

VESTRY - CHURCH OF THE INCARNATION

Minutes: Special Vestry Meeting – January 22, 2008

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

Present: M. Asbo, J. Cramer, W. Fritz, M. Hickey, P. Lancaster, M. Landon, J. Nykamp, D. Mink, M. Wager

Absent: L. Benjamin, M. Guilford, M. Keene, C. Miller

Also Present: Rev. J. Knutsen,

W. Fritz reported that he, M. Hickey and M. Guilford had met with nine (9) parish members who had concerns about the way things were going in the parish. He gave a brief overview of the meeting and the concerns presented and stated that he would provide a more detailed report on the Vestry Bulletin Board.

Minutes: Approval of the Minutes for the November 27, 2007 and December 11, 2007 meetings.

[M-Nykamp, 2-Mink, Unan]

Budget for 2008: J. Nykamp reported that the Budget deficit for 2007 will come in at \$56,000, as opposed to the approximately \$50,000 reported at the January 8th meeting. This will leave a balance of \$206,000 in unrestricted in Estate Funds, if the Vestry decides to use these funds to cover the 2007 deficit. The Vestry considered what was labeled Alternative Version 2 of the budget for 2008. In this version the position of Associate Rector would be eliminated, and a new position of Associate Rector for New Ministries would be created, to be paid for with funds from the Trinity Grant, the Diocesan Congregational Development Program, the Diocesan program for Campus Ministries, as well as donations already raised for the CenterPoint Program. This new Associate Rector would be responsible for developing creating and leading a new worship service on Saturday night (50%), supporting campus ministries along the 101 corridor (25%), and supporting our existing congregation with preaching, liturgy, and pastoral care (25%).

In addition, a half-time lay position would be created to be responsible coordinating Newcomer and Welcoming Ministries, coordinating Small Groups and Parish Life, and coordinating the Pastoral Care Commission. These were all responsibilities previously assigned to the Associate Rector.

Motion: to authorize transfer from unrestricted Estate Funds to cover 2007 Budget Deficit.

[M-Nykamp, 2-Hickey, Unan]

Motion: to approve 2008 Budget as described in Alternate Version 2.

[M-Nykamp, 2-Lancaster, Unan]

Minutes: Special Vestry Meeting – January 22, 2008

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. All of these candidates were determined to be “members in good standing,” eligible to hold office. All of the potential nominees were contacted to see whether they would be willing to serve. Five of the potential candidates have indicated that they are willing to serve. These are: Liza Brickey, Linelle Lane, Gene Mendez, Mary Lynne Smith, and Peggy Zimmerman. In addition, David Labrecht has been nominated by St. Andrews Mission as their representative on the Vestry.

Motion: Approve the slate of five candidates, as well David Labech as the representative of St. Andrew’s, for election at the Annual Meeting.

[M-D. Mink, 2-M. Wager, Unan]

The meeting adjourned at 9:30 p.m. The next scheduled regular meeting is February 26, 2008 at 7:30 p.m.

Prepared January 31, 2008 by Patrick Lancaster, Clerk

Executive Session Notes, January 8, 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.