

## THE MINUTES OF THE MEETING OF THE VESTRY

The regularly scheduled meeting of the Vestry of Saint Michael and All Angels Episcopal Church was called to order at 4:34 p.m. Wednesday, February 21, 2024, by Senior Warden Kelly Reddell, in Room 224. Before the meeting, the service of Holy Eucharist was held in the Bishop Moore Chapel with the Rev. Dr. Chris Girata, Rector, as Celebrant.

Members in attendance were Kelly Reddell, Senior Warden; Carol Goglia, Junior Warden; Dee Ann Anigian, Warden-at-Large; Julie Allen, Susan Barnicoat, Allison Bovard, Stuart Brown, James Carry, Jim Chambers, Squeaky Connolly, Eric Gilmour, Zoé Hart, and Hudson Weichsel.

Ex officio members in attendance were the Rev. Dr. Chris Girata, Rector; the Rev. Ken Brannon, Vice Rector; Dianna Bowen, Chancellor; Janice Bywaters, Treasurer; and Mary Louise Hopson, Clerk. Also in attendance were the Rev. Dr. Andrew Grosso, Tony Briggie, Becky Odlozil, Rob Baber, Colleen O'Hara, Caroline Moore, Martha Bogdon, Shannon Rawdon, and Meredith Turner.

Dee Ann Anigian led the Vestry in prayer.

Kelly asked whether there were any requests to remove items from the Consent Agenda (January 24, 2024, minutes; Standing Committee, Affiliate, and Community Partner reports; Standing Committee Snapshot, and CFM Charter Approval), and there were none. Kelly moved to adopt the Consent Agenda as written. Stuart Brown seconded, and after a vote the motion passed unanimously.

### RECTOR'S REPORT

Chris introduced Shannon Rawdon, Executive Assistant to the Vice Rector, who was filling in for Bhavnita Masih. Chris called attention to the Vestry calendar, pointing out location details related to the construction project.

Annual Goals: Chris stated that he is pleased with the progress on Goal #2 (Young Adult Ministry) and Goal #5 (Pathways to Engagement/Saint Michael Episcopal School families), as well as Goal #3 (Capital/Stewardship) which will be discussed later in greater detail.

Chris stated that the April Vestry retreat will include identification and prioritization of goals for the year, which will be shared with the church staff and incorporated into the Vision Traction Organizer (VTO). He urged all Vestry members, particularly the new class, to begin thinking about what priorities they would like to see in terms of the church goals.

The Spring Parish Meeting will be March 3.

Chris also commented on the budget and church giving history and how pledges have changed over the years. Our budget is flat (2024 over 2023), but annual giving has increased. Certain

funds that are not available in 2024, for various reasons, must be made up for in some way. The good news is that the total amount of new pledges more than doubled in 2024. In addition, 41% of new pledgers have also made a pledge to the capital campaign. The church will continue to engage people about giving, which includes families who have indicated that they wish to make estate gifts.

#### SENIOR WARDEN'S REPORT

Kelly commented on the myriad projects, as described in detail in the consent agenda materials, that are really making a difference, including pastoral care, welcome ministries, new member engagement, and young adult ministry. In addition to all the good results in advancement/stewardship/capital campaign areas, there has been a 50% increase in volunteers, church attendance is up 20%, and formation attendance is up 50%. She also echoed Chris's remarks about the importance of the upcoming Vestry retreat.

#### JUNIOR WARDEN'S REPORT

Carol Goglia reminded Vestry members to share feedback from the recent Vestry orientation with Kelly and Bhav.

#### TREASURER'S REPORT

Janice Bywaters, Treasurer, reported on the Finance Committee meeting Tuesday, February 20, 2024.

The YE 2023 hard close is close to what was presented last month, although both additional revenue and expenses came in during January. Total Revenue Available totaled \$7,703,936, which is \$163,000 or 2% over budget and \$229,000 over YE 2022, due to parishioners coming close to fully meeting pledge commitments and both plate and unpledged contributions exceeding budget. She thanked the diligence of the advancement team and staff.

