

Saint Michael and All Angels Episcopal Church
Vestry Meeting
November 16, 2025, 12:30PM
Church Pavilion

Present: Rector's Warden: Chris Alvarez; Vestry Warden: Barbara Koenig; Vestry Members: Michiel Bourdrez, Daniel Ferguson, Jack Knight, Diane Taylor, Bruce Roach, Sherry Kircher, Riley Huston, Sue Redfern-Campbell, Katie Rooney, Jennifer Hanson; Clergy: Mike Angell, Simone Drinkwater; Officers: Evelyn Hanneman, Treasurer; Judy Fifield, Clerk

After partaking in the church potluck lunch, the Vestry met in the pavilion starting at 12:30PM.

Call to Order

The meeting was called to order at 1:10PM. A quorum was present.

Opening Prayer

Mike began the meeting by asking for prayer requests from members of the Vestry. Mike led a prayer for those requests.

Vestry Covenant

The Vestry Covenant was read by Diane.

Items for Vestry Discussion or Approval

Approval of Minutes of the October 19th meeting

The minutes were sent out in the read-ahead materials. Barbara made a motion to approve the minutes as written. The motion was seconded by Diane and passed by voice vote.

Approval of Chris Alvarez as signatory on the UMB bank account

As the new Rector's Warden, Chris needs to be added as a signer on the UMB Bank account. A motion was made by Mike for the Vestry to approve Chris as a signer on the UMB Bank Account. The motion was seconded by Sue and approved by voice vote. As part of the transition from New Mexico Bank and Trust, Evelyn will be working with the UMB Bank to get this process completed.

Approval to empower the School Advisory Committee to act to raise the minimum wage for employees of the school

On November 1st, Governor Lujan-Grisham released the new universal child care plan which aims to cover the full cost of child care regardless of family income. As part of the plan, there are two rate levels for participating child care programs. To be eligible for the higher rate level, programs must have a 5-STAR license designation and compensate entry level teachers at \$19.00 per hour. This enhanced rate will pay more to the school than we currently charge family's. The school has a 5-STAR license designation. However, several teachers make less than \$19.00 per hours. Therefore, the request to the Vestry is to authorize the School Advisory Committee to raise the minimum wage for school employees who are not meeting the \$19.00 per hour threshold. Discussion followed. Jack made a motion to approve the request, adding that the increased compensation will rely on ongoing state funding and teachers meeting all educational requirements. The motion was seconded by Chris. The motion was approved unanimously with no abstentions.

Reports and Updates

Finances

Evelyn reviewed the October financial statements and brokerage statement.

The Memorandum of Understanding with the Diocese of the Rio Grande has been finalized. Evelyn reported that we have received the funds owed and will now receive monthly payments.

In reviewing the budget for the school, we are expecting a \$36,000.00 payment from the state which will help offset some but not all of the \$49,000.00 deficit. Mike explained that the state's new universal child care plan which includes increased rates we will receive for child care services should help with decreasing the deficit.

The Food Pantry currently has \$54,000.00 in a dedicated account. Searching for grocery store discounts, buying in bulk, networking, and our non-profit status are benefits that help stretch the budget. Plans are underway to purchase frozen turkeys for the Christmas holiday. The Food Pantry is at capacity with space limitations and tired volunteers. It takes longer to distribute the food – sometimes until 12:00 Noon. We have recently served up to 144 guests who are experiencing food insecurity. Another need is for Spanish speaking volunteers. People are responding, but more volunteers are needed. Jake VanDerGeest's leadership of the Food Pantry will end in January.

The church has a current deficit of approximately \$170,000.00 against a \$830,000.00 budget. In October we received \$40,000.00 in pledges. With one week left in November, we have received \$27,000.00. With a little over six weeks left in the budget year, we expect to end the year with a marginal deficit.

Capital expenditures of approximately \$24,000.00 will be zeroed out by the end of the year.

