

CHURCH OF THE INCARNATION

Minutes: Regular Vestry Meeting - January 8, 2008

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

Present: L. Benjamin, J. Cramer, M. Hickey, P. Lancaster, M. Landon, J. Nykamp, M. Wager
A quorum was not achieved.

Absent: M. Asbo, W. Fritz, M. Guilford, M. Keene, C. Miller, D. Mink

Also Present: Rev. J. Knutsen, J. Foster

Stewardship: J. Foster reported that \$340,000 in pledges have been received to date. Pledge cards have been picked up or mailed to every giver of record, including those who have not currently pledged. Given the expected pledges from those who have consistently given in the past, we anticipate the total 2008 pledge commitments to come in between \$425,000 and \$430,000. J. Foster also reported that the turnout for the Big Event, which was moved this year to January 6th, was less than anticipated, probably due to bad weather, illness and the end of the winter break for schools. Her recommendation was to consider combining the Big Event with our Fall Festival.

Minutes: Approval of the Minutes for the November 27, 2007 and December 11, 2007 meetings was table until the next Vestry meeting, when a quorum is present.

Budget for 2008: J. Nykamp reported that the Budget deficit for 2007 will come in at approximately \$50,000. Since the Church currently has approximately \$230,000 available in Estate Funds, this will leave \$180,000.00 in those funds, if the Vestry decides to use Estate Funds to cover the 2007 deficit. The Vestry will have to wait until the January 22nd meeting, when a quorum is present, to approve the final budget for 2008 and decide at that time whether to approve a deficit budget for 2008 or use the remaining Estate Funds to balance the budget.

Nominations for 2008 Vestry Members: M. Hickey reported that 16 names had been suggested to the Vestry as possible nominees for 2008. There are 5 vacancies, including the replacement for C. Miller, who has submitted his resignation effective January 26th. The first step will be assure these candidates are "members in good standing," eligible to hold officeto contact each of the potential nominees to see whether they would be willing to serve. Once the Vestry has a list of eligible candidates, they will be contacted to see if they are willing to serve. Finally, a slate of 5 official nominations will be presented to the Parish at the Annual Meeting. Nominations of eligible, willing candidates will also be accepted from the floor during the Annual Meeting.

Prepared January 3, 2008 by Patrick Lancaster, Clerk

Executive Session Notes, January 8, 2008

Executive Session: The Vestry went into Executive Session to discuss personnel issues.

The Vestry came out of Executive Session and the meeting adjourned at 9:30 p.m. The next scheduled regular meeting is February 26, 2008 at 7:30 p.m. There will be a Special Meeting on January 22, 2008 at 7:30 p.m. to further deal with the Budget for 2008.

Rev. Lawrence presented a potential "scenario" with implications for the 2008 budget and the CenterPoint program. The reorganization would look like this:

- Eliminate the full-time associate Rector from CI's budget.
- Replace the CI Associate with a full-time congregational development priest. This position would be funded 25% by a diocesan campus ministry grant, 50% from the Trinity grant and a diocesan congregational development grant, and only 25% by the CI budget.
- Hire a half-time layperson to coordinate pastoral care, small group administration, and welcoming ministries. This position would be funded by the CI budget.

For CenterPoint, his suggestion was to implement a program with a more traditional congregation development approach and use the new congregational development priest to initiate a Saturday evening service that would include a more "praise music" format, i.e. have a band, gospel choir, etc. This service would attract people who have either left the church or who like a different feel - people who may, for example, attend an Evangelical service, not because they like the theology but because they like the service. The new Saturday night service would have this different feel, but would still be centered around a traditional Episcopal service, with Communion.

J. Nykamp pointed out that many in the Parish felt that CenterPoint was never actually a part of the Parish, and suggested dropping that name. There was general agreement among the Vestry Members present.

Rev. Lawrence suggested that with the current Associate Rector position be eliminated, the half-time lay person would handle pastoral care, new-comer activities and small group facilitation. These are the elements of the lost Associate Rector position that offer the greatest promise of congregational health and growth. Rev. Lawrence would handle the three Sunday services, and the new clergy position would handle the new Saturday service. They would fill in for each other as needed, as well as to better incorporate the new clergy position into the overall parish life

A number of questions were raised about how and to whom the new service would be marketed, as well as how much the actual salary savings would be. J. Nykamp agreed to work up the numbers for various scenarios and post them on the bulletin board, so Vestry members can comment. The Vestry will take up the discussion at the next meeting, when a quorum is present, as part of the decision on the final 2008 budget.

Prepared January 3, 2008 by Patrick Lancaster, Clerk