

## **THE MINUTES OF THE MEETING OF THE VESTRY**

The regularly scheduled meeting of the Vestry of Saint Mihcael and All Angels Episcopal Church was called to order at 4:30 p.m. Wednesday, February 19, 2025, by Senior Warden Dee Ann Anigian, in Room 201. Holy Eucharist officiated by Fr Chris Girata preceding the meeting

Members in attendance were Dee Ann Anigian, Sr. Warden; Hudson Weichsel, Jr. Warden; Julie Allen, Warden-at-Large; J Puckett, Leeann L (via phone), Amanda Harris, Elizabeth Gambrell, Terry Demler, Allison Bovard, Jack Marshallsea, Squeaky Connelly, and Jim Chambers.

Absent were James Carry, Heather Lorch. Ex officio: Chris Girata, Rector; Becky Odlozil, Treasurer; Dianna Bowen, Chancellor, Ken Brannon. Also in attendance were Rob Baber, Bhav Masih, Meredith Turner, Alma Vega-Rouse, Colleen O'Hara, and Andrew Grosso

J Puckett led prayer

### **CONSENT AGENDA**

Dee Ann noted that the minutes of the meeting from January were not in the consent agenda and would be voted on next month. We will have January and February minutes in the March Vestry packet.

Standing committee reports, community partner reports - Dee Ann asked if any requests to remove items for further discussion? Hearing none, Dee Ann asked if there was a motion to adopt the consent agenda? A motion was made and seconded. There was no discussion or objections and the motion passed unanimously.

### **RECTOR'S REPORT – Chris Girata**

Annual Campaign: Annual Stewardship exceeded our goal and by a good margin. Big thank you to Alma who hit the ground running with confidence. In addition to exceeding our dollar goal, we had slightly more giving units. One of the best pieces of data is the increase in the median gift. This is a good indication of healthy growth in giving. Although we had a lot of people to contact in the final weeks of the campaign, we had fewer to contact in January than in previous years, another good sign. This is a consistent trend for the last few years, where fewer and fewer units waiting until last push. On bottom right – have more units for less money left on the post-play-pledges. October and November are largest value of pledged dollars, though January is largest value by total gifts made. It was noted that the same people every year are the ones who wait to commit until Jan; while Chris knew it from his experience, we now have data to support that. This year Chris tried texting people, prior he had made calls, before that emails. Replies via text suffice as pledge as it's in writing.

Chris indicated that we have contracted with a new church management software company that will make it easier to communicate and engage with parishioners. He also noted that Alma is good at analytics, which will enable stewardship processes to be more targeted in the future.

Of the approximately 2000 active households, we have just over 1000 pledging units. Chris noted that being over 50% means we're higher than the national Episcopal average, which is closer to 30%, yet not high as he feels we should be. Discipleship is one component of holistic engagement, so participation should increase as discipleship deepens.

Capital Campaign: January 31, 2025 was the official end of the capital campaign raise, and we finished with \$76.3MM. The full project budget has been covered, plus some additional monies for more significant cushion. Some things that had been taken out of project will go back in. We are ending in a very good position.

Budget: We've seen an increase in the amount pledged year over year. In an analysis of historic giving increases over the last decade, we can conservatively model the next 5 years, showing that we should exceed \$8.7MM by 2030. A reminder that budgeting is a multi-year experience, and we should not be overly bound by fiscal years. As we receive surplus funds, we can hold those to deploy strategically in future years. As noted in January, we decided to give staff performance rewards at the end of 2024, even though we projected revenue to only slightly exceed budgeted expenses. The decision to offer staff performance rewards means that we ended 2024 with a budget deficit that will be covered by reserved funds. Moving forward, we will include staff performance rewards in our regular budgeting, beginning in 2025.

Regarding our restricted funds: We have set aside a \$2.2MM gift to offset the planned bridge loan to cover capital expenses we will borrow against our multi-year pledges. We also received a large gift from a non-active member that will be held in a separate restricted fund for ministry investment.

Reminder that the Spring Vestry Retreat in Saturday, April 26, and will be a visioning retreat. Please review the current and immediate past V/TO so we are all prepared to connect the next 3-year priorities

Spring Parish Meeting: Reminder that our Spring Parish Meeting will be Sunday, March 2, and will begin at 10 AM. The meeting will be shorter than usual so we can shift to the Outdoor Patio around 10:30 AM to celebrate the conclusion of our capital raise.

