

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

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

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

Opening Prayer & Reflection

Michiel said the opening prayer. The Vestry Covenant, adopted in June of 2024, was reviewed. This is a working document which we use as a guide in our work with each other and the parish. Of particular importance is the need for confidentiality with some discussions that occur during Vestry meetings until we are ready to inform the parish when appropriate.

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 12:50 PM. Introductions were made. A quorum was present.

Items for Vestry Approval and Discussion

January 2025 Minutes

Minutes of the January 19, 2025 meeting were sent out with the read-ahead materials. Two items needed clarification. After discussion, Jack made a motion to accept the minutes with noted additions and rephrasing for accuracy. Michiel seconded the motion. The motion passed by voice vote with four abstentions by the new Vestry members who were not present at the January meeting.

Election of Vestry Officers

Mike informed the Vestry that he has re-appointed Patrick Reilly as Senior Warden. Barbara Koenig is willing to run again for the Vestry Warden position. No other Vestry members expressed an interest in this leadership position. In addition, Evelyn Hanneman is willing to remain as Treasurer. Judy Fifield is willing to continue as Clerk. A motion was made by Chris to elect these individuals to their current positions by acclamation. The motion was seconded by Jennifer and was approved. The Vestry applauded the nominees, thanking them for their willingness to serve.

Training and Resources for Transgender Awareness

Mike and Adrien Lawyer with the Transgender Resource Center of New Mexico are finalizing plans for a couple of trainings for the congregation including a panel of individuals who will tell the story of their personal transgender journey. These trainings will provide opportunities for folks in the parish to ask questions and engage in conversation with the hope of increasing understanding and awareness of what being a transgender person means.

Housekeeping

Schedule of meetings - Reviewing the 2025 schedule for meetings, members identified the meetings where they know they will be absent. April and May meeting dates seem to have the most conflicts with personal schedules. Alternative meeting dates may need to be proposed. This information will be used to determine a date for a Vestry Retreat.

Lunch - No food allergies or dietary restrictions were identified. A preference for no mushrooms was requested. The lunch rotation schedule will be provided at the March meeting.

Safe Church - Information regarding the Safe Church training was sent out prior to the meeting. This training is required for the Vestry and needs to be renewed every three years.

Reports and Topics

Rector's Report

- Mike welcomed the new Vestry members and thanked them for their willingness to serve.
- Approval of the 2024 Parochial Report – Mike explained how some of the data was gathered for the report. Data in the *Attendance and Impact* section includes average Sunday and weekday attendance – both in-person and online as well as beneficiaries of outreach ministries and volunteers that are not members. St. Michael's has a total average of 811 individuals who are impacted by the church each week. In reviewing the report, several edits were identified. Riley made a motion to accept the Parochial Report with the edits discussed. Barbara seconded the motion. The motion passed by voice vote with no abstentions. The report will be submitted to the Bishops office and the National Episcopal Church by the filing deadline.
- Welcoming Simone – Simone's first Sunday went really well. She was very moved by the number of parishioners who attended the three services and welcomed her into our community.
- Values and Goals Discussion – With input and feedback received from the congregation, our values and goals are now posted on our website.
- Job Description for Director of Youth, Adult, and Outreach Ministries – This is not a clergy position. The description was reviewed and discussed. Several edits were suggested. Although it appears to be an expansive job description, the emphasis is on working with youth while allowing some room to negotiate how the talents and strengths of the candidate may fit with the position. The approved job description will be posted on the Episcopal News Service, the Indeed job search platform, the church website and social media platforms, as well as Mike communicating with other youth ministry colleagues. An interview committee will be convened to include a member of the Vestry and other leaders close to the children and youth ministry. A question was asked about having a youth representative on the committee. Mike responded that confidentiality must be ensured throughout the interview and hiring process. As part of the interview process, there will be opportunities to observe interactions of the final candidate/s. Mike will conduct the initial interview. Subsequent interviews will be with the committee and wardens. Mike hopes to hire for this position within the next few months. A motion was made by Bruce to approve the position of Director of Youth, Adult, and Outreach Ministries and the job description for this position. The motion was seconded by Michiel and unanimously approved with no abstentions.

Finance Report

- The January report and written explanation were sent out with the read ahead documents. Evelyn reviewed each page of the report. For new Vestry members, training is available on how to read the financial reports.
- Evelyn provided an update on the 2023 audit which should be completed in about a month. St. Michael's will be submitting a letter of intent to continue with the same firm for the 2024 annual audit.
- The Endowment Committee has scheduled their next meeting for February 28th via Zoom.
- Regarding the budget for the school, Mike informed the Vestry that it is their responsibility to approve the school budget. In reviewing the way current budget is set up to account for income to the school, it would be more beneficial to segregate the income by the various funding sources, for example – State funded Early PreK and PreK, tuition assistance received by the State, and tuition paid by families – rather than combining the income in one line item. The school Board has been looking at tuition rates which haven't increased in at least 5 years – some of this was due to COVID. A description of the process used to assist with determining an appropriate tuition rate increase was provided. In order to break even and remain competitive with other early childhood programs, the school Board approved a 12% increase in tuition that will start with the summer session. The school scholarship program will continue to be available for families. Mike informed the Vestry that all three classrooms now have waiting lists. A recent visit to the school by the State was very positive.

