

ST. ANDREW'S EPISCOPAL CHURCH ANNUAL MEETING – January 28, 2018

* Starred documents below are available at <http://www.standrewdenver.org/2017-annual-meeting>

Table: LSB, ER, MB, BM.

1. Call to Order: Rector Elizabeth Randall called the meeting to order, commenting that a valid meeting requires the presence of 20% of the congregation. At that point there were 135 members present, which was more than enough to declare the meeting valid.
2. Election of new Vestry members: Elizabeth reminded the congregation that any official adult member of the parish can vote. She thanked Matt Bentley and Reese Jameson, the Senior and Junior Wardens, and the eight people standing for election*. Ballots were distributed; votes were collected by the service greeters and counted by retiring members of the Vestry.
3. Approval of Minutes: Matt Bentley called for a vote on approval of the minutes from the 2017 Annual Meeting (contained in the Annual Report*). Approval was moved and seconded. The motion passed unanimously.
4. Conversation and a presentation about funding our ministries: Matt gave the background which had led to this conversation. At its spring retreat, the Vestry agreed that St. Andrew's needed structure to move our mission into the world. Both of our recent opportunities (Tiny House Village and the MHCD housing project) show cracks in our physical structure and our growth structure. But per Leonard Cohen, there's a crack in everything – that's how the light gets in. Many of the icons in the recent parish exhibit work with exposures of light, which is how the spirit gets in. He introduced Vestry member Ally Dodge and Priest Associate Melissa Adzima to lead a structured conversation.
 - a. Parish survey: Ally spoke about the most recent survey. Everyone has something special that brings them here – liturgy, preaching, and music for example – but the common thread is our open and inclusive community, where people come to explore and ask questions; we worship, take Eucharist together and seek and serve Christ in each other. She then led the meeting in an art project to create our connection to each other. She distributed green yarn representing the St. Andrew's story as passed to each of us. There were also many shorter colorful pieces of yarn or material. Ally invited parishioners to tie these to the green yarn –and tell a neighbor the story of their journey with St. Andrew's. Those who wished to do so were asked to share their stories. People spoke of being called to various ministries, of finding home and acceptance.
 - b. St. Andrew's Discovery Day: Melissa shared some of the conversation from that day, in which parishioners talked about how we're alike and different, our past and our future. She also shared a narrative* which came out of the day's conversations.

- c. Tree of Life organization chart*: Melissa shared reflections: Our organization reflects relationships we've formed, ministries we have participated in together -- we're each a part of the story. As we grow we want to make sure that we don't lose touch with people -- as we grow it may feel like it's hard to connect. We have heard you: there is a need for more communication in key areas such as finances and how we operate -- why? If new, you'll be able to find out about the place and how to get involved. If you've been here for a while this will serve you too. But organizational structures aren't just practical; they reveal something about the community. Our organization shows that each person and each ministry matters just like we each matter to God. The Tree of Life org chart is bare bones. Note that ministries at bottom are foundational and that staff structure is not top-down but collaborative.

Areas in light blue are those we need to focus on this year:

- i. Outreach -- partners, tiny homes, social justice, advocacy -- all are vibrant, but need to find community and how to communicate.
 - ii. Hospitality -- We need a home for that -- and need a go-to for people who want to serve or lead a ministry or host an event.
 - iii. Formation -- is what people come for.
 - iv. Communication -- we need this to spread this word around.
 - v. Welcoming -- Melissa invited the parish to welcome Jonathan Culwell and Maryella Morley into leadership of this effort and its reorganization.
5. Funding our mission -- budget discussion. Matt thanked the parish for their optimism and widening of perspective at last year's Annual Meeting. One particular way was a kind of 'looking on the other side of the boat' for encouraging plate offerings. This included the weekly envelopes for childrens', music, and outreach ministries, as well as for maintenance of building and grounds and the Rector's discretionary fund; and we invested in a dip jar for offerings from people who don't carry cash.

The Vestry has been looking at issues for our budget, and the role of debt in our budget. In this budget they did several things:

- a. They worked to increase income in a realistic way:
 - i. Followed up with potential pledgers and got pledges
 - ii. Made fundraising more realistic and did some one-time uses of designated funds
 - iii. Added new income lines for debt service
- b. They set aside a line in expenses for Social Justice, partly to fund our membership with the Interfaith Alliance but also to give them some funding.
- c. Unfortunately, there will also be noticeable budget cuts this year -- and they will be noticeable. Elizabeth said that the largest cut will be in music -- Tim Krueger, Choirmaster, is always very faithful, but we are looking at a year when we have to pull back to fit expenses into our income. We will try something new in Lent, which will be having no choir at the 9:00 service.

