

St. Andrew's Episcopal Church

Vestry meeting

September 16, 2025

Present:

Online:

- **Vestry:** Dan Cassady, Dorothy Gibson, Dan Catchpole, Will Lewis(Junior Warden), Vikki Day, David Blindheim, Diane Santiago, Annalisa Conserti-Jones
- **Rector:** Fr. Kendall Haynes
- **Guests:** Jessica Thompson, Kevin Deffinbaug (Parish Bookkeeper)
- **Clerk:** George Wolfe Stone Fennell

Absent: Cheri Peele, Lily Nichols, Mark Gargett, Charles Stahl,

Call to Order: Kendall called the meeting to order at 6:37 pm

1. Opening prayer by Kendall

Action Items

2. **Approve Minutes from Meeting:** May 20th
 - a. Motion: Dan Cassady. Second: Vikki
 - b. Discussion: David brings up rental house funding use for repairs, Jessica notes that she wasn't at the May meeting
 - c. Approved: Unanimous
3. **Approve Minutes from Meeting:** August 19th
 - a. Motion: Dan Catchpole. Second: Will
 - b. Jessica Thompson discernment update language was amended from "endorse her for proceeding to final stage" to "endorse her for recommendation to postulancy", Will's name was corrected
 - c. Approved: Unanimous
4. **General Fund Budget Performance:** Presented by Kevin Deffinbaugh
 - a. Revenue from contributions arrived earlier than expected, Expenses were considered well-controlled, Funding was considered on-track

- b. Vikki Day question about tracking non-pledged regular or irregular donations, Dan Catchpole question about reaction emotes on zoom, Annalisa statement about another funds disbursement in previous month answered by Kevin that it was a roof problem from a previous month, Dan Catchpole question about asking rental ministry to update vestry about large disbursements
- c. Large special funds disbursement for water remediation at house, Large donation for feeding ministries, Bequest from Edward Klein's Estate
- d. **Motion to Accept Financials as Presented**
 - i. Motion: Dorothy Second: Dan Catchpole
 - ii. Discussion: None
 - iii. Passed - Unanimous

5. 2026 Draft Budget Report - Presented by Will Lewis

- a. Dan Catchpole question about order of discussion and motion, George responded distinguishing between clarifying questions during a presentation, and discussion questions relevant to passing or rejecting a motion
- b. Pledge Drive
 - i. Theme worked out (abundance, living out of houses we didn't build, drinking from wells we didn't dig, eating fruit of trees we did not plant, and sustainability of such systems)
 - ii. Want to give a full four weeks to respond before followup, Pledge card dates will be changed, notices (we haven't heard from you this year), should be done by November 2nd, Kendall's approach is as a guide or resource, but has not been a part of a canvas before in this community. Kendall offers to write a letter, but otherwise could use direction in how he could best execute his role

6. Insurance Report - Kendall

- a. Kendall suggests that Mark Gargett would be best to deliver report

7. Elevator Contract Update - Kendall

- a. Elevator Contract Services has provided a contract to sign, Kendall requested information about future work or inspections, notes missed inspections and lack of an inspection roadmap, Dorothy notes that there are few places to do inspection, Kendall notes that it's a bit of a racket because of it, and that it's our responsibility to upkeep

8. The Children's School Report - Kendall

- a. Significant staff transitions including elimination of their executive director

- b. Cheri has a relationship with that school and spoke with Jill Kendall, their board president, her email is on record, her assessment is that they are on stable ground, Kendall met Jill in July after Franny was announced to not be continuing.
- c. Annalisa question about Cheri email, curious about solvency, and about small size of TCS, Kendall explains that there will be no rent negotiations, Dorothy is curious about what they consider to be full enrollment
- d. Dan Catchpole wonders if we have doubts/concerns about ability to maintain lease, opportunities for rolling conversations with other groups, Kendall responds, speaking from experiences at Saint Mary's and Saint Matthew's, that it is not advisable to feel out for other groups, as the community is small and people know one another.
- e. Annalisa advises that we cannot advertise unless the lease is broken, Kendall suggests that this is part of the reason for a soft wait-and-see approach, George mentioned helping them with woodchips, discloses that they were looking for musical instructors, and that he recommended Lily Nichols and Megan McInnis among others for the position. Kendall stated that they contributed to diaper drive, invited us to animals event, and that cross-pollination opportunities should be pursued, Jessica mentions talking about doing a posada in December, one idea being to invite students from TCS, Kendall suggests to connect with Megan about it, Dan Catchpole suggests that Kendall let people know about opportunities, George mentions that School Connect Washington meets on Bethany Community Church site, TCS might be a good place for another SCW site. Annalisa suggests that TCS might not be able to accommodate a school age after school program

