

## **Vestry Meeting Minutes January 20, 2022**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; and Members Fran Caradonna and Courtney Dula.

The meeting began with prayer at 12:15 PM.

A motion by Rudy Nickens and seconded by Brian Barnhart, to approve the minutes for the December 9, 2021 meeting, passed unanimously.

Treasurer Brian Barnhart discussed his report. There was an unexpected balance of approximately \$49,000 for 2021, due largely to decreased expenses. Brian anticipates a \$63,000 deficit for 2022 with the biggest shift being that a full staff is anticipated all year and we will be losing money from the unrenewed Community Music School lease, as well as not having a UTO grant. He hopes the deficit may end up being less, and to that end Rector Mike Angell advised that the Building Committee anticipates the boiler at 7400 Gannon will not need to be replaced in 2022. A motion by Pat Redington and seconded by Rudy Nickens, to approve the proposed 2022 budget, passed unanimously.

Brian pointed out that the 2022 budget includes \$50,000 in grants that won't be available in 2023. Mike Angell discussed the status of pledges, which is addressed in the Rector's Report. We have an increased pledge amount for 2022 but less people pledging at this time. Brian also noted that the Capital Campaign budget is to be updated.

Mike Angell advised that the Vestry Nominating Committee selected Magdalene Linck, Robert Lowes and Heidi Volkl for Vestry, and he is still working on Convention delegates.

Mike Angell asked for Vestry approval of updated coronavirus guidelines to include the requirement that attendees confirm they are "up to date on vaccines" (that is, recommended boosters) and that the requirement for vaccination be extended to those age 5 and older. A motion by Rudy Nickens and seconded by Fran Caradonna, to approve the updated coronavirus guidelines, passed unanimously. Mike also brought up that church service participants are being *asked* to test and use N95 masks (which will be provided).

After discussion, Mike Angell asked for Vestry approval of a February 13<sup>th</sup> Annual Meeting at 9:00 AM, via Zoom. Approval moved by Pat Redington, seconded by Rudy Nickens, and passed unanimously. Mike announced his Rector's Cross recipients. He stated that he may also prepare proclamations honoring the recipients.

For Vestry Appreciation, Brian Barnhart suggested Zack Hovland, who is leaving for a full time position in consulting.

The meeting adjourned after motion by Brian Barnhart, seconded by Fran Caradonna and unanimously approved, following prayer by the rector at 12:55 PM.

## **Vestry Meeting Minutes February 28, 2022**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Junior Warden Courtney Dula; Treasurer Brian Barnhart; Secretary Pat Redington; and Members Sherifa Hardware-Bethune, Fran Caradonna, Maggie Linck, Bob Lowes and Heidi Volkl.

The meeting began with prayer by Rector Mike Angell at 12:00 PM.

A motion by Pat Redington and seconded by Fran Caradonna, to approve as amended the minutes for the January 20, 2022 meeting, passed unanimously.

Mike Angell stated that Rudy will be the Senior Warden this year. Rudy Nickens made a motion, seconded by Sherifa Hardware-Bethune and passed unanimously, that Courtney Dula be appointed by acclamation as Junior Warden, Brian Barnhart as Treasurer, and Pat Redington as Secretary.

Treasurer Brian Barnhart advised that we are following the recently passed budget, anticipating a deficit this year. Brian moved that, per Mike Angell's suggestion, Mike Angell, Rudy Nickens, Courtney Dula, Brian Barnhart, Scott Ferguson, Jean Parker, and Susan Norris be designated as signers for the Royal Banks checking accounts; motion was seconded by Bob Lowes and unanimously approved.

### **Old Business**

Rector Mike Angell has made an offer to Barbara Wallace from St. Patrick's house to be sexton, she is expected to start after her background check is completed.

Covid guidelines have been updated downward, the pandemic task force is discussing which programs can be brought back.

### **New Business**

Rector Mike Angell asked for approval of the Parochial Report as amended by Brian Barnhart's correction of the endowment value, after addressing Bob Lowes's question concerning estimated number of participants in various activities. A motion made by Rudy Nickens and seconded by Courtney Dula to approve the report passed unanimously.

The Vestry went into Executive Session to discuss the Director of Operations position following motion by Pat Redington, seconded by Rudy Nickens and passed unanimously. At the conclusion of the Executive Session Brian Barnhart moved and Courtney Dula seconded that Mike Angell and Pat Redington be authorized to offer a severance agreement/payment of up to \$10,000 (roughly two months' salary and benefits) to the outgoing Director; motion passed unanimously.

For Vestry Appreciation, Mike Angell suggested the Rev. Julie Graham.

