

**St. Andrew's Episcopal Church**  
**Vestry Meeting Minutes for October 19, 2021**

Attending. The Rev. Anne Kirchmier, Rector; Rev. Marc Vance, Associate Rector; Dawn Edquist, Senior Warden; Steve Howell, Junior Warden; Ron Graves, Treasurer; Bill Clock, Register; Margaret Bivins; Matthew Deller; Tonia Graves; Betsy Jones; David Lilley; Helen Mitchell; Lindsey Nicolai; Allie Wittkamp

Absent. Joel Duregger; Isabel Hatchett

1. Opening.

- a. The vestry meeting was conducted remotely via Zoom due to the ongoing COVID-19 Pandemic.
- b. Dawn Edquist led the opening prayer.
- c. The Rev. Kirchmier led the scripture response for Mark 10:46-52.

2. Dawn Edquist discussed the church's mission and vision work and declining attendance amid the on-going COVID-19 Pandemic. She recapped discussions from past vestry meetings and asked the vestry for their comments regarding the church's goals. Margaret Bivins commented that we should survey the congregation for feedback on declining church attendance. The vestry discussed the possibility of a survey. Rev. Kirchmier commented that we will also be seeking parishioner feedback in our congregational meetings, including in December.

3. Dawn Edquist discussed the need for fellowship- Anne Kirchmier again spoke about the idea of supper clubs/cell groups. Lindsey Nicolai commented that we should put something in the newsletter discussing fellowship to determine if there is any interest in creating cell groups and The Rev. Kirchmier commented that she will write an article for the newsletter discussing fellowship and the creation of cell groups.

4. Dawn Edquist discussed racism questions from the past vestry meeting and moving forward on the church's goals.

5. Rector's Reflections.

- a. The Rev. Kirchmier commented that she had received a note from Crystal Cyr exclaiming how she loved the new St. Andrew's podcast. Anne thanked Susan Sale and Lindsey Nicolai for creating the podcast.
- b. Anne commented that she had met with a concerned parishioner over breakfast to discuss issues he had with St. Andrew's.
- c. The Rev. Kirchmier discussed the Wednesday Healing service and the decrease in attendance at this service. She commented that the church is contacting all parishioners who had attended any services prior to the pandemic but then stopped coming or stopped coming as frequently. The letter being sent out invites them to consider attending the healing service, which may feel safer for folks because the numbers are so small.
- d. Anne discussed Brad's retirement in July 2022 and indicated that a committee had been formed and will meet in November to discern our current music needs and craft a job description accordingly. The Rev. Kirchmier commented that she is meeting

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with the choir on October 20, 2021 to discuss Brad's departure and explain the role of the music discernment committee.

6. A motion was made and seconded to approve the September 21, 2021 vestry meeting minutes. The motion carried.
7. All financial obligations are current, all September bills have been paid, and the St. Andrew's Church Operating Checking Fund balance was \$52,022.05 at the end of September. The following account balances were current at the end of September:

Account	Balance
Designated Checking Account	\$217,788.58
Diocesan Fund	\$736,516.47
Memorial Money Market	\$67,098.44
Outreach Trust Account	\$508,726.68
Perpetual Trust Fund	\$761,278.38

A motion was made and seconded to accept the September 2021 Treasurer's Report as presented. The motion carried.

8. The Rev. Kirchmier discussed potential vestry nominees for 2022.
9. Allie Wittkamp discussed the audit review and approval. A motion was made and seconded to accept the audit as presented. The motion carried.
10. Allie Wittkamp discussed health insurance for clergy and staff. On October 24, 2021 the vestry voted on-line to offer the Anthem BCBS CDHP-20 (Consumer-Driven Health Plan), a High-Deductible Health Plan, to cover eligible employees who enroll for 2022. In accordance with the church's policy, the church will cover up to 60% of the cost of the family premium or the full premium for single and plus 1 plans, whichever cost is less.
11. On November 4, 2021 the vestry voted on-line to have trustee Bootsie Hatchett complete and submit a ballet relating to Boy Scout Bankruptcy.
12. On November 4, 2021 the vestry held a brief online discussion about the possibility of holding just one Christmas Eve service at 4:30 PM.
13. Junior Warden Reflections.  
Steve Howell discussed Mathew's upcoming departure and asked the vestry to identify the required skillsets his replacement should possess. The Rev. Kirchmier commented on the need to convene a small committee to identify qualifications for Mathew's replacement.
14. Senior Warden Reflections.  
Dawn Edquist commented that change can be a bitter pill and how there has been allot of change throughout this year. She asked the vestry to keep thinking about the book *Canoeing*

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*the Mountains* and the need to think outside the box to find ways in which to breathe life into our congregation.

15. 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 October 19, 2021
2. October reports for the Rector and Junior Warden
3. October Team Reports for Communications, Congregational Development, Christian Formation, Finance, Outreach, Parish Life, Treasurer, and Worship