

ALL SAINTS' CATHEDRAL

MINUTES OF THE CHAPTER MEETING

December 17, 2009

Present: Rev. David Drebert, Bruce Bauer, John Bendler, Suzanne Cornell, Fred Kaems, Mary Kaems, Alec Kopitzke, Chris Reynolds, Ann Thorson
Excused: Marcia Brooks, Jeff Waring, Peg Winslow
Absent: Lyn Morander

Opening Prayer: The meeting was opened with prayer at 6:37 pm.

Clerk's Report/Minutes of the last Chapter Meeting: The minutes of the November 17, 2009 meeting were adopted with the following corrections: amend the Senior Warden's report to read as follows: Bruce expressed the dismay and sadness we all feel at the suddenness of the dean's death. This changes the plans we spoke of last month but we are moving ahead to keep the Cathedral alive and vibrant as Dean Raasch would have wanted us to do.

November Financial Report: The Finance Committee spent much time on this at their meeting. The arrears in pledges remains at about \$11,000 of which \$9,000 is from two pledgers. The Finance Committee concluded that the wardens should speak with these individuals. Pledges for 2010 are at \$147,000, not the \$187,000 we had hoped for. We do hope that pledges will continue to come in. John Bendler will send the Senior Warden a list of those members who have not yet pledged. The Finance Committee will follow up on these individuals. Chapter will defer consideration of the budget to our January meeting. We may consider adopting a six month budget. The November financial report was accepted as presented.

The Acting Dean's Report: Rev. Drebert reports that he working with Deacon Zellermeier to assist a couple of families in difficult financial situations. There will be an appeal this Sunday to contribute to the discretionary fund.

Lynn will be on vacation the week after Christmas. She has vacation days left and is wondering if she can carry it over, get paid out, or does she lose it. Rev. Drebert will take care of this. We should have a volunteer to answer phones for part of the day on Monday and Tuesday after Christmas. Rev. Drebert will be here three days a week.

Rev. Drebert has been doing visitations of our shut-ins with Rev. Himmerich.

The Bishop will celebrate a Solemn Eucharist at 5:30pm on December 30th in celebration of the 25th anniversary of his ordination.

The Senior Warden's Report: Bruce reports that both issues of financial need presented since Sunday. Fr. Drebert and Deacon Zellermeier have distinguished themselves in handling this. The Annual meeting will be held on January 31st. The Nominating committee has been constituted and has met once.

Fred Weinman Service Award (instituted last year) – As was done last year, the wardens and Dean will select candidates.

The Junior Warden's Report: There is a steam leak in the basement. Marshall and John will take care of this. A snow fence has been installed which should help the plantings (but may not stand up to the snowplow).

Committee Reports

- a) Fabric/Gardens (Kaems) – Gifts on behalf of Dan Sylvester’s retirement have been received for this project.
- b) Outreach (Reynolds) – The committee has selected Doctors Without Borders for its first quarter 2010 outreach project. The Chapter accepted their recommendation.
- c) other – Alec Kopitzke will be assuming the position of coordinating and managing the acolyte program starting in January.

Other Business:

1. The Acting Dean’s compensation arrangements: Chapter approved and ratified the Memorandum of Understanding.
2. The Call process:
 - a. Shall Chapter act as call committee? After discussion, the Chapter determined that the Call Committee shall consist of continuing Chapter members minus any who choose not to serve plus congregation members to a number to probably not exceed 12 total.
 - b. How shall the Call process be conducted? The Chapter adopted the attached Call Committee Mandate.
 - c. Financial Planning for the transition: We need to continue to think about how we will finance the costs of a full-time Dean and will need to express these thoughts to the congregation at the January annual meeting.
3. 2010 Budget: defer to January meeting.

Closing Prayer: The meeting was adjourned with prayer at 8:12pm.

The next regular meeting of the Chapter is scheduled for Thursday, January 21, at 6:30pm.

Respectfully submitted by



Ann L. Thorson
Clerk

CALL COMMITTEE MANDATE

Adopted by Chapter on December 17, 2009

1. The Call Committee will consist of the continuing members of the Chapter (minus any who may choose not to participate), plus members of the congregation selected by the Wardens, for a total not to exceed 12 members.
 - a) Fundamental considerations of fairness to candidates make it vital that Committee members maintain strict confidentiality and silence about the work of the Committee. There will be regular announcements to keep the Cathedral community generally abreast of progress, and this must be the sole manner in which information is disseminated outside the Committee.
 - b) Meetings will be held as needed, likely on Sunday mornings after the 10:00 service. E-mail may be used to disseminate information, but not for important deliberation.
2. The Committee will communicate regularly with the Bishop, solicit his views, and utilize the resources of his office.
3. The Committee will proceed, with all deliberate speed, as set out below. It will implement the following points using its own good judgment, and will obtain Chapter's prior approval for any proposed expenditures of money. Its process:
 - a) Will be based upon the private and immediate solicitation of names from the Bishop and from trusted, informed sources selected by the Committee, rather than upon blanket advertisement. In order to maintain focus, the Committee will ordinarily decline politely to consider unsolicited candidates (but may, in its discretion, choose to vet these as described below).
 - b) Will aim to vet (meaning, to carefully and thoroughly investigate) each prospective candidate as a first order of business, prior to communicating with the candidate.
 - c) Will be built around early, direct conversations with selected candidates.
 - d) Will strive to avoid missing out on promising candidates by moving *too* quickly -- but will not follow a lockstep process that defers the investigation of, or conversations with, one candidate, simply because of the possibility that other names may still emerge. It will rely on good judgment, rather than a mechanical timetable.
 - e) Will aim for efficiency and speed, though not at the expense of quality.
 - f) Will give effect to the earnest belief that God has already chosen our Dean, and that the Committee's task is, through thoughtful and diligent effort, to find that person.