

**Saint Michael and All Angels Episcopal Church**  
**Vestry Meeting**  
**January 18, 2026**  
**Church Pavilion**

**Present:** Rector's Warden: Chris Alvarez; Vestry Warden: Barbara Koenig; Vestry Members: Michiel Bourdrez, Daniel Ferguson, Jack Knight, Diane Taylor, Bruce Roach, Sherry Kircher, Sue Redfern-Campbell, Katie Rooney, Jennifer Hanson; Clergy: Mike Angell, Simone Drinkwater; Officer: Judy Fifield, Clerk

**Not Present:** Vestry Member: Riley Huston; Officer: Evelyn Hanneman, Treasurer

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 Reverend Simone Drinkwater began the meeting with an opening prayer.

Vestry Covenant

The Vestry Covenant was read by the Reverend Mike Angell. Prayers were requested for parishioners and relatives facing health issues.

**Items for Vestry Approval**

Approval of Minutes of the November 16th meeting

The minutes were sent out in the read-ahead materials. Jack made a motion to approve the minutes as written. The motion was seconded by Diane and passed by voice vote.

**Nominating Committee**

Riley Huston informed Barbara of their resignation from the Vestry. Sherry Kircher has agreed to stay on the Vestry to fill the remaining one year term of Riley's position. With Chris now in the Rector's Warden position, this leaves four vacant positions on the Vestry. Barbara informed the Vestry of the four parishioners who have agreed to be nominated to serve as Vestry members of the Class of 2029. They are David Odegard, Greg Petty, Checky Okun, and Amy Ostlie. Silas Brendel and Sue Redfern-Campbell have volunteered to be considered as candidates for the Diocesan Delegate positions. Each candidate will have a brief biography posted on the church website, under the Annual Meeting tab.

Jack and Barbara whose terms are concluding, were acknowledged for their exemplary leadership and dedicated service to St. Michael's. Riley was also thanked. The Vestry extends their best wishes for Riley's work and education.

**Items for Vestry Discussion**

Annual Meeting

In preparation for the annual meeting, a Budget Forum was held earlier today to provide the congregation with a snapshot of the church finances. The Annual Meeting will be next Sunday immediately after the 10:00 combined service. The sequence for the meeting is as follows:

- Opening prayer

- Begin the business part of the meeting by holding elections for the Vestry and Diocesan Delegates, then present a brief report on finances and the budget, and finish with the Rector's Warden report followed by the Rector's own report.
- Conduct tours for parishioners who will have a "passport" that will be stamped as they visit the various areas of the campus. It is anticipated there will be approximately 9 tour groups of 20 or so parishioners. Vestry members and ministry leaders will be stationed at various locations throughout the campus. A short presentation will be given at each location.
- Regather in the Nave to see the two options being considered for the Master Site Plan. The Planning for the Future Committee will describe the two options and be available for additional information.
- Attend Potluck Brunch

## **Rector's Report**

### Discussion of Business Administrator position

Since Cheri Bertram's departure, Mike described how the current situation is putting significant constraints on much of the clergy's time. After the false start of a temporary administrator in December, Mike would like to proceed with a hiring process for an enhanced Business Administrator position. A written draft job description was provided. This role is similar to a Chief Operating Officer, focusing on financial management, accounting, and personnel oversight for parish and school staff. The recommended salary for this position is what the Finance Committee has in the 2026 budget proposal. After extensive discussion, a motion was made by Michiel to move forward with hiring for this position. The motion was seconded by Sue and approved by voice vote with one abstention. Mike will be exploring ways to advertise for the position in order to obtain a qualified pool of candidates.

### 2026 Budget

The December 2025 financial report was reviewed and discussed. We realized a substantial deficit of approximately \$200,000.00. A large portion of the deficit was driven by an overestimate of revenue, including pledges. The need to make significant repairs plus capital and building investments also contributed to the deficit.

The 2026 proposed budget was reviewed. Explanations were given regarding the reasons for some of the proposed budget increases and decreases. Suggestions were made for minor tweaks to the proposed 2026 budget. The suggestions included:

- Reduce the budget for flowers to zero and consider reinstating the calendar for parishioner sponsorship of flowers for Sunday services. This would also reduce the percentage that goes to the Diocese.
- Reduce the cost of living adjustment (COLA) to 3% and/or designate April 1, 2026 as the start date for COLA. This suggestion would contradict what is stated in the church personnel policies. In addition, the MOU we have with the Diocese has COLA set at 4%.
- Reduce the line-item for staff recognition. The budget is for the monthly purchase of a cake to celebrate staff birthdays. This helps with strengthening staff relationships and collegiality.
- Look at reducing capital improvements. A process has been recently established that requires prior approval by Mike for purchases of building supplies and equipment by our Sexton.
- With the increased donations given to the Food Pantry, consider charging a percentage of overhead and administrative expenses to this ministry. The current need is greater than we

have seen previously. The commitment is for financial resources given to the food pantry to be dedicated to addressing food insecurity.

- Consider having a separate operating budget and capital budget. This suggestion would need to be presented to the Finance Committee and the Stewardship Committee for their input.

The discussion then moved to acknowledging that the budget deficits cannot continue. As leaders of the church, we feel the weight of this responsibility. We must also acknowledge that St. Michael's is not a stagnant church. Our ministries cost money, time and energy. Being over budget is, in part, ministry driven.

This is an important time for St. Michael's. The future looks good for our church. Rather than focusing on tweaking the budget, let us look at ways to increase revenue including special fundraising. Let us focus on moving toward year-round giving and better ways to thank our donors.

When discussion ended, the Vestry acted on several matters:

- A motion was made by Barbara to request the Finance Committee reduce the expenditure for flowers to zero and to reinstate the sponsorship of flowers as discussed earlier in the meeting. The motion was seconded by Michiel and approved by voice vote with no abstentions.
- A motion was made by Katie to ask the Finance Committee to explore investment options and report back to the Vestry. The motion was seconded by Barbara and approved by voice vote with no abstentions.
- A motion was made to approve the 2026 budget as presented and recommended by the Finance Committee. The motion passed unanimously by voice vote with no abstentions.

#### **Upcoming dates**

- January 25<sup>th</sup> – Annual Meeting and potluck – after the 10:00 Service
- January 26<sup>th</sup> – Immigrant & Workers Day of Action in Santa Fe
- February 7<sup>th</sup> – Interrupting Bias Retreat with Rudy Nickens
- February 13<sup>th</sup> – Honoring our Origins: Eucharist on the Henry table. Bishop Hunn will join us to celebrate Eucharist. 6:30PM followed by a potluck dinner

#### **Adjourn and Closing Prayer**

With no additional business items to discuss, a motion was made by Jennifer to adjourn the meeting. The meeting adjourned at 3:00PM with Mike saying the closing prayer.

Respectfully Submitted  
Judy Fifield, Clerk