

Vestry Meeting 4-8-08

Attendance: Nancy Papet, Anne Mortensen, Cheryl Davenport, Ronnie Karlsson, Tim Maxwell, Steve Fragnoli, Fr. Jonathan Sams, Carol Hyland, Harold Hotelling, Joan Morgan, Judy, Pastor Manisha Dostert, Bob Bagnall.

1. The Vestry opened with 60 seconds of good news from our lives.
2. The March Minutes were approved.
3. Rector's Report.
 - Report (attached)
 - The Draft Music Director's Mission Statement was presented (attached).
4. Associate's Report (attached)
5. The Vestry voted to approve \$400 from the Endowment Committee to cover the Confirmation Dinner.
6. Financials (attached).
7. (Old Business). "Project 12 baskets" accepts noncash donations, sells them on E-bay and pays us 63%. The donor writes off the entire value. No action is needed, the program will start on its own.
8. Salary review from the Annual Meeting. Tim presented a review of salaries and a recommendation that we not revise last year's decision. Tim also recommended a compensation committee be formed to do a deeper dive for next year. We are only 3 months from the normal time to start the budgeting process. The Vestry voted to affirm the recommendation.
9. It is proposed to add a 3rd office staff at 8 hrs/week, \$10/hr. The Vestry approved a motion to authorize \$3800. Applications should be sent to Jonathan.
10. The Outreach committee presented a roster of volunteers and organizations supported. Carol asked to add a one sentence description, and to poll her volunteers for which ones should have dedicated emails on the St. Stephen's web site.
11. The meeting closed with a prayer.

Respectfully Submitted,
John Morley
Clerk of St. Stephen's

RECTOR'S REPORT April 8, 2008

1. The Troy Community Coalition's Annual Prayer Breakfast is May 2, 7:30-9am @ St. Nicholas Hall. Anyone want to attend? The speaker is Rabbi Arnie Sleutelberg.
2. The evening before, at Rabbi Arnie's synagogue, the Troy Interfaith National day of Prayer will occur, with the rector of St. Stephen's as one of the speakers. This event is also an anniversary for the Shir Tikvah congregation and a remembrance of Holocaust victims. Watch for details.
3. April 27 we will observe St. Stephen's Heritage Day. Prayer will be offered for those interred in the courtyard, and a special Fellowship Hour enjoyed.
4. April 17/18 the Rector will be at the Diocese of Michigan Clergy Conference. April 19-24 he will be at a "Music & Community" Conference at St. Paul's Chapel in New York.
5. Music Leadership Search- After our last meeting I came to feel as if I were trying to assume too much control over it, and my experience has always been that God acts most decisively when, despite my best efforts, control eludes me. That doesn't mean sitting on the sidelines, but, in this case, it does mean accepting others more directly into the decision-making process. Therefore, I have appointed an Advisory Committee which will meet for the 1st time this Sunday. It includes Bill Dunn, Phil Pierce, Diane Kenefic, Sara Chapman Williams, and Geoff Benes. The final choice rests with me, but I must allow the Spirit of God to use the committee (and others) to guide us in the way that we should go. "Future of Music at St. Stephen's" gatherings were held at two separate times last week, and from them a draft Mission of Statement is being devised. (Copies attached)
6. A Staff Transition Team has met under the chairpersonship of Penny Piantedosi, and set May 17/18 as the dates for celebrating and honoring Connie Jose's 20 year ministry among us. A draft of the Invitation/Response Form is attached. **THESE ARE WORKS IN PROGRESS...** your feedback is hereby solicited and eagerly awaited. This group is also exploring the idea of purchasing a new piano, given as a Thank Offering for Connie's ministry for use in the church. Funds for this gift would come from special gifts outside the budget.
7. May 11 we will be visited, on behalf of the Bishop, by Canon Lisa Gray. Those members of the Vestry who are available should plan to meet with her from 9-9:30am in the Emrich Lounge.

