

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 4:32 p.m. Wednesday, November 19, 2025, by Senior Warden, Dee Ann Anigian, in the Coke Room #201. Before the meeting, the service of Holy Eucharist was held in the Saint Michael Chapel with the Rev. Robin Hinkle officiating.

Members in attendance were Dee Ann Anigian, Senior Warden; Hudson Weichsel, Junior Warden; Julie Allen, Warden-at-Large; Susan Barnicoat, Allison Bovard, James Carry, Jim Chambers, Squeaky Connolly, Terry Demler, Elizabeth Gambrell, Amanda Harris, Zoé Hart, LeAnne Langholz, Jack Marshallsea, and J. Puckett.

Ex-officio members in attendance were the Rev. Dr. Chris Girata, Rector; Ken Brannon, Vice Rector; Becky Odlozil, Treasurer; Dianna Bowen, Chancellor; and Bitsy Hudnall, Clerk. Also in attendance were the Rev. Dr. Andrew Grosso, Rob Baber, Alma Vega-Rouse, Meredith Turner, Colleen O'Hara, Kathy Hayes, Monique Black, Stephen Miller, Mark Cannata, Tom Fenton, and Bhavnita Masih.

James Carry led the Vestry in prayer.

CONSENT AGENDA

Regarding the Consent Agenda (2025 and 2026 Vestry Calendars, October 15, 2025 minutes, October 26, 2025 Special Vestry Meeting Minutes, Standing Committee reports including Building and Grounds – Stephen Miller; Children and Family Ministry – Meghan Houk and Cydni Joubert; Stewardship Committee – Alma Vega-Rouse, Community Partners Report on Project Moses – Sheryl Wylie, and Affiliates and Other Reports from Saint Michael Episcopal School – Elizabeth Keogh, the Stained Glass Window Contract and the Brick Repair Contract), Dee Ann stated that there are two typos in the original minutes that have been corrected but do not change any information in the minutes, stated that the Stain Glass Window Contract had been reviewed and discussed at the last Vestry meeting but not voted on at that time, and stated that while the Brick Repair Contract amount was under the discretionary amount that Chris and Ken can approve, they wanted the Vestry to be aware of the expense and notify them that the repair would be taking place with the rest of the building construction. Dee Ann then inquired if there were any requests to remove items or for further discussion of any items.

As there were no motions for removal and changes in any information, Amanda Harris moved to adopt the Consent Agenda as written. Zoe Hart seconded, and after a vote the motion was adopted.

STEWARDSHIP REPORT – ALMA VEGA-ROUSE

As of Friday, November 14, 2025, Stewardship is over \$1,000,000 ahead of where they were last year at this time and almost 9% ahead of last year's goal at this time. This gives us a net gain of \$462,000. There is enough in the pipeline to beat the delta and everything is on track to get to the number.

RECTOR'S REPORT – CHRIS GIRATA

Annual Goals Update (page 31 of Vestry Packet):

Chris stated that annual goals come from the VTO plan. They have made progress on these as they have reached halfway through the year. Goals are set May to May. In November, they assess what percentage of their goals have they reached. Knowing if they are ahead or halfway there is good to know going into the start of the new year. In practice, they really pause every quarter and assess, but really dive deep at the six-month mark.

Updated VTO (pages 32 – 34 of Vestry Packet):

Chris reported that every quarter they update their company rocks. All staff have rocks and executive team has specific rocks with some of those involving other people. There are three company rocks from now until February.

1. **Identity Core Demographic Segments.** Right now, the church communicates everything to everyone. Our goal is to refine and streamline these points of contact so they are fewer and strategic, therefore being more effective. Squeaky asked if there would be the ability to opt in or out of various groups. Chris explained that the best way to build the database for this infrastructure is to have a survey for the congregation with the hopes of having 12 demographic markers for each parishioner to help refine communications.
2. **Strengthen Staff Engagement of Pushpay.** Touchpoint, which is the previous software, was good about managing details within the church identity. Pushpay is a financial piece of software which will also assist with church signups. Rolling it out with church staff now so that staff will be comfortable with it and test it, allowing it to be more effective within the church community and its use will be seamless.
3. **Launch Pushpay App on January 25.** Chris stated that they honestly don't know what this will look like yet. They don't exactly know the functionality they will need first. They do know they will initially be looking at the data and are not assuming complete digital engagement.

