

MINUTES OF THE MEETING OF THE VESTRY

The regular meeting of the Vestry of Saint Michael and All Angels Episcopal Church met on Wednesday, February 16, 2022, at 4:30 pm in the Theatre. Before the meeting, a communion service was held in the Saint Michael Chapel with The Rev. Greg Pickens presiding.

Vestry members in attendance were Richard D'Antoni, Senior Warden; Erica Sartain, Junior Warden; Arnold Spencer, Warden-At-Large; Stuart Brown, Eric Gilmour, Carol Goglia, John McFarland, Jr., Holly Pena, Kelly Reddell, Carol Roehrig, Ginger Sager and Keller Webster.

Ex-Officio members in attendance included The Rev. Chris Girata, Rector; Janice Bywaters, Treasurer; Scott Wilson, Chancellor; and Nancy Wilbur, Clerk. Others in attendance were Rob Baber, The Rev. Christian Basel, The Rev. Ken Brannon, Tony Briggie, Caroline Law, Caroline Marak, Bhavnita Marish, Colleen O'Hara and Tim Smith.

Richard D'Antoni asked Carol Roehrig to give the prayer He then asked if everyone had read the Consent Agenda and asked if there was any discussion. Not receiving any, Richard made a motion to approve the Consent Agenda, and the motion was seconded by Ginger Sager. The motion passed.

RECTOR'S REPORT

Chris updated the Vestry on the annual goals. He referenced the goals that were set last May for the cycle that goes from May to May. Chris said because of Covid which had undermined some of the work that was to be done, we are now readdressing those annual goals. One of our goals is to bring people back into community in church, and he feels that we are halfway there with a target date of May. This goal of increasing engagement which means connecting with people continues as we have begun a campaign to contact our parishioners by phone and email before we begin Lent. Chris feels that Easter will be a perfect time for bringing people back into the Church, and he thinks that Lent will generate a lot of excitement around our guests who will be participating in our Sunday morning services and Wednesday night series. Chris said that it matters that we connect in person even though many people are watching church from home. Keller Webster asked if we were going to be focusing this Spring on why we should come back to church. He suggested that we emphasize that we are being called back "because God is calling us back". Chris said that we would address the why, and he also pointed out how important peer pressure is in getting people back to church.

Chris reminded the Vestry that the Spring Parish Meeting on March 6 will mainly be a report of on the last year. He would like for Vestry members to attend and to stand and be recognized as representing the leadership of the church at large.

Regarding stewardship, Chris said that he and the Stewardship committee are finding from their parishioner calls that many who missed their pledge did so because of illness etc. Thinking ahead,

Chris said that at the upcoming Vestry Retreat on April 30, they will be defining next year's goals over the next three years that will inform the Executive Staff for their one-year goals. He also reminded the Vestry that the Friday after Easter, April 22, will be the "Michael A Musical" performance at SMU, and Chris encouraged everyone to tell their friends to come as it will not be live streamed. The following Sunday, April 24, will be the big parish party at noon at the church. The party will be for all ages with food, drink and music. Chris also reminded us that the 75th Saint Michael Anniversary book is here and is available in the Book Store.

SENIOR WARDEN'S REPORT

Richard D'Antoni announced that Stuart Brown requested to rejoin the Stewardship Committee as the liaison to that committee from the Vestry.

Richard said that at our March 23rd meeting, the Campus Construction Committee (CCC) will be presenting three things. One is the schedule of the construction's various phases with schematics. Second, a year-end update of the Vestry approved CCC budget. Third, there is also a new project budget that will be presented just for information purposes at this point. Richard is hopeful that Chris and Caroline Law will be able to tell us soon how the Capital Campaign parishioner meetings are progressing. This is so the Vestry is able to gain some consensus on what percentage of the Capital Campaign goal needs to be achieved in order to move forward with the public announcement of the Campaign.

Richard anticipates that Collen O'Hara, Ken Brannon, and Van Sheets will have an updated technology report for the Vestry next month. They are putting together a technology project master plan at this time.

JUNIOR WARDEN'S REPORT

Erica Sartain told the Vestry that Safe Church Training is not being well attended as only a few members have participated. She said that we all need to do this, and it involves completing 7 modules. Erica asked us to do the class by the next meeting. Then, Erica said that she and others are working on a survey to encourage more engagement in the parish, and they need more information on talent and other parishioner's gifts parish wide. At this time, they are defining what they want to know from the survey.

STEWARDSHIP REPORT

Caroline Marak handed out her report dated through February 12, 2022. She said that some of the outstanding pledges were from people who just needed to be reminded as they have always given in the past. Caroline said that they still have 108 pledges to pursue. She pointed out that it is the increase in the average-dollar pledge that has made a huge difference, and the average dollar pledge is \$6600. She defined that a "new" pledge is someone who has not pledged in the last three years, and that represents 32 new families. "Last givers" are those who have not

pledged in two years. She is eager to hear the stories of what brings people back. It is about the personal connection so meeting each other in person is significant. Caroline also said that the demographic of new pledgers spans all ages. She feels like meeting someone in person and making that personal connection very important, and her committee will be doing this.

