

Vestry Minutes

September 24, 2018

Present: The Rev. Dr. Nicholas Myers, The Rev. Terri Colburn, Simon Caddick, Dixon Cravens, Scott DeShetler, Nancy Hough, Matt Jonsen, Jana Loyd, Courtney O'Malley, Sheila Beurket, Bale Barrera

Absent: Mark Sneden, Vivian Leinio, Karin Sugarman

Spiritual Reflection (Reading from John Chapter 15; discussion about “purposeful pruning” and what is the fruit God is calling us to bear in the next six months)

The meeting was called to order at 6:51 p.m.

Establish Quorum (Simon)

A quorum was present.

Minutes of the August 27, 2018 Vestry Meeting

The minutes of the August 27, 2018 Vestry Meeting were approved with one correction about the TIM Talks.

Capital Campaign Update

Simon asked if there was a sense whether the Commercial Loan will be paid off by Easter 2019. The Finance Committee believes that it will.

Stewardship Campaign Update and 2019 Budget Process

Jana distributed Dick Loyd’s analysis of the proposed 2019 St. Tim’s budget, which was discussed at length during the Finance Committee’s September 19th meeting. The analysis consists of three budget scenarios:

1. No Associate Priest and some growth in expenses
2. Half-time Associate Priest and raise for Fr. Nick
3. Full-time Associate Priest, part-time Children Christian Education coordinator, raise for Fr. Nick, program expense increases for Youth, Music and Christian Ed programs

There was discussion about the three priorities the Finance Committee agreed upon at its Sept. 19th meeting: improving program budgets, staff raises and more administrative support, and hiring a full or part-time Associate Priest. Nick reminded the Vestry that last year’s Stewardship Campaign began with a specific ask for increased staff and a raise for him. We will have to use this same approach for this year’s Campaign.

There was a discussion about Nick’s proposed Stewardship Campaign letter to the Parish, including whether to quantify an amount per month each giver should increase their pledge vs. stating an overall percentage increase amount. There was a long discussion about bringing an Associate Priest to the staff. This included what value an Associate brings to the parish, whether an Associate could do some of the program ministry work we want done vs. paying other staff to do it, the quality of candidates that would be available for full-

time vs. part-time, and sharing an Associate with another parish. The Vestry was reminded that we shouldn't lose sight of the fact that these are good problems to have – we couldn't have even considered these things in the past due to declining revenue.

Simon asked each Vestry member what their priority or priorities were while preparing the 2019 budget. All agreed that hiring an Associate was the number one priority. Since this was the case, Simon suggested putting the priority for an Associate front and center in the Stewardship Letter since this was the Vestry's number one priority. He also said that he believed children's ministry/education was underfunded at St. Tim's and should be a higher percentage of our budget.

We then continued the discussion of what each Vestry member felt was their priority or priorities for the 2019 budget. Some of the priorities mentioned by others were quantifying an amount in the Stewardship letter for Children's ministry/education; more administrative support; raise for Nick to get to the Diocesan minimum for a church with St. Tim's average Sunday attendance (approx.. 225); cost of living increases for other staff; and adequate funding to continue Family Promise hosting in 2019.

Nick explained how more administrative support would help reduce his work load and would increase St. Tim's marketing efforts, where he spends much of his time now. He stated that the two capital campaigns we've had in the last year (for the organ replacement and to retire the Commercial Loan) show that St. Tim's has a much larger capacity to give than we are currently showing in our pledge commitments.

Nick will re-work the Stewardship letter with the suggestions made tonight and send it to the Finance Committee for final edits. The letter is to be mailed to all parishioners before the official kickoff of the Stewardship Campaign on Sunday, October 7th.

Reports

1. Treasurer's Report

No Treasurer's Report was given. Finance Committee did get August statements for its Sept. 19th meeting.

2. Senior Warden's Report

No Senior Warden's Report was given.

3. Junior Warden's Report

Mark was absent tonight so no Junior Warden's Report was given. Mark is working on a strategic capital improvement process, and has recruited Sam Lundgren to help with this.

4. Rector's Report

Nick stated that the 2017 financial audit is well underway. He asked that the three Vestry Committees (Employee and Policies Handbook; Mutual Ministry Review and Personnel/Compensation Process; Policies and Procedures for

Finance) get back to work and make progress before the end of the year. We may have to devote the November Vestry retreat time to this work if the committees don't make progress in the interim.

Leadership of the Stewardship Team has defaulted to Nick, with a lot of help from Courtney.

Nick and Jana did a weekend Invite, Welcome, Connect workshop which was very useful.

The first Tim Talk was held on September 23rd with a presentation and music by Wynn Walent, director of the Colorado Haiti Project. St. Tim's is planning a mission trip to Haiti early in 2019.

T-Mobile Cell Tower Lease

Matt reported that Sprint has pulled back but not pulled out while merger talks with T-Mobile continue. The T-Mobile contract was renewed this month for another five years at the same terms.

Vestry Retreat

The Vestry Retreat will be from 6:00 to 8:00 p.m. on Friday, November 2nd and 9:00 a.m. to 2:00 p.m. on Saturday, November 3rd.

Acknowledgement of Mother Terri Colburn

Mother Terri's last Sunday will be October 14th. Simon stated that he had some trepidation about Terri's departure due to previous clergy departures at St. Tim's but that he was impressed with Terri's dignity and grace as she prepares to leave St. Tim's. Nick expressed his gratitude for her help to him and to our Parish, and her ministry to our Parish. It was moved by Scott and seconded by Bale to express the Vestry's deep gratitude and appreciation for Mother Terri's services to St. Timothy's. The motion passed unanimously.

Any Other Business

None

Adjourn

It was moved by Dixon and seconded by Nancy to adjourn at 8:27 p.m. The motion passed unanimously.

Next Meeting

The next meeting of the Vestry will be October 22, 2018 at 6:30 p.m.

Respectfully Submitted



Clerk of the Vestry