



Vestry Meeting

Tuesday, December 14, 2021

7:00 - 8:30 pm

Present: Mary Katka (Sr. Warden), Gretchen Hayslip (Jr. Warden), Father Rich Weyls, Levana Fletcher, Jim Hawkins, Brad Daley, Ken Feldman, John Tait, Margaret Cassady, Cris Blair, Elizabeth Santiago, and Chris Jones. **Partial Appearance:** Kevin Deffinbaugh, Karla Koon.

Not Present: Jay Gillette.

Call to Order at 7:06pm

Mary

Opening Prayer/Reflection

Liz

Gratitude Moment

Mary

Action Items

Take approval action on the Minutes from the November Meeting.

Mary

A written copy of the November Meeting Minutes was available for Review.

Two corrections were made. In the "Coffee Hour" Section, "Cris wants to recheck in January" to "Chris Jones". Margaret Cassady was misspelled in the second paragraph of page two.

Margaret Cassady moved to accept the minutes as corrected. Brad Daley seconded. With no further discussion, the motion was approved as corrected.

Take approval action on November Collapsed Financials

Mary

A written copy of the November Collapsed Financial for 2021 was available for review. Kevin Deffinbaugh clarified and answered questions.

Brad Daley moved to approve the November 2021 Collapsed Financials as submitted.
John Tait seconded. With no further discussion, the motion was approved as written.

Take action of Clergy Housing Allowance Resolutions

Mary

Whereas, the Rev. Christopher McNabb is compensated by St. Andrew's Episcopal Church, Seattle, Washington, exclusively for the services as a priest and minister of the gospel; and Whereas, St. Andrew's Episcopal Church, Seattle, Washington does not provide the Rev. Christopher McNabb with a rectory, therefore, it is hereby Resolved, that the total compensation paid to the Rev. Christopher McNabb for the calendar year 2022 shall be \$21,135.00 of which \$21,135.00 is hereby designated to a housing allowance; and it is further Resolved that the designation of \$21,135.00 as a housing allowance shall apply to calendar year 2022 and for that year alone.

Whereas, the Rev. Danae M. Ashley is compensated by St. Andrew's Episcopal Church, Seattle, Washington, exclusively for the services as a priest and minister of the gospel; and Whereas, St. Andrew's Episcopal Church, Seattle, Washington does not provide the Rev. Danae M. Ashley with a rectory, therefore, it is hereby Resolved, that the total compensation paid to the Rev. Danae M. Ashley for the calendar year 2022 shall be \$54,564, of which \$23,000 is hereby designated to a housing allowance; and it is further Resolved that the designation of \$23,000 as a housing allowance shall apply to calendar year 2022 and for that year alone.

Whereas, the Rev. Kirkpatrick is compensated by St. Andrew's Episcopal Church, Seattle, Washington, exclusively for the services as a priest and minister of the gospel; and Whereas, St. Andrew's Episcopal Church, Seattle, Washington does not provide the Rev. Kirkpatrick with a rectory, therefore, it is hereby Resolved, that the total compensation paid to the Rev. Kirkpatrick for the calendar year 2022 shall be \$71,560 of which \$31,600.00 is hereby designated to a housing allowance; and it is further Resolved that the designation of \$31,600 as a housing allowance shall apply to calendar year 2022 and for that year alone.

Whereas, the Rev. Richard C. Weyls is compensated by St. Andrew's Episcopal Church, Seattle, Washington, exclusively for the services as a priest and minister of the gospel; and Whereas, St. Andrew's Episcopal Church, Seattle, Washington does not provide the Rev. Richard C. Weyls with a rectory, therefore, it is hereby Resolved, that the total compensation paid to the Rev. Richard C. Weyls for the calendar year 2022 shall be \$113,501 of which \$60,000 is hereby designated to a housing allowance; and it is further

Resolved that the designation of \$60,000 as a housing allowance shall apply to calendar year 2022 and for that year alone.

Ken Feldman moves that we approve these housing allowances as a group. Chris Jones seconded the motion. With discussion the motion was carried unanimously.

Osha Safety Program Changes

Mary

Written copies of both the "Safety Guidelines" and "Exposure Control Plan" were up for review.

John Tait had multiple suggestions regarding the Exposure Control Plan and Safety Guidelines. Specifically adding to the Hepatitis A guidelines, and active shooter section of the Safety Guidelines. Levana Fletcher found grammatical errors and asked who to refer these to. Ken Feldman asked whether we need to have an attorney read the draft.

Karla Koon joined to answer questions and clarification on the Exposure Control Plan and Safety Guidelines.

John Tait moved to accept the Exposure Control Plan and the Safety Guidelines. Ken Feldman seconded. The motion was approved unanimously.

Take action on Proposed changes in Personnel Handbook

Mary

A written copy of the "Employee Personnel Handbook" was available for review.

Margaret Cassidy had some small edits. Fr. Rich made a note to change sabbatical period to 5 years for all full time regular employees in the Personnel Handbook.

Margaret Cassidy moved to approve the "Employee Personnel Manual" as corrected. Brad Daley Seconded. With no further discussion the motion was approved with one opposition.

Rector's, Associate Rector's Reports

Rich

The Rector's and Associate Rector's Report were available for review.

Rich asked about a specific day to have a vestry dinner with spouses.

Levana moved that the Vestry permits the Sacred Grounds Stewards to use up to \$5000 of available Columbarium special funds in each calendar year for improvements and maintenance of the sacred grounds. Any unused funds from the \$5000 allotment in 2021 shall be rolled over to 2022 and can be used for pending projects. Liz Seconded. With no further discussion the motion was passed unanimously.

FR. Rich talked about the upcoming children's pageant and updated on the risk of the Omicron variant considering these services. Appropriate precautions are being taken.

Other Business

Vestry Nomination Committee Report **Brad**
Brad, Jim, Levana and Margaret are outgoing in the vestry and calls are being made to propose a slate of candidates for the annual meeting.

Grateful and Growing Campaign **Ken**
Ken Feldman provided an update on the Grateful and Growing Campaign.

Third Service Update Report **Rich**
The Third Taize service is being considered.

Sharing Time **Mary**

Closing Prayer and Adjourn **Rich / Mary**

Mary Katka adjourned the meeting at 8:55pm.