**St. Anne’s Vestry Meeting Minutes**

**5/22/2022**

**Via Zoom and In Person**

This meeting was conducted as a hybrid, in person and on Zoom.

Present: Darryl Hammill, Senior Warden; Debbie Walker, Junior Warden; Stan Meiburg; Donna Williams, Ray Leonard; Eric Ekstrand; Carmen Caruth; Jason Wilkinson; Bob Hoover, Treasurer; Susan Gies Conley, Clerk

Via Zoom: Grace Phillips

1. Opening Prayer (Ginny)
2. Approval of March minutes  (All)
   * **Stan moved that the minutes be approved, Jason seconded, the motion was approved by consensus.**
3. Potential Organist.  (Ginny)
   * Terry Hicks at a Moravian church in Clemmons, been playing for over 30 years. Teaches PT in WSFCS. Plays with energy and flexibility and has worked with children’s choirs. His compensation requirements are greater than our history, requiring discussion from this group.
   * He can start as early as July
   * Ginny would like permission to bring Terry on.
   * **Jason moved that Ginny be permitted to offer the position to Terry under the increased compensation terms of $14,000 salary as discussed. Debbie seconded.**
   * Discussion: Darryl pointed out that Terry seems to bring a lot to the table as far as skill set and would be worth the investment in compensation as a long-term strategy for St. Anne’s.
   * Carmen asked for clarification on the compensation terms being offered. Ginny clarified that we would meet Terry’s salary needs which is more than we have budgeted for the organist in the past.
   * Susan mentioned that she worked with Terry almost 30 years ago and would be pleased to have a person of his character among us.
   * Stan said that this feels like a calling for the Church and for Terry, and we need to keep valuing music as a part of our identity as St. Anne’s.
   * Ginny pointed out that we are in a rebuilding time and having a secure foundation to rebuild our music program is exciting for us.
   * Jason is happy that Terry has worked with kids before. He asked about comparable salaries, and it seems that St. Anne’s is way below the average Episcopal compensation for musicians. Ginny is St. Anne’s only FT employee, so it’s hard to compare apples to apples with churches that have FT ministers of music. Our soloists make about half of what they would make at other churches.
   * Eric wants us to explore in the future how to improve the compensation of our musicians and other staff, to pay them what they are worth and closer to the market rate. It may involve focusing on staff over other activities.
   * Debbie called the question. The motion was approved by consensus.
4. Building request. (Ginny)
   * To further our relationship with Freedom Schools. Linda would like to have the Children’s Defense Fund virtual training for counselors and staff at St. Anne’s because we have really good internet! It’ll foster team building over several days, June 2-5, 11am-6pm. Sunday is 11am-3pm. Linda knows that we are having the Pentecost service. They will have a Plan B for Sunday if weather make us have the service and picnic inside.
   * Donna mentioned that we will still need building access on Pentecost. Ginny said they know this and it’s fine.
   * **Donna moved that we allow the CDF training to happen at St. Anne’s June 2-5, Debbie seconded. The motion was approved by consensus.**
   * Second part of the issue: The school district has its buildings closed on Fridays in the summer. Freedom Schools wants to be at St. Anne’s from 8am-3pm on those 4 Fridays in June and July. There will be 8 staff members and will provide their own certificate of liability with St. Anne’s listed as covered. We would provide building and restrooms.
   * Darryl asked about the insurance and clarified that St. Anne’s would be additionally insured with a rider on their insurance.
   * Jason asked if they would be providing any cleaning service after being in the building all day. Ginny said she would ask if they would leave them as they found it. Our Sextons will come between school and Sunday services. Ginny’s experience with Freedom Schools is that they try very hard to be good stewards of their sites.
   * Carmen asked how many children would be on site. Ginny does not have an answer, although they may invite smaller than full groups of children on those Fridays, likely 10 or fewer. Ginny will ask Linda Winikoff to give us a more specific number, though of course we won’t have that information before we vote today.
   * Carmen also asked if we can keep the kids off of the playground out back, which is not in good condition. She also asked what spaces they would be using. Ginny said she will have to call Linda about these very good questions and we could do a vote by email at that time.
   * Several people mentioned that they are comfortable voting now as long as we set expectations from the beginning in order to maintain our good relationship with Freedom Schools.
   * Jason asked if the playground is actually unsafe or just messy. Carmen recalls that our playground doesn’t meet standards that are for safety and not aesthetic. Ginny said that our depth of mulch and under-equipment protection is not up to code. She will ask Linda to make sure the playground is off limits.
   * **Debbie moved that we allow Freedom School to use our facilities on Fridays as enumerated without access to the playground. Donna seconded. The motion was approved by consensus.**
5. Meditation Garden proposal (Stan)
   * Ron Noel, a member, is taking on the garden as a focus in ways that are helpful to the church. No vote is needed, but the Vestry needs to be aware as it is part of the grounds. It’ll be an improvement upon what we have.
   * Ron is also making our gas grills work!
6. AV Desk proposal (Jason and Darryl)
   * Mike Rodda submitted a drawing, he’s the son of parishioners. There’s no vote needed as no money is needed yet. Jason will let Matt know that the Vestry supports moving forward.
7. Bob will offer a written report for this month. He points out a few areas with question marks, small dollars in each area. The biggest question is that we have budgeted money for dividend and interest income, as well as restricted income. We haven’t had any of that on either side. The economic situation means that any interest income is questionable. We are bringing in money over the budget level year to date. Stan noted that plate income is up over budget. We will discuss the budget in depth in June.
   * The security upgrades are going to be the beneficiaries of our current
8. Date for full Vestry meeting (All)
   * June 19, our next meeting date, is Father’s Day. Can we hold off on the other issues until we meet in June.
   * We will move the meeting to June 12 understanding that Stan won’t be there.
9. Ginny closed with prayer