

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 4:30 p.m. Wednesday, January 24, 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. Christian Basel, Curate, as Celebrant.

Members in attendance were Kelly Reddell, Senior Warden; Carol Goglia, Junior Warden; Julie Allen, Susan Barnicoat, Allison Bovard, Stuart Brown, James Carry, Jim Chambers, Squeaky Connolly, Eric Gilmour, LeAnne Langholz (by phone), Keller Webster, 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, Matt Waller, Bob Campbell, Stewart Thomas, Tony Briggie, Becky Odlozil, Rob Baber, Colleen O'Hara, Caroline Moore, Martha Bogdon, Bhavnita Masih, and Meredith Turner.

Kelly led the Vestry in prayer.

Kelly asked whether there were any requests to remove items from the Consent Agenda (December 13, 2023, minutes and Standing Committee, Affiliate, and Community Partner reports), and there were none. Jim Chambers moved to adopt the Consent Agenda as written. Eric Gilmour seconded, and after a vote the motion passed unanimously.

JUBILEE PARK REPORT

Kelly welcomed Stewart Thomas, Chairman of the Jubilee Park and Community Center board, who gave a report. Jubilee serves 2,500 low-income people per year and is a comprehensive program impacting several areas to raise up the community. The project was started 27 years ago to mark SMAA's 50th anniversary. There are now two community representatives on the board, and an excellent management team is in place. SMAA is still the main driving force behind Jubilee. Stewart thanked the Vestry and SMAA for its ongoing support and encouraged board participation. Chris noted that there are many ways people can get involved.

HOF COMMITTEE DLF PROPOSAL

Kelly welcomed Matt Waller and Bob Campbell, Chair and Co-Chair, respectively, of the Horizon Outreach Fund (HOF) Committee, who gave the annual report to the Vestry. Matt reviewed the mission and structure of the HOF and the details of the proposal under consideration.

The proposal, as reviewed at the December Vestry meeting and included in the packet and recommended by the HOF Committee, is to award a multiyear grant to the Dallas Leadership Foundation (DLF) as follows: \$50,000 in 2024, \$37,500 in 2025, and \$25,000 in 2026 (\$112,500 in the aggregate). The purpose is to expand its longtime pre-release program for inmates of

Hutchins State Jail in southwest Dallas by adding an additional faith-based dormitory for 58 men. The proposal, as recommended by HOF committee, requires Vestry approval.

Matt reminded everyone that the funds available are a direct result of the Rector's and church's decision to use the proceeds from the long-term land lease associated with the adjacent office building project to share SMAA's abundance outside of the church.

Kelly moved adoption of the proposal as set forth. Eric Gilmour seconded, and after a vote the proposal passed unanimously.

RECTOR'S REPORT

Chris reported that there was good attendance at services during the Christmas season. He also noted that the work setting up the Standing Committees, as headed up by Ken Brannon, will help engage more people in leadership roles and develop a commitment to discipleship.

Annual Goals:

Community impact lunches (Goal #6): Chris reported that there is good communication among organizations regarding the grants process. It is hoped that this will enhance the congregation's understanding of all the good work being done and lead to increased collaboration around our giving.

Advancement (Goal #3): Chris noted that we are getting closer to our annual campaign goals. The deficit is larger this year with some attrition through deaths and relocations of large donors.

Pathways to Engagement – SMES (Goal #5): Chris stated that Children and Family Ministry (CFM) and Saint Michael Episcopal School (SMES) are working to bridge groups. He mentioned the excellent synergies realized and relationships being built from both Shelby Hendrix (music) and the Rev. Greg Pickens serving both the church and school.

Construction (Goal #7): The latest construction letter to the parish has been sent out. It appears that the parishioners are feeling ok about the changes and things are going well. The staff move to the Lomo Alto building has begun, with the move to be completed by May. Chris expressed appreciation to Bhav Masih and Tish Visinsky for working out details of off-campus Vestry meetings for May - September.

SENIOR WARDEN'S REPORT

Kelly reminded the group that there were three dates left to sign up for the opening prayer at Vestry meetings.

Regarding construction, she added that we should be helpful and positive if we see parishioners having difficulty with directions or access during the construction phase.

She encouraged everyone to think about potential nominees for committees, Vestry, and Diocesan delegates.

She encouraged everyone to attend the upcoming WOSM parish party, the proceeds of which will go out into the community.

JUNIOR WARDEN'S REPORT

Carol Goglia stated that she is honored to serve as Junior Warden under the leadership of Kelly Reddell who is leading the Vestry to fulfill both the business and spiritual sides of their roles.

