

MINUTES OF THE VESTRY OF ST. ANDREW'S EPISCOPAL CHURCH,
DENVER, COLORADO, FOR THE MEETING HELD JANUARY 5, 2010

Present: Kathy Fleming, Susan Backus, Eric Frame, Shelley Brown, Judie James, Richard DeTar, Jim Anthony, Rich Rinehart, Elizabeth Randall, Tim Krueger, and Andy Robinson.

At 6:45 p.m., we did not have a quorum. We were short one person. Tim Croasdaile and Deb McVicker could not be present.

At 6:47, Beckett Stokes arrived, and we had a quorum. Elizabeth requested we be finished between 9:00 and 9:30. We were not. Our usual check-in activity began at 6:52. We prayed together at 7:00

7:14 – Andy reported for Stewardship. The 2010 pledge detail is appended. There are 22 new pledging units. The average and the median are high, two are over \$10,000. New people are slower to give. Some large pledgers moved away. The bad economy is a big reason for our problems. Andy will do Stewardship for three years. He believes Elizabeth's leadership has helped to widen Stewardship beyond just money and beyond a certain time of year. We'll start earlier in the future. Elizabeth, indeed everyone, expressed gratitude for the committee's successful work.

The 2010 budget was taken up. Jim's report is appended. Some of the larger changes were noted: Children's education was not formerly a line item. Coffee hour and Parish functions went up because we paid more in 2008 and 2009 for coffee. Salaries and housing are up. Heating the building was high. Buildings and Grounds were lower when we were in Holy Redeemer. Worship costs are up due to the music, more services, and the Altar Guild. We average around 200 people on a Sunday. Tim noted that singers are budgeted in salaries and not worship. Jim explained the detailed pages. There is no debt service shown here now, it is part of Sacred Vision/Sacred Space. There was discussion of when that item switches over, July 2010 or January 2011. It sounded to me that it will be the latter. Payments to Colorado Episcopal Foundation in 2010 will also come out of SV/SS. This should be discussed at the annual meeting of the Parish. The budgetary shortfall could more than double in 2011. We can't pay more in 2010 than we plan to now. Beckett: Holding back from one's pledge for Capital Campaign is not necessarily helpful. Shelley: We need to let the Parish know the situation. Elizabeth: How do we build a culture of stewardship?

Rich began chairing the meeting regarding what to do about the shortfall of \$36,000. This amount was down from \$45,000 due to e-mails that came in during the meeting. Shelley: should we present the Parish with both this present budget and a balanced one? Judie: We still depend on the auction. Jim: There have been deficit budgets the past two years, last year \$3400 and the year before \$5000. Kathy: Some people gave more than they had planned to. She explained how she arrived at past budget figures and estimates. Expense estimates come from various people in the Parish with various responsibilities. Jim: Landscaping might be an easy item to cut. Elizabeth: We need to present a balanced budget.

Rich: What can we cut? Kathy notes much money from this past auction has not come in yet. We now began to look for suggestions of what we can cut. We all went through the financial details looking for items to cut. Items and amounts are listed in the order people said them. No attempt has been made to keep track of who said what. Thoughts came thick and fast.

Substitute organist \$500 – singers \$1500 or \$3000 – assistant priest \$2000 or \$6000 – sexton \$3000 – organist \$1200 – parking attendant \$9180 – admin. \$2000 (I suspect this means "administrator" and not "administration," though maybe not.)

Diocesan pledge \$2000 – cat. \$1000 or \$500 (I'm pretty sure this means "catechumenate." I don't think we have a line item for a feline.) – outreach \$5500 – evangelism \$1000 – coffee hour \$520 – children's education \$500 – website and advertising \$500 – regional pledge \$1000

Vestry retreats and training - \$1700 or \$1000 or \$2200 – office expenses \$1200 – postage \$100

Buildings and Grounds are: Xcel energy bills \$2000, this refers to trying to use less energy, not just withholding payment.

Worship: instrumentalists \$2500 – music (meaning sheet music?) \$1000 – flowers \$700 – vestments \$300 – Gerken's (church supplies, largely Altar Guild) \$500 – organ tuning \$500 (This would mean "less frequently," not "never") – other music expenses \$100

If all of these cuts were made, they would total \$44,000.

We then turned to some of the individuals present knowledgeable in some of these areas for their comments on how reasonable or unreasonable some of the suggested cuts were. Elizabeth: Bennett cannot handle the parking lots in addition to all of his other duties. Tim: salaries for singers are up because we have gone back to two services and added a choral Evensong each month. We are paying less than the American Guild of Organists' guidelines. He explained how there could be savings on the organist nevertheless. Elizabeth: George Magnuson does quite a lot and is very valuable. The Parish Administrator is now also the bookkeeper, and he works over 30 hours a week. Tim explained how he decides how much to pay singers. From \$19,700 to \$21,200 is the added Evensong.

Shelley: We must not cut outreach spending, that which is on people other than ourselves.

Elizabeth: We can't cut our payments to the diocese or the region. Rich: Individual parishioners cover the cost of wine for newcomer receptions (under the Evangelism Committee). Kathy: Office expenses can't be cut. Judie: Can we save on service leaflets? We will need \$700 to activate the alarm system. Tim discussed cuts in music costs. St. Martin's might pay for its office space. There was discussion of how we will prioritize these cuts and of how the Assistant Priest's salary amount is determined.

We put dots on the walls.

We thanked Rich Rinehart for his excellent facilitation.

Jim will apply our dots to the budget.

It will be decided by Elizabeth, Tim C., Judie, Jim, and Rick Larsen what specifically to say to the Parish.

Judie, Junior Warden, will look into an energy audit and cost savings in that area.

Elizabeth noted there are eight possible candidates for the Vestry, one of the four people chosen will serve only one year, part of someone else's expired term. Her installation as Rector will be February 2nd. She suggested February 13th for a meeting of the new and old vestries. January 10th will be Frank Nowells' last Sunday as our organist. Tim Croasdaile is seeing about a gift. Tim Krueger thanked us all for our support of his ministry.

At 10:00 p.m., we adjourned.