Stewardship Update:

Chris stated that they are about to start the two part process where Vestry members reach out to parishioners in December who have pledged in the past but currently have not pledged to remind them to do so. In January, Vestry members will reach out to parishioners who had not yet pledged for 2026 a second time. This nice thing is that it is a smaller group to reach out to than last year, and while you are asking them to give, please ask for a 10% increase in what was given last year to meet our expense increases.

Tom Fenton asked if there is a 10% increase, would this excess be used for actual versus anticipated expenses during construction as construction costs usually run way over. Chris confirmed that any annual increase will stay within the operating budget of the church, not pay for construction expenses.

Ken then stated that they are anticipating an operational increase of 23% for 2026 with new personnel and moving. If everyone can give 10% more, it eases everything. Chris added that while 10% is not enough, it is a comfortable ask of the parishioners, one that should be well received.

LeAnne asked about the shorter list for calls. Chris stated that there are 80 more units, or 80 more gifts, but that doesn't always equate to more money.

Jack asked if this was for another campaign or if this is just in regard to annual giving. Chris replied that this is just for annual. Jack also asked if the increase in attendance had anything to do with being ahead of their target as well as the shorter list to call. Chris replied that he thinks it is really all of the above. We have good teaching and good preaching, along with a capital campaign, which inherently stimulates more giving. Chris also stated that Alma and her staff are doing a wonderful job of being proactive and staying on top of things which helps.

Tom then asked if there were other streams of revenue to help make up the difference between the 23% and 10% such as naming rights. Chris replied that for SMAA, naming is only an acknowledgement of a gift. For the stained glass windows, there would be one plaque listing all the donors or family donors, but each window would not have a little plaque by it. We also have no rooms with donor names as we are one church and are all recipients of gifts to the church. To the point of the stained glass windows, Chris stated that several people have already taken the windows and these are all repeat givers to the church.

Sabbatical Report:

Chris reported that he will be taking an 8-week sabbatical in the summer of 2026. Andrew will be back from his sabbatical for one week before Chris leaves. He will be gone starting July 8. SMAA typically gives rectors sabbaticals every 5 years, but Chris missed his fifth year due to the pandemic, so the wardens approved him getting back on his five-year cycle and he is taking this sabbatical 4 years after his first, but at his 10-year anniversary at SMAA. He elected to go in the summer because the church is quieter, he's not teaching, and his kids are home. His sabbatical will be mixed with family time and a clarity break, including a technology sabbatical.

Chris asked if there were any questions from the Vestry.

Zoe asked what happened to the position for Senior Associate for Mission and Outreach.

Ken responded that the job description is still in process but is happening. At the moment, the church is not sure whether the position should be limited to clergy or open to a lay person. There is also the possibility of hiring someone who would also work a portion of the time for SMES. They are in the due diligence process of this and will report back as things develop but have a target date of March 1st. He continued that since Robin has just stepped back from this role and into her new one, they decided not to ask her to take it back on and have asked Andrew to serve as interim Associate for Mission and Outreach. Andrew has agreed to do double duty for awhile and they have no doubt he will do it well.

SENIOR WARDEN'S REPORT – DEE ANN ANIGIAN

Dee Ann reminded everyone that they are concluding the annual stewardship campaign and that it is important as well as expected that the Vestry would have 100% participation. If anyone has not already pledged for next year to please do so before the first of December when Vestry members will begin making calls.

She also asked everyone to be sure and RSVP for the annual Vestry Christmas Party which will be at her home so that they are able to prepare accordingly.

Compass Rose Society:

Dee Ann reiterated how wonderful it was for her, Hudson, Robin and Chris to attend the meeting in London. She stated how excited they all were to meet the new Archbishop of Canterbury, Sarah Mullally. Dee Ann was impressed by this important group with a worthy role in the world and had great potential. She is delighted to announce that Chris will be joining their board and will help the organization grow.

Elizabeth asked what is the role of the Compass Rose Society?

Dee Ann replied that it is to support and oversee the missionary work of the Archbishop of Canterbury. They raise money to help the Archbishop's outreach projects and that she was surprised to learn that the US is the largest donor with Canada well behind followed by Hong Kong.

