St. James Episcopal Church

Glastonbury, CT 06033

Vestry Minutes

November 28, 2018

**Present:** Denise Cabana, Jeannette Brown, Jeff Brown, Mitchell Chester, Janet Donston

 Bob Dugger, Bea Farlekas, Lisa Gleason, Rod Neveill, John O’Donnell

**Absent:** Mary Jo Logan, Joyce Reynolds, Cheryl Turner, Susan Wright

**Opening Prayer:** 7:10 PM

**Dwelling in the Word:** Matthew 6:25-33

**Learning Session:** Speaking Christian, Marcus J. Borg – Chapters 5, 6, 7

 Healthy discussion around the main point made in each chapter. Main take away

 for the Vestry to think about things we may not have thought about in a while or

 why we think what we think.

**Approval of Minutes:**  Minutes of the September 26, 2018 and the October 24, 2018 meetings were unanimously approved with the following change in attendance: Rod Neveill was at the October meeting but was absent from the September meeting.

**Checking in:**

* Rod Neveill announced that he will be taking retirement and he and Ruth will be moving to Louisville KY in early January. The Vestry will greatly miss his participation but wish him well.
* Saint James received a letter from the Bishop saying that we are in good standing.
* Annual report is due January 5, 2019 but can be done at any time. Jodi will be out on vacation in January and they need to be in to her in a timely manner.
* Our next Vestry meeting is December 19th. We will be approving the budget so will need a Quorum in attendance.
* Staff appreciation day is December 4th. Denise would like to do something for Jodi, Jeanne, and Jim. Jeanette and Janet will joyously take care of getting them small gifts and delivering them.
* Denise is requesting that the Vestry consider giving Jodi an additional paid vacation day. Currently Jodi has 5 paid vacation days. Vestry unanimously voted to allow her an additional day, bringing her to 7 paid vacation days.
* Denise suggested that the Vestry do a collection for Randy Bresson as a Christmas gift. He has been doing a lot of grounds work and generally helping many days of the week at church. Vestry recognizes the work Randy has been doing and agreed a gift would be a great idea. Money should be given to Denise or John O’Donnell.

**Discussion:**

* Vestry needs 5 new members for 2019 if we are to continue with the current structure which consists of Officers plus 9 members. Denise reviewed the directory and came up with only 14 possible names to invite. Denise suggested that the Vestry consider changing the By-Laws from 9 to 6 members required. This would mean only 2 new members would be needed.
	+ Proposal was made to eliminate the Administration Commission, Communication Commission, and the Member-At-Large.
	+ The Fellowship and Worship Commissions would need to be filled.
	+ Discussion was held regarding whether to eliminate the Assistant Treasurer position. This needs more thought/discussion.
	+ The definition of what a Quorum is needs clarification. Wording needs to be clear on whether Officers are counted in the Quorum.
	+ A motion was made to propose a change to the By-Laws to reflect 6 Vestry members instead of 9. The motion was first moved by Jeanette Brown, and seconded by Jeff Brown. All were in favor.
	+ This will need to be approved at the Annual Meeting in January. Information will be sent out to the Congregation in advance.

A motion was made to approve the voting list. Those who are eligible to vote at the annual meeting.

* Bob Dugger presented a motion to approve the compensation for Denise to include $34,000 per year designated as housing allowance. The designation will be effective until modified by the church board. The motion was approved by all.
* Jeannette Brown reported on the current results of the pledging fund drive. As of 11/28/18, there were 87 pledges received, for an annual total pledge amount of $223,873. There are 13-14 pledging units who pledged last year but have not yet sent in a pledge for 2019. Jeanette asked each Vestry member to call two people to determine whether they will be pledging and to let Jeanne know the result within a week.

**Treasurer’s Report:**

* Bob Dugger passed out a preliminary budget for 2019 and asked Vestry to review it on their own. It is the same as current year; it excludes money for a Christian Director and a fundraiser.
* Commissions need to look at their budgets to determine if any changes are needed. They need to be reported by the Finance Committee meeting on 12/11/18.
* Rick Edwards provided a different version of the budget draft to the Finance Committee. They will need to review/determine which to use.
* Jodi and Jeanne will need new computers within 13 months at $1400 per system. Additionally Jim and Denise will need software upgrades for 2020 or new laptops. These expenses should be planned for.

After closing prayer, the meeting was adjourned at 9:00pm.

**Next Vestry Meeting: December 19, 2018**