



Minutes of the Vestry

December 21, 2020

The meeting convened online via Zoom at 6:30 pm.

Attending –

Clergy – Michele Morgan, Rector

Wardens – Ryan Baugh, Sr Warden

Vestry – Brent Bickley, Kit Arrington, Brandon Knight, Fritz Henn, Amber Macdonald, Shay Waye, Andrew Stafford, Linell Grundman

Absent – Christina Herman

Officers – Mary Thuell, John Edwards, Kim Bayliss

Guests – Raiford Gaffney, Josie Jordan, Randy Marks, Chris Berendes, Elin Whitney Smith, Steve Dalzell, Edna Boone

Opening Prayer led by Brandon Knight.

Approval of the Minutes

Kim Bayliss presented the Minutes of the November 16 Vestry meeting. Linell Grundman moved that the minutes be approved. Andrew Stafford seconded the motion. Vote was taken by show of hands – 7 for, 0 against, 1 abstention.

Report of the Treasurer

The Finance Committee met on 12/9. John Edwards told the Vestry that the financial situation for St. Mark's continues to run well ahead of the same time last year due to stronger than anticipated pledge income earlier this year. An updated forecast of the effect of the shutdown on our annual budget projects a year-end surplus of ~\$75k+ mainly due to the reduction in mortgage costs, lower than anticipated expenses, and higher than anticipated pledge payments. Extended Vision pledge payments allowed a transfer of \$13,500 toward our LOC principal, bringing the principal balance down to

~\$14,500. The Finance Committee also discussed the possibility of selective year-end bonuses pegged to shutdown-related work above-and-beyond normal job tasks. The updated 2020 forecast reflects the reallocation of unused personnel expenses for a potential bonus pool, with any bonus decisions to be made by the rector with Vestry consultation as appropriate.

Fritz Henn moved to approve the Treasurer's Report for December. Andrew Stafford seconded the motion. The report was approved by a how of hands, 8-0.

St. Mark's Membership in Washington Interfaith Network (WIN)

Kit Arrington introduced the following motion:

Resolved, St. Mark's church will join as a 2021 member of the Washington Interfaith Network (WIN) with a membership dues payment of \$3,000."

Linell Grundman seconded the motion.

Washington Interfaith Network (WIN), founded in 1996, is a broad-based, multi-racial, multi-faith, strictly non-partisan, District-wide citizens' power organization, rooted in local congregations and associations. St. Mark's was a founding member in 1996 but had subsequently discontinued participation. A growing group of St. Mark's parishioners have become active in WIN and believe St. Mark's should rejoin to participate in change to increase equity broadly and systemically in the community.

St. Mark's parishioners will serve as the points of contact to minimize the time commitment of the Rector.

The Motion was agreed to, 7 voting in favor, 0 opposed, and 2 abstentions.

Vestry Greeting

Vestry members Kit Arrington and Linell Grundman have developed a sign up sheet located on the Google Drive to simplify the weekly Vestry Greeting during church services.

Reopening and Gathering Committee Report

St. Mark's will not be opening for Inauguration Day, January 20th, as it has in past years. The Committee will be sending a survey to better understand people's comfort level returning and the minimum they would want/expect to be happening in order for a return. The survey will be open until 1/30/21.

Update on Anti-Semitic Liturgy Resolution

Randy Marks updated the Vestry on the resolution approved at the November meeting to request a review of anti-semitic lectionary readings by EDOW. The resolutions committee was supportive and asked for a minor change in the resolution text and a

shorter explanatory note. Randy revised and, with Michele's support, re-submitted. The committee representatives wrote on 12/21 that they think the revisions are good, have submitted the final to the rest of the committee, and don't anticipate needing any further changes.

2021 Canvass Updates

As of now, 90% of the goal has been reached with 226 pledging units. Vestry members volunteered to make calls the first week of January to wrap up the Canvass.

Discussion of 2021 Draft Budget

A draft 2021 Operating Budget is ready for Vestry review. The budget provides for full funding of all budget requests and shows a relatively small deficit of \$11,911. The final budget will be presented to the Vestry at the January meeting. Key assumptions in the proposed budget include: Canvass pledge goal is met, 11 months of expenses for a new assistant rector, increase in diocesan pledge by 1%, optimistic projection of when church space use resumes but conservative projection in terms of expenses, staff COLA, and appropriate staff salary adjustments.

The Vestry meeting adjourned at 8 pm.

Vestry members, sans clergy, reconvened in Executive Session to discuss staff compensation.