

Vestry Minutes 1/25/2025

In person: David D, Anne, Gary G, Lydia, Paula, Carolyn, David C, Chris, Mother Mary, Martha, Michael

On Zoom: Lorraine, Kelly, Tom
In absentia: Andrea

The meeting convened at 7:00pm. Mother Mary led us in prayer, Martha read the Gospel, and Mother Mary led us in the Eucharist.

Approval of minutes moved and seconded. Unanimous.

Rector's Report. Meeting a lot of groups and people and getting to know StM. Also, some Diocesan work (Deanery etc.) Things to consider: Vestry retreat, Lent retreat, retreat at Holy Cross on March 21-23

Rector's Warden's Report. So much joy and positivity since Mother Mary's arrival. Good meeting with transition team, setting up meetings of various sizes to meet Mary, at church and e.g. Cathedral Village. Working on the 2024 parochial report, due in March. Concerns mentioned wanting to pay attention to immigration crisis, will require discernment on our part.

Budget & Finance Report. 2024 report is still being finalized, as some numbers are still being corrected/updated/etc. Current numbers should be really close to finals. Currently showing a \$9k surplus (slightly lower than previously estimated). Some pledges had been counted in 2024 when they had been given as pre-pays for 2025, so that led to an adjustment. All work for boiler repair and mold remediation has been paid for. Boiler at HH now needs attention. Produced a summary of what our special purpose funds are, and what their balances are as of end-2024. These funds are complementary to the operating budget. Walked us through an overview of the endowment. Two of the three of these funds are locked (we can't take from principle).

After last special meeting, Tom reviewed proposed budget with Mother Mary. Results reviewed with Mother Mary and Finance. Proposed increase compensation to staff & Reverend Laura is NOT a raise, but COLA. Not raising salaries is technically an option but doesn't reflect the kind of employer StM wants to be. Some adjustment of Reverend Laura's salary to have parity with Reverend Luke. Finance & Mother Mary have gone over a "new final" budget with Tom's recommendation to further reduce Community Engagement budget for 2025. Motion made and seconded, unanimous acceptance.

Stewardship Report. cf. DD's disseminated report. As of today, pledges are \$538,000, which is running \$6k ahead of same time last year. 35 households pledged in 2024 and have not yet made a pledge for 2025. Won't get all of those households, but that means \$540k seems reasonable and might be exceeded. Following up with those 35 and

checking in with people who have stepped away from various reasons and inviting them to take a fresh look. Want to think about 135th Fund... \$80k in pledges already, infrastructure in place to accept pledges/gifts, transformational project renderings already started. Want to revive planned giving, communicate about legacy society, look at time & talent (e.g. recognizing longstanding leaders with Polly Randall award and in other ways).

B&G Report. Mold remediation and water mitigation have been completed. Undercroft habitable again. Sanctuary and Parish House radiators taken care of, but now boiler in HH needs taking care of. Recap of 4 areas of concentration capital improvement projects. Will be coordinating with Stewardship and 135th, would like to partner with staff to look at space usage and determine if the right groups/collections of things are using the right spaces.

135th Update. Looking at what can be achieved before Lent and what makes sense to time before vs. after Lent. Looking like Talented Show should be pushed later— not designed as a fundraiser, but to bring in new members... and that needs to be done well, not quickly. Considering moving it to the Fall. Could something that fits with the scale of what's traditionally done for Shrove Tuesday be worked in?

Annual Finance Forum Review. Typically takes about an hour, with 15-20 for Q&A. Should think about doing by-laws first, with blurbs in Field Notes etc. to direct Qs to Michael Martin Mills beforehand. Passage of by-law amendments will need that Vestry will need to set the date of the annual meeting at our next (soon-following) Vestry meeting. Will aim for a combination of printed handouts, asking people to print their own, and having it projected on the screen.

Education/Formation VLT Update. There are a lot, and several did not respond to queries for information etc. Chris put together a survey

Mother Mary asked us to read Thomas Merton's prayer together as a closing prayer. The meeting concluded at 8:39pm.