

Church of the Incarnation Annual Meeting Minutes - January 14, 2024

Determination of a quorum and calling the meeting to order: Stephen Shaver, Rector, called the meeting to order at 12:23 pm.

Quorum: Stephen Shaver declared that a quorum was met because more than 31 people were in attendance, meeting the requirement for the presence of at least 25% of average Sunday attendance. Eighty-seven people were physically present and 7 were on Zoom.

Opening Prayer: The opening prayer was offered by Reverend Stephen Shaver.

Sang Hymn 657 – Love Divine, All Loves Excelling

Designation of Clerk for Annual Meeting: Stephen Shaver noted that Kathleen Kane, Parish Clerk, serves as Clerk for this meeting.

Approval of the January 29, 2023 Annual Meeting Minutes: Stephen Shaver presented the minutes of the January 29, 2023 Annual Parish Meeting. Mark Neumann made a motion to approve the minutes as written. Motion was seconded and the minutes were approved by majority vote.

Electing Vestry Members and Diocesan Convention Delegates

- **Remarks on vestry eligibility, nominating and voting:** Stephen Shaver explained vestry eligibility, nominating, and voting, as established in Incarnation's Bylaws.
- **Presentation of vestry candidates:** Linelle Lane, Senior Warden, presented the 9 nominees who are standing for the 4 vacant vestry seats, noting that Kathleen Kane withdrew her name from consideration: Robert Aguero, Matthew Bonacorso, Sam Collins, Deana Dale, Rebecca Kendall, George Kneip, Jennifer Purtle, John Torres, and Judy Velasquez.
- **Appointment of Tellers:** Stephen Shaver proposed appointment of the outgoing vestry members, Kathleen Baumgardner, Allan Bolchazy, Sara Joslyn, and Patrick Lancaster, to serve as tellers to distribute, collect, and count ballots. Approved with no objections.
- **Presentation of Convention delegates; opportunity for nominations from the floor:** Stephen Shaver gave an overview of the qualifications to serve as a convention delegate and explained the requirements of delegate service. Linelle Lane explained that we are electing 7 delegates and 7 alternates. Linelle presented the 5 candidates already nominated: Sharon Cronan, Rebecca Kendall, John Nykamp, John Torres, and Doreen Van Leeuwen. Linelle opened the floor for additional nominations. Kathleen Baumgardner, Sam Collins, Matt Elias, Joe Ferrucci, Jonathan Kendall, Patrick Lancaster, Laura McLellan, and Amy Nykamp volunteered. With those additions, there are 13 candidates standing for the delegate positions.
- **Opening of voting**

Treasurer's report & presentation of budget: David Jasper, Parish Treasurer, presented the Financial Report for 2023, and the 2024 Budget, which were made available to the congregation for review prior to the meeting.

David reported that we came close to receiving our \$500,000 goal for the 2024 pledge campaign. A total of 142 parishioners pledged a total of \$468,738, which is a 7% increase over 2023 pledges. Almost 50% of pledgers increased their pledges, with the average pledge per household increasing by almost 12%.

The vestry approved a balanced budget for 2024, as required, though draws from various designed reserve funds will be needed to cover what would otherwise be budget deficits. David explained the historical and projected use of these funds.

David and John Nykamp responded to questions from parishioners. In response to one question, they reported that Incarnation's finances are audited every year and the audit results are shared with the vestry.

Report from the Rector: Stephen Shaver shared some historical highlights from parish annual meetings of 50 and 25 years ago, then talked about highlights for 2023, which are detailed in the written Annual Report. These include:

- First year since 2020 with no significant disruptions of Sunday schedule.
- Launch of Children's Choir Ministry. Funding for this will be exhausted after 2024, so we will need to determine a new source of funding for future.
- Launch of the organ scholar program.
- Call of Doreen Van Leeuwen as Pastoral Care Coordinator.
- Stephen's sabbatical in summer 2023.
- A successful 150th anniversary celebration. Stephen thanked Kathleen Baumgardner and other planning team members.

Stephen noted that we began the second phase of the Imagine Incarnation process dreaming for the future of our campus. An online survey for Imagine Incarnation is launching this afternoon and all parishioners are invited to complete this expanded version of an earlier, paper survey. Stephen gave overview of 3 potential added uses for the campus that are being discussed: meeting spaces, early childhood development, affordable housing. We want to surface the various perspectives of parishioners on these topics. There is also potential for renovations and expansion of the sanctuary building. Another congregational workshop will be held in Spring 2024, with date to be announced.

A Diocesan Revival will be held on April 26 - 27, 2024. Presiding Bishop Michael Curry will be the main speaker.

Opportunities for coming year:

- Ability to deepen our connection to new people through the efforts of the Invite-Welcome-Connect team, inviting them into ministries and leadership roles.

- Continue to deepen our outreach to our neighbors through Becoming Loving Community and the work of new Deacon Pauly Mallatt.
- Strengthen our financial stability to reduce reliance on deficit spending using revenues from designated funds or other sources.

Stephen then responded to questions and comments from parishioners.

Recognition of outgoing vestry members: Stephen Shaver recognized the out-going vestry members: Kathleen Baumgardner, Allan Bolchazy, Sara Joslyn, and Patrick Lancaster.

Recognition buildings and grounds work: Stephen Shaver also recognized Steve Layton for his work in chairing the Buildings and Grounds Committee this year, and Jan Hicks for all his work around the campus and buildings on things like the choir mirrors, access ramps, oak tree prop, and campus signage. Stephen also recognized David Jasper who assists Jan as his “right hand man”.

Angels Among Us Awards: Stephen Shaver presented *Angels Among Us awards* to:

- Kathleen Baumgardner for her leadership on the 150th Anniversary celebration,
- Anne West and Andrea Budd for their work with the Sunday Open Table ministry,
- Jim Furness for his work with the Usher ministry over the past few years,
- Inese Heinzl for her work in renovating the Welcome Center, designing an extraordinary historical timeline for the Anniversary, and heading up a successful pledge campaign,
- Diane Schoenrock for envisioning and heading up the Needlepoint ministry making new kneeling cushions for the altar rail.

Report on Elections: After all ballots were tallied, the following people were elected to serve as delegates to the Diocesan Convention: Sharon Cronan, Matt Elias, Rebecca Kendall, Amy Nykamp, John Nykamp, John Torres, and Doreen Van Leeuwen. Alternates are: Kathleen Baumgardner, Sam Collins, Joe Ferrucci, Jonathan Kendall, Patrick Lancaster, and Laura McLellan.

The following people were elected to serve on the vestry: Robert Aguero, Matt Bonacorso, Rebecca Kendall, and John Torres.

Presentation to Deacons: Stephen Shaver presented a gift to new Deacon Pauly Mallatt and recognized Deacon Pamela Moore who will continue to serve on a part-time basis at Incarnation in her retirement. Stephen also noted that Deacon Phina Borgeson assists in our worship services, though not officially assigned to Incarnation.

Closing Prayer, adjournment, and dismissal: The meeting was adjourned at 2:19 p.m. with a closing prayer offered by Deacon Pamela, and dismissal by Deacon Pauly.

Respectfully submitted by,
Kathleen H. Kane
Parish Clerk