Following prayer by Heidi Volkl the meeting adjourned at 1:00 per motion by Fran Caradonna, seconded by Pat Redington and unanimously approved

The Vestry did not meet in March, 2022

**Vestry Meeting Minutes**  
**April 8, 2022**

Attending via Zoom were Assoc. Rector Julie Graham, Senior Warden Rudy Nickens, Junior Warden Courtney Dula, Treasurer Brian Barnhart, Secretary Pat Redington, and Members Fran Caradonna, Bob Lowes and Heidi Volkl.

The meeting began with reflection and prayer at 11:35 AM by Assoc. Rector Julie Graham.

Treasurer Brian Barnhart submitted his report.

There was a general discussion of the Tuesday meeting with the bishop and of how we will move forward with the rector on leave, also how we will handle his return. By consensus the scheduled May 14<sup>th</sup> retreat was postponed, to be reset upon the rector's return.

Upon suggestion by Julie Graham, a motion was made by Pat Redington and seconded by Bob Lowes to donate the Easter Sunday plate offerings to the Episcopal Relief and Development Fund in support of Ukraine; the motion passed unanimously. Courtney Dula also suggested inserting into the announcements ways to support Ukraine, and prayer for St. Mary's Assumption Ukrainian Church.

Julie Graham said the staff is working very hard and supporting each other and doing well.

Senior Warden Rudy Nickens suggested 11:00 AM on April 22nd for the next Vestry meeting.

Following prayer by Bob Lowes the meeting adjourned at 12:30 PM.

The Vestry was in recess until August

## **Vestry Meeting Minutes August 1, 2022**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; Members Fran Caradonna, Courtney Dula, Heidi Volkl and Maggie Linck; and Assoc. Rector Julie Graham and Interim Operations Director Hannah Shanks.

The meeting began with prayer at 12:00 PM.

Minutes for the Vestry's April 8<sup>th</sup> meeting will be considered at the next meeting.

### **Treasurer's Report**

Treasurer Brian Barnhart discussed his report. We are doing fine on the deficit budget and will probably end better than budgeted. He is doing a little clean-up on grant financials. We are in the midst of a "mini audit" but probably won't get results until end of the year. As to 2023, we will need to begin making tough choices or find more funding sources; next year's environment, including inflation, will be more challenging and we won't have access to all the grant funds we have at present. Pat Redington moved, Brian Barnhart seconded and the Vestry unanimously approved that Holy Communion automate its bill payments and shift to online bill pay whenever possible pursuant to named guidelines, specifically: that audit debit withdrawals be set up for recurring payments to vendors with that capability, such as the rector's credit card, Ameren, Spire, MSD, etc.; that we use Online Bill Pay from our bank to pay recurring payments to parties that do not have auto-debit, such as the Diocese of Missouri, cleaning services, lawn care, etc.; that we write checks using existing check signing and review procedures for all non-payroll payments to clergy, staff, or parishioners, and to contractors for non-recurring projects; and that the treasurer, or Rector or Financial Administrator at the Treasurer's request, review all payments every other month.

As to endowments, Mike Angell reported that all are down a little although outperforming the market. At the last Robert meeting, they voted to hold two years in cash for current giving. They received a gift from the late Sondra Ellis.

Brian moved that the Financial Administrator's salary be increased 8% per year to \$15,000, effective immediately. The motion was seconded by Rudy Nickens and passed unanimously.

### **Old Business**

Mike Angell discussed his Rector's Report. After discussion with Vestry members, he proposed Sunday September 25<sup>th</sup> for a retreat. Rudy Nickens and Fran Caradonna agreed to be on the design team for the retreat which Luke Jernigan in the past had offered to lead, and Mike Angell may ask others as well.

As to Stewardship, Mike Angell reported that Elizabeth Hines is willing to co-chair the committee and he asked for thoughts on who else might co-chair.

Mission/Vision/Goals will be discussed at the Retreat, but before then Mike Angell would like to have goals reviewed/proposed. Brian Barnhart and Rudy Nickens agreed to work on this.

As to Grace Gatherings, this has been in a holding pattern. The discerning group which Julie has been involved with is getting ready to make a report. Grace Gatherings has been de-coupled somewhat from the discussion about a third service. Mike Angell thinks that we need a plan for a third service by this fall, or else we should put it aside for the time being. Assoc. Rector Julie Graham thinks we need a third service perhaps using a "Faith and Light" model. Fran Caradonna expressed interest in engaging with that.

### **New business**

Mike Angell has begun meeting with Sherifa Hardware-Bethune on personnel policies, and asked that Pat Redington be involved as well to meet in the next few weeks.

Mike Angell would like a Building Committee to have a sub-committee to consider various exterior projects. Rudy suggested Michael Salsich and Mike Angell thought Susan Norris might be willing to help. Julie Graham suggested Andy Carpentier might be willing also. Mike and Courtney Dula will get together to discuss this.

