



Vestry Minutes - Approved

Tuesday, March 19, 2024

6:33 – 8:33 pm

Present: Andrew Benson, Annalisa Conserti-Jones, Cheri Peele, Dan Cassady, David Gravelle, Diane Santiago, Dorothy Gibson, Lily Nichols, Susan Willbanks, Will Lewis, Dan Catchpole. The Rev. Rachel Endicott, Rachel Herbert

Absent: Mark Gargett

We have a quorum.

Meeting called to order 6:33 By Andrew Benson

Opening prayer: Susan Willbanks

Discussion about mission statement: Will use profile with input from the congregation to create mission statement. Andrew is looking into more detail.

February collapsed financials and special funds report:

\$1,863 better than expected

\$9,124 from Mardi Gras

Diocesan assessment lags by a month more income coming in than anticipated.

Dan Cassady moves that we accept the February 2024 collapsed financials. Will Lewis Seconds. Unanimously passed.

February special funds were discussed.

Will Lewis moves that we accept the February 2024 Special Funds. David Gravelle Seconds. Unanimously Passed.

Minutes from February 2024:

Andrew moves that we approve the minutes from February 2024 vestry meeting.

Dan Catchpole Seconds.

Unanimously approved.

Rachel Herbert- Profile committee:

Successful meeting March 17, 2024. The committee will be writing the profile process down.

The papers with all the feedback from the congregation are staying up in Mc Laughlan Hall.

Profile page on our website has all the summaries. Top 5 priorities etc... Dan Cassady-more talk

about ministries, outreach and hospitality, what is our focus and what do these actually mean. Committee will come back with clarifying questions. Happy about a good turnout on a lovely day. They felt this was rewarding work. Pastor Rachel asked for more outreach information for the job description for the new 10 hr. weekly paid position. Vestry wants to be more involved. What outreach has the most interest?

Facility Rental Insurance obligation exemption:

Note the Criteria exemption and indemnification document

7 criteria: less than 15 people, no guns, no alcohol, members of St. Andrew's etc... you don't need this insurance.

One group was accidentally exempted as an oversight. Dan Cassidy suggests 2 rates: one for renting out to the public and one for member's events. What is the rate to encourage members to use the facility? Exemption is for \$100 fee for certain groups. Pastor Rachel suggests we increase the group number, 15 is too small.

Tabled for 1 month for further investigation.

Nominations for vestry clerk for 12-month term:

Discussion: Candidate has reviewed the role description document and agrees that she is willing and capable of fulfilling the role of Clerk with the agreement that google docs are not to ever be used since they do not save editing. This was discussed with Andrew Benson prior to the vestry meeting.

Bay Le Sage is nominated

Dan Cassidy moves the Bay Le Sage be elected vestry clerk for a 12-month period.

Analisa Conserti-Jones Seconds.

Unanimously passed.

Clerk is sworn in.

Returning funds from diocese originally intended for "Embodied Faith Curriculum":

No longer intending to use this curriculum.

Dan Cassidy moves that the funds be returned to the diocese.

Analisa Seconds.

Unanimously passed.

Pastor Rachel requests that all vestry members complete the Diocese safeguarding training by the 31st of March.

Summer Sunday's-Lily Nichols

Twice a month offering different programs within the summer. Diane Santiago and Rachel Herbert will teach gender identity and pronouns. Tim, Bay, and Pastor Rachel also have ideas. Lily and Cheri Peele have a list of suggestions. Vestry will lead on events. A mix of family friendly programming and classes. Holy Hikes are local. What activities require a group? Giant

water balloon fight. Some events at 3 so 5 o'clockers will join. Which events were well attended last year?

Request for volunteers to lead stewardship for 2024- no nominations or volunteers. Theme this year is, "Walk in Love". Resource is TENS or The Episcopal Network for Stewardship.

Update from Finance on Healthcare and Outreach:

Activity \$16,000 for Leslie and husband insurance and 16 hour per week hiring for outreach. Budget can support both. 100% base plan for Leslie and 75%of base plan for her husband. 2023 Audit- 3 people Keith Hege, Chuck Foise, And Terry Iadanza. Done through finance committee and vestry approved by June 2024.

Facility Rental and hosting program-partner with someone at very long events.

Contemplative service- Will Lewis identified himself as contact person. Dan Cassady, Andrew Benson and Mark Gargett are also helping. Couldn't find coffee for after service reception. Has maker and Keurig now. Tea and cold drinks. Unsure who is doing set up, and tear down and putting everything back the way it needs to be at the end of the evening. There could be blue dots on the floor to show where chairs need to be returned to. Dan Cassady said set up and finding parts was very convoluted. Pastor Rachel said all the parts will now be stored in the room with the little free library/puzzle library.

Rental house(middle)- passed all inspections smoke detectors GFI etc.. all good.

Andrew Benson requests that all members sign up for opening and closing vestry meetings.

Community prayers:

Prayers for someone to be in the bulletin need to be given to Leslie by Thursday Morning. Three places for prayers-added to community/notice of someone's death on the back of the bulletin, Joy Roger's prayer group list (email her directly) and, call the church and tell Leslie or Pastor Rachel. Always ask the person if they want prayer first before adding them to the lists. This announcement will be added to the upcoming newsletter with Leslie's email address.

Proposed changes by diocesan convention to Diocesan salary scale:

Both Pastor Rachel and the new rector will be affected by this. Dan Cassady and Mark Gargett are working on this. We are a B level church. Members, pledges, and operating budget determines what size of church we have. Housing allowances etc.. need to be considered earlier rather than later. We cannot presume that we will be giving the new rector a day off in lieu of more pay as we are able to give Pastor Rachel. We need an experienced candidate for our church so need to think about increasing our salary offer to the higher end of the scales. We are underpaying Pastor Rachel for the amount of experience she has.

Lay ministry committee update-

Lists and clipboards provided on profile meeting day. Dan Catchpole, Analisa Conserti-Jones, and Diane Santiago working on this to provide more information at the April vestry meeting. Andrew Benson suggests bringing Margaret Cassady into the discussion.

Mutual Ministries priority:

Rector search activities

Community building-Lily Nichols is working on summer right now, Cheri Peele, Diane Santiago, and Bay Le Sage are also working on activities.

Fundraising: May activity or raise the paddle. Mary Katka was considering having the annual tea.

Dorothy- would appreciate meeting in person quarterly. Andrew Benson will get it on the books. We will meet in person in May and October.

Closing prayer- Lily Nichols 8:33