

Hickory Neck Episcopal Church
Vestry Minutes
November 14, 2006

Present: Fred Boelt (Treasurer/Junior Warden), Michael Delk (Rector), Sue Dugan (Pastoral Care), De Fehrenbach (Formation), Lynn Geddy (Parish Life), Chuck Jundt (Outreach), Katrina Luksovsky (Newcomers), Brian Manning (Buildings & Grounds), Randy Tanner (Senior Warden), Bill Teale (Outreach), Julia Messer (Intern), Nancy Geddes (Youth), and Donna Casanave.

I. Vestry Check In:

Vestry members shared personal news since our last meeting in October.

II. Opening Prayer and Meditation:

Father Michael led the evening's meditation from Velvet Elvis.

III. Approval of the October Vestry Minutes:

A motion was made to approve the October minutes, seconded and passed unanimously.

IV. Parishioner Comments and Initiatives:

There were none.

V. Treasurer's Report:

It has been determined that a Treasurer's Report will be published in each edition of the Nuggets. The formatting shall be as follows:

Treasurer's Report (10-31-06)

YTD Budget Income	\$264,340.90
YTD Actual Income	\$243,744.48
YTD Budget Expenses	\$264,341.20
YTD Actual Expenses	\$249,631.25
Loan Balances	\$734,676.00

The five Sundays last month helped the bottom line. The treasurer noted that the incoming outstanding pledges are sluggish. A discussion ensued as to the content of the Treasurer's Report for the Annual Parish Meeting. It was decided that for the congregation's benefit, our fiscal transparency and reality/perception issues,

the Treasurer's Annual Parish Meeting report be forthright regarding the status of operating pledges and contributions.

A motion was made to accept the treasurer's report, seconded and passed unanimously.

VI. Junior Warden's Report

There was no Junior Warden's Report.

VII. Senior Warden's Report:

The Senior Warden's Report will be covered under New Business.

VIII. Associate Rector's Report:

Pastor Ann is on vacation and a written report submitted by her in advance was reviewed. The upcoming Saturday seminars for Christian Formation entitled "Unplugging the Christmas Machine" and the Children's Christmas Music Festival are scheduled for November 18th and December 2nd, respectively.

Ann also covered items concerning the Youth Group (see below) and Pastoral Care. A second Lay Eucharistic Visitors training was held at the end of October and two additional LEM visits have taken place since the last Vestry Meeting.

The Bereavement Seminar was well received, well attended and it is anticipated that this seminar will be repeated.

A "Training of the Trainers" seminar for the Prevention of Sexual Misconduct (children and youth) was held on November 9th. This will permit us to train our personnel in-house and extend this training to other churches.

IX. Rector's Report:

Average Sunday attendance, since last meeting – 222

Average Sunday attendance in the last period between meetings – 227

New Member by Letter of Transfer, since last Vestry meeting:

Carl Aschman
Maude Boring
Debbie Coles
David and Mary Eybers
Harry Fellbaum
John Greenman
Gavin Landry and Michelle Passalacqua
Jack and Joan Whitla

Baptisms, since last Vestry Meeting:

Brette Nicole Miller – 29 October

Luke William Aubrey Barnes – 29 October

Transfers Out of the Parish, since last Vestry Meeting:

Harry and Quarrier Turton (moved to Richmond, VA)

Members Moved to Inactive Status, since last Vestry Meeting:

Megan Barasso

Jay Easter

Frank and Tona Jones

Bill and Shirley Revelay

NO burials, marriages or transfers out of the Parish, since last Vestry meeting.

Calendar events, since last Vestry Meeting

10/21 – Grief/Bereavement Seminar

10/27 – 10/28 Parish Retreat at Chanco

10/29 – Commitment Sunday

11/3 – 1st Game Night

11/5 – New Member Orientation

11/12 – Congregation Celebration

Upcoming Calendar Events

11/18 – Unplug the Christmas Machine seminar

11/19 – Annual Parish Meeting

11/20 – Vibrant Life Thanksgiving Dinner @ King of Glory Lutheran

11/22 – 11/29 – Father Michael is away!

11/23 – Thanksgiving Day Eucharist, 10 AM

12/3 – 1st Sunday in Advent

12/15 – Vestry Party! at the Rectory

Father Michael also announced that one of the early phases of the historic chapel reconstruction is underway: the brickwork near the HVAC connection is being repaired. Martha McCartney is establishing a timeline for the reconstruction project. There is, at this time, no plans for interruption of worship in the original chapel.

Father Michael announced the nominations of Fred Boelt as the 2007 Senior Warden and Bill Teale as the 2007 Junior Warden.

