

**St. Michael and All Angels Episcopal Church**  
**Vestry Meeting**  
**January 19, 2025, 12:30PM**  
**Church Pavilion**

**Present:** Rector's Warden: Patrick Reilly, Vestry Warden: Barbara Koenig, Vestry Members: Michele McKenzie, Bruce Roach, Bill Robinson, Jennifer Hanson, Michiel Bourdrez, Chris Alvarez, Gary Jacobson, Jack Knight, Sherry Kircher, Riley Huston, Diane McKay, Clergy: Mike Angell, Officers: Evelyn Hanneman, Judy Fifield

The Vestry gathered for lunch and fellowship at 12:30PM.

**Opening Prayer & Reflection**

Mike opened the meeting with a prayer of thanksgiving for the trust of the congregation, for members of the Vestry, and for the Vestry candidates.

Vestry members were asked to volunteer to say the opening prayer and reflection at upcoming Vestry meetings.

**Call to Order**

The meeting was called to order at 12:35 PM. A quorum was present.

**Items for Vestry Approval and Discussion**

December Minutes

Minutes of the December 15, 2024 meeting of the Vestry were sent out with the read-ahead materials. Bill made a motion to accept the minutes as written. Gary seconded the motion. The motion passed by voice vote. There were no abstentions.

**Reports and Topics**

Finances

- December Financial Report

The Vestry was provided with a document titled "Analysis of Revenues Expenses Operating Fund from January to December of 2024". Evelyn reported that the church ended the year essentially breaking even with a deficit of \$7639.39. Several questions were asked.

- The first question was related to how the figure for depreciation was determined. Mike provided an explanation.
- Another question was asked about the Clergy Expense line item. These are costs incurred by Clergy and Assistant Clergy for such things as mileage, food expenses when meeting with parishioners to recruit them to assist with various projects and church activities, and other church related business expenses such as lodging when attending diocesan meetings that are held out of town.
- There was a question about the school. It appears the school ended the year with a deficit. Mike explained that because we have moved to a cash accounting system, there may be one or perhaps two reimbursement checks for 2024 that have not been received and will need to be posted to the school fund.

Related to finances, Evelyn informed the Vestry that the funds received from Thom Andrewz estate went into the Endowment Fund at Episcopal Domestic and Foreign Ministry Society (DFMS) and the

amount from the unrestricted fund at DFMS went into the Schwab account, closing out that DFMS account.

The Vestry was informed that the 2023 audit is almost complete.

- 2025 Budget

The Finance Committee has recommended approval of the 2025 budget by the Vestry. In addition to the documents presented at the Budget Forum that was held earlier today, a spreadsheet of the proposed 2025 budget was provided for the Vestry's review.

The total revenue for the 2025 budget is \$864,500.00. By looking at "actuals" over the past few years, the budget reduces our recent budget deficit by about \$100,000.00. The budget requires no cuts to personnel. We are planning for our new Associate Rector and as well as hiring a full time Lay Formation Associate to support children, youth, and outreach ministries. In addition, we were able to expand our projection for interest income. Also included in the budget is \$42,000.00 from the Memorandum of Understanding with the Diocese which will reimburse St. Michael's for the portion of time Simone spends on diocesan work.

The proposed budget for 2025 projects expenses at \$947,992.00. A deficit of \$83,492.00 is projected for 2025. The Finance Committee is confident St. Michael's will do better than the projected deficit. St. Michael's is defying the downward trends in average Sunday attendance experienced by other churches. In-person and on-line attendance has increased with an average weekly attendance of approximately 386. This parish is generous and has a history of outperforming pledges. Giving is up! This budget shows a healthy financial picture for St. Michael's.

A vote was taken to accept the recommendation of the Finance Committee of the 2025 budget. The recommendation was unanimously approved with no abstentions.

Rector's Report

Mike's written report was sent to the Vestry in the read-ahead materials.

- Diocesan Meeting Update

Mike informed the Vestry of a conversation he had while at the diocesan meeting last week. Karen Aubry, Diocesan Chancellor, informed Mike that St. Michael's is not incorporated. A group of attorneys is looking into this, including incorporation as a whole or having separate incorporations for the food pantry and school which could be advantageous for fundraising purposes.

