

Michael and All Angels Episcopal Church
Vestry Meeting
March 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, Daniel Ferguson, Jack Knight, Sherry Kircher, Riley Huston, Katie Roone; Clergy: Mike Angell, Simone Drinkwater; Officers: Treasurer, Evelyn Hanneman; Clerk, Judy Fifield; Guest: Sharon DeLand

Not Present: Chris Alvarez,

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

Call to Order

The meeting was called to order at 12:48 PM. A quorum was present.

Opening Prayer & Reflection

Simone said the opening prayer.

The Vestry Covenant was read aloud. In prayer we are thankful for:

- Simone being with us, and
- the work of the Property Committee in preparing a project proposal for the installation of a solar electric system.

We share concerns for:

- those who are in the path of tornadoes,
- people in the midst of the war in Ukraine and Gaza,
- federal workers who lost their jobs as part of the mass layoffs made by The Department of Government Efficiency (DOGE) on behalf of the Trump administration, and
- Mohammed Khalil – the Columbia University graduate who has been arrested and may be deported for his pro-Palestinian activism.

Vestry members were asked to volunteer to say the opening prayer and reflection at upcoming Vestry meetings.

Items for Vestry Approval and Discussion

February 2025 Minutes

Minutes of the February 16, 2025 meeting were sent out with the read-ahead materials. A motion was made by Diane to approve the minutes as written. The motion was seconded by Michiel and approved by voice vote with no abstentions.

Recommendation by the Discernment Committee to Nominate Sharon DeLand for Postulancy

Mike described the process one takes from the initial stage as an aspirant to the final stage of postulancy. A Discernment Committee was formed to accompany Sharon to apply for postulancy for the priesthood. A written report from Sharon's Discernment Committee was provided to the Vestry. Additionally, Sharon provided the Vestry with a written statement summarizing her discernment. Of particular importance to Sharon is a call to the interim rector's ministry and her genuine desire to walk with faith communities - particularly in rural locations - through times of transition. In order for her proceed, Sharon needs the support of 2/3rds of the Vestry. A *Certificate in Support of the Aspirant's Application for Acceptance as a Postulant for Holy Orders* was signed by

all members of the Vestry present. The certificate was attested to by the Vestry Clerk. The Discernment Committee Report and the Certificate of Support will be submitted to Bishop Hunn, Episcopal Diocese of the Rio Grande.

Vestry Retreat

In lieu of the April meeting, the Vestry Retreat will be held on Saturday, May 3rd from 9AM to 12PM.

Reports and Topics

Rector's Report

Mike's written report was sent out with the read-ahead materials.

As we have done annually, the Housing Allowance resolution needs to be approved by the Vestry for IRS tax purposes. Members of the Vestry signed the resolution approving the declared housing allowance for Mike and Simone for 2025.

Mike has been communicating with Steve Barton regarding accepting the position of Director of Music. In order for Steve to spend time at his second home in Mexico, he requested the position be for $\frac{3}{4}$ of each year, from August 15th to May 15th. Steve will be responsible for developing plans for the music program for summer worship. After Mike discussed Steve's request with the Wardens and some members of both choirs, all are in favor of moving forward with hiring Steve for this permanent position. Several members of the Vestry spoke of Steve's talents and music leadership. A motion was made by Michiel to hire Steve as the Director of Music for $\frac{3}{4}$ of the year with specified dates. The motion was seconded by Bruce and passed unanimously by voice vote with no abstentions. A Letter of Agreement will be developed specifying dates of employment, the salary to be $\frac{3}{4}$ of his current wage and adjustment of paid time off to be $\frac{3}{4}$ of what he is currently eligible for.

Finance Report

- The February report and written explanation were sent out with the read-ahead documents. Evelyn reviewed the budget and her written report. She provided additional information regarding the amounts for the Endowment Fund which are not final due to a delay in receiving a final end-of-year report from the Domestic and Foreign Missionary Society (DFMS). Once that report is received, it will be reviewed for accuracy.
- Cheri is up to date with all finances except for the school budget. Cheri and Monica are working on the budget, which will reflect the 12% tuition increase that will go into effect beginning with the summer program.
- Elizabeth (Liz) Ippel is the Assistant Director of the School. This position is currently paid an hourly wage + overtime. To eliminate overtime costs, there is a recommendation to make this a salaried position at \$50,000.00 per year. The state PreK grants will cover 2/3 of the salary. Monica and Liz are in favor of this recommendation. Diane made a motion to accept the recommendation. The motion was seconded by Sue and approved unanimously by voice vote with no abstentions. A Letter of Agreement will be developed.
- Evelyn provided a summary of the Finance Committee meeting that was held this past week.
- The 2024 audit has not yet been received – most likely due to the busy income tax preparation season. Cheri is staying on top of this.
- A Project Proposal has been submitted by the Property Committee to the Finance Committee to install solar panels via each of the church's four electric meters:

School/Parish Hall, Choir/Offices, Worship Space, and Food Pantry. The proposal provided an evaluation of the three bids received. The proposal recommends the bid from Affordable Solar with a price of \$159,326.00 before the federal and state tax credits are included. The net amount would be approximately \$100,000.00.

We would own all the equipment which gives us flexibility with future building plans. It is estimated that the entire cost would be recouped in 10 years coming from savings in electrical costs which were \$16,380.00 for 2024. Mike would like to raise funds for the entire amount of the project. There is already interest expressed by several congregants. Patrick stated that the focus should not just be on the cost but moving forward with this project is a tangible way of articulating our values.

The Property Committee requested that the church move quickly on this in case the Trump administration decides to stop the 30% solar tax rebate for non-profits. The proposal was reviewed by the Finance Committee who recommends approval. A motion was made by Michiel to accept the recommendation of the Finance Committee to approve the purchase and installation of the solar system. Bruce seconded the motion. The motion was approved unanimously by voice vote with no abstentions.

Vestry Report

Barbara reported that lunch assignments for the Vestry meetings will be in REALM. If assistance is needed with REALM, Codey is available.

New Business

Patrick informed the Vestry that several members of the Stewardship Committee have been engaged in a series of seminars about the next steps to take toward year-round stewardship and talent. This would be another important step for us to take to align with our values.

Upcoming Dates

Talking with Trans Leaders – Sunday March 23rd from 5PM to 7PM

Easter – Sunday, April 20th (No Vestry Meeting)

Vestry Retreat – Saturday, May 3rd, 9AM – 12PM

Next regular Vestry meeting – Sunday, May 18th

Bishop's Visit – Pentecost, June 8th

Adjourn and Closing Prayer

There being no additional business, Barbara made a motion to adjourn the meeting. The motion was seconded and passed by voice vote. The meeting adjourned at 1:50PM with Mike saying the closing prayer giving thanks to Steve Barton and Liz Ippel and for the opportunity to step into the world of solar.

Respectfully Submitted

Judy Fifield, Clerk