9. Sound Alliance July Training Review: 501 c3/c4 Clarification - Kendall

- a. Dorothy was a trainer there
- b. Kendall shared concerns from a parishioner (Winston) about supporting a 501c4 with parish money, it was a reimbursement check for the food, there is a concern about 501c4 organizations being considered political organizations, Dorothy shares experiences with Sound Alliance and broad based organizing, the c4 work is nonpartisan and does not deal with candidates or elections
- c. As a general principle, Kendall is not comfortable sharing parish funds with a c4, but clarifies that he does not believe churches are or should be non-political organizations, Dan Catchpole suggests establishing documents to take to the vestry about political documents, Kendall

suggests that definitions and landscapes may change quickly, and such information might not be appropriate to put in writing, and clarifies that he is primarily interested in clarifying the financial relationship between Saint Andrew's and Sound Alliance

10. Kick-off Sunday Review and Thanks - Kendall

- a. Kendall thanks everyone who participated, restarting the ministry fair was important, there was a structural competition with the 5pm liturgy, corrected in the calendar for next year, super-thanks to Cheri and a request for an intentional note from each vestry member to send to Cheri
- b. David was surprised by how much she took on, Kendall responds that it is a case study, and shares that the institution has an absolute responsibility to the care of the souls under its wings, and proactively seeing where burnout moments might be. Part of that will be a cultural examination for opportunities to spread out workload
- c. Kendall has a document listing vestry meetings, and events calendar for Saint Andrew's to disregard. People have a sense of major events, but it might not be wise to have vestry be the default for all things labor and financial for the parish. Kendall observes that culturally, things may be shifting in a way that things may be difficult to shift out of. Use of formula may be a way to decrease workload and spur greater engagement
- d. Annalisa had multiple streams of thought, the work assignment was deeply unfair, and we've been talking about streamlining ministries since 2024, and our next item is about Sun Day and questions about vestry participation which continue the pattern previously described. Annalisa notes in the chat that she did coffee hour 3 weeks a month until Cheri began soliciting people to support
- e. Kendall mentions that we are testing things in different ministries, for example having a min-baker's guild to have baked goods for funerals, getting staff guidance in management
- f. George suggests that there seems to be a streamlining problem and a work distribution problem, and that you could ask people to step up and lead ministries. If someone doesn't step up, the ministry goes dormant, and if someone steps up, you have more people to distribute the load to. Kendall suggests that some interactions are a result of coming out of covid lockdown, Dan Cassidy affirms and states that the interim rector period was also a factor.

11. Sun Day, 9/21 - Kendall

- a. Took Kendall by surprise, Creation Keepers (Sharon?) brought it to attention but it's being promoted by several grassroots groups, we have a solar-affinity rector, and Kendall is unsure what things will be like.
- b. Vestry was recently CC'd on logistics, people are desperate for volunteers, George suggests that he would be very comfortable getting involved, and is added to the email list

12. Coffee Hour - Kendall

- a. Kendall suggests that coffee hour may have become too elaborate, people are more than welcome to go the extra mile, but people should also feel welcome to just make the coffee, Dan Catchpole suggests fixing guardrails for what will be done for coffee hour, Diane asks about dietary restrictions, Kendall responds that gluten-free is most common, and may tie into the establishment of a baseline, Jessica suggests that financial considerations are a component of the decision to host, having frozen cookies to use could be a component that builds community, Kendall affirms and checks in that we are at 8:18pm, Jessica notes that she appreciates having fruit due to her corn and dextrose allergies, Annalisa states that Mary Kafka used to coordinate coffee hour, then it all fell on her, this discussion happened three years ago but nothing came of it, Dan Catchpole suggests it is good for people to be hosting the coffee hour, not necessarily providing everything, David expresses appreciation for Kendall talking about the coffee hour, Kendall explains the Agape feast and how it connects to receptions for burials

13. Thanksgiving Day Conversations - Kendall

- a. Kendall says that Gretchen may discuss a thanksgiving experience, but it was heavily tied to a parish family which has since left
- b. Annalisa asks why it wasn't a potluck, apparently it was but the departed family had organized it
- c. Dan Catchpole suggests that we offer use of facilities for people who might themselves feel left out

14. Other Business - Kendall

- a. Kendall has plan for vacation days
- b. Someone engaged a parishioner about the inclusivity banner, Cheri suggested a coffee hour meeting on how to speak with the intolerant
- c. Dorothy brings up that we are behind on active shooter trainings and ICE trainings

15. Closing Prayer - Will

16. Adjourned

