

St. Michael and All Angels Episcopal Church
Vestry Meeting
June 15, 2024
in the Pavilion

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

12:30PM **The Vestry convened with lunch and fellowship.**

12:45PM **Reflection, Call to Order, and Opening Prayer:** As a follow-up to recent discussions focusing on the values of our church, the meeting began with an update on the subcommittee's work to narrow down the cluster of values with a proposal to consider the following three values: **Welcoming**; **Action**; and **Spiritual-Grounding**. There was some caution around using the word "Welcoming", but it was kept as a value because it was repeated so many times during the Listening Sessions. The word "Action" was also repeated numerous times as an important value during the Listening Sessions. The Vestry was then asked to deliberate on three questions:

- What are the "contextual definitions" of the values?
- What stories/ministries are in the background?
- What is "aspirational" in each?

After discussion, it was expressed that even if we may not quite be there yet, the three values are broad enough to move forward with taking this back to the congregation.

Mike said the opening prayer.

Items for Vestry Approval and Review:

Minutes of the May 2024 meeting were sent to the Vestry with the read-ahead materials. Jack made a motion to accept the minutes as written. The motion was seconded by Michiel and approved unanimously by voice vote.

Reports and Topics:

Finance Report

The financial reports for February through April were provided to the Vestry in the read-ahead materials. Evelyn stated that these reports are generated using the new ACS financial system. She reported on some problems in bringing information over from the old system (CMS) to ACS. This has resulted in additional work for Cheri. It is anticipated that future monthly financial reports will be available on a timely basis. In reviewing the financial reports, several questions were raised. Evelyn and Mike provided answers and/or clarification. Related to finances, Mike is proposing the July meeting of the Vestry be a joint meeting with the Finance Committee to discuss roles, procedures, and discussions about sharing information and financial planning.

Barbara provided the Vestry with an update on the estate of Thom Andrewz. In the read-ahead materials, she provided the Vestry with two written documents. The first document provided bullet points to guide the Vestry in the decision that is needed regarding the estate proceeds. The second document is a recommendation to the Vestry from Mike, Patrick, and Barbara. Discussion followed mainly around Thom's wishes and our fiduciary responsibility. At the conclusion of discussion, a

motion with made by Michele to accept the plan as written in the Recommendation to Vestry from Rector Mike Angell, Rector's Warden Patrick Reilly, and Vestry Warden Barbara Koenig regarding the Estate of Thomas Stanley Andrzejewski and the bequest to St. Michael and All Angels Episcopal Church dated June 16, 2024. Bill seconded the motion. A vote was taken with no opposition and no abstentions. The two written documents referred to in this section of the meeting are to be attached to the final, approved minutes of this meeting in order to have a complete record of the Vestry decision regarding the Estate of Thomas S. Andrzejewski. A decision regarding the final amount of the voluntary gift to Jane Lilly will be finalized by the Vestry when the church receives the estate proceeds.

Rector's Report

Mike submitted a written report that was included with the Vestry read-ahead materials. He stated the bulk of his report are updates. He reviewed the following topics in more detail.

Personnel:

Music Director – After meeting with both choirs, Mike is proposing that an “interim Music Minister” be hired which would provide intentional time for ongoing discernment and discussion about the future of our music programs. The interim period would be for one program year. Mike informed the Vestry of one candidate from the last round of interviews who may be a good fit for the position. He asked for approval from the Vestry to extend an invitation to this person to join our staff. This position will be for 28 hours per week and does not require a budgetary change at this time. Discussion followed. A motion was made by Bruce to approve proceeding with hiring an interim Music Minister not to exceed 28 hours per week for one program year. The motion was seconded by Michele and was approved unanimously.

At 1:42PM the Vestry went into Executive Session to discuss a personnel matter related to the Day School. The business meeting reconvened at 2:00PM.

