

St. Andrew's Vestry Minutes
December 19, 2018

The meeting was called to order by Martha Lovejoy, Senior Warden at 7:00 p.m.

Those present: Rev. Reed Loy, Paul Carey, Junior Warden, Bert Cooper, Treasurer, Tom Burack, Peter Daley, Clarke Kidder, Chaplain, Anne McCausland, Pat Walker, Vickie Haines, Judy McPhail, Pete Mitchell, and Pam Manus, Clerk.

Unable to Attend: Judith Marklin

Guest: Betsy Wilder representing the Memorial Garden Committee.

New Business additions: Organ/organist update, sidewalk safety.

Guest: Betsy Wilder thanked the Vestry on behalf of the Memorial Garden Committee for the clarification of the monies attributed to the Memorial Garden.

- She stated that the goal of the committee is to make sure the Memorial Garden Endowment Fund reaches \$20,000. Their plan is that each time donations to the Garden reach \$1,000.00, that money is then put into the Endowment Fund. That way there will always be funding to keep up the garden. This money is separate from the budgeted amount that the committee has requested from the St. Andrew's yearly budget.
- The Memorial Garden Committee would like to be the ones to send out thank you notes to people who donate to the garden.
- The committee is planning on celebrating the 30th Anniversary of the Memorial Garden. The date will be June 9th, and it will be a fundraising event.
- The woodwork on the walls of the garden is under discussion. The wood is very expensive, so they had looked at wrought iron, the design can be recreated in wood or iron, but is there a need for something on top of the wall? The consensus was that there is a need for something atop of the wall. It works as a noise reducer , and seems to form a secluded space for quiet reflection and prayer and is visually appealing. The gates are in need of work also. The Committee will continue to work on this issue and bring their decisions back to the Vestry when complete.

Stewardship: Anne reported that they were sending “ticklers” to the people who had pledged in the past but who we had not heard from yet. To date we have \$186,748.00 pledged which is \$11,000 over last years pledges.

There is about \$7,000 outstanding from our 2018 year pledges.

The Stewardship Committee has done a wonderful job of presenting the New Consecration Program. Their dedicated work has brought us to the vision of gratitude in our support of St. Andrew’s. Clarke moved that: The Vestry of St. Andrew’s resolve to send a Thank you to each member of the Stewardship team. Their goal to have parishioners experience a different way of giving was certainly achieved. This was seconded by Judy and passed unanimously. Reed is willing to do this.

Treasurer’s Report: Bert handed out the treasurer’s report. This shows income and expenses for 2 months. While Bert and Martha have been able to clean up the format for the reports, they have found that there is a software upgrade that will be much easier to work with and make our financial picture much clearer. Bert explained the report, answering questions of income and expenses. This report will be posted on the bulletin board.

Bert then presented the proposed budget for 2019, which includes a 2.1% cost of living increase for the staff and Rector, recommending that we use this as an interim budget until the 2019 budget is approved in January.

Tom moved that the preliminary budget be adopted so that the 2.1% salary increase could be incorporated and be reflected when the administrator paid salaries in January. Peter seconded this and it passed unanimously.

RenewalWorks: Reed reported that he has many people who would be interested in being part of this team, but no one willing to lead them. After a discussion of pros and cons, it was determined that we should wait and perhaps reengage later. It is a worthy program, but perhaps not at this time.

Housing Allowance: The Vestry, at a regularly scheduled meeting on the 19 day of December, 2018, after discussing the amount to be paid to the Rev. Reed Loy as a housing allowance, on motion duly made and seconded, adopted the following resolution:

Whereas the Rev. Reed Loy is employed exclusively for services as a minister of the Gospel at St. Andrew’s Church, Hopkinton, New Hampshire,

which does not provide a residence for him, the Vestry resolves that of the total compensation to be paid to the Rev. Reed Loy during 2019, \$25,000 be designated as housing (parsonage) allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

By-Laws: Our by-laws are in need of updating. The last set of by-laws are not dated, so we really need to move forward with this effort. In order for them to be changed there needs to be a parish wide meeting called for that purpose. The question is can this be done by the annual meeting. Tom Burack, Jim Whinn are willing to work on the changes along with Martha Lovejoy. There was much discussion around the number of members of the vestry and their rotation. It was recommended that there be 13 members, 9 at-large and 4 officers. The Vestry recommended that an amendment of the number of at-large Vestry members be 9 and an amendment of the Wardens terms be 2 years per term for both Senior and Junior Wardens be brought to the parish for a vote at the Annual Meeting.

Upcoming Events:

- Youth “unloading party” - helping to unload the Hopkinton Food Pantry Christmas Delivery - 10 a.m. Dec 22
- Christmas Eve Worship 5 and 9 p.m. No Christmas Day Service at St. Andrew’s.
- Budget Review and Q&A Meeting, January 20th 9-9:50 a.m.
- Annual Meeting, January 27th, combined 9 a.m. worship, Meeting to follow.

New Business:

Sidewalk Safety: Clarke brought up the issue of the safety of the sidewalks in front of the church. Whose responsibility was it during times of snow and especially ice? The town is responsible for the sidewalk in front of the church, but not from that walk up to the church’s front doors. Clark was concerned with the area from the street to that sidewalk. Many times it is an icy mess, very unsafe especially for elderly who park close to the front door. After much discussion it was turned over to the Building and Grounds to see if when plowing and sanding, the person plowing could spread some sand in that area.

Organ Committee: Pete reported that the Organ Committee has met twice. He handed out a report which he went over. The decision to replace or repair was discussed. The cost could be anywhere from 10s to 100s of

thousand dollars. It just depended on the plans for the church and the needs. The committee has one consultant's report, but are going to get 2 or 3 more, so that they have a better idea of what could be or needs to be. They will report back to the Vestry as this moves along. A motion was made: Moved that the Vestry reaffirms the mission of the Organ Committee to continue evaluating the needs and possible solutions for the organ(s) at St. Andrew's and will consider a budget request not exceeding \$2000.00 for the year 2019 in order to procure additional professional evaluations. This passed unanimously.

Annual Review: Martha apologized to Reed for going past his anniversary date with St. Andrew's and not having an annual review. Martha will have 3 members of the Vestry and 2 at-large members from the congregation meet with Reed and do this review. The review will be done as soon as possible.

There being no further business. The meeting was adjourned and closed with a prayer led by Clarke Kidder, Chaplain.

Respectfully Submitted
Pam Manus, Clerk