

Priest-in-Charge Report **Submitted July 19, 2022**

1. Proposal Our amazingly talented Organist, Matthew will be leaving us at the end of this month. Matthew has been accepted to the Doctoral program at the University of Indiana in Bloomington, Indiana. Matthew has been serving as the organist for both St. Paul's and Court Street United Methodist Church.

Upon inquiry, the Methodist Church is not interested in working with us to hire an organist for both churches. Although they will not block a person from working in both congregations, they expect their organist to be present when asked to do so and will not accommodate a conflict.

Holly and I have found an organist with whom we are both confident in ability, scope of literature, mechanical ability and level of knowledge of Episcopal tradition. This individual is currently employed by a church, but willing to come to us due to our organ for less pay than they are currently receiving.

In order to make this happen, we need to raise the organist's salary to \$15,000.00 from the current estimated \$12,273.00. Matthew was being paid by the Sunday, this person will receive a salary.

It is the responsibility of the Vestry to authorize the funding, and the Rector to hire staff and secure a letter of agreement (LOA) which would include the details of the position, expectation as well as required safe-church, anti-racism instruction, and the understanding of the structure relating to the Rector and Director of Music.

So that the individual fulfills contractual agreements with their current church, I would ask that the funding proposal as noted above, would be accomplished tonight.

I am not at liberty to announce the name of the individual as a courtesy to their privacy and current obligations.

2. General Convention Too much to say, but an enjoyable event. I was pleased to see so many people I knew, and happy to sit in for 2.5 hours as a Deputy. I am very proud of Dr. Elizabeth Jordan and her work. I hope you all get a chance to talk with Elizabeth if you are interested in the work that took place.

3. Service Time It is my intention to move the time of our Sunday service from 9:00 A.M. to 10:00 A.M. as of August 14. I will be asking the Vestry their thoughts on this change.

4. Attached Attached to my report are the two proposed amendments that the Vestry affirmed online. There were no objections, so I called the special congregational meeting for August 14. Tonight I would appreciate the Vestry recommending the amendments to the congregational meeting so that they can be voted upon without further delay. If the congregation approves the amendments they become effective immediately. That means we will have only two or three vestry members to elect at the Annual Meeting in January, and we will not have to worry about

the quorum. Two vestry members to fill three-year terms and one vestry member (if we do not elect one between now and then) to fill the one-year remaining on Ed Hanneke's term.

5. Reports Only the Outreach Ministry and Finance Committee have met since the last Vestry Meeting in May. Really? I doubt that. I believe that the Pastoral Care, Diversity, Stewardship, and maybe more have met. When a group meets, we should have a report as part of the next Vestry meeting. Honest!

6. Ferrell My sincere thanks are extended to Ferrell for her leadership and hard work in anchoring a long-term ministry of St. Paul's. I am sure she will report to you all concerning the decision she made. I thank her for informing me of her decision, and for her many years of love and concern for the people of our community. I also thank those who assisted her in this ministry. Thank you all, good and faithful brothers and sisters in Christ.

7. Budget In following a typical pattern, I have submitted the Rector's budget to the Finance Committee and thereby concluded my work in this area. My budget will get a hearing before the Finance Committee sometime in the future, as the Finance Committee prepares the 2023 budget. The Stewardship Committee will be raising pledges for 2023, and the Vestry will adopt the budget prior to the end of the year.

8. Phone System Grrrrrrr This just makes me displeased. Our phone system works well, but it does not work with Comcast. It did work with Comcast, until Comcast did some tricks so that old phone systems would not work --- thinking (I am guessing) that people would need to buy "their" phone system. I will be back with more information soon.

9. Security If two or three of you would like to meet with me and discuss what we want for a security system, I am all for it. I put this after the phone systems, as new phone systems sometimes include a security system tie-in for unlocking doors, panic buttons etc. To be really honest, I need folks who have a better idea of what you all want for St. Paul's. Please see me about this soon.

10. A/V The A/V work that had been scheduled has been completed.

11. Rector It is a requirement that before the search committee completes its work, the Vestry must come up with a salary package for a new Rector. Many things can change after this package is developed, and it will be brought back to the Vestry once agreed upon by the newly called priest. I think it is a good thing to keep your minds and hearts open to possibilities and options that may be around the next turn. It is the responsibility of the Finance Committee to present the package.

The package consists of the following:

Salary and Housing
Health Insurance *Episcopal Medical Trust as required*
Pension 18% of Salary and Housing

Expenses
Continuing Education

Total:

Sometimes the package includes items not required like the Rector's all-expense paid cruise in the Caribbean, country club membership and so forth. That sounds absurd, but actually that kind of thing still happens.

12. Some nagging plumbing A leaking pipe in near the chiller in the Nave basement was repaired bringing to an end the horrible water bills that have been going on for a long time. The leak was pretty bad leaving about 3" of water on the floor of the big air handler room for months. I believe 11 toilets were repaired and thus the choir of on/off running toilets were captured – um- fixed. A flood was taking place in the kitchen basement which affected Terrance's home. It too was finally fixed, although it took a long time. The damage done to his apartment includes carpeting which may have to be replaced.

Becky is now back on the job. YEA!

13. Mutual Ministry Review the Letter of Agreement between the Bishop, Vestry and Rector (Priest-in-Charge) requires a Mutual Ministry Review be held Annually (in some cases this can be every other year). The first one is supposed to take place within six-months of the first Sunday of the new priest.

While it seems like an evaluation of the Rector by the Vestry, which sets up an unhelpful environment as the Vestry does not have supervisory authority over the Rector nor does the Rector over the Vestry. The point of this work is to discuss what is going well and come up with solutions to sharp edges. I will walk you through one, as you honestly evaluate me, in August. I too will evaluate the Vestry. We all have to wear our adult pants as evaluations can be tough. We should remember that we all love St. Paul's, and we want to do everything we for the ministry and love in this place.

I would like to do this in the first part of August. I will give you all some dates and may try a Doodle poll.

14. Vacation Yes, I plan on taking some vacation, I think in late August after B2theB, but we have not yet made up our minds.

15. No Subs Truth is, there are very very few supply clergy these days, and with 5 parishes without priests, it is a wee bit of a crisis these days. I encourage anyone to become a licensed preacher and licensed worship leader when classes are offered. Bishop Singh plans to enforce the rules about who can lead worship and preach their own sermon. The Diocese may also return to licensing Eucharistic Ministers and Eucharistic Visitors. If and when I take a Sunday off, it is not my wish to cancel church, but that drastic action may be necessary if we do not have licensed laity to carry on.

Blessings one and all,
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