TREASURER'S REPORT

Janice Bywaters, Treasurer, reported on the Finance Committee meeting Tuesday, January 23, 2024.

Financially 2023 was a good year. The soft close indicates that we ended the year with approximately \$8.5 million in Total Operating Revenue; this is \$112,000 over budget and \$338,000 over last year. Variances include higher Unpledged Contributions, partially offset by lower Current Year Pledges, and increased Other Income (interest). A lot is involved in exceeding the budget; clearly our parishioners are excited about upcoming plans and our advancement team has done a wonderful job and we thank them for a job well done. After diocese assessment and other outreach contributions, 2023 Total Revenue is \$7.65 million or 1.5% over budget.

Expenses came in as expected except we had end-of-year issues with the HVAC which erased the positive variance in operations. We provided performance rewards for some employees. This is never guaranteed but if we can, we are committed to recognizing our hard-working staff members.

We will likely end the year (again this is the soft close) with a \$14,000 surplus. The FC recommends that any surplus be moved to the Vestry Designated Funds. The Vestry will vote on this at the next meeting.

The Budget process is ongoing. Once the final Stewardship pledge totals are known and fiscal 2023 has a hard close, the budget can be finalized. The 2024 budget will face a bit of a challenge as we are aware of significant increases in our insurance rates, and unlike prior years we are fully staffed at the beginning of the year, pushing salary and benefits expenses higher.

ADVANCEMENT

Capital Campaign: Caroline Moore shared that the capital campaign has raised \$59 million to date from 580+ donors. She reminded us that while it is exciting to approach the original \$60 million launch goal, we still need to stretch towards the current goal of \$65 million. She stated that the congregation continues to be excited about the plans, and the pipeline exists for us to achieve success.

Annual Stewardship Campaign: Caroline stated that there is good momentum but still a formidable gap to goal. To provide some context, she reiterated Chris' earlier comment that we began the annual campaign over \$300,000 behind because of death or relocation of some of our largest annual supporters.

Martha Bogdon then shared the annual campaign specifics. She noted that the stewardship report in the Vestry materials was created January 19. As of this report, we had raised ~\$5.82 million in pledges, representing 84% progress to goal. Since this report was created, we have made significant progress, and have ~\$6.1 million in pledges as of this afternoon. We have also gained 9% towards our pledged units goal, which now sits at 83%.

We still have a significant gap to close before the end of the month but are executing a strong strategy to meet our goal. Our committee members have been engaged and are completing outreach to parishioners, and our Rector has been sending personalized outreach to those who pledged in 2023 but have not yet stepped in to join this campaign. Additionally, the advancement department is engaging with other key groups, such as those who typically make outright gifts, those who are new givers to the church, and those who previously pledged but are lapsed in their pledging. They also are executing peer-to-peer outreach with key groups within the church, to encourage participation in the campaign. The pledges we are receiving remain strong, with ~80% of pledges remaining flat or increasing. This is exciting, especially while we undertake such an ambitious dual campaign. We have crossed the \$1 million mark in pledges for January, and if all of the remaining LYBNT funds are received, we would meet or approach our goal. This is an encouraging data point that our goal is feasible.

OLD BUSINESS

Amendment to December 13 Annual Meeting of the Vestry Resolutions – Standing Committees

Kelly referred to the amendment to the resolutions passed at the December 13 Vestry meeting to add committees and leaders within the Standing Committee structure. Ken Brannon reviewed the changes and stated that the work of forming the committees and leadership was almost complete. Kelly moved that the resolutions as set forth concerning the following additional committees be adopted: Children and Family Ministry, Communications, Nominating, Technology, Youth Ministry, and Vestry Liaison for Saint Michael Episcopal School (SMES). Keller Webster seconded the motion and after a vote the motion passed unanimously.

Architectural Review Committee (ARC) Resolution

Kelly moved that the resolution, which recognizes the Architectural Review Committee (ARC) as a sub-committee of the Campus Construction Committee (CCC) and sets forth its function, *i.e.*, to provide strategic guidance with decision-making authority on construction of church buildings and also sets forth membership of ARC be adopted. Squeaky Connolly seconded, and, after a vote the motion passed unanimously.

There being no further business, Kelly temporarily adjourned the regular meeting and then moved the meeting into Executive Session at 5:43 p.m. Kelly closed the Executive Session at 5:54 p.m., reconvened the regular meeting of the Vestry, and then adjourned the meeting at 5:54 p.m.

Respectfully submitted,

Mary Louise C. Hopson

Clerk of the Vestry