Other Business:

In the read-ahead materials, the Vestry received a document from Riley related to the Vestry Covenant. Riley spoke about the process conducted to develop a proposed draft titled the “practical vestry covenant” which is simple and shorter in length than the current covenant but still has depth. Riley asked the Vestry to review the draft covenant as it relates to the mutual responsibility we have to the parish, each other, and our own self. Discussion followed. One suggestion was to add the word discernment in the second bullet so it would read “We will pause for silent prayer and discernment when conflict arises.” There was general consensus that the Vestry should try using this practical covenant. Jack made a motion to begin using A Practical Covenant as a working document. The motion was seconded by Gary and was approved with no opposition or abstentions.

At 2:25PM the Vestry went into Executive Session to receive follow-up information related to the May 2024 Vestry meeting where discussion with John and Denise Clauss took place. The business meeting reconvened at 2:45PM.

Mike reported that Faith Works, one of our partners, is currently experiencing a cash crunch and is raising funds to support their work. Mike suggested we designate one Sunday in July when cash and designated checks collected in the offering plate be given to Faith Works. This would be advertised

ahead of time to the congregation and most likely would occur on July 7th or 14th. There was no opposition to moving forward with this plan.

Actions:

Barbara asked members of the Vestry for suggestions of parishioners who may be interested in serving on the Vestry for the remainder of the 1 ½ year term that is currently vacant due to the resignation of a Vestry member. Several parishioners' names were suggested.

Upcoming Dates:

June 26, 2024 – The Presiding Bishop will be elected at the General Convention of the Episcopal Church. Bishop Daniel Gutierrez is one of the nominees. He served at St. Michael's before becoming Canon to the Ordinary with the Diocese of the Rio Grande.

July 21, 2024 – Joint Vestry/Finance Committee Meeting

Closing Prayer:

Mike said the closing prayer.

Adjourn:

Bill made a motion to adjourn the meeting. The motion was seconded by Michele and passed by voice vote. The meeting adjourned at 2:53PM.

Respectfully Submitted

Judy Fifield, Clerk

Executive Session – Personnel Matter

All members of the Vestry were present with recusal by Diane McKay who is currently working in a part time teacher position at the school. Mike, Evelyn, and Judy were also present. Mike informed the Vestry of the decision to terminate Jasmine Contreras, Assistant Director of the day school. This decision was based on several factors: 1) Frequently being late in reporting to work; 2) Jeopardizing the continued participation in the federal Child and Adult Care Food Program by not completing the required paperwork and records which is a primary responsibility of this position; and 3) Most recently during the absence of the school Director, making a unilateral decision to unexpectedly close the school for an unwarranted, non-emergency health issue. This resulted in chaos and confusion among families who have children enrolled in the school as well as staff. The AAEDS Board were contacted and supported the decision. The school was open the next day.

Executive Session – Follow-Up on May 2024 Vestry meeting/Conversation with John and Denise Clauss

All members of the Vestry were present. Mike, Evelyn, and Judy were also present. Mike stated the Clauss' have been in communication with him. Mike invited them to meet with him and the wardens for dialogue. He offered, as well, to ask Bishop Michael Hunn to name a neutral third-party facilitator. (Mike has spoken to Bishop Hunn regarding this situation). In their response to Mike's invitation, the Clausses asked that Mandy, Chris, and Riley be present at the meeting. Mike sent follow-up written correspondence to John and Denise asking for clarification regarding the outcomes they are expecting from the meeting. Mike is waiting for a response from them.

Some expressed opposition to having the Clausses select their preferred members at a second meeting. Diane expressed that they were not comfortable being asked to participate feeling like their presentation was “an assault”. There was discussion of the original presenting issue, that Mike asked John to step down from Stewardship. Mike explained the situation over email to the vestry, that he had twice in the past year attempted to curb John’s belittling of other Stewardship Committee members over email. Gary Jacobson shared that he had a similar experience with John on Property Committee, and told John if they were work colleagues, they would have to speak with HR about the way he was treating folks. Michiel acknowledged that has been an ongoing pattern. There was also acknowledgement of the work and commitment John and Denise have given to St. Michael’s over many years and not wanting to lose sight of their valuable contributions in the midst of conflict.