**Approved Vestry Minutes** **June 21, 2022**

**Present:** Kathy Butler, Alliee DeArmond, Win Fernald, Joanna Phillips, Chris Rowen, Jon Showalter, Debra Spencer, Mtr. Tracy Wells Miller, Antonette Wood,

**Absent:** Nancy Shepard,

**Guests:** Nelson Crandall, John Melvin, and Rev. Joan Andersen

Mtr. Tracy convened the meeting at 6:33pm.

**Formation:** Kathy prayed us in and asked that we discuss our leadership style based on a reading. There were a number of comments about leadership that are worth repeating:

* I feel like a leader when I am in a meeting.
* Good leadership is the ability to put everyone at their best.
* A Leader tries to serve the people they are leading.
* A leader knows where they are going.
* In my business I want to lead. In church I want relationships.
* Putting others above myself requires paying attention.
* I view a leader as a vision bearer who is able to bring out the best in others.
* A Leader operates from a position of abundance while a Manager operates from a position of scarcity.
* Tell the truth. Be willing to do what you ask others to do. Be willing to ask for help.

**Consent Agenda:** Win moved for approval of the Consent agenda and Joanna Seconded. The following items passed on a unanimous vote.

1. Minutes of the May 17, Vestry Meeting
2. **Disbursements** Financial Policies and Procedures

**Treasure’s Report**:

* Tianna, our bookkeeper has been asked to populate the chart of accounts to begin our conversion to the Realm Accounting System.
* The Financial Position Report is what a business would call a Balance Sheet.
* Converting from QuickBooks has taken longer than expected. We have been unable to generate Giving Reports since the first of the year. We hope to be able to produce those reports as soon as the accounting conversion is completed.
* The Building Fund investments are in CDs.

**Decisions:**

* 1. Approval of Mother Tracy’s Sabbatical Plan was moved by Chris and seconded by Antonette. It passed by unanimous vote. The budget for Tracy’s Sabbatical retains some flexibility for her to add retreats as she finds them and elects to attend. Approval of the Sabbatical Budget was moved by Win, Seconded by Debra and passed by unanimous vote. All of the documents detailing Mother Tracy’s Sabbatical Plans, Rector Sabbatical Budget, Clergy Cost, Clergy Rotation, Sabbatical Clergy Costs, Church Operations and more have been sent to all vestry members.

Mother Tracy expressed her thanks for this gift from the congregation.

* 1. Note: The Sabbatical Budget includes funding for a technology person to be hired to handle the set up and broadcasting of Sunday services on ZOOM and UTube while Mother Tracy is on sabbatical. The continued funding of this technical position will be reviewed by the Vestry and Mother Tracy when she returns from her Sabbatical. Please see the “2022 Rector Sabbatical Budget”,
  2. Budget Adjustment: Alliee moved and Jon seconded a proposal that the hourly wage for the janitor, Rosa Miriam Escobar, be raised to $20.00 per hour. This increase was passed by unanimous vote. See details of this request in Mother Tracy’s email to the Vestry on June 10, 2022.
  3. Budget Adjustment: Joanna stated that the Helpful Shop needs cleaning and wants to add those duties to Rosa’s cleaning schedule. Joanna and Diane will determine the number hours needed and make a proposal to the Vestry at the July meeting.
  4. Budget Adjustment, COPA Funding: (Ref. Mother Tracy’s email to the Vestry regarding COPA funding on June 10, 2022.) St John’s was a founding member of COPA in Santa Cruz County and the Vestry discussed the value of continuing to pay these membership fees. Mother Tracy presented an email, see attached, that requested we continue as a member of COPA and pay the dues. Some of the comments of vestry members follow:
     1. While COPA does not support specific candidates, it is a political organization with a political bent.
     2. COPA recruits people to join, learn about leadership and become activists in the community to promote what they consider good for the community.
     3. Their current focus is housing and mental health.
     4. The dues we pay as a supporting organization are used to fund staff salaries.
     5. COPA was a great help when St. John’s was creating the structure for ACYP.
     6. COPA is active in finding ways to connect and work with youth.
     7. If we only pay the dues and do not invest people and time there is little benefit.

Jon proposed that we authorize dues payment of $750.00 to cover the next three months with the hope that three people will step forward to become COPA leaders. If people do not come forward to be COPA leaders the vestry will consider whether we will continue with or drop our COPA membership. Seconded by Kathy: Yes – 7, No – 2.

**Discussion:** Rector Housing

The cost of housing in Santa Cruz County and much of the Central Coast is high and makes it difficult to attract new priests. Churches that have rectories have a financial advantage when attracting new priests. The disadvantage for priests living if a rectory is that they have no way for a priest and her(his) family to build equity to purchase a house in the future. The following is a list of comments made by vestry members during this conversation:

* We need to determine what is best for St. John’s in the long term.
* A rectory is a standard offering in many churches.
* St John’s ownership of a Rectory may not be financially sustainable.
* A Priest who wants to own a home may turn down a call that includes a rectory.
* Co-ownership has additional problems and may not be financially sustainable.
* For every given situation, there are a number of ways to solve a problem.
* Priests have different objectives and one solution may not fit all situations.
* Whatever the solution, it must benefit the church and the rector.

This is the beginning of a discussion to aid in St. John’s ability to attract priests, and remove the stress of housing from our rector. We will research and discuss this issue for a few months.

**Information:**

1. Discernment Steering Committee: The steering committee is developing a list of questions to use in s survey of the congregation.
2. Safe Church Training: Two people have completed all of the “Safe Church Training” materials. Mother Tracy has asked that those who need to complete this training **log-in to the training program** **before she leaves on Sabbatical** so that you can complete the training while she is away. She is asking that all of us complete this training before she returns in October. Tracy wants to have a team meeting as soon as everyone has completed the training.
3. Goals: The vestry will discuss and update our progress regarding 2022 goals at next month’s meeting.
4. The Counting Schedule is staffed through July.

**Report Out**:

1. The Vestry is beginning a discussion regarding Rector housing that will continue for a few months. We need a long-term strategy for rector housing.
2. The Vestry passed the **Disbursements** Financial Policies and Procedures
3. Mother Tracy’s Sabbatical Plan and Sabbatical Budget were approved.
4. A wage increase was approved for the Janitor.
5. Our COPA membership will be extended for three months and then reevaluated.

**Evaluation**: Covered a lot ground and worked together rather well.

Mother Tracy closed the meeting at 8:50 PM

**Special Note:** All of the documents reference in this report were made available to Vestry members before the Vestry meeting and are available upon request by email to the Rector or Wardens.

Respectfully submitted,

Win Fernald