

VESTRY MEETING
December, 17, 2024
St. John's Episcopal Church – Midland, MI

Members In Attendance: Alissa Anderson, Deb Blackhurst, Eric Carlson, Angela Garcia (via remote), Eric Heglin, Gail Hoffman, Sue Rye, Fred Schuster, Paul Tolly. Guests: Ralph Rye for B&G. Lowell Youngquist for the treasurer's report (via remote).

Meeting called to order at 6:29 pm.

Growth & Learning

Reverend Alissa asked for prayers from the Vestry, especially ones for this time of the year including the Christmas holiday. The Vestry was also asked to write down the various prayers to pray for each other. Reverend Alissa then led the Vestry in the prayer requests.

Business

- Approval of Agenda: Motion to approve by Gail Hoffman; seconded by Paul Tolly; passed.
- Consent Agenda: Without objection, declared approved.
- Approval of Minutes for the November meeting: Motion to approve by Eric Carlson; seconded by Fred Schuster; passed.
- Rector's Report: Reverend Alissa is pleased to be completing her first year as rector. The Sunday 9:00 AM fireside chats in Williams Hall are doing great. 2025: The annual meeting is January 26, and the Vestry retreat is Saturday, February 8, 9:00 AM to 3:00 PM.

Discussion Agenda

- Treasurer's Report: Cash on hand as of Nov 30, 2024: Horizon Bank = \$120,000 before BNY \$49,000 monthly deposit. BNY Mellon Savings = \$111,000.
November financial information: Revenue = \$69,000 vs. 85,000 (Budget) and Expenses = \$60,000 vs. \$101,000 (Budget)
Year to date financial information: Revenue = \$985,000 vs. \$936,000 (Budget) and Expenses = \$966,000 vs. \$1,110,000 (Budget)
Depreciation for the value of the property is being worked on in 2025. Lowell also thanked everyone that helped with the budget.
- Stewardship Update: Items that were discussed were reporting the results of the 2024 pledge campaign. It is still a work in progress due to some pledges not being returned yet. Follow up letters are being sent out, including thank you letters. The annual meeting on January 26 is suggested for a more accurate result, including new pledges. Time and talent in lieu of pledges was also discussed.
- Second Sunday Sharing (SSS): December SSS Evaluation; People would like SSS to continue. The goals are being met well. A minor problem is people can't hear parts of the discussion. Using a microphone has solved that. Four people doing the survey wanted feedback and Vestry members volunteered to contact them. 2025 SSS topics, facilitators and note takers were discussed.
- Sick Leave Policy: After discussion, sick leave paid time off should be in all letters of agreement for SJEC employees. The Vestry also discussed using the Diocese of Eastern Michigan's sick leave policy. Changes were proposed, but using the current policy can be used temporarily.
- Building & Grounds Discussion: Ralph Rye met with Andy Lee (Moltus) about the outside brick work. The quote is \$72,000 and will take several months to complete. The downstairs bathroom floor will possibly be polished cement instead of using vinyl. The sink will be wheelchair accessible. The interior brick work needs a quote and will possibly be started in 2025.

Action Agenda

- Eric Carlson moves to amend the bylaws to accept nominations from the floor and closing nominations two weeks before the annual meeting. Seconded by Gail Hoffman; passed.
- Paul Tolly moves to designate \$30,000 of the rector's income as housing allowance for 2025. Seconded by Sue Rye; passed.
- Eric Carlson moves to approve the staff Christmas bonuses for 2025. Seconded by Gail Hoffman; passed.

Review of Action Items

- Work on nominations for three new people needed to replace the Vestry members that are leaving. - Vestry ongoing
- Get SAMS MCFAN discussion on an additional Vestry agenda. - Reverend Alissa ongoing
- Communicate to B&G about the downstairs bathroom and brick restoration approved quotes. - Deb Blackhurst done
- Get the new and or changed bylaws ready for the annual meeting. - Eric Carlson ongoing
- Print additional bulletins for the 10:00 AM services due to increased attendance. - Reverend Alissa done

Summary of New Action Items

- Draft a new Second Sunday Sharing checklist. – Eric Carlson
- Draft a Second Sunday Sharing report template. – Deb Blackhurst
- Follow up on Second Sunday Sharing evaluations. – Sue Rye, Paul Tolly, Deb Blackhurst, Eric Carlson
- Establish and communicate 2025 sick leave policy to SJEC employees. – Alissa Anderson
- Gail will send the stewardship committee spreadsheet to Reverend Alissa for review. – Alissa Anderson

Executive Session

Closing prayer. Motion to adjourn by Paul Tolly; seconded by Fred Schuster; passed. Meeting adjourned at 8:30 PM.