

Saint Michael and All Angels Episcopal Church
Vestry Meeting
March 15, 2026
Church Pavilion

Present: Rector's Warden: Chris Alvarez; Vestry Warden: David Odegard; Vestry Members: Daniel Ferguson, Checky Okun, Bruce Roach, Sherry Kircher, Amy Ostlie, Greg Petty, Katie Rooney, Jennifer Hanson; Clergy: Rev. Mike Angell; Officers: Evelyn Hanneman, Treasurer; Judy Fifield, Clerk
Not Present: Michiel Bourdrez, Sue Redfern-Campbell, Diane Taylor

The Vestry met for fellowship and lunch at 12:30PM

Call to Order

The meeting was called to order at 12:45PM. A quorum was present.

Opening Prayer

The meeting began with a prayer led by Reverend Mike Angell giving thanks for coming together to work on behalf of St. Michael's Church, it's mission, and the congregation who put their trust in us.

Vestry Covenant

Judy read the Vestry Covenant. Several Vestry members discussed the challenges family and friends are facing and the recent loss of loved ones.

Approval of Minutes of the February 15th Vestry meeting

The minutes were sent out in the read-ahead materials. Greg made a motion to approve the minutes as written. The motion was seconded by David and passed unanimously with no abstentions.

Financial Committee Report

The January and February financial reports are late due to several technical issues the church experienced as well as Ana Segura, our new Business Administrator, getting training and becoming familiar with the financial system. In addition, there was a considerable backlog for Ana to enter accurately.

Evelyn reported on the current status of available funds in the UMB bank account.

Evelyn informed the Vestry of the current status of funds invested in the Schwab account. The Finance Committee is looking at other options to consider instead on Treasury bills. A question was asked about the church working with an investment advisor, perhaps someone within the parish. In the past, there has been some talk about looking into this but due to the fees for this service, a decision was made not to move forward with this option at this time. Currently Jim Moffitt and Barbara Koenig are handling this responsibility due to their personal knowledge with investments.

Regarding the Endowment fund, Evelyn reported that the 4th quarter report from the Domestic and Foreign Missionary Society (DFMS) was received showing an increase of approximately \$60,000.00 over the 2025 calendar year. The total amount in the fund currently stands at approximately \$800,000.00.

The State legislature just approved the continuation of the Universal Child Care Program. This is good news for the school. The increased subsidies received from the State will improve the school budget with more stable income. We are beginning to receive the enhanced income, and the Finance Committee will be doing an analysis of the revenue in order to bring recommendations for shaping future school budgets.

Rector's Report

Mike's report was sent out with the read-ahead materials. Highlights from his report include:

Office Administrator

With the recent resignation of Codey Morales, a hiring committee has been convened to assist with the Office Administrator search. The committee's feedback on applicants for a reduced part time job was not positive, and they expressed strong support for pursuing a full time hire. Interviews have been conducted. Mike plans to conduct a final interview with the lead candidate next week and anticipates being able to make an offer shortly thereafter.

AAEDS Summer Program

In preparation for the summer program, a letter was sent to enrolled families informing them of the decision to reduce the size of the summer program this year due to shifting State decisions and in part due to the staffing challenges that contributed to last summer's financial shortfall. The rollout of the change created concerns for some families. Mike spoke of the concerns he was aware of when families received the letter. Monica Munoz has a strong relationship with the families and spent time in dialogue with them. In the end, all went well and families who need the summer program for their child/children were accommodated. None of the families disenrolled from the program. Looking to the future:

- all written communication will be reviewed prior to dissemination,
- more communication with families regarding major planned changes to the program is needed, and
- because the school is a full-year program, staff will need to commit to a 12 month job. This means that we will need to review the school calendar and the paid time off (PTO) policy.

Discernment of Holy Orders

One of the important responsibilities of the Vestry is to nominate individuals for ordination to the priesthood or the diaconate. After completion of a year-long discernment program with the Diocese, Bishop Hunn has approved Daniel Ferguson and Richard Torres to apply for postulancy for the priesthood. Daniel spoke of the process he went through to apply for endorsement for postulancy.

