

MINUTES OF THE MEETING OF THE VESTRY

The regular meeting of the Vestry of Saint Michael and All Angels Episcopal Church met on Wednesday, May 18, 2022, at 4:30 pm in the Theatre. Before the meeting, a communion service was held in the Saint Michael Chapel with The Rev. Chris Girata presiding.

Vestry members in attendance were Richard D'Antoni, Senior Warden; Erica Sartain, Junior Warden; Arnold Spencer, Warden-At-Large; Carol Goglia, Louise Griffeth, John McFarland, Jr., Holly Pena, Kelly Reddell, Darrel Rice, Carol Roehrig, Jack Rubarth, Ginger Sager and Keller Webster.

Ex-Officio members in attendance included The Rev. Chris Girata, Rector; Janice Bywaters, Treasurer and Nancy Wilbur, Clerk. Others in attendance were The Rev. Ken Brannon, Caroline Law, Bhav Marish, The Rev. Greg Pickens and Rob Springer.

Richard called the meeting to order, and he asked Ginger Sager to give the prayer. He then asked for any discussion on the Consent Agenda and receiving none, Richard made a motion to approve the Consent Agenda, and it was seconded by Darrel Rice. The motion passed.

Richard asked Chris Girata and Ken Brannon to update the Vestry with information about the recent hire of our Director of Engagement. Ken said that they have been working diligently to fill the vacancies in our staff, and he then asked The Rev. Greg Pickens to introduce Rob Springer as our new Director of Engagement. This position falls under the umbrella of Pastoral Care of which Greg is the Clergy leader. Greg introduced Rob and expressed his excitement about the position being filled. Rob told the Vestry of his excitement to be at Saint Michaels and how he hopes to merge and expand on the various areas of engagement in the church. Rob mentioned that he will be working first with the Sunday "front door greeters" as well as the Good Shepherd Ministry. Rob has his Masters in Theology and also has experience working in the non-profit arena. He said that as the church defines where it wants to be in the engagement process, he looks forward to making what we are already doing even better by merging the different areas together to make something even bigger. Richard thanked Rob for being here.

Keller Webster asked Rob what his first area of importance would be, and Rob said it will be working with the Greeting Ministry. He looks forward to growing into Chris' vision to extend our ministry, and he mentioned Pub Theology that occurs in June as a good example of going beyond our walls to bring people into our church. Rob said that he can see where Saint Michaels is, where it has been and where it wants to go, and he can see himself being a part of that growth. Chris said that the plan is to make the Greeting Committee more strategic as there exists a focus of care in most churches centered around hard things happening, but he feels that there are many other ways to extend care that are not "bad crisis" situations. Rob will be caring for people who are also in "good crisis" and who are looking to be closer to God. Chris reiterated that engagement is all about people-centric care expressed in a more complex way that extends to other areas of the church to get people involved. It is a starting place, not an ending place.

RECTOR'S REPORT

Chris reported on the recent annual meeting of the Executive Committee where they reviewed the 1-year plan (tactical), 3-year picture (vision) and 10-year picture (aspirational) that were addressed at the quarterly meeting. He said that the Vestry had used this outline at their retreat and that it was very helpful in the annual review as they updated the VTO. Ken will bring that update to the Vestry. Chris thought that the Vestry's work at the retreat dovetailed very closely with the Executive Committee's work.

Chris next reminded the Vestry that he will be out of town from June 9 – August 8. The first two weeks Chris will be leading the church pilgrimage trip to Germany, and the remaining 6 weeks, he will be on sabbatical. This information will be announced to the parishioners in the Archangel and the weekly Parish Letter. Chris referred to the Resolution in the Vestry packets that affirms the authority of Ken in the Rector's absence to be responsible for logistical and operational entities. The Canonical authority will lie with Richard D'Antoni, Senior Warden. Richard made a motion to approve the Resolution, and it was seconded by Keller Webster. The motion was approved. Chris thanked the Vestry for his sabbatical, and he said that there will be an overall plan in place soon for all Clergy sabbaticals. Richard said that this will include both full-time and part-time Clergy, and he expressed that we need to be sure that we have the adequate funds in the budget needed to support these sabbaticals.

SENIOR WARDEN'S REPORT

Richard told the Vestry that he and Janice Bywaters have been working with Chris on his sabbatical and Chris' personal development plan and his goals for this year. He also mentioned that for those who are having problems accessing SharePoint to contact Bhav for help. Richard mentioned that he has talked to Van Sheets about a previously discussed data project relating to the Capital Campaign, and Van hopes to have some information relating to this by the end of next month. Richard said that the leadership, the Wardens, the Clergy, and the Treasurer are continuing to discuss the standing committees of the church, and the Vestry will be updated as this process continues.

