



MINUTES OF THE REGULAR MEETING OF THE VESTRY

December 16, 2021 at 7 p.m.

(via Zoom conference)

Present: Brad Linboom (Rector), Mary Drobny (Warden '22), Jeff Dillon (Warden '23), Terry Johnson ('22), Paola Arce ('23), Dick Park ('23), Olga Frias-Basta ('24), Matt Wissman ('24), Jim Massie (Treasurer), Terry Hodges (Clerk)

Not Present: Blake Gabriel ('22)

B. Linboom called the December 16th regular meeting to order at 7:03 p.m. with a quorum present.

Opening Prayer and Check-In: B. Linboom began with an opening prayer and then asked all present to share briefly any personal news.

Staffing Update: The Rector will be meeting with Kelin Fulkerson-Smith for an exit interview, and he confirmed that both the curriculum and teachers are set for the remainder of the church school year. He also shared with the Vestry in confidence that the Youth Director will be departing in May because Kitty Langley's family will be moving out of state. The Vestry will need to help the Rector discern how best to fill these positions. Vestry members offered opinions: a paid position is more effective for the church school than a volunteer position; the current smaller size of the church school may affect needs; the current committee leadership deficit (per contacts by the Wardens with the committee heads) could impact structural and function needs; combinations with other church groups and/or projects could be examined.

2022 Budget Proposal: Both the Rector and the Treasurer noted their pleasant surprise that the budget for 2022 could be fashioned similar to the pre-pandemic (2019) budgets. They walked the Vestry through the proposal that had been distributed prior to the meeting. Staff compensation was increased pursuant to diocesan requirements, ministries were also brought back to pre-pandemic funding levels, and money was put into the property reserve fund. The Vestry also discussed the appropriate use of the growing Endowment Fund. Upon a motion by M. Drobny and a second by T. Johnson, the Vestry unanimously approved the proposed 2022 budget, with the understanding that any pledge additions will cause adjustment to the related revenue categories.

2022 Housing Allowance Resolution: For B. Linboom's tax purposes, the Vestry approved the

following formal FY 2022 Housing Allowance Resolution upon a motion by D. Park, seconded by M. Wissman:

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income the rental value of a rectory furnished to him as part of his compensation, and a church-designated housing allowance paid to him as part of his compensation to the extent used for actual expenses incurred in maintaining the rectory; and

Whereas, the Rev. Bradley A. Linboom is compensated by Church of the Holy Nativity exclusively for services as a minister of the gospel; and

Whereas, Church of the Holy Nativity provides Fr. Linboom with rent-free use of a church-owned rectory as compensation for services that he renders to the church in the exercise of his ministry; and

Whereas, Fr. Linboom incurs expenses for living in church-provided housing;

Therefore, It Is Hereby Resolved:

That of the annual cash compensation paid to the Rev. Bradley A. Linboom for calendar year 2022, \$8,000 is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code; and

That the designation of \$8,000 as a housing allowance shall apply to calendar year 2022 and all future years unless otherwise provided by the Vestry.

Annual Meeting: The Rector asked that the Annual Meeting be scheduled in February because of some potential diocesan scheduling in January as well as his upcoming shoulder surgery. He suggested the possible date of February 13th. The Vestry agreed (after consideration of the Super Bowl scheduling!).

Parish-Wide Survey: The Vestry asked to have a link to the survey responses gathered so far. The Rector will remove the computerized survey response form that had been automatically populated with personal email addresses.

Ad Hoc Committee Reports:

- *Rector* -- The Rector had previously distributed to the Vestry a written report of parish activities in the last month. Upon Vestry questioning, he provided more detail on the diocesan convention actions mentioned in his report.
- No other reports were heard.

Consent Approvals: Upon hearing no objections, B. Linboom entered the minutes of the November 18th Vestry meeting into the record as approved and also accepted the reports of the Treasurer and Committees for the December meeting record.

- **Minutes:** The November 18, 2021, meeting minutes were previously distributed for review to the Vestry.

- **Treasurer's Report:** J. Massie briefly reviewed his previously-distributed reports for November. He expects to end the year with a small deficit, which should be in line with the deficit budget that the Vestry had approved for 2021. The Endowment Fund continues to increase, however.
- **Submitted Committee Reports:** See above reports.

Other Discussion:

Upon hearing no other discussion topics, B. Linboom declared the meeting adjourned at 8:40 p.m.

Next Regular Vestry Meeting: January 20, 2022, at 7:00 p.m.

Respectfully submitted,

Terry Hodges, Clerk