THE MISSION OF ST. STEPHEN'S EPISCOPAL CHURCH IS TO **SING OUT FOR GOD** IN THE CONTEXT OF LITURGICAL WORSHIP AND IN A MANNER THAT UPLIFTS, COMFORTS, CHALLENGES, AND SOMETIMES SURPRISES US. OUR MISSION INCLUDES AN INTENTIONAL EFFORT TO DISCOVER, DEVELOP, AND CELEBRATE THE MUSICAL (POTENTIAL?) (ABILITIES) EXISTING WITHIN THE CONGREGATION. WE EXPECT MUSIC TO MOVE US TO ACTION AS WELL AS TEARS, AND TO REFLECT (the value we place on) OUR (historic) (COMMITMENT TO) "TRADITION WITH HUMANITY AND HUMOR."

The Music Ministry at St. Stephen's Church

A key part of the Mission of St. Stephen's is to **Sing Out For God** in our liturgical worship in a manner than uplifts, comforts, sustains and sometimes surprises us.

Our music ministry is an invitation to enjoy a deeper and broader relationship with God and each other. We intentionally seek to discover, develop and celebrate the musical treasures and talents within the congregation. Music is for all ages and appropriate in many settings. We cherish traditional music which reinforces our shared heritage and we enjoy finding new musical expressions which can broaden and strengthen our worship experience.

We expect the music ministry at St. Stephen's to move us to tears, bring us to joy, call is to act and join us in common voice as we renew ourselves in this place so marked by "Tradition with Humanity and Humor".

Associate Pastor's Report for April 8, 2008 Vestry Meeting

Confirmation: After talking to 32 young people, 20 St. Stephen's members and 8 All Saints, Pontiac, members will be confirmed. Our celebrations began this past weekend when we went to All Saints and witnessed the baptism of one of the confirmands. This weekend will be completion of our festivities. It would be good if as many as are able come to Confirmation on Saturday, April 12 at 10:30AM at Christ Church, Cranbrook.

Holy Week and Easter: A full week! I spent a lot of time with many of our Sr. High youth as we walked with Jesus to the cross. Movies and fasting helped enhanced our sense of a week that was set apart. Our Easter Egg hunt went well, and I enjoyed unveiling the Year of Stubborn Joy at the children's sermon.

Funerals: It was a deep privilege to be with Ken Shipman as we buried Barb on Holy Monday.

Journey Coordinator: It was decided at the January YACYM meeting that Ken Fuhr will turn over the duties of coordinating the Journey to Adulthood program and I will take over beginning in the summer/fall. Ken will still be involved with the program and continue to contribute extensively.

Staff meetings: In order to increase the communication among a busy and ever going staff, we are now planning on meeting twice a month. Scheduling is always an issue, so we will see if this works for our staff.

2008 St. Stephen's Flash Report										
	MTD Actual (This Year)	MTD Actual (Last Year)	MTD Actual Variance		YTD Actual (This Year)	YTD Actual (Last Year)	YTD Actual Variance		YTD Budget (This Year)	YTD Act/Bud Variance
Revenue	\$39,178	\$51,047	(\$11,869)		\$108,297	\$112,063	(\$3,766)		\$117,651	(\$9,354)
Expenses	33,494	32,761	(733)		106,352	104,473	(1,879)		117,651	11,299
Variance	\$5,684	\$18,286	(\$12,602)		\$1,945	\$7,590	(\$5,645)		\$0	\$1,945
Forecasted Giving										
	Min	Max	Average	2007	Variance to Avg Rate	Variance to 2007	2008 YTD Parish Giving		2008 Forecast	
Jan	6%	10%	8%	7%	(\$61,580)	(\$32,947)	\$30,196		\$390,522	
Feb	12%	18%	15%	13%	(\$25,031)	\$34,851	\$65,733		\$427,071	
Mar	22%	25%	24%	25%	(\$22,210)	(\$43,011)	\$102,425		\$429,892	
Apr	30%	33%	31%	33%						
May	38%	40%	39%	40%						
Jun	47%	49%	48%	48%						
Jul	53%	58%	55%	56%						
Aug	59%	66%	62%	61%						
Sep	68%	72%	70%	70%						
Oct	75%	81%	78%	78%						
Nov	82%	89%	86%	86%						
Dec	100%	100%	100%	100%						
Rule of Thumb: 8% per month, 14% in December					YTD Budget:	\$452,102				
The model needs at least 3 months of data					2007 Actual:	\$425,207				