Vestry Report

Ministries largely supporting the value of Action

As part of the continuing work on our values, Bruce gave a summary report on the results of meeting with the following ministries:

Food Pantry –

Question 1: How has your ministry lived into the values: Welcome, Action, Spiritual Grounding? A prayer is said at the beginning of the day. There are Spanish speakers at the registration table.

Question 2: What are your hopes for St. Michael's? How is your ministry growing and changing?

How can we further live into these values? Food insecurity has increased over the past 5 years. We are serving 145 families per week. COVID changed the process previously used where guests selected their food choices. The church provides support with donations of food, unloading food from the food bank on Mondays, and on Tuesday mornings when the Food Pantry is open to guests.

Question 3: Are there any practical updates you would like the vestry to know about your ministry?

Are there anything you would like our help communicating to the clergy or wider community? Using E-Noticias and announcements from the pulpit have been beneficial with communicating specific needs of the Food Pantry. There is a need for new volunteers. Bi-lingual volunteers are needed too. We have seen an increase in Venezuelan families visiting the Food Pantry.

Day School -

Question 1: How has your ministry lived into the values: Welcome, Action, Spiritual Grounding? The school has been in operation for 30+ years. The school supports the spiritual education for our youngest children at the foundational level.

Question 2: What are your hopes for St. Michael's? How is your ministry growing and changing? How can we further live into these values? There has been increased communication between the church and the school which has been beneficial. Our current enrollment has increased mainly due to word of mouth. The teaching staff have stabilized, resulting in continuity for the children and their families. The staff are committed to the program and the profession. They are continuing to work on completing a college degree in Early Childhood Education. The Reggio Emilia curriculum may also be a contributing factor to increased enrollment. The need for high quality infant care continues to be a need in the community.

Question 3: Are there any practical updates you would like the vestry to know about your ministry? Are there anything you would like our help communicating to the clergy or wider community? With changes made by the State of New Mexico to provide tuition assistance to families with household incomes up to the 400% of the federal poverty level, the school scholarship program needs to be reviewed. There is a need to review and revise the school by-laws. As the all campus plan is developed, we hope that remodeling the kitchen and upgrades to the playground are considered. Assistance with updating the school website would also be helpful.

Property Committee –

Question 1: How has your ministry lived into the values: Welcome, Action, Spiritual Grounding? Committee meetings begin with prayer and time to get acquainted with each other. The Committee is living the action value by what they are tasked to do for the church campus.

Question 2: What are your hopes for St. Michael's? How is your ministry growing and changing? How can we further live into these values?

Question 3: Are there any practical updates you would like the vestry to know about your ministry? Are there anything you would like our help communicating to the clergy or wider community? The Committee is envisioning an all campus plan. A 10 – 20 year plan will be forthcoming.

The Landing -

Question 1: How has your ministry lived into the values: Welcome, Action, Spiritual Grounding?

Question 2: What are your hopes for St. Michael's? How is your ministry growing and changing? How can we further live into these values? The focus of The Landing has seen some recent changes from providing temporary lodging and support for immigrants to those who travel to Albuquerque to access health/medical services as well as church youth groups and native people through our Navajoland partnership who need overnight lodging. Question 3: Are there any practical updates you would like the vestry to know about your ministry? Are there anything you would like our help communicating to the clergy or wider community? The Landing is moving from the rooms in the church office complex to the Youth Building.

Las Familias –

Due to recent political decisions, this ministry is in a transition phase and is currently taking a one month pause. Through prayer and discernment, further discussion and decisions on how and where future support may be provided will occur after this wait and watch phase.

New members of the Vestry are invited to join the one of values teams as communication with ministry leaders and ministry reports continues to provide us with important information.

New Business

Bruce was asked to give the Vestry a written request for additional volunteers to support the 9:00AM Children's Service. Mike and Simone will determine next steps.

Mike informed the Vestry of work being done with Barbara and Karen Aubery (Chancellor with the Diocese of the Rio Grande) to establish an Immigration Response Policy. Using guidance from the Episcopal church and the New Mexico Attorney General's Office, the policy identifies the church campus as private property with public and private spaces. The policy will include a procedure to be used if federal immigration agents come on to church property. It also includes information on the legal documents that must be furnished by the federal agents, as well as the procedure to be used to inform such federal agents when filming of interactions is deemed necessary. Our approach is to remain calm while knowing we are grounded in prayer and grounded in the law. Mike also noted that journalists and non-church related businesses are not to be on church premises without permission.

Upcoming Dates

March 4th – Shrove Tuesday Pancake Supper 5:30PM

March 5th – Ash Wednesday/Lent begins. See announcements for information on church services and Ashes-to-Go.

March 8th – Lenten Retreat “Howard Thurman, grounding with a mystic of the Civil Rights Movement”

Wednesday evenings in Lent – Sacred Ground Lenten series. More info to come.

March 16th – Next Vestry Meeting

Adjourn and Closing Prayer

There being no additional business, Diane made a motion to adjourn the meeting. Sue seconded the motion. The motion was approved by voice vote. The meeting adjourned at 2:50PM with Mike saying the closing prayer.

Respectfully Submitted

Judy Fifield, Clerk