Richard reminded the Vestry that he would like to get a jumpstart on the Vestry and Diocesan delegate nominations for next year. He asked everyone to begin thinking about qualified people to nominate and noted that the nomination forms will be available online. Richard pointed out that the upcoming years are going to be critical, and we must make an effort to recruit well-qualified people in these positions.

JUNIOR WARDEN

Erica noted that we have only a couple of Vestry members who have not finished the Safe Church training, and she reminded everyone that the Diocese requires that we all participate. She thanked those who have finished the training. Erica mentioned that she is looking forward to

working with Rob Springer. And lastly, she mentioned that they are talking to two parishioners who want to donate art to the church.

TREASURER'S REPORT

Janice Bywaters, Treasurer, reported on the Finance Committee meeting Tuesday, May 17th.

After three months of Pledge Revenue exceeding budget, we saw a decrease in monthly numbers for April. For the month of April, Pledge Revenue was \$206M under budget. The YTD Pledge revenue looks fine, we are \$53M under budget; plate and unpledged revenue exceeded budget, so we ended the four-month period \$37M under. We have known that a few pledgers were simply giving early this year, thus making our first quarter income look unusually healthy and now it is leveling out. The staff will look closely to monitor if this drop is a trend.

Expenses are right on target. We did have a relatively large operations expense with a plumbing issue in the basement. However, total YTD operation expenses remain under budget. There is nothing major to report except a reminder that our financials will look different from last year when expenses consistently came in under budget. Last year we struggled, along with the rest of the country, with finding the right persons to fill important slots. Ken and team have done an excellent job with staffing thus far, and we have almost entirely met our hiring goals. The M&O position is filled; our new Director of Engagement, Rob Springer, started last week; and several admin positions have been filled or are in the process of being filled. All this to say that we will no longer be looking at a lot of positive variances on the expense side. We should be coming in close to budget or closer than we did last year.

Other news, we expect the audit to be complete by the end of May and Ken discussed with FC, as he has with Vestry, that he and Richard are prepared to fully manage any issues as they arise while Chris is on sabbatical

ADVANCEMENT REPORT

Caroline Law reported that there is great momentum with the Capital Campaign. We have raised 39% of our goal to date. These donations are from 45 gifts. She said there are multiple meetings scheduled going forward and that people are really excited about the campaign.

Caroline asked the Vestry to refer to the handout in their packets, Saint Michael and All Angels' Memorials, Honoraria and Naming Policy, regarding the church's naming policy. The CC committee is recommending that some revisions be made to the existing policy that has been in place since 2014. Heretofore, donors could be recognized publicly as a group with no distinction by amount of contribution and the naming for donors or the placement of donation plaques has not been allowed and naming has been limited to the use of the names of former beloved clergy on buildings and interior spaces during capital campaigns. The proposal is to 1.) Potentially recognize named levels of certain amounts; 2.) To recognize all donors on a stone or bronze plaque displayed in the new lobby of the commons building that could especially recognize

contributions of a certain amount; 3.) Naming opportunities that would continue our tradition of honoring former beloved clergy, bishops, or former staff to encourage donations from those close to those individuals and, 4.) a plaque would be considered to donors for a new organ.

Richard asked the Vestry to read the document in their packets before next month's meeting when it will be brought up for approval. He asked that any questions be directed to Caroline. Carol Goglia asked for an example of the naming. Caroline said that they aspire to recognize everyone who gives to the CC in the form of a plaque, for example, and that is different from "naming" a room after someone such as a bishop, clergy member or former staff. Chris added, just to clarify, that "naming" a space is different from recognizing a gift for a space. Both Richard and Chris asked the Vestry to not take this lightly as they consider the revisions. Richard feels that naming former staff members in this process could present problems. Arnold Spencer asked if there would be a list of names from which to choose. Chris said that almost no one has suggested that they want a space named after them in response to their donation, but they have asked about recognizing someone with their donation. He said it is really a one-on-one conversation with the donor. Caroline agreed.

