

St. Andrew's Episcopal Church, Seattle
Vestry minutes: Tuesday, September 19th, 2023
Called to order: 6:31 pm

Present: Bill Yunker, Cris Blair, Mike Hicks, Dorothy Gibson, David Gravelle, Andrew Benson, Susan Wilbanks, Dan Cassady, Gretchen Hayslip, Diane Santiago, Annalisa Conserti-Jones, Rachel Endicott, Kevin Deffinbaugh, Bay Le Sage

Mark Gargett is absent.

Prayer- Bill Yunker

David Gravelle motions that we approve the minutes from July 2023
Andrew Benson seconded
Unanimously approved

Bill Yunker moves that we approve the minutes from August 2023
Dan Cassady seconded
Unanimously approved

Kevin Deffinbaugh - Financial report: church is doing considerably better than anticipated. Rentals doing well. \$1,000 went to each of the two seminarians – Karla Koon and Theresa Newell -- as planned, \$1,000 from the operating budget and \$1,000 from the Rector's Discretionary Fund (as the budget had omitted the second seminarian). Rachel wrote thank you letters to everyone who gave to the capitol campaign.

Susan Wilbanks moved to approve the July and August financials.
Dan Cassady seconded
Unanimously approved

Kevin leaves.

Finance committee recommends that Tim Drewes hours be reestablished at 24 hours per week as of September 24th.

Cris Blair moved that Tim Drewes hours be reestablished at 24 hours per week as of September 24th, 2023.
Andrew Benson seconded
Unanimously approved

David Gravelle- List of vacation days for staff is changing. No longer getting Good Friday, Easter, or Christmas Eve off. Staff is now getting:
New Year's Day
Martin Luther King, Jr. Day
President's Day
Monday Following Easter
Memorial Day

Juneteenth
Independence Day
Labor Day
Veteran's Day
Thanksgiving + Day After
Christmas Day (or another arranged day if the employee works this day)
December 26-31 (except for scheduled worship, with another day off in place for those who work during this period).

Annalisa Conserti-Jones moved that staff vacation schedule be updated as follows: Days off are:

New Year's Day
Martin Luther King, Jr. Day
President's Day
Monday Following Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Veteran's Day
Thanksgiving + Day After
Christmas Day (or another arranged day if the employee works this day)
December 26-31 (except for scheduled worship, with another day off in place for those who work during this period)

Mike Hicks seconded
Unanimously approved.

Profile Committee Report: Gretchen
The members are:

- Paula Benson – Member of St. Andrew's since the early 2000s (20 years)
- Margaret Cassady – Member of St. Andrew's since 1997
- Suzann Daley – Lifelong member of St. Andrew's
- Rachel Herbert – Member of St. Andrew's since 2009
- Margo Rogers – Member of St. Andrew's since April 1988

A concern was voiced that there were no newer church members on the committee and that this group would need to be thorough and conscientious in listening for and reflecting on the desires and experiences of newer (from 2019 and newer) in the profile.

Mirabella Maeve Wyatt, the Transition Case Manager for the Diocese of Olympia said that Profile Committees usually take at least 6 months to develop their church profile, to achieve optimal results.

Three of the many characteristics a good Parish Profile should have:

1. Be as accurate and honest as possible with our Profile--consider it to be a marketing tool.
2. Seek to honestly share our hopes and needs.
3. Seek to honor what was and prepare for what we will be.

The following people agreed to take on these roles within the Committee, with the caveat that we may revisit and/or rotate jobs:

- Paula Benson – Chair (and possibly share Co-Chair responsibilities with Rachel)
- Margaret Cassady – Chaplain
- Suzann Daley – Recorder
- Rachel Herbert – Vestry Liaison (and possibly serve as Co-Chair with Paula)
- Margo Rogers – Communications Coordinator

After the meeting, Mirabella Maeve Wyatt sent the Profile Committee members a link to a Diocese of Olympia video about the purpose and role of the Profile Committee.

Mike Hicks-Stewardship update. He's sending an email out to the congregation.

Prayer-Susan Willbanks