

**St. Paul's Episcopal Church
Cary, North Carolina
Vestry Minutes
July 17, 2017**

***Mission Statement:** Acknowledging that all gifts come from God, the mission of St. Paul's Church is to know Christ and make Christ known.*

Identity Statement

St. Paul's Episcopal Church in Cary is home to an active, caring and diverse congregation of the Episcopal Diocese of North Carolina. Through corporate worship, spiritual development, fellowship and service we continue to grow together in faith. We strive to be Christ's welcoming, reconciling and transforming presence in the world through our many and varied ministries.

Call to Order

The Rev. George Adamik, Rector, called the regular monthly meeting of the Vestry of St. Paul's Episcopal Church to order at 7:00pm on Monday, July 17, 2017. The following members of the Vestry were present: Ron Barbee, Rick Bradley, Olivia Delahaye, Bill Gautier, Sherri Hubbard, LaQuinta Jernigan, Jeff Kager, Frank Laney, and Karen Smith. Carter Collins, Ralph Greco, and Victor Talbird were absent. Also present were Christine Ingram, Parish Administrator/Church School Director; John Goehrke, Treasurer; and Lanny Wase, Clerk.

Formation

George Adamik opened the meeting with a prayer.

Information

Discussion

1. Vestry Nomination Committee Update: Sherri Hubbard reported that the committee has compiled a list of potential nominees. These will be checked for eligibility before calls are made.

2. Convention Delegates: The 202nd Diocesan Annual Convention will be held in Winston-Salem on November 17-18. St. Paul's has now been allocated one additional delegate, for a total of five. The 2017 delegates will be: Carter Collins (through 2017), Dave Mackie (through 2017), Karen Smith (through 2018), Aleta McClenney (through 2019), and Olivia Delahaye (through 2019). Alternates for this year are: Jeff Kager, Lanny Wase, and Bill Gautier. Lanny Wase will submit the registration form before the July 31st deadline.

3. Buildings and Grounds Update: Jeff Kager reported on the following projects:

Courtyard Lighting: This project is complete.

Education Building Bathroom Fans: The bucket lights are on order and will be installed soon.

Retention Pond: Fill Bowen will contact the Town of Cary to see if we can hold off on repairs until the Winter of 2018. The repairs will run approximately \$17,000-\$18,000.

Dead Tree by Parking Lot: The tree has been taken down for a cost of approximately \$950.

Ice Maker: A new Follett ice-maker has been ordered.

Hole in Sanctuary Window: The window is on order. The cost will be approximately \$450.

New Lawn Mower: The Men's Group is paying for a new mower.

Kid's Club: There are mice in the building. Jeff Kager will look into plugging their entry holes.

Youth Wing Air Conditioner: Jeff Kager made a motion to authorize purchase of a new AC unit using approximately \$16,000 from the Vestry Discretionary Fund. This money will be replaced with funds from the Capital Campaign. Bill Gautier seconded, and the motion was passed by unanimous voice vote.

4. Capital Campaign Update: Rick Bradley reported that the architectural firm of LS3P Associates has been hired. The committee has identified four possible capital campaign consultants. This number will be narrowed down to two, who will be asked to make a presentation to the Vestry and interested parties.

5. Recap of Bishop's Ordination: The ordination and consecration of the Rev. Samuel Rodman as the XXII Bishop of the Diocese of North Carolina was held on Saturday, July 15, at Duke Chapel. All agreed that the event was truly impressive. George Adamik and our clergy attended, as well as several parishioners. There was also a luncheon for clergy on Friday at St. Stephen's in Durham.

6. Health Benefits: Frank Laney made a motion to accept the Finance Committee's recommendation to phase out staff dependent coverage over a period of three years and to discontinue offering to help pay for part-time employee health coverage. Employee premium contributions will increase to 50% in 2019, 75% in 2020, and 100% in 2020. Ron Barbee seconded the motion. The motion failed, with four votes in favor and five votes opposed. Frank Laney then proposed a second motion to simply discontinue offering to help pay for part-time employee coverage, starting in 2018. Part-time employees can still buy health coverage, but the employee will pay all the cost. Bill Gautier seconded, and this motion was passed by unanimous voice vote.

7. Compensation: Frank Laney made a motion that the Vestry ask the Finance Committee to develop a 2018 budget which reflects salary adjustments to bring our staff into a more competitive range. The first year cost will be \$17,848.56. The second year cost would be the same. All staff will receive at least a 1% raise per year. This plan would be subject to modification as further information is obtained. Bill Gautier seconded, and the motion was passed by unanimous voice vote. A performance evaluation plan has been implemented for the fall of 2017. A plan to connect pay raises with performance evaluations should be referred to a committee for further study.

8. Elephants: A question was raised about the Stewardship timeline. Sherri Hubbard noted that the committee is getting ready to gear up. Bill Gautier recommended that we review Vestry goals for progress every month and that it be added as an agenda item.

Decisions

Treasurer's Report

John Goehrke reviewed the June 2017 Treasurer's Report. Total income of \$57,619 was unfavorable to the budget by (\$7,596) for the month and unfavorable year to date by (\$5,291). Total expenses of \$76,761 were favorable to budget for the month by \$9,375 and favorable year to date by \$12,214. Net income of (\$19,143) was favorable to the budget by \$1,780 for the month and net income year to date of \$45,821 was favorable by \$6,924. Month end total cash was \$248,263. Of this amount, \$177,313 is earmarked for restricted funds, which leaves \$72,597 in operating cash.

Jeff Kager made a motion to file the June 2017 Treasurer's Report. Karen Smith seconded the motion, and it was passed by unanimous voice vote. The Treasurer's Report Summary, Balance Sheet Summary, Statement of Cash Flows, Profit and Loss Budget Performance Summary, Capital & Encore Fund Activity, and Restricted Fund Activity reports as of the end of June 2017 are hereby incorporated as part of these minutes.

Approval of Minutes

Olivia Delahaye made a motion to approve the minutes of June 19, 2017, as written. Jeff Kager seconded, and the motion was passed by unanimous voice vote.

Action Register Review

The Action Register was reviewed and updated.

Adjournment

Rick Bradley made a motion to adjourn the meeting. Jeff Kager seconded, and the motion was passed. The meeting was adjourned at 8:30pm and closed with the Lord's Prayer,

Respectfully submitted,

Lanny Wase
Clerk of the Vestry