Nominating Committee

Barbara reported that four nominees are needed to fill vacancies of the three Vestry members whose terms are expiring and Chris' position now that she is Rector's Warden. Three people have already been nominated, with the expectation of more nominations once an announcement is published in E-Noticias. Nominations for Diocesan delegates are also needed. Possessing financial knowledge and expertise would be beneficial. Diversity is essential for representation of all groups in the congregation.

Stewardship

Mike provided an update on the current status of pledges. The average pledge is \$3,595.00, reflecting a 21% increase. The majority of the pledges are around \$1,200.00. Most pledges are paid weekly or monthly, not by auto draft. There have been 31 new pledges. We have seen an increase in donations coming from required minimum distributions/qualified minimum distributions from IRA accounts. The draft budget for 2026 will be \$780,000.00.

A first round of phone calls has been made by Bill Kirtley and Jon Vrabec to remind folks to make their pledge. The Vestry and Stewardship Committee will make another round of calls in December.

Because PayPal charges a 3% service fee, we plan to switch to REALM next year, which offers lower fees.

Safety Plan Review

Chris said a committee is being formed to begin work on this plan.

Rector's Report

Mike's reported the following:

- With Cheri's departure, an interview with a good candidate resulted in an offer for the position. Unfortunately, the candidate declined the offer for a number of reasons. Two other resumes look promising. For now, we're considering hiring a temporary bookkeeper through an agency. Evelyn and Jim Moffitt will keep things going and up to date. Cheri is willing to come in to assist when needed.

Mike also spoke about perhaps enhancing the position to a Business Administrator. Personnel matters have been taking up a larger part of Mike's time. Having someone with human resources and accounting experience would be beneficial. In addition, with the numerous state grants, there should be consideration to outsource the school's bookkeeping. State agency representatives have made this suggestion and the costs associated with this service are an allowable administrative expense.

- Monica has medical approval to work part-time through year-end. She will be back at work tomorrow. She should on a full-time schedule when school resumes after the holiday break.
- There has been a steady increase in church attendance. We have more active ministries. Three active classes are in progress with another class starting in December. The Newcomers class ended with about 30 regular attendees – many who are younger. We are hoping at least 12 will be joining the Episcopal church – either here or at the Cathedral.
- Mike expressed the need to focus on staff culture and well-being - specifically how to support each other, to have each other's back, and work together as a team. He is thinking about a staff retreat possibly facilitated by Barbara Medina – a new parishioner. She recently retired from a career working with community colleges and has expertise in executive coaching. More information will be provided as plans are finalized.
- Vestry presence in the Narthex is now included in Sunday announcements. The 2026 schedule will be shared soon. The time commitment is from 8:00AM to 11:30ish. You are seen as a resource, and your presence has been uplifting!

Update on Planning for the Future

Barbara reported that the four Listening Sessions have been completed. Eight meetings between the architect various ministry leaders have also been held. This resulted in 29 pages on input and ideas. Future meetings with the architecture firm will be held after the holidays. The plan is still to have a master site plan by April 30, 2026. Any uncommitted funds in the endowment fund should be rolled over to cover expenses related to the master site plan.

Other Business

The annual meeting is scheduled for January 25, 2026 after a combined 10:00AM service. A committee needs to be convened to plan the business portion of the meeting. The meeting will

also include a campus tour. A “passport” will be provided to those in attendance to visit each ministry space and see the state of the campus. Hopefully this will provide a clearer understanding of the need to move forward with a master site plan.

Simone provided an update on the Diocesan Convention held this past weekend in El Paso. Cathy Bailey is the 4th alternate to the general convention.

Upcoming dates

- No Vestry meeting in December. Phone calls will be made in lieu of the business meeting.
- **Refer to the full calendar of Advent and Christmas events in REALM**
- January 10th – Vestry Retreat - morning
- January 18th – Regular Vestry meeting - 12:30PM
- January 25th – Annual Meeting – after the 10:00 Service

Adjourn and Closing Prayer

With no additional business items to discuss, a motion was made by Jennifer to adjourn the meeting. The meeting adjourned at 2:45PM with Simone saying the closing prayer.

Respectfully Submitted
Judy Fifield
Clerk