In sum: The Vestry has worked very hard to look at and preserve what is finest in our common life

while being realistic about how to finance those things.

- d. Debt service: Matt said that the Vestry also will be looking at how to finance our debt (from the church building expansion) so that we can manage it better.
- e. Treasurer Bob Mosher reported on year-end 2017. He said it was another photo finish, but we did finish in the black by \$132 -- and all the bills were paid.
- f. Bob also discussed the 2018 budget* presented at the meeting.
 - i. 2018 budgeted income:
 1. This budget increases plate offerings from \$70,000 to \$72,000.
 2. The number of pledges is down considerably from 2017 – by about 20; but of our current pledgers, about 60 have increased their pledge.
 3. The Friends of Music fundraising line is lowered from \$20,000 to \$15,000.
 4. The bequest from the estate of Randy Wren almost doubled the endowment and likewise the income from it.
 5. Facilities use didn't bring in what was budgeted, so the Vestry brought the 2018 number down to a more realistic number.
 6. We are also using what we've saved from the budget in previous years to repay parishioner loans when they come due in the future. We're moving the remains of that fund (\$24,326) to income for this year.
 7. Donations for maternity leave is not an ongoing item, so has been removed from this budget.
 8. Cathedral Ridge fundraising has been removed. Elizabeth said that as some know, the capital campaign has come into a quiet phase so we won't actively participate in that until it resumes, probably after the Bishop election.
 9. Overall there was a considerable drop in income with which the Vestry had to contend. Matt said that we all know there are times like this in the life of any community.
 - ii. 2018 budgeted expenses:
 1. There are no salary increases for anyone in 2018.
 2. Health insurance and pension items are fixed costs.
 3. Parking attendant responsibilities have been taken over by Jeff Parrott, the Parish Administrator.
 4. Some funding is being put aside for our sexton's retirement.
 5. There has been no activity requiring security, so we're cutting the security funding now.
 6. There is now a Social Justice ministry expense line.
 7. Diocesan and Regional pledges: The diocese asks for 10% of plate and pledge. We also need to make sure we're giving back to the region. They request 5%; we're at 1.5% in the 2018 budget.
 8. The music budget is coming in at \$47,749, which is much less than 2017.

- iii. In sum: the Vestry has presented the parish with a balanced budget for 2018, but at a cost to staff and ministries.
6. Ministry leadership transitions:
- a. Sonny Wiegand was term limited out as chair of Endowment Committee.
 - b. Carol Bush has been Assistant Treasurer for several years and will transition out. Jake Thomas will take over.
 - c. Maryella Morley and Jonathan Culwell will lead the welcoming ministry
 - d. Jonathan and Heather Culwell have been heading up our SCF ministry for singles, children and families; it's now being rolled into ministry for children and youth.
 - e. Jeff Brown – has been Junior Warden for three years. The family has been commuting to New Mexico, but Jeff has served faithfully nonetheless. The parish applauded him in absentia.
 - f. Retiring Vestry members – Elizabeth spoke gratefully of each one:
 - i. Alice Barton: Alice came to us having served on at least one other Vestry and having had leadership positions in very different kinds of churches. Elizabeth expressed our gratitude for her bringing that perspective
 - ii. Mike Ogborn: Mike has always been filled with a faithful calm and utter confidence in our ability to do the work that we have been given to do. He will remain the leader of the Tiny House Village effort.
 - iii. Ally Dodge: Ally brought what appeared to be boundless energy – among her many gifts was the way that she brought her experience and expertise from her professional life to us.
7. Vestry election results: Matt announced the results of the election. For three year terms Susan Backus, Janice Woodward and Ken Backensto were elected. Barbara Day was elected for a one-year term.
8. Closing prayer: Elizabeth asked all to pause before the meeting was adjourned to take a moment in silence to reflect on our life together in this place and to think about what each person's prayer was for this place.
9. Adjournment: A motion to adjourn was moved and seconded, and approved unanimously.

Respectfully submitted,

Shelley Brown, Clerk