### **SENIOR WARDEN'S REPORT – Dee Ann Anigian**

Dee Ann reminded all to read the consent agenda in advance. She mentioned it is clear the amount of care that goes into our physical plant. Of note also the work of pastoral care committee and the intentionality aligning with 4 pillars of discipleship.

Thanks to Susan for taking notes. Thanks to Rob and Becky for the enormous task of closing out our 2024 budget and preparing the 2025 budget for us today.

### **JUNIOR WARDEN'S REPORT – Hudson Weichsel**

Hudson noted upcoming Men of Saint Michael meeting on Feb 26, breakfast at Park City Club.

### **TREASURER'S REPORT – Becky Odlozil**

Becky echoed the herculean effort by Rob. Lots of information coming at last moment, lots of inter-dependencies among the documents presented. Thank you!

Refer to p15 re Hard Close – Changes since soft close that were reviewed in January: a slight reduction in current year pledge income ending with a shortfall of \$75 thousand and a transfer of reserves to offset the Performance Awards of \$133 thousand and the slight shortfall of \$9 thousand. The reserves transfer was consistent with the plan approved at the January Vestry meeting. Closed at \$7.6million in revenue and expenses. Becky noted the largest variance being in Communications due to overlap of internal and external printing which will be a one-time thing.

Statement of Financial Position on p16 – ended period \$6 million higher than soft close; and cash position remains very strong.

Pritchard document – to date \$30 million spent (42% of budget); \$1.8 million current monthly draw.

2025 Draft Budget: pp 24-27 includes a revenue worksheet, the budget itself, and high-level notes on budget. Worksheet starts with Pledges in hand of \$7.3million and adjusts for increases and decreases which are estimated during the year based on a 4-year history. Becky reviewed sources of Other Income resulting in the Revenue Worksheet Total Revenue of \$9.1 million.

After subtracting the \$854 thousand for the Diocesan assessment, Revenue Available for operations is \$8.25 million. Dept budgets are mostly flat; Operations a bit higher due to insurance increases, the one-time church management software, and headhunter fees to be used if needed. The \$217 thousand in Raise & Adjustment Pool and \$137 thousand in Performance Awards for December 2025 will be allocated to their respective departmental line items in the Statement of Activities for monthly Vestry reviews. Finance Committee voted to present budget to vestry.

Ken noted that staff care is important, to point that some people will be promoted... this process is continual and built into budget. We use an external consultant + HR committee to help ensure staff salaries are in line with non-profits in area. There were some adjustments made based on this market analysis.

Dee Ann asked if any additional questions or discussion about budget. None. Dee Ann asked for motion to adopt budget presented by Finance committee. A motion was made and seconded. After having no discussion or objections, the motion passed unanimously.

### **NEW BUSINESS**

The Finance Committee approved a fund solicitation request presented by Richard D'Antoni for Gateway of Grace (GOG) to supplement costs associated with 90-day pause of funds to agencies and beneficiaries of the US Refugee Admissions Program. Gateway of Grace does not receive federal funds, but does have programs to support legal refugees, so other agencies who have had their funds paused have referred their refugee families to GOG, who is not able to handle the increased volume without additional funds. The process for these refugees to get all documents and paperwork before they can work legally takes 6 months, creating the need for interim support. It was discussed that a parish-wide letter would not be the right approach this time, so solicitation may be sent to a targeted group of Parishioners likely to respond.

If we know of anyone who may be interested or has expressed interest please contact Richard or Robin.

Construction project on track – next week pouring ground floor base. In next few weeks will see it come UP! from the ground. Have had some weather days, such as today where too cold for workers to be outside. A suggestion was made for a symbolic item to be built into the foundation. The signed beam is being incorporated into bldg. It was decided to consider dropping a symbolic SMAA object/memento into terrazzo so that it can be seen, though not without searching. Squeaky volunteered to obtain the item. Discussion ensued that scavenger hunt type of events could create excitement to explore/discover the new building.

### **ANNOUCEMENTS, EXECUTIVE SESSION, ADJOURNMENT**

Dee Ann adjourned the regular mtg at 5:30 and moved into Executive Session, inviting Becky to stay. We adjourned the executive session at 5:55 and returned to the regular session and then adjourned the meeting at 5:58.

Respectfully submitted,

Susan Barnicoat  
Vestry Member