

# CHURCH OF THE INCARNATION

## Minutes: Special Vestry Meeting - December 11, 2007

Rev. Lawrence called the meeting to order at 7:40 p.m.

**Present:** J. Cramer, L. Benjamin, W. Fritz, M. Guilford, M. Hickey, M. Keene, P. Lancaster, M. Landon, D. Mink, J. Nykamp, M. Wager

**Absent:** M. Asbo, M. Landon, C. Miller

**Also Present:** J. Foster

**Stewardship:** Rev. Lawrence stated his belief that the Vestry needed to make a decision about whether to recommit to Stewardship in the Parish or consider a serious re-structuring of the Parish to accommodate the necessary reduction in funding. It was the consensus of the Vestry that they would make a concerted effort including training for the Vestry and Stewardship Committee in conducting successful pledge drives, as well analysis of prior year pledging and the development of a plan to contact parish members who have pledged in the past but are not currently doing so. The Vestry will work with the Stewardship Committee to arrange calls. Two groups will be targeted. First, calls will be made to parishioners who still attend church and who have pledged in the past but are currently not doing so in order to urge them to renew their pledges. Second, calls will be made to people who used to attend services but have stopped. The intention will be to try and determine why they may have left.

**Financial Report:** J. Nykamp presented the Financial Report for November. Expenses are approximately \$13,685 under budget, but Income is approximately \$60,000 under budget. The projection is that approximately \$72,000 would be needed from the Estate Funds to fully cover the deficit for 2007.

### **Motion to Accept Financial Report**

[M-Hickey, 2-Guilford, Unan]

**Recommendation to the Parish Nominations to Fill Vestry Vacancies:** The Vestry as a committee of the whole shall serve as the Nominate Committee, in accord with our Parish Bylaws. The Vestry went into executive session to discuss selection of nominees.

**First Reading of Proposed Alterations to Incarnation Bylaws:** The Vestry came out of executive session to hear a first reading of proposed changes to the Incarnation Bylaws (see attached.) The final vote on approval of the proposed alterations will be held at the January 8, 2008 meeting.

## **Vestry Minutes, December 11, 2007**

### **Consent Agenda:**

- Resolved, that during calendar year 2008, \$1,200 per month of the Rev. James Knutsen's cash salary is declared as housing allowance, in accord with the provisions of Internal Revenue Service Regulation 1.107.

### **Motion to Approve Consent Agenda:**

[M-Nykamp, 2-Hickey, Unan]

The meeting adjourned at 9:00 p.m. The next scheduled regular meeting is January 8, 2008 at 7:30 p.m.

Prepared January 3, 2007 by Patrick Lancaster, Clerk