

**St. Martin's Episcopal Church, Ellisville, MO**  
**December Vestry Meeting**  
**Thursday, December 16, 2021**  
**Submitted by: Gina Slobodzian, Clerk**

Meeting started at 6:15 p.m.

Participants: Mother Leslie Scoopmire, Terence Bostic, Page Andersen, Angela Logan, Rebecca "Becky" McCoy Brewer, Ray Harbert, Laura Limbaugh.

**Opening Prayer by Mother Leslie**

**Devotion Led by Mother Leslie**

**Canticle 15: The Magnificat Luke 1:46-55**

- What does this Canticle mean to us? We sat in silence to reflect.

**Mother Leslie's Report (Sent Prior)**

- Attendance each week for in person worship continues to climb week over week.
  - During the first 505, we had a visitor looking for a church!
  - We doubled the 505 attendance the 2<sup>nd</sup> week
- Evie LaRoche service was beautiful
- Thanks to Gina Slobodzian and Loretta Go for leading Compline on Saturdays and Wednesdays.
- We are holding a Blue Christmas – "Out of Darkness" – on the winter Solstice.
- Annual In Gathering. We are continuing to get pledges. Thanks to the Vestry for reaching out to those who had not sent cards in yet.
- Referenced the Greening of the Church and Christmas schedule.
- We continue to have issues with mass mailings of the Beacon due to constant internet threats. Considering a change to the method and use Constant Contact as a channel.
- Adult Forum during Advent – study on spirituals. We will take a break at Christmas and then return in the new year.
- Sherrie Algren continues to send out the children's packets.
- Mary Edmundson has been straightening out the children's library.
- We did have Laundry Love this month; the attendance was a bit lower than expected.
- Pastoral Care
- Will be taking vacation after Christmas.

**Senior Warden Report (Not submitted – Tom Allen on vacation)**

**Junior Warden Report (Not submitted)**

- No updates

**Possible Vestry Candidates for next year**

- 2 for 2 years and 3 for 3 years

- Discussed reach out plans to those and who will be taking point.

### **Financials (Page Andersen – Sent prior)**

- Income and expenses are well balanced through November
- Cash in the checking account is dwindling and we are right at the cusp, if we do not get income in over the next several weeks, we will need to transfer money from SMIF.
  - We did not have to transfer money from SMIF last year.
    - CARES ACT money did bridge that gap.
  - Last week's weekly giving was half of what our expenses were.
  - Mother Leslie/Becky will do a blurb in the Beacon hoping to increase contributions by end of year so we do not have to transfer from SMIF. Becky will review Page's last letter to the Parish and send along a communication for publication.
- CAP Campaign
  - Follow Up on Investment committee's request to invest that money versus keeping in savings account (see November meeting minutes)
    - Tom went to last investment committee meeting, no traction or any changes at this time
- Requests from Steve Brunkhorst and APPROVED by Executive committee via email on 12/3/21:
  - Action Requested: Executive Committee Approve spending of \$3,782 for repair of two exterior door sets: a) at the nursery (\$1,562) and b) near the kitchen (\$2,220). Payment will come from Capital Campaign Funds. Work will be performed by H&G Schultz Company, the same company that installed the new front entry doors some years ago. The repairs will return these doors to proper operation so that they close, and latch fully as originally designed when a person enters or exits. In addition, door side seals and threshold seals will be renewed for energy conservation. Also, for the kitchen door, a new interior push bar and new exterior keypad, needed to work with the push bar, will be installed.
  - **Motion to approve November Financials: Terence, 2<sup>nd</sup>: Becky, no discussion, all in favor. None opposed. Motion passed.**

### **Facilities Report (Not sent)**

- Terence will follow up with Lincoln to see if there are any updates, we need to be aware of.

### **Capital Campaign Report (Page)**

- Nothing new to present

**Motion to approve November Vestry Meeting minutes: Angela, 2<sup>nd</sup> : Laura. No discussion. All in favor. None opposed. Motion passed.**

### **Annual giving update**

- Data as of 12/16/21
  - 141 giving units – 71 cards returned to us. \$219K in commitment. Last year we had \$260K pledged.
  - Page will send update on units that have not yet returned their cards so we can follow up accordingly after the meeting.

