was approved
- Delegates for Diocesan Convention approved

Call to Order and Opening Prayer

Call to order: & Prayer: 7:15 p.m. by Father Van Culin.

Celebrate the Wins

- Choir has started back up
- New Families in Church
- Youth Programs under Areeta's Leadership have started off nicely

Decisions

Delegates for Convention

Father Drew announced that an agenda item had been overlooked. The Vestry needs to finalize and approve delegates for the Diocesan Convention. Father Drew passed out the resolution which read:



Be it resolved that the Vestry appoints Ed White, Thom Nealssohn, and Colleen Fitzgerald as delegates to the 2016 Convention of the Diocese of Michigan and

Be it further resolved that the Vestry appoint _____, Mark Lorenger, and Karen Kienbaum as alternates to the 2016 Convention of the Diocese of Michigan.

Mark Lorenger moved to accept the motion, David Redfield seconded the motion. Scottie Knight asked why there was a blank line in the second part of the resolution. Father Drew explained that we normally have three alternates but as of today we have only identified two alternates. The line is a placeholder for the third alternate. Father Drew invited any Vestry member to volunteer to be the third alternate. None forth coming, Don Sweeny moved that the resolution can be accepted as written and that it be noted that Father Drew and the Wardens can appoint a third alternate if needed. No further discussion happened. Motion was passed.

Nominating Committee

The resolution for Nominating Committee Confirmation was presented (pg. 8 of the September Vestry Packet). Karen Kienbaum moved to accept the motion, Mark Lorenger seconded the motion. The motion was opened to discussion. Father Drew indicated that after listening to feedback from the Vestry at the August meeting he is proposing that the nominating committee and process be expanded to include the full Vestry and 5 at large members. The structure would be one where the 20 individuals would be grouped into five (5) teams of four (4). This accomplishes the following expressed concerns:

- Provides diversity
- Ensures Leadership engagement and advocacy
- Experience to all Vestry on the nominating process and the critical discernment questions
- The Experience will provide clarity and transparency on the process

Karen and Mark provided supporting comments to Father Drew's outline. Karen stated that the Vestry would, after participating in the nominating process, have more knowledge to assist in their discernment on the recommended changes to the By-laws from the taskforce. Karen also believes the Parish will appreciate knowing that the whole Vestry was part of the process.

Sandy asked how the discernment team would work. Father Drew passed out Nominating guideline books. Father Drew highlighted two layers of work. The first layer of work will be developing the qualifications for Vestry Candidates. The second would be the discernment of members against the qualifications.

Father Drew outlined that each team will discern on the eight (8) qualification questions. In the guidebook the qualifcators as discerned by the 2015 nominating committee are provided. It is a starting point for you.

Each team will choose a leader who will join the Wardens and Rector to form the leadership team for the nominating committee.



The Leadership team will then review and discuss the work from each of the teams to develop the final list of qualifications. Once the discernment of the qualifications is complete, the teams will then be provided a list of candidates that meet the qualifications for their discernment. Each team will then evaluate which of those who are qualified are called to serve on the Vestry. Candidates the team discerns are called will be places in their selection order of first to last. The Leadership team will then convene to find the consensus of the team's discernment for selection is.

Father Drew also highlighted the process for gathering recommendations from the parish. The form that will be used for the Parish will layout the discernment questions agreed upon as a whole and ask parish members to make their recommendations and provide their discernment around each criteria for the member they are recommending.

Father Drew and the Wardens walked through the timelines acknowledging the timelines are tight. However, the committee can determine how they meet, when they meet etc.

It was agreed that Communications to the Parish on the process would be important and sooner rather than later. Father Drew stated communications would take place once we had the criteria and the document for the parish to use finalized.

Brendan Walsh moved to end the discussion. Mike Hix seconded. All in favor to end discussion approved.

Prior motion made by ML & KK to accept the Nominating Committee Confirmation was presented and passed.

Father Drew directed the team to the Nominating Handbook and asked everyone to look at page 17 for further understanding of the Leadership team charge. In particular the Leadership team charge will have very sensitive pastoral information shared. Furthermore, this team will have the authority to speak on behalf of the other team members and the final decision of the Leadership team will be binding on all.

Betsy Creedon moved to accept the Leadership Charge in the handbook, and Brendan Walsh seconded. The motion was passed.

Discussion Items

2017 Budget

Aimee Sweeney, Treasurer, spoke to the budget process. Aimee highlighted that the Finance Committee receives and reviews the budget developed by staff. The Finance Committee reviews ~44 pages of information which includes details for each department/ministry. The Finance Committee has reviewed the 2017 budget and is recommending to the Vestry the Programmatic Expense budget request of 2.5 million to the Vestry. Aimee acknowledged that the current revenue stream (from giving and endowments) is not meeting the program expense needs. It was also acknowledged that based on market performance in 2015 the endowment revenue was a 2% draw versus 4% draw. The Investment Policy Statement indicates that when there is less than 4% available in the expandable income the draw will be 2%.



The Finance Committee is comfortable that the expense budget is reasonable for the ministries being performed. Amie stated the revenue/funding of the program is one that she recommends the Vestry and Annual Giving Committee needs to provide guidance and input on. The Executive Summary pages of the Budget were distributed. It was noted that any Vestry member who wished to have the full budget could request that from Diane. Father Drew reminded everyone that on September 13th there was a budget orientation meeting. This meeting provides Vestry members an opportunity to go into the detailed questions to assist in their discernment. In October, the Vestry will make their discernment on the budget. If the budget is not approved, the request will be for the Vestry to provide guidance on what funding they will support and Staff will then provide a program/ministry model that is aligned with the funding.

No further discussion the budget was held.

Community Norms

Father Drew acknowledged that we were three minutes from the 9:00 ending time. However, there was one more topic he felt could not wait and needed to be discussed. Father Drew stated he felt that as a community there was a violation of our community norms that need attention. Father Drew indicated from his perspective there are two critical questions he would like the Vestry to provide input on. When we see a violation of the community norms how do we respond and who is authorized to respond.

The Vestry discussed the specific situation where the community norms were violated in length. After a very lengthy conversation, the Vestry acknowledged that in many situations they will not have the full scope of information. While they will be consulted for input, Father Drew and/or the Wardens should know that the Vestry supports their discernment on the appropriate form of action to correct the behavior.

Consent Agenda Minutes

No corrections to the minutes were noted.

Meeting was closed at 10:28 with closing prayer by Mike Hix.

Submitted by:

Diane E. Ward

Approved by:

Mike Hix, Secretary