On the Director of Operations position, Hannah Shanks has a proposed job description ready but would like to meet with Mike Angell about it this week. The Organist position is also open. Mike Angell is concerned with personalities as well as qualifications. It may be possible for Hannah to extend her time beyond the existing September departure date.

There were no reports from the Senior and Junior Wardens. Rudy stated his appreciation for having Mike Angell back and for the leadership of others in his absence. Mike stated he is doing well, grateful to be able to step away for reflection.

For Vestry Appreciation, Mike Angell suggested Children's Ministry volunteers and asked that Rudy Nickens and Julie Graham discuss who might write notes to whom.

The next meeting will be the September 25<sup>th</sup> retreat unless otherwise needed.

Rudy Nickens moved to adjourn; Brian Barnhart seconded the motion which was unanimously approved, and the meeting adjourned at 1:00 PM following prayer by Julie Graham.

## **Vestry Meeting Minutes October 28, 2022**

Attending via Zoom were Rector Mike Angell; Senior Warden Rudy Nickens; Treasurer Brian Barnhart; Secretary Pat Redington; Members Sherifa Bethune-Hardware, Fran Caradonna, Courtney Dula, Bob Lowes, Heidi Volkl and Maggie Linck.

The meeting began with prayer at 9:00 AM.

### **Minutes**

A motion by Pat Redington and seconded by Fran Caradonna, to approve the minutes for the August 1, 2022 meeting, passed unanimously.

### **Treasurer's Report**

Brian Barnhart said we are doing better than budgeted as we haven't spent as much (most savings have been on building expenses and some outreach programs).

Mike Angell has a couple of questions for Jim Kern but nothing that impacts the bottom line. He stated that the endowment report shows all funds are down. He also advised that the Diocese has asked if someone from Holy Communion would like to serve on the Diocesan Investment Trust, if anyone is interested. The biggest anticipated increase for next year is COLA, which will be about 4%.

There was a brief discussion about sharing our space and different possibilities.

### **Old Business**

Interim Director of Operations Hannah Shanks has expressed interest in the Director of Operations position, at a slightly higher salary than planned. Motion to approve the Letter of Agreement with Hannah Shanks to become fulltime Director of Operations (attached to the Rector's Report) was made by Rudy Nickens, seconded by Bob Lowes, and unanimously passed.

Mike Angell apprised the Vestry that Marlene O'Brien and Jean Parker would serve on the Nominating Committee, with Brian Barnhart, Sherifa Hardware-Bethune and Pat Redington serving *ex officio* as members rotating off the Vestry. Brian has agreed to serve another term as Treasurer. Mike is thinking of asking people to submit names of potential Vestry members.

[Rudy Nickens left the meeting.]

### **New Business**

Mike had forwarded to Vestry members a potential Vestry resolution pertaining to stewardship, based on he learned of in another church:

*We, the vestry at Holy Communion, commit to intentional giving and setting individual stewardship goals. We understand that, like us, some parish members can increase their giving. And, like us, some parish members will be challenged to*

*maintain their giving levels or even need to reduce their financial contributions. We believe that if each parishioner establishes an individual goal as a spiritual practice, there will be enough to meet the parish's financial needs. We also affirm that a pledge is a sacred act, an offering for everyone's well-being as we ask you, the Holy Communion Congregation, to join us in supporting our parish.*

Sherifa Hardware-Bethune moved and Pat Redington seconded that the Vestry pass this resolution, which the Vestry did unanimously. Ingathering of Pledges will be on December 4<sup>th</sup>.

Mike Angell and Julie Graham have been discussing funeral policy. Mike would like to change policy to encourage weekday funerals, which are easier to manage. Setting norms can be helpful. The Vestry briefly discussed potential Saturday restrictions. Mike would like to do a forum or weekend discussion about funeral practices generally.

Mike Angell referenced his written Rector's Report and highlighted the soft launch of a third service (on Sunday evening) in December.

Courtney Dula asked for approval of a bid from Republic Roofing, which exceeds \$1500. Courtney moved to approved, Bob Lowes seconded, and the motion passed unanimously.

For Vestry appreciation, Bob Lowes suggested Barbara Wallace based on her welcoming and gracious behavior and hard work. Mike proposed that Michael Salsich and Jacob Volkl also be extended appreciation for extensive work on the Gannon House.

### **Adjournment**

Par Redington moved to adjourn, was seconded by Courtney Dula , and the motion was unanimously approved. The meeting adjourned at 9:50 AM following prayer by Mike Angell.

The vestry did not meet in November and December except to assist with Stewardship calls.