Mike spoke of the need to reestablish a discernment guild, which will meet with Daniel and Richard over the next two months and bring a recommendation to the Vestry. Patrick Reilly will assist Mike with defining the qualifications for members of the Discernment Guild and exploring who may be interested in serving on this committee.

In addition, there are three parishioners participating in diocesan discernment this year: Angel Nalubega, Diane McKay, and Shogo Reyes. There will be a special process for Angel, being that she is a church staff member. Mike will be in conversation with Bishop Hunn regarding the special process for Angel.

Newcomer's Class

Mike reported that 34 people have been involved in the newcomer's class. Simone is currently with the newcomers instead of attending this meeting.

Items for Vestry Approval

Approval of change in AAEDS Family Handbook

Attached to Mike's report is a new health policy for the school. Part of the need for the update is a result of some recent changes to the New Mexico Early Childhood Education and Care Department's guidelines for illness in licensed child care center like ours. Some of the guidelines come as a surprise to parents and teachers. The new policy was written by Beth Odegard and reviewed by a new parishioner Dr. Virginia Tucker, who is a pediatrician and professor of medicine. The school's Advisory Committee has reviewed the new policy and supports its implementation. We will be working to support the school staff by providing additional training as they implement the changes. Approval of the Vestry is needed. Chris made a motion to approve the new illness policy for the school. Checky seconded the motion which was passed unanimously with no abstentions.

Approval of Barry Williams' appointment to the Endowment Committee

This agenda item will be held pending authorization from the Finance Committee, after which it will be brought to the Vestry for final approval.

Item for Vestry Discussion

Vestry retreat and goals for the coming year

The sequence of our time together was outlined. The retreat will start with the Vestry meeting together. The Finance Committee and Stewardship Committee have been invited to join us later in the morning. Their presence will be beneficial for conversations about the budget, parish revenue, and the process to hire a consultant for a feasibility study for the building campaign. The retreat will be a chance to set shared priorities and build the foundation for our work together. Mike will convene a design team for final planning of the retreat.

Stewardship and possible feasibility study

The proposed scope for the Planning for the Future project represents a significant amount of demolitions and construction. The next step for this project is to engage in a feasibility study. The plan is to release a Request for Proposal (RFP) to hire someone who will assist us in gathering insights from parishioners, leaders, and stakeholders to determine whether the capital campaign's goals are achievable and identifies the best strategies for success.

A critical component of the feasibility study will be to evaluate the parish's financial potential. Fundraising is fundamentally about relationships - it involves connecting with parishioners in our congregation and fostering ties across different groups and various church committees, all within an inclusive process and wholistic approach as we make decisions, if appropriate, to proceed with a capital campaign.

The relationship among the Vestry, Finance Committee, and Stewardship Committee is of significant importance. Participating collectively in the retreat marks an initial step toward building a robust, effective, collaborative partnership as we move forward with the Planning for the Future project.

Vestry responsibilities

- Narthex: The expectation is for a Vestry member to be present every Sunday beginning at 8:00AM to the beginning of the 11:15 service. Your presence helps to build relationships with the congregation and to be the “eyes and ears’ for identification of possible concerns, news, etc. Sign-up information will be sent through REALM. Please sign up for a Sunday that is convenient for you.
- Lunch: Two people are expected to provide a simple lunch to be served prior to each Vestry meeting. Plan for 15 servings. A sign-up calendar was circulated.

Upcoming dates

- Youth Building Clean Up – March 15th
- Youth Ministry Gathering – March 22nd
- Holy Week – March 29th – April 5th Considerable volunteer help is needed. See E-Noticias for specific volunteer requests.
- Parish Retreat at Ghost Ranch – April 15th – 19th

Adjourn and Closing Prayer

With no additional business items to discuss, a motion was made by Daniel to adjourn the meeting. The meeting adjourned at 2:15PM with Mike saying the closing prayer.

Respectfully Submitted
Judy Fifield, Clerk