NEW BUSINESS

Richard introduced Matt Waller, as a Trustee of the Foundation, who was in attendance representing the Horizon Outreach Fund (HOF) Committee of which he is Chair. Matt is seeking the Vestry's approval of the Committee's charge as outlined in the Proposed Grant Focus & Strategy section as required under the Northeast Property Funds Usage Agreement dated November 11, 2019. This agreement provides a mechanism for the church to manage the receipts (\$1.8M per year at this time and that will escalate). He explained that 85% of the Ground Lease Receipts will be managed by the All Angels Foundation divided, 40% in to the Horizons Facility Fund and 60% into the Horizon Outreach Fund. This means at least 51% must be used for outreach outside the SMAA budget. The remaining 15% of the Ground Lease Receipts may be deployed by the Vestry for current purposes (whether or not such purposes are operational in nature). Matt asked everyone to refer to the handouts in the Vestry packets which explain the Horizon Outreach Fund, and he noted that the Vestry's approval is required of all the decisions that come out of this Committee. Matt explained how the monies will escalate over the years and how they are to be distributed. Matt referenced the Funds Usage Agreement that specifies that the land lease funds will be used strategically in three important areas: **(a) sharing our abundance through bold, strategic outreach initiatives;** (b) meeting the long-term facilities needs of our parish; and (c) assisting SMAA's annual programs and operations.

Matt asked the Vestry to refer to a chart that summarizes the Horizon Outreach Fund balances and shows the growth of the income available for grants going forward for 15 years. A 4% annual distribution rate is presumed no matter what the market is doing, and it is considered to be a

stable distribution over time. The 4% annual distribution rate is calculated on a monthly basis, and Matt pointed out that if an adjustment needed to be made, the Foundation would come to the Vestry for approval of any adjustments. Matt then asked the Vestry to refer to the blue-chart handout that showed the multiple funding sources that form the grantmaking landscape at Saint Michael. Those grantmakers include the Saint Michael Woman's Exchange and the WOSM, Mission & Outreach, the Christmas and Easter plate, the All Angels (AAF) Funds and the Horizon Outreach Fund. Matt noted that the Foundation will report to the Vestry each year and that the HOF Committee will come to the Vestry for approval when needed.

Matt asked for the Vestry's approval next month. He said the focus of the Horizon Outreach Fund grants would be outside of the Church and could not be used in the SMAA budget. He noted that the HOF could partner with Mission and Outreach funding projects outside of the church. Chris told the Vestry that the Foundation is trying not to duplicate efforts being given by other groups in the church such as the Woman's Exchange that honors smaller grants. These Horizon Outreach Fund grants would be **BOLD AND STRATEGIC**, and there would be fewer grants. Arnold Spencer asked why we are only distributing 4% of our income when we shall be earning such large amounts going forward. He thinks we should be able to give more. Chris and Matt explained that we are looking at a long, long time in the future, and the grants would range from \$25,000 to \$50,000 enabling the needle to move and align with the church. They said that research has shown that a 4% distribution is a stable one over a long time-period, and that this amount could be funded even if our investment income proceeds changed dramatically.

Richard told the Vestry that when the Rev. Robin Hinkle begins, she will be another resource to collaborate with the HOF committee. He said that he is excited about our moving forward as a strategic family, and any questions should be directed to him. Richard asked the Vestry to study and analyze all of the information they have been given, and the discussion would continue at next month's meeting when the Vestry will vote on Matt's proposal. Erica pointed out that the Foundation has a fiduciary responsibility, and she said that most organizations adhere to the 4% distribution. Matt said that we can have a fiduciary discussion to shift or change anything going forward. He asked that the Vestry please approve the summary and delegate the strategy to the HOF Committee, and they will come back to the Vestry.

MORE NEW BUSINESS

Keller Webster asked to say a few words about the Diocesan Convention that he attended. He said that growing the church was discussed. He asked the Vestry if Saint Michael's has a relationship with the diocese. Ken Brannon said that he is on the Executive Committee of the Diocese and both he and Richard D'Antoni interact with them as well. Webster said that there will be a Men's Summit on September 24th that he would like publicized to the parish. Ken said that he would get with Tim Smith to get the word out.

Richard reminded us that there will be a celebration on June 5th, Pentecost Sunday, and it will also be the Church's 75th birthday party celebration that had been postponed. We shall also be welcoming The Rev. Robin Hinkle. Richard said "Wear Red"!

Louise Griffeth is the Vestry's representative to Saint Michael's Woman's Exchange, and she wanted everyone to know that the Exchange announced at the WOSM's Spring Luncheon that they were able to give \$500,000 back to the community this spring. Everyone applauded the Exchange's success. Darrel Rice updated the Vestry on the new Health Clinic that is about to open in Jubilee. The Clinic cost \$7.8M to build, and it has been completely funded by the money that was raised. Parkland Hospital will be running the clinic, and they hope to have it up and running by July when the rest of the equipment is expected to arrive. Darrel wanted the Vestry to know that Saint Michael's made it possible for this wonderful clinic to come to life with their generosity. Chris pointed out that it would not have happened without Darrel and Matt and others who worked so hard. Congratulations!

Having no other business to discuss, the meeting was adjourned.

Respectfully submitted,

Nancy Wilbur
Clerk of the Vestry