Father Michael then provided the Vestry with his sabbatical rest/study/project plans, his intended provisions for the parish during his sabbatical (by disciplines of worship, preaching, teaching, pastoral care, stewardship, administration, finance, buildings and grounds and Vestry) and worship activities based upon his

farewell and reintegration. These sabbatical plans shall be brought before the congregation at the Annual Parish Meeting.

X. Team Ministry Reports:

A. Newcomers

Katrina Luksovsky reported that six visitor bags have been delivered since the September report. Visitor cards are being handed out by Father Michael and Pastor Ann after the services and this has worked out very well. Additional greeters for the 9 AM service are required. An ad in the Nuggets has yielded no response. Approximately 20 newcomers attended the most recent social on September 17th. Fourteen prospective and/or new members attended the New Member Orientation held on November 5th.

The black and white pictorial update to our directory will be ready mid January.

It was also noted that all new members should be introduced to the congregation during services.

B. Youth

Nancy Geddes reported on the various events held for our parish youth group. They included the recent autumn bonfire for the three Episcopal youth groups, regular Sunday evening gatherings, field trip for ice cream, working at the HNC Fall Festival and plans for the tri-church youth group Grand Illumination food sales in Colonial Williamsburg. The youth outreach ministry has been helping with food service at St. Paul's in Newport News and is also planning its 2007 activities to benefit Relay for Life, support of the Sudan ministry and an eastern shore mission trip.

It was reported that Christian formation for the middle and high schoolers will continue on Sunday evenings. Pastor Ann will help develop this aspect of the youth program.

It is also noted that adult participation continues to be an important issue.

XI. New Business:

A. Election of Trustee

The election of a trustee to be the legal representative of Hickory Neck Church was then presented for action. Our three trustees are David Ware, Dick Wilkinson and Bert Geddy. David Ware was up for re-election to a new term. It was moved, seconded and unanimously agreed that David Ware be re-elected for another term as trustee for Hickory Neck Church.

B. 2007 Operating Budget

The detailed operating budget for 2007 was then presented by the Treasurer. Father Michael was asked to excuse himself while the Senior Warden presented the outcome of 2007 staff salary amounts.

Father Michael's 2007 compensation package was reviewed, discussed and agreed upon by the Vestry. His 2007 compensation amount reflects a five percent (5%) increase on all line items with the intent to revisit these figures in August. Father Michael then returned to the Vestry meeting.

Ed Godshall's 2007 compensation package, with an increase at 30 hours per work week, was reviewed, discussed and agreed upon by the Vestry. His 2007 compensation amount reflects a six percent (6%) increase and funded health insurance.

Pastor Ann's 2007 compensation package was reviewed, discussed and agreed upon by the Vestry. Her 2007 compensation amount reflects an eight percent (8%) increase.

The administrative assistant is a new hire and calls for no increases at this time.

Fred Boelt presented a budget based upon conservative potential pledges, loose plate and new member amounts. One hundred seventeen (117) pledges have been received to date and twenty four (24) pledging members in 2006 remain outstanding for the budget year 2007. The Treasurer pointed out that this budget reflects a roll over of the debt service (as opposed to satisfaction thereof). It will become the work of this Vestry to inform the parish of our financial position, answer questions brought forth by parishioners and to contact our members regarding the importance of pledging to support the church operating budget.

Note: After adjournment of the meeting, Father Michael enlisted Vestry volunteers to telephone parishioners who have not yet responded with their 2007 pledges.

Father Michael thanked Fred Boelt, Randy Tanner, Bill Teale, De Ferenbach and Steve Snyder for all the efforts put into formulation of the 2007 budget.

A motion was made to accept the 2007 Hickory Neck Operating Budget as presented. This motion was seconded and carried unanimously.

In other new business reported by Randy Tanner the decision has been made to engage Affordable Maid and Janitorial Services at the rate of \$190.00 per week to clean our three buildings. They will be on campus on Fridays and Mondays. This amount will include deep cleaning of the tiles. The first tile cleaning will be at no charge. Fred Boelt will notify the service to begin on Friday, November 17th.

Randy Tanner also noted that the 8:00 AM service attendees will be able to vote on Annual Parish Meeting business immediately after their worship service. Randy Tanner and De Ferenbach will be present to conduct voting. A motion was made to permit the parishioners attending the 8:00 AM service to vote on Annual Parish Meeting business immediately after worship services. This motion was seconded and passed unanimously.

XII. Old Business:

Sue Dugan reported that two coat racks have been shipped for use in the new chapel.

XII. Other Business:

There was no Other Business

The next meeting of the Hickory Neck Vestry will be held on Tuesday, December 12th beginning at 7:00 PM in the Parish House. De Ferenbach will lead the prayer and meditation.

Father Michael concluded the Vestry meeting with prayer.

Respectfully submitted,

Nancy Louise Geddes, Vestry Member

