

Minutes for Vestry Meeting on February 11, 2026

Voting Members Present: JoAnne Lehman, Senior Warden;
Andy Porter, Junior Warden;
Alex Christensen; Judy Mills; John Thompson; Janet Martin; Karen Evans Romaine;
David Johnson; Tim O'Shea; Kevin Featherson-Crowe;

Also Present: Mthr. Lynne Carver, Associate Priest for Worship and Pastoral Care; Jeff Ocwieja, Clerk;
Dennis Lloyd, Treasurer;

Absent: Ryan Brown;

Guests: None present

Agenda Items

Opening Prayer: (open meeting begins at 06:30pm) Given by Janet

Approval of Agenda: No changes. **Andy moves to adopt. Janet seconds. Unanimously adopted.**

January 2026 Minutes: Changes noted. **Tim moves to accept. John seconds. Unanimously accepted.**
Andy suggests that we add time that we start and end meetings (with "end" being when we start the "items for the good of the parish" item). Consensus that that's a good idea.

Vestry Formation: Presentation by JoAnne. Some changes to vestry meeting dates, see attached. General consensus that dates work (not for all, but enough). Discussion of vestry resource guide. Solicits comments about how we're feeling about the start of the vestry year. Asks: anything that feels "challenging" this year? Judy observes not having a rector is one challenge. Andy shares that we're learning that Fr. Andy did a lot of things we didn't know about, but we're "doing alright." Asks: what's something that is "reassuring?" Janet likes this group, also glad that Dennis & Jeff are on board. Judy says it's "exciting" to search for a new rector. Janet thinks this process has made us stronger, raised up lay leadership, etc. JoAnne is very reassured that Mthr. Lynne (and "Pumpkin," obviously) comes to meetings. Asks: what's a word or phrase for this year? Mthr. Lynne says "joyful expectation." Dennis says "finite" and "blessed." Mthr. Lynne says she's having a lot of fun. Judy says "forward" (looking forward). JoAnne says "collaborative." Tim says "opportunity," financial windfalls, good people. JoAnne further suggests looking at gifts and strengths of each member and what we need from each other to use our strengths. Discusses "norms," particularly some possible changes to #7 re "political commentary." Very open to further, ongoing discussion. Meant to be a "group agreement." Tim observes that we should be fine using what works now, and we can always change in the future.

Voices from the Parish: None present.

Rector Compensation and Housing Assistance: Presentation by Karen. Met recently with Rev. Gary, concerned that there are more open positions than there are available clergy. Suggested we have our

“ducks in a row,” including a possible compensation packet. Two items in the attachment. Discussion of the minimum compensation (as of most recent diocesan convention). Bear in mind that cost of living is higher in Madison. Fr. Gary suggests we be prepared to offer a loan equal to at least the down payment for a house. Suggests we set aside \$100k from Newell House proceeds. Clergy has other expenses, e.g., self employment tax. “Official” ask is to set that sum aside just in case we want to offer it to a candidate. Questions about interest rate and term for prospective loan to candidate. Karen isn’t sure, will check. Dennis observes that we *might* not need to make this loan depending on the candidate — e.g., if the candidate sells their previous home before moving to Madison. Also, we need to think of how much risk we want to take on (if, e.g., the rector leaves before paying it back). John asks if we’d have a “lien” on the house? Dennis says we’ll have to think about it, might not be necessary (e.g., are we really going to sue a former rector?). Karen suggests it’s worth asking the bishop’s office. Judy says we should have a lawyer draft up the agreement. We all chuckle at the volume of lawyers per capita on the vestry. Judy asks when we can expect the job to be posted? Karen says by March, hoping to give tours to prospective candidates by May. Karen clarifies this is just a request that the funds be set aside. This possible compensation won’t be in the ad. Dennis clarifies that we’re just “earmarking” this amount.

Karen moves that the Vestry set aside up to \$100,000 from the proceeds of the sale of the Newell House to be made available to the new rector as a loan to assist in securing housing. Tim seconds. Unanimously adopted.

2026 Budget: Presentation by Dennis. As of yesterday, 77 pledges. “Substantially” below number of pledges that we have gotten, historically. See attached draft budget in materials. Points out a few items. Budgeting 85% of what we paid Fr. Andy, “very unlikely” that we would hire somebody at the same amount that Fr. Andy was compensated. Jill’s compensation will likely decrease once we hire a rector because she has taken on some extra hours to provide extra admin support following Fr. Andy’s retirement. Andy thinks that amount that Dennis has budgeted makes sense, but will check previous expenses. Judy observes we might need to buy new vestments. Re health insurance, that will depend on, e.g., if candidate is single, has a family, has a spouse with coverage, etc. JoAnne asks if the “COLA” is accurate? Dennis isn’t sure, will check. This will be a “positive” budget, but only because we won’t be paying full rector schedule. Next year’s budget will be “tighter,” but more predictable. No feedback from the finance committee. No matter what happens, we *will* finish this year “in the black.” Stewardship numbers are down, some people who used to give a lot aren’t here anymore. Judy asks what “Jill not electing” means? Dennis says Jill has chosen not to get insurance from us. **Judy moves to adopt the budget as revised. Karen seconds. Unanimously adopted.**

Reports: See attached. Andy talks about getting a “Ring” doorbell. Consensus that that’s a good idea.

Items for the Good of the Parish: (open meeting concludes at 07:53 pm.)

Eucharist