

**November 24, 2009**  
**Meeting of the Vestry of Saint Gregory of Nyssa Episcopal Church**  
**7:00 PM in Chapel**  
**Next meeting: December 12, 2009**

**Vestry members present:**

Susan Abernethy, Elizabeth Boileau, Dan Crisafulli, Brad Erickson, AnnaMarie Hoos, Paul Fromberg, Rick Storrs

**Absent:** Jessica Anderson,

**Guests:** Cheryl Hendrickson, Brian Protheroe and Treasurer, Leesy Taggart

**Invocation**

**I. APPROVAL OF MINUTES**

The October 27, 2009 minutes were amended and approved.

**II. FINANCIAL REPORT**

Leesy Taggart reported that we are on track with our budget. Gifts and pledges received in response to the Fall Fundraising letter total over \$20,000, our goal is \$40,000. The first \$20,000 goes to the operating fund, the second \$20,000 to the building fund. People are responding openheartedly to the fundraising letter with a significant number of givers giving more than they were asked to give.

Dan Crisafulli opened the discussion about next year's budget. Paul presented the 2010 personnel calculations and the expense budget worksheet. A new factor in this year's personnel budget is that the Diocese has made an allowance for parish staff working 20 hours or more to join the Diocese group health plan which is quite inexpensive. This makes it possible for all employees of St. Gregory's to be covered by a comprehensive health plan. The personnel budget increase reflects the health benefit coverage, bringing salaries and benefits in line with past salary practices and policy and a proposed new Family Ministries position. The Diocese gives all churches salary guidelines and we are paying the minimum presently.

Expense budget items discussed included the Assessment expense, those payments made to the Diocese, is lower. The Diocese is giving a one time 10% discount on the Assessment next year to all parishes and our operational expenses for this year, the base for our assessment, are lower resulting in the lower assessment. Also discussed were the proposed increases in the budget category of stewardship and hospitality. Vestry members discussed past budget items and how the items were accounted for in this budget.

Stewardship was discussed and how it could be better organized so that it would increase the amount pledged to the church. Dan raised again that other groups are interested in our reinvention of church and that they may be willing to give money to our support. Since the parish is now financially self-sufficient, we may be a more attractive grant applicant than when we depended on All Saints Company. Leesy discussed the two stewardship campaigns at St. Gregory that occurred in last decade that resulted in increases in giving as a result of the intentional focus on stewardship. In January Leesy wants to restart our stewardship campaign of the last couple of years of sending letters to 10% of our members each month asking for their pledge. After Easter she would like to constitute a stewardship program about gratitude and generosity focusing as the goal fulfilling church programs not meeting the church budget. We are going to be able to achieve a healthy increased budget by asking our members to give a greater amount proportionately and by increasing our membership. We, as a church community, can tell the story of success or lack of success and lessons learned so that we can position ourselves for greater giving and use of that money.

Susan Abernethy suggested that at the Annual Parish Meeting that the budget concerns be discussed; past deficit budgeting, healthcare costs, the Family Ministry position and salaries. After laying out the concerns then clarifying that if pledging doesn't increase beginning in February through April then the Vestry would have to amend the budget by the end of April. The Vestry will have to take into account the typical church yearly cash flow, lots of cash in January and uneven cash flow during summer in terms of the budget. Since this presentation will be to the entire community those members who have not been asked this last year to renew their pledge will have an opportunity to increase their pledges in addition to new members that may have filled out a pledge card in the last 6 months. Dan stated the next step for the budget process would be to meet and pass the budget in December.

### **III. CONVENOR'S REPORTS**

Brad reported that Jessica will be completing this semester's classes shortly and will resume classes next semester but won't have the same schedule. Jessica suggested the Vestry find another day to meet other than the date of Tuesday, December 29<sup>th</sup>, the date suggested because there would be a quorum. Saturday December 12<sup>th</sup> was agreed upon from 2pm to 4 pm.

The slate of candidates for Vestry vacancies will be presented to the membership before the Annual Parish Meeting in the online newsletter. If members want to put their names forward for a position on the Vestry then they will have an opportunity to do so before the Annual Parish Meeting.

Discussion followed about when to have the Annual Parish Meeting in order to ensure that as many members that can come will come. Having the meeting on Sunday makes for a long day for members, having it on Saturday may not be ideal for members, there is no ideal weeknight.

Moved, Seconded, and Approved: The Annual Parish Meeting will take place on Saturday, Jan 23<sup>rd</sup>, beginning in the afternoon and concluding with a Feast of Friends. The Annual

Parish Meeting will be facilitated. The election to the Vestry will use a paper ballot; will take place on Sunday, January 24<sup>th</sup>, at 9:30 pm with the results announced that day.

It was suggested that for new members of the Vestry a Handbook with the Bylaws and Articles of Incorporation, in addition to key Vestry decisions be prepared by the Vestry meeting in January. There is a Diocesan guideline for the Handbook that can be a resource for us. Also suggested was a list of past Vestry members would also be helpful.

#### **IV. CLERGY REPORT**

Paul asked Brad to sign a form to authorize the transfer of money from Jubilee Ministries to San Francisco General Hospital through the Food Pantry.

Last Vestry meeting we discussed clarifying membership at St. Gregory. Paul introduced an amended proposal to the Membership Committee that arose from discussions with the Membership Committee and staff. The amended proposal underscores that we are all friends of God and that the new nomenclature will help define intent around membership. The new categories of membership at St Gregory are Members, Out-of-Town members and Associates. It is important that we acknowledge how people commit to St Gregory and provide encouragement to members who have moved to find a new church.

Moved, Seconded, and Approved: The Vestry accepts the revised clarification of membership at St Gregory as written.

Paul shared some pastoral concerns along with the news that many completed the Pastoral Care Training. The group will receive a blessing on February 21, the Feast day of Agnes Sanford, one of the proponents in the church for Healing Prayer. The Grounding group has met a couple of times around the spiritual aspects of organizing and paying attention to what is happening around them. A positive, interesting aspect of the group is the intergenerational mix that is happening.

#### **IV. COMMITTEE REPORTS**

##### **MEMBERSHIP**

Susan Abernethy reported that there were four new members:

Laura Beattie – sponsor Sara Miles

Tim & Megan Jack Yip – sponsor Andy Shamel

Joyce Mulcahy – sponsor Susan Abernethy.

Susan will happily report back to the Membership Committee the Vestry approval of the revised membership categories.

## **LIFELONG LEARNING REPORT**

AnnaMarie Hoos shared about the Grounding group; the interest about the Commission on the Environment, a Diocesan venture, Daniel Webster and ISA two schools here on Potrero Hill and a Book group.

Rick Storrs' requested that to ensure great attendance at the Annual Parish Meeting that an effective publicity program be organized.

## **STRATEGIC PRESENCE**

The Christmas Schedule was discussed for effective outreach:

December 6<sup>th</sup> - Cookie Swap with Outreach Ministries cards available for giving

December 10<sup>th</sup> – Genentech Hall at UCSF Concert by Choir at 4:30 pm

December 16<sup>th</sup> - Cookies'n'Carols at 5 pm

December 20<sup>th</sup> – Church decoration after services

December 24<sup>th</sup> – Christmas Pageant at 6:30 pm and Chorale Service at 10:00 pm

December 31<sup>st</sup> – New Year's Eve Liturgy at 6 pm.

## **VI. OTHER BUSINESS**

There was no other business.

## **CLOSING PRAYER**

With a recognition of jobs well done the

**\*\* meeting adjourned \*\***