TREASURER'S REPORT

Janice Bywaters, Treasurer reported on the Finance Committee meeting Tuesday, February 15th.

On February 15th the Finance Committee recommended two motions that were presented to the Vestry for approval. Both recommendations align with the commitment made last year to begin initiatives that can lead to transformative growth in our church. These initiatives include Formation and Engagement.

The FC membership was reviewed for the benefit of the Vestry. The committee consists of eleven members, four are CPA's, several have started and lead their own businesses and over half have been on the committee for 5 years. It is an experienced and dedicated group who looks at the financials on a granular level. It is important to note how diligently this committee reviews the financials. The strongest and most dedicated member is Rob Baber. We are fortunate to have Rob as our Director of Finance and to have a Rector and Vice Rector who understand our financial statements.

The YE 2021 hard close was close to what was discussed last month. There were two notable adjustments – allocating paid pledges in December and designating the requested use of unplanned gifts. The bottom line is the Total Revenue Available at YE was \$6.96MM, which is \$115M or 1.6% under budget. We had very few adjustments to expenses, so we ended the year with a surplus of \$128M. Contributions made outside of normal giving totaled \$220M. The FC recommends that the total of these two sources (\$348M) be utilized as follows: 1. \$50M be utilized to complete AVL and technology projects started in 2021 improving light in the Chapel and camera upgrades for streaming. 2. \$70M is recommended for search firms to assist in finding key unfilled staff positions. 3. \$228M is recommended to extend the "three years of funding" for strategic growth in Engagement and Outreach into a fourth year. The motion to recommend use of the surplus as described was seconded and approved by the Vestry.

As background for the 2022 budget, it was noted that this budget puts Formation and Engagement as the priority. In total, the budget is basically flat compared to 2021. However, there were few nonrecurring expenses in 2021. This budget takes that difference and puts it toward achieving our goals in Formation and Engagement by providing for a priest to lead Mission & Outreach, and a lay person to take the lead in Engagement, among other initiatives.

Other noteworthy items:

1. SMES is close to break even and this is after we renegotiated The Shared Services Contract reflecting their increased usage of the building.
2. Departmental budget requests were trimmed in most areas, but the amount budgeted for 2022 is higher than 2021 actual expenses.
3. We incurred increases in health insurance, property and casualty insurance and the total Diocesan assessment.

After careful consideration and discussion of specific line items, the motion to approve the budget was seconded and approved.

The Fredericks Square Board, chaired by Blair Oden, requested a motion be presented to the Vestry for the renewal of the two-year \$300,000 line of credit for Fredricks Square. This line was initially approved in 2017, it is cross collateralized with the mortgage held by Bank of Texas. The line is in place out of an abundance of caution, and it has never been used, and management does not foresee use of the line in the near future. The motion to renew the line was seconded and approved.

DISCUSSION ITEMS:

Richard thanked Janice for her good work on the Financial Report, and he encouraged all questions or any discussion relating to the numbers in the report. Rob Baber explained his report line by line regarding the incoming revenue. He said that the income is larger than it has ever been. Richard feels that we are benefitting from looking at our predecessor's visions regarding engagement and growth.

Chris reminded us that years ago, we established Pillars of Excellence at Saint Michael by intentionally giving a transformative gift in a designated area that ultimately would be much more effective for their growth. He referred to our Music Department as a good example. Chris said that we are creating new ministries around engagement including forming small groups to intentionally incorporate people. He feels that parishioners cannot get this kind of engagement solely from attending Church on Sunday. Stuart Brown asked Chris if there is a way to use our technology to reach out to those we are trying to get to return to church by offering them the church calendar of services and events. Chris said he thinks our Touchpoint system is capable of reaching out to the community and could be of good use in that way. However, he feels strongly that we can depend on friends telling friends through personal contact to come back to church and be involved because they are missed. Chris feels small-group engagement can accomplish this.

Richard made a motion to approve the Woman's Exchange Holiday revisions that were included in our Vestry packets, and it was seconded. The motion was approved.

NEW BUSINESS/OLD BUSINESS

Erica Sartain addressed the information in the Vestry packets regarding revisions to the Campus Construction Committee's membership roster as required by the annual review of the committee members. Barry Hancock and Rick Curry will now Co-Chair the committee. The updates to the membership of the committee include the addition of Richard D'Antoni as Senior Warden, Erica Sartain as Junior Warden and Tom Stewart as Building and Grounds Chairman. Erica made a motion for this update to be approved. It was seconded by Ginger Sager, and the motion was approved.

Carol Goglia asked the Vestry to look at the Mission and Outreach Report in their Vestry packets and asked the Vestry to approve the recipients of the Easter offering proposed by the Mission and Outreach Committee. The common theme of supporting families is prominent in their recommendations. The recipients will be North Dallas Shared Ministries, Local; Episcopal Relief, and Development for tornado victims in Kentucky and Tennessee and fires in Colorado, National; and Amistad Mission's Amistad for Families, International. Carol made the motion for approval, Richard seconded the motion, and the motion was approved.

The meeting was adjourned.

Respectfully submitted,

Nancy Wilbur
Clerk of the Vestry