

**St. Andrew's Episcopal Church**  
**Vestry Meeting Minutes for September 23, 2025**

Attending. The Rev. Anne Kirchmier, Rector; Rev. Marc Vance, Associate Rector; Kirk Klinger, Junior Warden; Bill Clock, Register; Teresa Duncan; Charles Fulcher; Isabel Hatchett; Diana Skelton; Debbie Tanner

Absent. Dawn Edquist; Helen Mitchell

1. Opening.

- a. Isabel Hatchett led the opening prayer.
- b. The Rev. Kirchmier led the scripture response for 1 Timothy 6:6-19.
- c. Anne discussed St. Andrew's mission and vision and asked the vestry to speak about upcoming events that support our mission and vision.
- d. The Rev. Kirchmier asked the vestry for urgent items that should be added to the meeting and consent agenda. The consent agenda for the September 23, 2025 vestry meeting was adopted.

2. Rector's Reflections.

- a. The Rev. Kirchmier asked vestry members to keep her in-the-loop when presenting an issue to the vestry and commented that she is listening to all the great things that are going-on at St. Andrew's.
- b. Anne articulated her goals for 2025 to the vestry including balancing Ann Turner's workload, empowering the parish to take over the facilities visioning team, improving her selfcare, and increasing parish spirituality.
- c. The Rev. Kirchmier demonstrated her deck of cards called "The Listening Deck" to the vestry.

3. Doug Burgoyne highlighted the financial reports for July and August 2025. A motion was made to approve the July and August 2025 financial reports as presented. The motion carried. Doug discussed the 2026 budget process and Cary Kelly introduced the 2026 budget planning worksheet. Cary asked vestry liaisons to complete the worksheet prior to October 17, 2025 to facilitate the budget process.

4. The Rev. Anne Kirchmier discussed staff health insurance and recommended to continue with the current healthcare plan. A motion was made for staff to continue with the current healthcare plan. The motion carried.

5. Charles Fulcher presented and discussed a draft hospitality self-audit.

6. Anne discussed follow-up from the vestry liaison self-assessment which was conducted during the August vestry meeting and asked each vestry member for their comments.

7. Joe Allen was elected lay delegate for the 134<sup>th</sup> Annual Convention.

8. Anne discussed vestry nominees for the vestry class of 2028.

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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 September 23, 2025
2. September Reports for the Rector and Junior Warden
3. September Liaison Reports for Christian Formation, Congregational Development, Finance, Outreach, Parish Life, and Treasurer