### **Budget Planning for 2022**

- Reports sent by Page earlier which were reviewed in detail.
  - Think about income and expenses
    - Bulk of income should come from the pledges
  - Reviewed pledging history. Through November of this year, we are at \$230K and what we had in the budget was \$310K.
    - Plate is above what was budgeted before - \$22K through November
    - Where we spend our money is on clergy and staff
      - Salary's will be about \$110K and then benefits will be added in
    - Diocesan pledge is going down as it is based on attendance
    - Building expenses have gone down. Remember, we are using capital campaign funds to make large repairs as preventive which is reducing smaller over time expenses.
    - Four main expenses
      - Clergy, staff, building, diocesan pledge
  - COLA (Cost of Living Adjustment) for staff
    - Administrator and Music Director
    - Lots of discussion surrounding 6 or 4% for the amount
      - Difference between 4 and 6 percent is \$1600.
      - Pension will go up for these increases (slightly)
  - Add Communications Rep to the budget
    - Lots of dialogue on this topic from the group
    - Communications Rep would be a part time position
      - 10 hours per week @ \$15 per hour
    - We had this position built in – years past. Individual would report to Mother Leslie and will handle various levels of written/community outreach communication on behalf of St. Martin's.
    - **All agreed to add \$12K to the budget for COLA and Communication Rep**
  - Reviewed building budget. Building expenses are in line with Lincoln's spreadsheet, up from prior COVID years when the building was not being utilized as much
  - Discussed Christian education line item
  - IWC – "Invite Welcome Connect" and resurrecting this program. We would like to do another parish picnic, if possible, but this will depend upon COVID.

- Increase postage a bit if we are going to be doing more mailings
- Convention expenses
- Discussed plate pledge as a line item
- River Blenders will be coming back which increases our income by \$300 per month as they pay a fee to use the church
- Pledges of \$395,879 are a calculation to balance to our total expenses (\$420,479) less other income
- Discussed LanServ contract and possibly changing vendors due to service level challenges. We will not modify the budget at this time.
- **Motion to approve budget with above context: Ray, 2<sup>nd</sup> :Terence, all in favor, none opposed. Budget passed. ("Annual 2022 budget V3").**

### **Resolution on Housing Allowance**

ACTUAL LANGUAGE FOR MOTHER LESLIE SCOOPMIRE IN 2021 FOR 2022:

- Housing allowance for Mother Leslie is now \$26,876.13
  - Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income a church-designated allowance paid to him/her as part of him/her compensation to the extent used by him/her for actual expenses in owning or renting a home; and
  - Whereas, The Rev. Leslie Scoopmire is compensated by St. Martin's exclusively for services as a minister of the gospel; and
  - Whereas, St. Martin's does not provide The Rev. Leslie Scoopmire with a rectory, therefore, it is hereby
  - Resolved, that the total compensation paid to The Rev. Leslie Scoopmire for calendar year 2022 shall be \$67,584 of which \$26,876.13 is hereby designated to be a housing allowance; and it is further
  - Resolved that the designation of \$26,876.13 as a housing allowance shall apply to calendar year 2022 and all future years unless otherwise provided.

ACTUAL LANGUAGE FOR REVEREND SHUG GOODLOW in 2021 FOR 2022:

Whereas, St. Martin's Episcopal Church does not provide The Rev. Shug Goodlow with a rectory, therefore it is hereby Resolved, that the total compensation paid to Rev. Shug Goodlow shall be \$32,338 annually of which \$27,524, is hereby designated to be a housing allowance; and it is further Resolved, that the designation of \$27,524 annually shall apply to calendar year 2022 and all future years unless otherwise provided.

**Motion to approve housing allowance for Mother Leslie Scoopmire and Reverend Shug Goodlow as written above: Laura, 2<sup>nd</sup>: Becky, all in favor, none opposed. Motion carries.**

Meeting adjourned at 9:15 p.m.