- Associate Rector Announcement

Mike expressed regret that he had to be at a diocesan meeting on Sunday following the announcement of the Rev. Simone Drinkwater as our new Associate Rector. Mike spoke about concerns voiced by several folks in the congregation which can be summed up as "Mike is making St. Michael's too LGBTQ+ focused". His written report outlined what may be contributing to the concerns:

- A significant amount of grief still being processed after Mandy and JPs departures.
- Rather than speaking directly to Mike or Patrick about concerns, some triangulation is occurring.
- A lack of understanding about the process used to call Simone which included recommendations from the Bishop's office, the lay interviewers, and the wardens. Their recommendation was to hire Simone "without hesitation".

Mike and Simone spent time communicating with each other about how the announcement would be made to the congregation. Mike let her take the lead on this. Simone wants to be her authentic self. The revelation about her trans identity is not easy to make. It may also cause discomfort for some people.

We need support so that we can support Simone. As discussed in a previous meeting, we will schedule trainings conducted by the Transgender Resource Center and extend an invitation to the congregation to attend the trainings. We need to offer invitations for deeper conversation. We also need to be clear with facts - our history and reputation for being progressive, our values of being welcoming and accepting, and that the focus of Simone's ministry is not her identity.

Simone has 13 years of experience as a clergy leader. Many may already know of her work with the Diocese. Mike spoke of Simone's calmness and graciousness. He believes that once parishioners meet her, some of the concerns may calm down.

#### - Annual Meeting

The annual meeting will be held next Sunday at 11:15AM with a potluck brunch to follow.

Preparations are under way. A Budget Forum was held today between the 9:00AM and 11:15AM services. Offering this Forum prior to the annual meeting is beneficial in providing a snapshot of our 2024 financials, presenting and reviewing the proposed 2025 budget, and providing an opportunity for parishioners to ask questions at this time rather than at the annual meeting. The Budget Forum was recorded and posted on our YouTube page as one of the reports to the annual meeting. Ministry leaders are preparing their annual reports, which will be posted on the church website.

#### **2025 Draft Goals**

Earlier in the week, Mike sent some draft goals to the Vestry asking for edits, comments, and re-writes. The revised draft goals with edits were reviewed and discussed. Several additional revisions and some reworking of wording were made today. During the potluck brunch that follows the annual meeting, these 2025 Draft Goals will be presented to the congregation for their review, discussion, and feedback/input.

#### **Vestry Report**

##### - Nominations for Vestry and Diocesan Delegate Candidates

In preparation for the annual meeting, Barbara reported there are 4 candidates for the Vestry and 2 candidates for the Delegate positions. The Vestry candidates are Daniel Ferguson, Diane Taylor, Sue Redfern-Campbell, and Katie Rooney. The candidates for Delegates are Michele McKenzie and Teresa Neudecker. A short bio with photos of the nominees will be posted on the church website. At the annual meeting, there will also be an opportunity for nominations to be made from the floor.

##### - Thank you to outgoing Vestry members Michele McKenzie, Gary Jacobson, Diane McKay, and Bill Robinson for their service and dedication to St. Michael's. They will be recognized for their leadership at the Annual Meeting.

##### - Ministries supporting the value of Action

This report will be on the February meeting agenda in order for committee members to gather more information from the various ministry leaders.

NOTE: A topic that was not on the agenda was brought forward. Action was taken with a motion made by Michiel and seconded by Chris. Further clarification is needed to ensure proper documentation in the minutes.

**Upcoming Dates**

Parish Annual Meeting – January 26<sup>th</sup>

Welcoming the Rev. Simone Drinkwater – February 9<sup>th</sup> with special coffee hour reception

Next Vestry Meeting – February 16<sup>th</sup>

New Vestry Orientation/Vestry Retreat – TBD within the 1<sup>st</sup> quarter of the year

**Adjourn and Closing Prayer**

There being no additional business, Jack made a motion to adjourn the meeting. Michelle seconded the motion. The motion was approved by voice vote. The meeting adjourned at 2:45PM with Mike saying the closing prayer.

Respectfully Submitted

Judy Fifield, Clerk