

**St. Barnabas Episcopal Church • Bainbridge Island, WA
January 17, 2021 Minutes of the Vestry Regular Meeting by Zoom Teleconference**

Vestry Members Present

Will Nickum, *Sr. Warden*; Rosalys Peel, *Jr. Warden for the People*; Randy Krause, *Jr. Warden for Buildings and Grounds*; Angie Bickerton; Kirk Eichenberger; Linda Maxson; Steve Schmitz; David Teves

Vestry Member Absent

Carolyn Myers

Others Present

The Rev. Karen Haig, *Rector*; Michael Killion, *Treasurer*; Katherine Bolles, *Chancellor*; Rebecca Ditmore, *Clerk*; Brian Andvik; Laura Bainbridge; Barbara Bolles; Judith Hanna

Call to Order: 1:03 p.m.

<i>Item</i>	<i>Topic</i>	<i>Speaker</i>
1.	Introduction of Vestry Members to Nominees Vestry members and nominees introduced themselves to each other.	<i>Will Nickum</i>
2.	Opening Prayer and Spiritual Reflection	<i>Rev. Karen Haig</i>
3.	Approval of Agenda ➤ Motion: Approve the meeting agenda. MSP	<i>Will</i>
4.	Approval of Minutes from 12/13/20 Meeting ➤ Motion: Approve the minutes. MSP	<i>Will</i>
5.	Old Business	
5.1	Sacred Ground Update All of the groups have gotten their first sessions done and are starting their second, and it feels like a great start. Dave will be getting together with the facilitators soon to gather feedback on how things are going. Will commented that it's been powerful and is what he needs to be doing. Steve commented that the timing of this is perfect, providing a theater in which to be learning and be exposed to this material.	<i>Dave Teves</i>
5.2	Stewardship Update Linda referred everyone to the rector's report and thanked the vestry members for their participation in helping to make the campaign a success. She invites all to contribute to the Stewardship Corner in the weekly newsletter. Rosalys commented on how incredible things went while in a pandemic.	<i>Linda Maxson</i>

5.3 Holland Bequest Update

Rev. Karen

Rev. Karen announced that the first \$10K has been disbursed from the account. The account will stay at Edward Jones and be disbursed as requested by the bequestor.

5.4 Congregational Leadership Conference

Rev. Karen

This is a reminder about attending the meeting on Saturday, February 13, and all are encouraged to register as well as let other church leaders know they are welcome to attend.

5.5 Sabbatical Update

Rev. Karen

A sabbatical team has been formed. Rev. Karen is hoping to be on sabbatical one year from the day after Easter, in 2022. Her primary concern is to make sure that the whole congregation realizes this is a journey to deepen spiritual roots for both rector and congregation, so that all have a spiritual journey to travel in her physical absence.

5.6 Labyrinth

Rev. Karen

The cost will be \$10K or less. \$3,600 has been committed from the Contemplative Ministries group. The vestry wants to continue moving forward with this idea. There was agreement that the congregation needs to be educated, informed, and brought along in the process, framing the labyrinth as a way for the congregation and community to connect and memorialize the events of the last year. This will be an agenda item one of the church's mutual ministry goals for 2021, and Rev. Karen will put together a one page document on what a labyrinth is and how it can serve the church and community to be used for discussion at the upcoming annual meeting. Vestry members agreed to submit their comments relative to the labyrinth for inclusion in the annual meeting report.

5.7 Mutual Ministry Agreement

Rev. Karen

The labyrinth will be presented as an agenda item as one of the church's mutual ministry goals for 2021.

6. New Business

6.1 Congregational Grade Change

Rev. Karen

There are different congregational grades in the Church. Forty percent of the grade is based on the number of pledges, 30% on average Sunday attendance, and 30% on the church's budget. St. Barnabas has moved from a Grade C to Grade B church, based on 2019 numbers. (The grade change does not change the church's assessment to be paid to the diocese.) The impact on the church is that it increases Rev. Karen's salary, but Rev. Karen is pledging the increase back to the parish. Rev. Karen was thanked for the generosity of her pledge.

6.2 Letter of Agreement

Rev. Karen

The Letter of Agreement template is from the diocese, and the language for new rectors has been removed. The only thing that is different is that it allows Rev. Karen to take her sabbatical early due to previously explained circumstances.

6.3 Nomination of Vestry Slate

Will

We are nominating the slate of Brian Andvik, Judith Hanna, and Barbara Bolles for a three year term each, with Steve Schmitz and Laura Bainbridge to serve a 1 year term each.

- Motion: Accept the slate of new vestry members for nomination. **MSP**

6.4 Junior Warden for the People

Rosalys Peel

Rosalys discussed how stable the congregation is and that it has been her pleasure and honor to work with members of the congregation to explain to them how things work, and to then pass along questions and concerns to Rev. Karen. She discussed the importance of making oneself known as a person who can help answer questions. Rev. Karen said that it is important to be trustworthy, kind, and approachable in that role, and this position will be elected at the next vestry meeting, to be held after the annual meeting on January 24. Rev. Karen and the vestry are grateful to Rosalys for her caring work in this position.

6.5 Lenten Practice and Holy Week Deliveries

Rev. Karen

There are packages to be distributed to the congregation before Shrove Tuesday and again before Holy Week. There was discussion about whether these would be delivered or if people could come by to pick them up. Further information will be provided. The vestry agreed in principle to help with deliveries.

6.6 Annual Report Questions

Rev. Karen

a. What were the primary opportunities, innovations, and challenges in conducting worship during the pandemic? What did you learn?

b. What are the primary opportunities and challenges your church is facing as it plans for the future?

c. What three things have changed the most in how the church conducts its ministry?

The vestry is requested to send their input to the clerk as soon as possible.

6.7 Facilities Update

Randy Krause

Randy would like a smooth transition for his position and will meet with Brian and Tom to insure that this happens.

7. Reports

7.1 Treasurer's Report

Mike Killion

This has been an amazing year all things considered. As it turned out, the pledge community gave 99% of their pledges—\$16K. (The usual pledges unfulfilled number is 4%.) Gift income was up for a net gain of \$36K, and expenses are down \$38K.

Endowments increased \$105K for the last month. We have almost \$200K in unrestricted funds, which allows us to move forward. (This includes the \$72K PPP loan, which will be

forgiven and will be shown as unrestricted income.) We have one checking and one savings account left at Columbia Bank.

2021 Budget: Income is 390K, about 14K less in pledge income. Expenses are up 15K. There will be some expenses for safety equipment when we reopen. Bulk of increase in 2021 is the cost of living and salary increases. With a budget of \$536K, the deficit will be approximately \$2,500).

- Motion: Accept the report. **MSP**
- Motion: Approve the 2021 budget. **MSP**

7.2 Day School Report

Rev. Karen

Reported in the Rector's Report.

8. Chancellor Update

Kathy Bolles

Kathy will send out a resolution to be voted on by email allowing the board to continue to meet by Zoom, she had no additional updates. She informed all nominated members that she is available to answer any questions at any time during their service.

9. Closing Prayer

Steve Schmitz

10. Executive Session

Rev. Karen

11. Adjournment

Will

- Motion: to Adjourn 3:25 p.m. **MSP**

Reminders:

The annual meeting will be on Sunday January 24, 2021 at noon. There will be a short vestry meeting immediately after the annual meeting.

The next meeting is Sunday, February 21, 2021 at 1 p.m.

There is an all diocesan vestry meeting on Saturday, February 13. Times TBA.

Faithfully submitted,
Rebecca Ditmore
St. Barnabas Vestry Clerk