



St. Andrew's Episcopal Church

Vestry Meeting
Tuesday, October 19, 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, Elizabeth Santiago, John Tait, Margaret Cassady, Cris Blair, Chris Jones.

Not Present: Jay Gillette

Call to Order at 7:04pm

Mary

Opening Prayer/Reflection

Gretchen

Action Items

Take approval action on the Minutes from September Vestry Meeting

Mary

A written copy of the August Meeting Minutes was available for Review

A few corrections were made to the minutes. Delete Ken Feldman from the present group. Under Action items there is an extra period in the first line. Rectors Report had some mangled syntax: second line of said Rector's and Associate Rector's Report. Mary "discussed not discusses" also. Discussion on the Mentzer House is misspelled and is referred to as a "horse," rather than a "house" at one point.

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

Take approval action on September Collapsed Financials

Ken

A written copy of the September Collapsed Financial for 2021 was available for review. Ken Feldman answered questions.

Pledges are down this month, which is concerning. John Tait asked about the negative number under “Building Maintenance”.

Ken moved to accept the September 2021 Collapsed Financials. Margaret seconded. With no further discussion, the motion was approved as written.

Take approval action on September Special Funds

Kevin

Due to lack of time to review the September Special Funds prior to the meeting, it will be tabled until the November Meeting.

Tabled motion from August Vestry Meeting

Mary

That 10% of the \$32,595.64 in bequests from the Ruth Adams and Jeanette Sylliaasen estates and the undesignated gift received earlier this year be allocated as follows:

- 10% (\$3,259.56) to the endowment/capital fund -90% (\$29,336.08) to the repayment of debt on the 7745 2nd Ave NE property

Ken Feldman is withdrawing both of the original motions and proposes a new motion.

Ken Feldman moves that the Vestry allocate \$3,200 from the General Memorial Fund to the Capital Repairs Endowed/Maintenance Fund and \$23,946.71 from the General Memorial Fund to the Capital Expansion Project Fund. Brad Daley seconded.

Discussion: In 2021, St. Andrews received two bequests and an undesignated gift totaling \$32,595.64. These funds were placed in the General Memorial special fund while the Vestry decided how to allocate them. In August, we tabled a motion that would have established a policy of allocating 10% of these and future bequests to the Endowment and also tabled a motion that would have allocated the remainder of these gifts to the special fund (now labeled the “Capital Expansion Project” fund) established to account for the expenses related to the purchase and financing of the new rental property at 7745 NE 2nd Ave. In September, the Vestry allocated \$5,448.93 from the General Memorial Special fund to

the current operating budget for replacement of exterior doors. This left a balance in the General Memorial Fund which would be allocated as proposed in the motion above.

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. John Tait recommends holding this money in the memorial fund until January. Ken Feldman addressed this saying that these funds will be used for needed expenses in the Capital Expansion Fund. Brad Daley suggested that we will have to pull from funds regardless and should use allocated funds as Ken suggested.

Brad Daley proposed a friendly amendment to the proposed motion to remove “that the Vestry allocate \$3,200 from the General Memorial Fund to the Capital Repairs Endowed/Maintenance Fund and” from the motion.

Mary Katka moved that the Vestry allocate \$23,946.71 from the General Memorial Fund to the Capital Expansion Project Fund. Brad Daley seconded. The amended motion passed with two votes in opposition.

Rector’s, Associate Rector’s Reports

Rich

The Rector’s, and Associate Rector’s Report was available for review.

Discussion about a spiritual director for Fr. Rich to help with discernment. Fr. Rich would like to make the Sacred Grounds Committee a standing committee of the Vestry. Interest was expressed to amend our bylaws to replace “six men and six women,” to “a total of 12 members with a gender balance.” regarding Vestry composition.

Other Business

Coffee Hour

Gretchen

Mary Katka decided that Coffee Hour will not happen every Sunday due to a lack of volunteers. When provided, we will recommend paper cups to

help them with clean-up. Mary noted that many people are not coming down for coffee hour due to the pandemic. This will be further discussed at the November Meeting.

St Andrew's Salary Schedule

Mary

Brad Daley moved that the Vestry recommended to the Finance Committee that the following amounts be used as salary levels for 2022 budget calculation purposes: Father Rich Weyls: (\$124,851.23) Rev. Rebecca Kirkpatrick: (\$74,779.78) Tim Drewes:(\$48,553.40) Br. Chris McNabb: (\$21,527.38). The Vestry will have an opportunity to adjust amounts when considering and approving the budget for 2022. Margaret Cassady seconded this motion.

Discussion: Per the presentations on Proposed Salary Scale that took place on 10/11 and 10/12, the Vestry should recommend the corrected compensation adjustments to the Finance Committee so that they can use these numbers to calculate 2022 benefits and payroll taxes. The budget for 2022 will not be finalized or approved until the Vestry votes to adopt it in January 2022.

Ken Feldman worries that this budget will be a challenge and it may help to spread this increase over three years. John Tait agrees it will be a challenge, but worries it has been neglected and wishes to prioritize this.

Mary Katka called for the vote. It was approved unanimously.

Sunday Evening Service Update

Rich

Fr. Rich expressed his concerns that the committee for the Contemplative Service needed more exposure to other services. This delays the Sunday Evening Service resumption.

Update on Management of Rental Properties

Mary

Mary Katka discusses the changes and turnover of rental properties. One house needed repairs and refreshing.

Grateful and Growing Campaign

Brad

Brad Daley gave an update on the Grateful and Growing Campaign including new roles that have been filled for the campaign. The goal of this campaign is to re-engage our parishioners and get them involved. Ken Feldman noted that many volunteers will participate in this campaign along with the noted committee leaders.

Closing Prayer and Adjourn

Mary

Mary Katka adjourned the meeting at 8:38pm.