On the expense side we came in approximately \$160,000 over budget, leaving us with a \$3,552 surplus. End-of-year HVAC issues and outside printing contributed to increased expenses. Merit-based performance rewards for staff and employees are also included in total expenses.

As mentioned in the January Vestry meeting, the FC recommended that any surplus be added to the Vestry Designated Funds. Janice so moved, and Allison Bovard seconded. Following a vote, the motion to add the surplus in the amount of \$3,552 to the Vestry Designated Funds passed unanimously.

#### Budget:

Janice then discussed the budget worksheet. This year's Stewardship Campaign totaled \$6,846,555, slightly exceeding last year's campaign. The Lomo Alto building continues to provide income, as does the North Land project. The budget includes utilization of previously reserved Vestry designate funds of \$200,000 and \$200,000 of a generous Rector-designated

gift. Total Revenue for this budget is \$8,453,000 less the diocesan assessment of \$873,000, leaving us with \$7,628,428.

Total Budgeted expenses will also total \$7,628,428, slightly less than 2023. Department expenses are largely flat.

Janice moved that the Vestry approve the recommendation of the Finance Committee to approve the budget as set forth. Zoé Hart seconded and, following a vote, the motion passed unanimously.

Janice also commented on the construction budget, as approved in December, noting that more than \$2.5 million in construction costs were incurred in January.

Kelly thanked Janice on behalf of the Vestry for her work as Treasurer. Janice praised the work of Rob Baber.

### ADVANCEMENT

Capital Campaign: Caroline Moore reported that progress toward the \$65 million campaign goal is on track with a total of \$59.5 million raised to date from a total of 633 donors. There is still significant capacity to reach our goal and the feedback from parishioners continues to be positive. Regarding the dual campaigns, the data indicates that of the returning annual pledgers who have also contributed to the capital campaign, 86% maintained or increased their annual commitment.

Stewardship Campaign: Martha Bogdon reported that the 2024 Stewardship campaign closed, having raised a total of \$6,845,555 vs. the \$6,782,594 reported for the 2023 campaign. Despite a \$325,000 loss due to death and moves, the 2024 campaign not only exceeded last year's raise but also realized an increased median gift and an 10% increase in number of pledging households. The 2024 Stewardship campaign brought in the largest dollar amount and the largest number of pledging households in 5+ years. This campaign saw 1/3 of the outright givers compared to last year's campaign, indicating that the intentional strategy to convert outright gifts to pledges was successful. This quarter will be focused on meaningful donor appreciation, targeted cultivation, and engagement with groups from this campaign. Additionally, we will build out a strategic communication plan to demonstrate the impact of pledged dollars, as well as why we pledge and what it means to pledge.

### NEW BUSINESS

Approval of nominees for Vestry Nominating Committee: Kelly moved that the nominees as set forth be approved. Carol Goglia seconded, and after a vote, the motion was approved unanimously.

Approval of nominees for All Angels Foundation (AAF) Nominating Committee: Kelly moved that the nominees as set forth be approved. Carol seconded, and after a vote the motion was approved unanimously.

Approval of Amended Production Printer Lease:

Ken Brannon discussed the proposed amended production printer lease. The proposal is to replace the existing outside printing company with the lease of an in-house printer. This change will give the staff the ability to print in-house in a more timely manner, and will result in an overall decrease in expenses. A refurbished model has been located, which will further reduce costs. Jim Chambers moved that the proposal be approved, and Eric Gilmour seconded. After a vote the motion was approved unanimously.

There being no further business, Kelly adjourned the meeting at 5:27 p.m., and the group gathered for refreshments to honor Janice Bywaters for her years of service as Treasurer.

Respectfully submitted,

Mary Louise C. Hopson

Clerk of the Vestry