

**St. Andrew's Episcopal Church**  
**Vestry Meeting Minutes for February 15, 2022**

Attending. The Rev. Anne Kirchmier, Rector; Rev. Marc Vance, Associate Rector; Dawn Edquist, Senior Warden; Cary Kelly; Treasurer; Bill Clock, Register; Margaret Bivins; Matthew Deller; Joel Duregger; Lynda Gray; Isabel Hatchett; David Lilley; Leslie McNiece; Helen Mitchell; Lindsey Nicolai; Cris Oman

Absent. Paul Orrison

1. Opening.

- a. Joel Duregger led the opening prayer.
- b. The Rev. Kirchmier led the scripture response for Luke 6:27-38.

2. Mission and Vision.

The Rev. Kirchmier referenced the church's mission statement and asked the vestry for their input on how outreach and fellowship can help to build God's kingdom. The vestry responded with the following inputs:

- a. By bringing people to know Christ
- b. By serving others
- c. By constructing an image of justice, mercy, kindness, and compassion
- d. By creating fellowship for all his beloved communities

3. Rector's Reflections.

- a. The Rev. Kirchmier commented that she will meet with a coach in March.
- b. Anne commented that Dr. Beverley Buston, diocesan consultant, will facilitate a meeting between Anne and another clergy person to help resolve differences.

4. A motion was made and seconded to approve the January 18, 2022 vestry meeting minutes. The motion carried.

5. All financial obligations are current, all January bills have been paid, and the St. Andrew's Church Operating Checking Fund balance was \$89,965.06 at the end of January. The following account balances were current at the end of January:

Account	Balance
Memorial Money Market	\$95,792.97
Outreach Trust Account	\$551,869.84
Perpetual Trust Fund	\$785,246.73
Designated Checking Account	\$80,315.38
Diocesan Fund	\$899,123.60

A motion was made and seconded to accept the February 2022 Treasurer's Report as presented. The motion carried. Judy Carey provided pledge information to the vestry. Leslie McNiece discussed the need to increase the upper limit of the annual salary for the Director of Music position. A motion was made and seconded to authorize the Music Minister Discernment Committee to offer up to \$35,000.00 annual salary for the Director of Music position. The motion carried. The Rev. Kirchmier discussed additional unbudgeted compensation for the Director of Music.

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6. The Rev. Kirchmier divided the vestry into three groups representing Christian Formation, Congregational development/Parish Life, and Communications in order to develop specific follow-up actions to parishioner inputs received during the Annual Meeting on December 5, 2021. The Christian Formation group was tasked with developing follow-up to parishioner inputs on children and youth ministries and to address Vicki Lanier facilitating a program on bridging congregational divides. The Congregational development/Parish Life group was tasked with developing follow-up to parishioner inputs on welcoming people/reaching out to one other. The Communications group was tasked with developing follow-up to parishioner inputs on social media. The following information was provided:
  - a. David Lilley, Christian Formation liaison, provided the following recommendations for children and youth ministries:
    - i. Investigate the possibility of coordinating a joint Vacation Bible School this summer with Hilton Village churches
    - ii. Take youth ministries outside the church by participating in the Faith Based Advisory Group that supports students in Newport News Public Schools
  - b. David Lilley provided the following recommendation to address Vicki Lanier facilitating a program on bridging the congregational divides: David will contact Vicki about the logistics/possibilities of setting up a meeting
  - c. Helen Mitchell, Congregational Development liaison, provided the following recommendations for welcoming people/reaching out to one other:
    - i. Contact individual people and welcome them to St. Andrew's
    - ii. Maintain a personal touch when meeting new parishioners
    - iii. Reach out and connect with people you do not know
    - iv. Begin an event by telling a story for 1-2 minutes
  - d. Lindsey Nicolai, Communications liaison, provided the following recommendations for social media:
    - i. Re-inform the congregation on where St. Andrew's has a presence on social media
    - ii. Reach out to Kate Henderson and ask her how St. Andrew's can have an increased presence on social media
7. At a special meeting on February 22<sup>nd</sup>, the vestry voted to pay for Brad's 2022 unused vacation days as of July 31; to pay Brad's health insurance premium for the month of August 2022; and to encourage Brad to take his 9 remaining sabbatical days prior to July 31 since they will be lost if not taken. The vestry also tabled for future discussion how to pay for the vacation days and health insurance.
8. Senior Warden Reflections.

Dawn Edquist commented that the vestry has a lot of work to do this year and that she would love to see St. Andrew's do something in the Hilton Village community. Matt Deller commented on evangelism and being more productive in community development and indicated that he had contacted Jim Moynihan, Executive Director of One Church, to

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schedule a meeting to discuss his Asset Based Community Development (ABCD) training program to determine how it can help St. Andrew's reach out to the community.

9. Rev. Marc Vance led the closing prayer and the meeting was closed by the vestry reciting the *Lord's Prayer*.

Respectfully submitted,

Bill Clock  
Register

Items to be included with the approved vestry meeting minutes:

1. Vestry meeting agenda for February 15, 2022
2. February reports for the Rector, Senior Warden, and Junior Warden
3. February Team Reports for Communications, Congregational Development, Christian Formation, Outreach, Pastoral Care, Treasurer, and Worship