



St. Andrew's Episcopal Church

Vestry Meeting

Tuesday, November 16, 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 Cassidy, Cris Blair, Chris Jones and Jay Gillette.

Not Present: Elizabeth Santiago.

Call to Order at 7:02pm **Mary**

Opening Prayer/Reflection **Jay**

Gratitude Moment **Mary**

Action Items

Take approval action on the Minutes from October Vestry Meeting Mary
A written copy of the August Meeting Minutes was available for Review.

Two corrections were suggested. On Page 1: "John Tait asked about the negative number under "Building Maintenance".

Change to: " John Tait asked about the negative number under 'Rental Houses - Other.' Ken Feldman indicated that this reflects a regular monthly transfer of funds to the Rental House Repair special fund."

On Page 3:

"John Tait warned about the drop in pledge income, and the compensation benefits will be increased this year. This means we need to increase our pledges."

Change to: "John Tait pointed out that this year's operating budget was balanced with about \$100,000 of one-time funds that will not recur next year. In addition, the cost of

salaries and benefits next year will increase by roughly \$25,000 to \$50,000. Thus, we will need to increase our pledges by a very large amount next year."

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

Take approval action on October Collapsed Financials Mary
A written copy of the October Collapsed Financial for 2021 was available for review. Ken Feldman answered questions.

Brad Daley moved to approve the October 2021 Collapsed Financials as written. Jim Hawkins seconded. With no further discussion, the motion was approved as written.

Take approval action on September Special Funds Mary

A written copy of the September Special Funds report was available for review. Ken Feldman answered questions and clarified the "rainy day fund".

Margaret Cassady asked about the columbarium restricted fund and also asked about "The Center" budget amount.

Brad Daley moved to accept the September Special Funds Report as written. Levana Fletcher Seconded. With no further discussion, the motion was approved as written.

A presentation of two resolutions Mary
Resolution 1: Ken Feldman moves that the Vestry approves using the remaining "Capital Campaign" special funds (from the 2014 capital campaign) to pay for the painting of the kitchen. This amount was \$1,259.57 as of 9/30/21. Brad Daley seconded the motion. With no further discussion, the motion was passed unanimously.

Resolution 2: Ken Feldman moves in accordance with the wishes of the donor, the Vestry directs that the "Piscina Project" special fund be closed and directed to the "Altar Guild" special fund. This amount was \$3688.00 on the 9/30/21 Special Funds Report. Margaret Cassady seconded. With no further discussion, the motion was passed unanimously.

Adoption of Salary Schedule for Personnel Handbook

Cris B.

Chris moved that we accept the salary schedule as presented at the October vestry meeting for inclusion in the St. Andrew's Personnel handbook. Margaret Cassady seconded.

Jay Gillette clarified that this was presented at the October Vestry Meeting. Brad Daley asked about adopting the changes of salary and asked when these would take effect.

Father Rich made a friendly amendment to change the motion language to 'Recommend to the Personnel Committee to include the salary schedule that was presented to the Vestry in October 2021 in their planned revisions for January 2021. Brad Daley seconded the friendly amendment.

Ken Feldman warned that the salary schedule is a large increase from what it is now. Mary clarified that this is a structural recommendation and not an obligation.

The friendly amended motion was adopted with no further discussion, the motion was passed unanimously.

Rector's, Associate Rector's Reports

Rich

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

John Tait asked a question of clarification. Margaret Cassady commented on Fr. Rich's Sabbatical and on "rebuilding after covid".

Other Business

Coffee Hour

Gretchen

Coffee hour will be done once a month for at least this season. Mary would like for those who are worshipping in-person to get a feel of how people are feeling about this decision. Parishioners are free to socialize after Church, but food and beverages will not be served. Chris Jones suggested looking at this again in January.

Vestry Nomination Process

Rich

Brad, Jim, Levana and Margaret are outgoing in the vestry. Rich went through the procedures and considerations of the upcoming nominations process.

Grateful and Growing Campaign

Brad

We are in the middle of our small group gatherings and they are very informative and helpful. So far these small groups are well attended. There are more of these gatherings coming up.

December Vestry Meeting Day

Mary

Mary proposed to move the December Vestry Meeting to December 14th at 7:00-8:30p. Meeting at 6:30pm was proposed as the start time but overruled due to scheduling conflicts.

Meeting on December 14th at 7:00pm was accepted by the vestry.

Sharing Time

Mary

Jay Gillette was invited to share.

Closing Prayer and Adjourn

Rich /Mary

Mary Katka adjourned the meeting at 8:49pm.