Chris added that in 1994, the Anglican Secretary General of the church was an American and that he went on a Eucharist visit to Africa. Around 4,000 people showed up for this eucharist, but there was no bread and no wine as the church could not afford it. The American churches started gifting funds to purchase bread and wine for these churches. They pay \$2,500 annually in dues to belong to the Compass Rose Society. Chris believes that the organization can be more globally than it is.

Elections at Parish Meeting and Vestry Slate:

Dee Ann reported that the new members of the Vestry, Lay Delegates and Alternates to the Diocesan Convention, and Foundation Trustees were all approved in their Special Meeting vote on October 26, 2025. For the new Vestry year, Julie Allen will serve as Senior Warden, Zoe Hart will serve as Junior Warden, J. Puckett will serve as Warden-at-Large, Becky Odlozil will serve in her last year as Treasurer, Kelly Reddell will serve as Chancellor, and LaRee Stein will serve as Clerk. Five of these positions are appointed but the Junior Warden position is elected by the Vestry. The entire slate is presented at the November Vestry Meeting and the vote takes place at the December meeting. Julie Allen will lead the vote with the incoming Vestry members participating and the outgoing Vestry members not participating in the vote. Dee Ann stated that she is excited for this group and feels like the church is in fantastic hands.

JUNIOR WARDEN'S REPORT – HUDSON WEICHSEL

Hudson stated that he is feeling very thankful for the church, vestry, clergy and staff. There is a lot of hard work that goes on here mixed with wisdom, commitment, excitement and enthusiasm. We are all doing great things and he is happy to be part of it.

TREASURER'S REPORT – BECKY ODLOZIL

Financial Overview:

The summary Financial Overview as of October 31, 2025, is on page 35 of the Vestry packet.

Statement of Activities:

Becky reported that the Total Revenue Available of \$6.1 million is just shy of budget by \$38,000, attributable to the Unpledged Contributions category, lower by \$51,000, somewhat offset by Plate and Other Income. This reduction could be due to concerted effort to convert regular givers (but without a pledge) to Pledging givers which will help plan the budget. A systemic way to identify the changes to this category and how they are potentially affecting other categories is not possible.

Finance/Stewardship groups are working on creating a report to analyze the changes in this category.

The year-to-date operating expense is \$6.1 million, which is lower than we budgeted by \$260,000. This positive variance should hold through the rest of the year since it is mostly due to hiring staff later than anticipated, Operations having less space, and not using the consultant expense we budgeted for the PushPay conversion.

Becky also stated that ending the 10-month period when looking at Revenue over Expense of \$50,000, \$260,000 better than budget. Details of all this are on the following page, page 36 of the Vestry packet.

She asked if there were any questions. There were none.

Statements of Financial Position:

Becky reported in the Operating Statement that there are assets of \$111 million, and on the Internal Fund Accounts Statement there are assets of \$6 million, consistent with last month. We have a healthy cash position. Detailed statements of these numbers are on pages 37 through 43 of the Vestry packet.

She asked if there were any questions about the Financial Position. There were none.

Construction Project Management:

Becky stated that \$50 million has been spent representing about 68% of the project costs, and with current monthly draw of \$1.9 million, leaves about \$24 million remaining to be spent.

Becky asked if there were any questions. There were none.

OLD BUSINESS

There was none.

NEW BUSINESS

Horizon Outreach – Dee Ann Anigian

The Horizon Outreach Committee rotates three new members onto the committee in January. The Vestry has a say for one of the three in this group. The Vestry's selection is Christi Morrow. The other two new members are Margaret Spellings and Van Sheets.

Dee Ann asked if there was a motion to approve Christi Morrow as the Vestry selection. Elizabeth Gambrell made a motion and LeAnn Langholz seconded. All voted in favor with no dissents.

Women of Saint Michael Shopping Event – Julie Allen

Julie announced that the Women of Saint Michael have their annual Christmas Shopping Event at The Exchange this evening from 5:00 – 7:00 pm. She encouraged attendees to stop by following the meeting as do some Christmas shopping while supporting a good cause.

EXECUTIVE SESSION, ADJOURNMENT

Dee Ann then adjourned the meeting at 5:25 p.m. and moved the meeting into Executive Session. She invited Chris, Ken, Dianna, Becky, and Bitsy to stay. Dee Ann then moved the meeting out of Executive Session and back into regular session, adjourning the meeting at 5:27 p.m..

Respectfully submitted,

Bitsy Hudnall, Clerk of the Vestry