

**St. Paul's Episcopal Church
Vestry Meeting
December 19, 2022**

Present: L. Lewis+ Rector, L. Farmer-Lewis, Associate Clergy, J. Baker, J. Bryce, D. Clark, G. Crabtree, J. Irwin, S. Leduc, M. McKee, D. Parks, M. Wawro, S. Boron – Secretary

Absent: L. Hall, S. Henderson, P. Kessler

Call to order: The meeting was called to order by K. Lewis+ at 6:33 pm with prayer.

Additions to the Agenda:

- 2021 Audit Report – under Action Items
- Mission and Outreach – under Discussion Items

S. Le Duc moved to accept the additions to the agenda. Support by J. Bryce . Motion carried.

Consent Agenda:

- Minutes from November 21, 2022 meeting
- Treasurer's Report for November 30, 2022 – Handout #1
- Facilities Report – Handout #2
- Investment Committee Report Handout #5

S. Le Duc moved to accept the consent agenda. Support by M. McKee consent agenda. Motion carried.

Correspondence & Clergy Report:

- Covid warning was given due to exposure Sunday, the 18th at St. Paul's.
- Appreciation for the reports that are received from Facilities Committee was given by members.
- Review of last month's programs: successful Grateful Dinner with guest from the Nokomis Cultural Center, Beloved Community interactive sessions, new visitors at services who are looking for a new church home. The importance of making a connection with visitors was reviewed.

Discussion Items:

- Status of the Social Justice group – What are we passionate about needs to be determined. Aiding legislation about the gun violence issue was discussed by the committee. Coordination with the diocese or the national church is possible. St. Paul's could provide information and perhaps testimony on the issue. The group needs to wait to see what the new legislature will be introducing. Voting issues are another passionate issue. Providing correct information in the future for legislation and possible proposals could be another passion topic where we can provide accurate information. General issues about social justice could be shared with the congregation such as issues like indigenous people and other social issues. Members of the congregation can be encouraged to become active in organizations that support social justice.
- 2023 Pledge campaign status/thank you notes – 2 more pledges have been received. Pledge amounts totaled more than 2021 at \$27,2845. 60 pledges were received. The average amount is \$4550. 34 pledges were increased, 3 decreased, 3 new, 30 stayed the same. 9 usual pledges are outstanding. Envelopes will be not ordered as only 10 people have been using them.
- Budget 2023 – Handout #3 J. Irwin reviewed updates: late pledges, 4% compensation increase, and other changes that were highlighted. Discussion took place when clergy employees left the room. The updated compensation change was finalized under Action Items.

- Discussion of Vestry retreat options: It was suggested that the retiring vestry persons meet with the new vestry persons. Verbal support was given. After discussion it was decided to have the retreat at MSU Canterbury in East Lansing on February 11, 2023, 10am to 3pm.
- Mission and Outreach report of gifts of December \$2090 total: Lansing Area Aids Network - \$500 to restart their pantry and \$500 for annual hams; Sleep in Heavenly Peace \$500; Loaves & fishes \$500; and Diaper Ministry with St. Luke Christian services \$290. Approximately \$1000 is remaining in the budget.

Action Items:

- Compensation – The current draft budget has a 4% increase for employee salaries. The total increase amounts to \$9,492. Of that amount \$2,717 will come from restricted funds leaving \$6775 being an operating expense. J. Irwin moved to increase the 2023 compensation for the Rector, Associate Clergy, Minister of Music, Parrish Administrator, Sunday School Director and A/V Technician by 4%. Support by D. Parks. Motion carried.
- Housing resolutions for Karen C. Lewis+ & Linda Farmer-Lewis: S. Leduc moved that
 - Be it resolved, whereas, The Rev. Karen C. Lewis is employed as a minister of St. Paul's Episcopal Church, which does not provide a residence for her, the Vestry of St. Paul's Episcopal Church resolves that of her total compensation in 2023, \$22,000 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986 and this designated amount be assumed to be amount in future years, as long as The Rev. Karen C. Lewis is employed at St. Paul's Episcopal Church unless amended.
 - Be it resolved, whereas, The Rev. Linda Farmer Lewis is employed as a minister of St. Paul's Episcopal Church, which does not provide a residence for her, the Vestry of St. Paul's Episcopal Church resolves that of her total compensation in 2023, \$24,000 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986 and this designated amount be assumed to be amount in future years, as long as The Rev. Linda Farmer Lewis is employed at St. Paul's Episcopal Church unless amended.Support by M. Wawro. Motion Carried.
- Change January & February Vestry meetings due to Federal holidays. It was agreed to change the Vestry meeting dates to Monday, January 23 and Monday, February 27.
- 2021 Audit, Handout #4: Thanks was given to J. Bryce and M. McKee for conducting the 2021 audit. S. LeDuc moved to accept the 2021 audit report. Support by D. Parks. Motion carried.

Adjournment & Closing Prayer: Following prayer by K. Lewis+ the meeting was adjourned at 8:07 pm.

Respectfully Submitted by
Sarah J. Boron, secretary

Upcoming Events:

December 24th: Christmas Eve at 7:00 pm
 December 25th: Christmas Day at 10:00 am
 January 1, 2023: pre-recorded service, no in person service -
 January 8, 2023: Epiphany Lessons and Carols
 January 16, 2023: MLK, Jr. Holiday office closed
 January 23, 2023: January Vestry Meeting?

January 29, 2023: Annual Meeting – In person and Zoom

February 5, 2023: LSO concert

Vestry Retreat: February 11