

## MINUTES OF THE MEETING OF THE VESTRY

The regular meeting of the Vestry of Saint Michael and All Angels Episcopal Church convened on Wednesday, December 15, 2021, at 4:30 pm. Prior to the meeting, the Vestry met together at 4:00 in the Chapel for a service led by The Rev. Bob Johnston.

Vestry members in attendance were Blair Oden, Senior Warden; Stacey Malcolmson, Junior Warden; Richard D'Antoni, Warden-at-Large; George Baldwin, Louise Griffeth, Hallie Lawrence, John McFarland, Jr., Holly Pena, Darrel Rice, Carol Roehrig, Jack Rubarth, Erica Sartain and Arnold Spencer.

New Vestry members in attendance who will begin their terms in 2022 were Stuart Brown, Eric Gilmour, Carol Goglia, Kelly Reddell and Keller Webster.

Ex-officio members in attendance included The Rev. Dr. Chris Girata, Rector; Janice Bywaters, Treasurer and Nancy Wilbur, Clerk. Others in attendance were Rob Baber, The Rev. Ken Brannon, Tony Briggie, Steve Haal, Caroline Law, Caroline Marak, Bhavnita Masih, Colleen O'Hara and Cassie Pericak.

Blair Oden welcomed everyone to the meeting, and Holly Pena gave the prayer. Blair then asked if everyone had read the Consent Agenda and if there were any questions. George Baldwin said that the Amistad grant money from M&O should be \$16,000. and the total should be \$157,500. Blair made a motion to approve the minutes as corrected, and it was seconded by Darrel Rice. The motion passed.

### RECTOR'S REPORT

Chris announced that there would be a reception immediately following this meeting for both the existing Vestry members and the newly elected Vestry members to have any opportunity to meet and visit. He also mentioned that Christian Basel's Ordination would be on Saturday, December 18<sup>th</sup> at 1:00 pm, and everyone is welcome to come.

Chris told the Vestry that he with the help of Holly Pena and Erica Sartain have continued to work on the process of goal setting as it relates to the Vision

Tracking Organizer (VTO) that guides the work of the staff and leaders of the church. In 2022, this will be extended to the lay leadership groups in the church. He explained that these goals are strategic as to where we want to go. The 10-year plan is the macro target, the 3-year goals are ones that cannot be accomplished in any single year and the 1-year plan is step by step how to accomplish the bigger targets. A skeleton plan was handed out that Chris will use to guide his report to the Vestry each month. He would like these goals to be mutual. At the April retreat, they will be working to update the VTO goals. The goals are as follows:

First, Leadership's gifts, which are the largest of the major gifts, are to be completed by May 22. Then the community (public) phase will begin. The Vestry will decide how much money raised will be needed before we go public. Chris reminded us that timing is everything. Caroline Marak will make some recommendations to the Vestry in the first part of next year. Second, this then connects with three of the 1-year plan goals, getting back to a good place with a good ministry, getting the Welcoming Ministry back in place after Covid and, getting back to 1000 attendees on Sunday and deepening those connections. Third, Chris mentioned that his 1-month sabbatical in July needs to be formally put in place. And last, Chris told the Vestry that going forward he will be replacing his position on some boards with other clergy members. He wants to enable our clergy members to represent us in board positions that will enable them to learn and understand how the church is involved. Chris feels this type of involvement is what attracts other priests to choose to come to our church as they are learning while here. Beginning now, The Rev. Ken Brannon will take Chris' position on the Jubilee Park Board, and The Rev. Andrew Grosso will take Chris' position on the Anglican Theological Review Board.

SENIOR WARDEN'S REPORT – no report

JUNIOR WARDEN'S REPORT – no report

## STEWARDSHIP REPORT

Caroline Marak told the Vestry that we are \$190,000 ahead of last year at this point. We are trending at a positive of \$456,000. She said that the average pledge is up. They want to make sure that these new pledges are engaged. The committee is calling those who have not followed up on their pledges. Caroline said that they might ask some Vestry members to help with these contacts. They plan to have some graphics on the new pledges in the future. She said that we really need to focus on the new pledges because the 60-90 year age group are the ones who financially support the church the most. Chris said that there are fewer pledges each, year but the pledges are greater. Caroline is determining who pledged in the past but are not pledging now and then following up with them

## TREASURER'S REPORT

Janice Bywaters, Treasurer reported on the Finance Committee meeting Tuesday, December 14<sup>th</sup>.

YTD Total Revenue is \$6.6MM which is \$100M under budget but a nice increase from last month when we were \$296M under budget. November was a good month; we improved our negative variance by \$200M. The variance continues to be in Current Year Pledges. Rob does an excellent job in forecasting year end performance and he still projects that we will end the year at \$7MM which is \$138M or 2% under budget.

We continue with our positive expense variances. There were no surprises in November. At year end, probably the only area that will be over budget is music and that is because we returned to the big church earlier than expected so have the added expense of staff singers.

The two prior weeks were spent going through each ministry's 2022 requested budget. The presentations were informative, providing insight into both the diligent work that has been done this past year and to the exciting initiatives contemplated. After final accounting the Rector, Vice Rector and Wardens will recommend to the Vestry how the remaining surplus could be utilized.

## OLD BUSINESS/NEW BUSINESS

Blair made a motion to elect Erica Sartain as Junior Warden, the People's Warden, for 2022. Richard D'Antoni seconded the motion. The motion passed.

Chris has appointed Richard D'Antoni as Senior Warden in 2022. He then made a motion for the Vestry to pass the resolutions that were included in the Vestry packet to codify the above appointment as well as several other committee appointments. George Baldwin seconded the motion. The motion passed. Chris noted that this was an annual process, and he thanked the Wardens and Janice Bywaters.

Blair made a motion to approve the Clergy Housing Allowance that allows for ordained ministers to dedicate a prescribed part of their income as deductible housing allowance for tax purposes. Jack Rubarth seconded the motion. The motion passed. Chris then introduced Caroline Law as the new Director of Advancement, and Caroline told the Vestry that she was so excited to be involved in a Capital Campaign that has so much love in this parish. Chris noted that the Rev. Michael Harmuth is retiring the last Sunday of January 2022, and The Rev. Greg Pickens will take over his position doing the Joy Service. Chris thanked Blair for a wonderful Vestry Christmas party and thanked the retiring Vestry members as well as welcoming the new Vestry members.

Everyone was invited to stay for refreshments and conversation. Richard D'Antoni then thanked Blair for his service as Senior Warden, and Blair thanked his Vestry, and passed the Warden Pin on to Richard.

The meeting was adjourned.

Respectfully submitted,

Nancy Wilbur  
Clerk of the Vestry