

Saint Michael and All Angels Episcopal Church
Vestry Retreat
April 25, 2026
Church Pavilion

Present: Rector's Warden: Chris Alvarez; Vestry Warden: David Odegard; Vestry Members: Daniel Ferguson, Checky Okun, Bruce Roach, Michiel Bourdrez, Sue Redfern-Campbell, Diane Taylor, Sherry Kircher, Amy Ostlie, Greg Petty, Katie Rooney; Clergy: Rev. Mike Angell; Officers: Evelyn Hanneman, Treasurer; Judy Fifield, Clerk

Not Present: Jennifer Hanson

Guests:

Finance Committee Representatives: Bernard Tawfik, Barbara Koenig, Jim Moffitt, Jack Knight

Stewardship Committee Representatives: Patrick Reilly, Bill Kirtley, Jane McGuire, Margaret McCormick

The Vestry convened at 9:00AM with coffee and pastries.

Call to Order

The retreat was called to order at 9:10AM. A quorum was present.

Opening Devotion/Prayer

To set the tone for the retreat, Mike referred to a post by Katie Nakamura Rengers, an Episcopal Minister, from the "Forward Movement" Forward Day by Day book. Katie's message asked "Who is God's Promise for? Is it for people on the inside or people on the outside or for everyone who is drawn to God"? Reflecting on Katie Nakamura Rengers' message, Mike asked us keep these questions in mind during the retreat.

Mike said the opening prayer asking for God's presence as we spend time together building relationships and strengthening partnerships.

Vestry Covenant

The Vestry Covenant was read aloud. Prayers were requested for family members and friends who have concerns for personal safety, are recovering from recent surgeries or have other health concerns, and who are grieving the recent death of a loved one. We keep Simone's family in prayer. The memorial service for her father-in-law is today.

Vestry "Get to Know You"

The group counted off into several groups of three people. Three questions were posed:

- What brought you to St. Michael's?
- What keeps you at St. Michael's?
- In 5 years, what do you want neighbors to know about St. Michael's?

There was time for conversation with recurring themes identified and shared with the larger group.

Common themes related to the first two questions:

- There is a pulse that exists here that started with Brian and continues today. People who come here are attracted by this – it is what they are looking for.
- We are a welcoming and nurturing community – which is extremely rare.
- There are lots of opportunities to participate in various ministries without demands being made.

- Our progressive nature. “I knew of st. Michael’s long before I came here”. “I walked in and knew I was at home”.
- The quality of preaching and it’s relevancy to our daily lives and today’s world.
- Active outreach ministries.
- We accept all and are okay with where you are in your journey.

Comments related to the third question:

- Need more diversity.
- Offer services in Spanish.
- Keep our spiritual foundation/grounding.
- Become more of a leader in community outreach and activism.
- More outreach to our neighbors. Inform them of the art gallery, about other groups that meet at our church, plans for the future with current ministries and new ministries.

Business Meeting Agenda

Name Tags

David shared that his wife Beth made professional looking nametags for the Vestry and Officers, which he distributed. Thank you to Beth for doing this.

Consent Agenda

Mike explained that a consent agenda is used to streamline approval of routine, non-controversial actions that require a vote by the Vestry. The following items need approval:

- Approval of Minutes of the March 15th Vestry meeting that were sent out in the read-ahead materials
- Approval of the 2025 Parochial Report which was provided at the meeting
- Resolution to continue endowment participation with DFMS as written in Mike’s report
- Approval of retired and non-parochial clergy as listed on Mike’s written report who are affiliated with St. Michael’s for their licensing with the Diocese.

Questions were invited prior to a motion and vote. Several questions were asked. Mike provided explanations and answers. Sue made a motion to approve the items listed under the Consent Agenda as written. The motion was seconded by Diane and passed unanimously with no abstentions.

Rector’s Report: Refining Values and Goals; Ministries and the Vestry

Mike’s report provided a financial update where he outlined the work being completed to ensure accuracy of the financial reports for the past few months. The Finance Committee have reviewed the bulk of the reports. The good news is that we appear to be in the black for the first months of the year.

It is the Vestry’s job to set the direction for St. Michael’s. Focusing on values and goals set ahead of the 2025 annual meeting, Mike would like to use the goals as a framework for conversation about where we go from here. Much of this work involves checking in with our ministries and ministry leaders, listening to what they are seeing on the ground, and allowing that insight to shape our next steps. Together, we can clarify what we want to renew, what may need to be reset, and how we intentionally name and celebrate what we have already accomplished.

Reviewing the goals listed under the three values of Welcome, Spiritual Grounding, and Action, we found that, in some instances, concrete data is limited but anecdotal evidence suggests meaningful progress. Questions still remain.

- With incomplete data, how do we know if we are meeting or making substantial progress toward our goals?
- Is what we are doing sustainable? How do future plans fit into our stated goals?
- How do we focus on the revenue generating side rather than the budget cutting side?
- How do we bring the congregation into this discussion?
- Are we all going in the same direction in meeting the goals?
- How do we communicate what is happening and/or planned for each ministry? Suggestions were given on how to increase awareness and communication about the goals.

The discussion concluded with looking at our current mission statement. Does this statement truly express our values and spiritual beliefs? Does it need to be more concrete and concise? What language do we want in our belief/mission statement? Due to a lack of adequate time, continued discernment and discussion is needed.

Lunch

Sue began the lunch break with a prayer song. Representatives from the Stewardship Committee and Finance Committee joined the Vestry for lunch and the afternoon session.

Workshop with Stewardship and Finance

David opened this portion of the retreat with the following:

- How do we relate with our finances?
- What concerns do we have or that we have heard about?
- What should the focus should be and what path should we take?
- Are we all on the same page in proceeding with the Planning for the Future project?

We know there is anxiety around the church finances. This is due to several factors:

- The 2025 deficit,
- The projected deficit for 2026,
- We lost institutional memory with the departures of JP Arrosa and Cheri Bertram, and
- We are implementing a new financial software program.

We know there is also anxiety related to sustainability:

- We are a prophetic church with leaders that make big ministries,
- Years of major issues with some of the buildings can no longer be deferred, and
- The uncertain economy.

Looking back, during the discernment process St. Michael's engaged in during the call for a new Rector, we were aware of issues and challenges that had been stacking up over time.

- The church had been operating within a structural deficit for years.
- The clergy and staff who remained with us during the interim period were undercompensated and this could not continue.
- We believe we have a revenue problem rather than an expenditure problem.

As we think about the future, how do we approach these challenges? What opportunities could we miss if we don't move forward with strengthening our church to what it could be? After extensive

and in-depth discussion, there was agreement that we do not have in-house skills to help us figure out how to move forward on questions of building our revenue. It was also agreed that the next step would be to hire a consultant to work on questions of fundraising, with an eye to eventually conducting a feasibility study for the first phase of our master-plan construction. The consultant would have expertise to assist with identifying priorities of the congregation, building congregational consensus, and opportunities to increase revenue capacity.

If the Finance Committee agrees, a subcommittee made up of the Wardens and the Chairs of the Stewardship and Finance Committees will meet to develop a scope of work for the Request for Proposals (RFP). This will be an open RFP process. Mike has a longtime relationship with one firm, and will not be the final decision-maker on the selection. We would need votes from all three bodies to move forward with a contract.

Adjourn and Closing Prayer

To honor the time set aside for the retreat, the meeting adjourned at 2:20 PM with a closing prayer led by Mike.

Respectfully Submitted
Judy Fifield, Clerk