

**Episcopal Church of the Incarnation
November 21, 2021 – Special Vestry Meeting
Location: Rector’s House and Zoom Online**

Minutes

Attendees: Allan Bolchazy, Bo Simons, Connie Sinclair, Diane Schoenrock, Inese Heinzl, Judy Velasquez, Kathleen Baumgardner, Michael Del Vecchio, Patrick Lancaster, Sara Joslyn, Signe Sugiyama, Steven Layton; Stephen Shaver, Rector; David Jasper, Treasurer; Kathleen Kane, Clerk.

Absent: None.

Guests: John Nykamp, Paul O’Rear, Elham Rafla-Yuan, Chula & Hubert Morel-Seytoux, and Roman Zemari with several family members.

OPENING

Call to Order: Stephen S called the meeting to order at 7:03 pm and offered an opening prayer.

Rectory Rental: Stephen S, Inese, and Judy provided information about the possibility of renting the rectory to a family who is newly arrived from Afghanistan. The vestry is being asked to consider approving rental of the house at a rate that is less than the previously approved \$3,200-\$3,500, as the family can only afford to pay \$2,950 at this point in time. Utilities would be paid by the tenant in addition to the rent. The family may be able to pay a higher rate in the future as the adult members gain employment.

The family, and four members of the First United Methodist Church who are assisting them, joined the meeting and provided information about the family’s situation. Roman Zemari has been living in the U.S. for five years, and his father has been here for 2 years. The rest of his immediate family, which includes his mother, 4 brothers, sister, and brother-in-law, left Afghanistan following the Taliban take-over. His sister will soon give birth to her first child. They are now all staying in his 1-bedroom apartment in Rincon Valley.

After the guests left the meeting, the vestry discussed the proposed rent of \$2,950 per month, with a possible increase to \$3,200 after the two oldest sons (ages 19-20) find employment. John explained that the 2022 operating budget currently includes projected revenue of \$3,300 per month for rent receipts from the rectory. The proposed reduced rent would yield approximately \$2,500 - \$3,000 less in annual income. Because this is akin to outreach, Heavenly Treasures income could help to cover the difference.

The International Rescue Committee is providing some assistance to the family and will pay the security deposit plus first month rent. The FUMC support group is also

helping to provide furnishings and gift cards for the family. It was suggested that Incarnation members could also donate gift cards.

The vestry voted to authorize the Rector and Wardens to enter into a one-year lease with the family at a monthly rent rate of \$2,950. The rent rate will be raised as the family's income increases, up to \$3,200 in six months, with an eventual goal of reaching a market benchmark of approximately \$3,300 or \$3,350. The difference in revenue while the rent is at a reduced rate is to be subsidized with money from the Outreach Fund. The rent rate exception is for this family only. (*Moved by Bo. Seconded by Kathleen B. Approved unanimously.*)

Closing Prayers: Stephen S offered a closing prayer.

Meeting adjourned: 8:12 pm

Respectfully submitted,
Kathleen Kane, Clerk