

Minutes

Vestry Meeting – August 14, 2019

Present: Fr. Richard, John Grant, Susan Howland, Diane Nichols, Lynn Garland, Lorraine Brumskine, Tamsin Lucey, Nancy Waugh, Rose Reith, Peg Nelson

Regrets: Lana Pieczynski

Fr. Richard opened the meeting at 7:10 p.m. with prayer and bible study: Luke 12: 49-56.

Business

A motion was made, seconded and approved to accept the July 2019 vestry meeting minutes.

A motion was made, seconded and approved to accept the July 2019 Treasurer's report.

- Susan reported on the Finance Committee meeting.
 - We have learned that according to the United States Department of Labor (USDL) our organist would not qualify as a non-exempt employee. Considering this, it would be best practice to pay an hourly wage rather than a salary. This change requires the organist to track and report his/her hours, which complies with typical business practice. There was discussion about the difficulty of tracking hours, clarifying that this change does not devalue the position or minimize the organist's skills, but rather it brings us into compliance with the USDL. Additionally, this change has the positive benefit of simplifying the pay issues if the organist needs to take more leave than allowed in the contract. We participate in the diocesan payroll system, which offers monthly or twice a month payment, so there is flexibility as to when the hours are submitted. After discussion there was consensus that we must follow USDL requirements. A motion was made, seconded and passed to revisit the organist contract including paying an hourly rate rather than as a salaried position.
 - In preparing the 2020 budget, the Finance Committee will review salaries and vacation time and will continue to move toward the \$15 per hour minimum wage requirement for the Sexton.
 - The Finance Committee invites Lynn as Stewardship Chair to join us at our next meeting.
- Susan asked for clarification of purpose for our Facebook page. Discussed was whether we should limit items posted to Holy Trinity Church's activities, worship services, holiday schedules, etc., or whether we should include national and diocesan church news. Fr. Richard stated that it is not the function of the local church to be political. Without being political, although, we become irrelevant to the life of our people. The problem is that political statements sometimes encourage inflammatory responses. Lynn suggested that we compose a few standard replies that express appreciation for those thoughts and invite the responder to join us on Sunday to discuss the matter further. It was agreed that we will continue to post Holy Trinity, diocesan and national Episcopal Church news. Lynn will craft the response statements. Another option is to put in a pinned post (static at the top of the page).
- Susan asked for and received permission to borrow the church's white tablecloths for an Episcopal Province I meeting that she is having on August 17.

Rector's Items

- Two people have requested a copy of the prayer book Daily Prayer for All Seasons.

Upcoming Events

- Rev. Meredith Ward will fill in for Fr. Richard while he vacations on August 18 and 25.
- Fr. Richard will not be able to attend the Small Church Summit 2.0 on September 28 because he will be away. Pam Mott had asked for a 10-minute presentation by Holy Trinity about our process on going from full to part time, keeping the congregation involved, and the covenants of expectations. Susan will think about making the presentation. Nancy offered to go to help answer questions. John said he would make the presentation if someone put it together for him. Tamsin reminded him that he could use the Pecha Kucha and adjust the timing to satisfy the request. Fr. Richard will notify Pam that we will make a presentation on September 28.

Building & Grounds

- Susan handed out an update on the Dixon and Salo work to date and a schedule for future work (copy attached to and made a part of these minutes). There will be a meeting with the Building Inspector on August 20 after which Susan will issue a report.
- Tamsin reported that sometime after 9 A.M. Saturday, August 10, somebody has cleared a 3-foot-wide area from the top of the bank down the hill. Unless the brush is put back, we will have an erosion problem. Tamsin will try to learn the why from the neighbors.

Mutual Ministry Review

There was no time to begin discussion on the Mutual Ministry Review items.

Closing prayer – Prayer for the Parish

Meeting adjourned at 9:10 p.m.

Next Vestry Meeting September 11, 2019 @ 7:00 PM

Respectfully submitted by Peg Nelson, Clerk