Approved Minutes

St. Andrew’s Vestry Meeting

July 23, 2024

Rector and Vestry present: Laura Blanchard, Martha Elliott, Laurie Grey, Kirk Holbrook, Kelley Kash, Terry Marsh, Ruth Piper, Alex Pugh, Suzannah Rohman, Sara Sandberg, Jim Swan.

Vestry member excused: Tanya Albert

Treasurer present: Mark Freese

Suzannah opened the meeting at 5:00.

Opening Prayer/Reflection - Jim read a beautiful meditation. Laurie will give the opening prayer/reflection at our next meeting.

Suzannah noted that there was a medical emergency at last week's 10 o’clock service and that everyone, especially Ed Ross and the EMS from Miles Hospital were great. The individual is now fine.

We moved, seconded and voted to approve the May 28, 2024 minutes. The motion was passed by all.

Treasurer’s Report - Mark Freese explained that the funds for the well head replacement roof and the new flooring installation under the altar will be paid for from the capital reserve fund. We moved, seconded and voted to approve the Treasurer’s report. The motion was passed by all. We thanked Mark for his great work as our treasurer.

Property Committee – Jim updated us on the Memorial garden project. He noted that Sophia Doe, introduced to the committee by Ed Ross, has submitted initial plans for five separate areas. Jim explained that the finances relating to the Memorial Garden are a separate budget. Jim asked about upcoming fundraising for the Memorial Garden. He noted that there is a sub-committee on budgeting. It was decided that the dehumidifier in the Undercroft should be run in damp summer weather. Thank you Jim and all the Property Committee.

Parish Needs Discernment Committee - Kelley said that the discussions have been great and in depth, and hundreds of suggestions have been gathered. About 30% of the parish has participated in the visioning sessions. The group will contact those parishioners who have not had a chance to participate. The PNDC will meet in August to compile the ideas and thoughts of the parish and report to the Vestry in September.

Earthkeepers - Sara said a book group will be reading *Not the End of the World.* We will be a named participant and responsible for a stretch of roadway when the Towns of Newcastle and Damariscotta set a clean up event. The meatless potluck supper and a labyrinth walk in Edgecomb are upcoming Earthkeepers events. The Earthkeepers will ask for us to think about creative ways to get to church, for example by bicycle or carpool. On September 29, during the Season of Creation the Earthkeepers' afternoon service will be on Sunday, Sept. 15th at 3pm, and will take place outdoors on the lawn here at St. Andrew's. Four other churches are joining us for this event. Suzannah explained that the Blessing of the Animals will be on October 6, at the 10 o’clock service which is the final Sunday of The Season of Creation, which begins on September 6.

Policy about Hiring Parishioners - We reviewed the draft statement and talked about why it is valuable to have a policy. We moved, seconded and voted to approve the policy. The motion was passed by all. Please find attached the policy.

2024 Vestry Retreat. We will meet on a Saturday in October.

2024 Stewardship. Kelley said John Ward will spearhead the Stewardship campaign this year with a committee that includes parishioners who will lead next year.

New topics - An ice cream truck will be using our parking lot on some weekdays. Next year we will have a flag for Pride month. Laurie will join the Property Committee’s sub-committee on signage. Ruth is organizing to have our “Heavenly Pies” for sale during Pumpkin Fest. Foyer gatherings will begin in the early fall.

Expressions of Gratitude - To John Ward and Rob Fleury who led us in Morning Prayer on Sunday July 14.

 Upcoming Meeting - Tuesday August 20, 2024 at 5:00 PM

Adjournment- 6:04 PM Respectfully submitted, Terry Marsh

St. Andrew’s Episcopal Church Policy Statement

At St. Andrew’s Episcopal Church, we hold each parish member in high regard and recognize their integral role in our community. We prioritize the harmonious relationships and pastoral care that define our congregation. In keeping with these values, ***we generally avoid contracting with or employing our church members.***

This approach is meant to protect and nurture our community in several ways. When a church member becomes an employee, it can complicate the supervisory relationship, making necessary changes or adjustments more challenging. In unfortunate situations where a member-employee must be removed from their position, it can lead to a painful loss of their faith community and create divisions among congregants with differing opinions. The essential pastoral relationship can also suffer as the roles of supervisor and pastor become blurred.

Additionally, member-employees often find it difficult to separate their roles from within the church, leading to confusion between their paid responsibilities and volunteer commitments. This blurring of lines can affect how they are perceived by other church members and may overshadow their identity as a cherished member of the congregation.

We also avoid contracting church members for services or project work for similar reasons**.** This helps prevent perceptions of favoritism and protects the Church-Member relationship in case of disputes over service or project outcomes.

We do acknowledge that there may be exceptional circumstances. Current staff who are also members will be grandfathered into this policy. For new hires or contracted services, we will give preference to external candidates. However, members may be considered if no suitable or qualified external candidates are available. In such cases, we will seek guidance from the Vestry before making any decisions.