

St. Michael and All Angels Episcopal Church
Vestry Meeting
December 15, 2024, 12:30PM
Church Pavilion

Present: Rector's Warden: Patrick Reilly, Vestry Warden: Barbara Koenig, Vestry Members: Michele McKenzie, Bruce Roach, Bill Robinson, Jennifer Hanson, Michiel Bourdrez, Chris Alvarez, Gary Jacobson, Riley Huston, Diane McKay, Clergy: Mike Angell, Officers: Evelyn Hanneman, Judy Fifield
Not Present: Jack Knight, Sherry Kircher

The Vestry gathered for lunch and fellowship at 12:30PM.

Opening Prayer & Reflection

Evelyn opened the meeting by speaking about her previous work related to the peace rooted in justice movement and her interest in meditation. She shared a writing by Daniel Berrigan titled *Advent* from Testimony: The Word Made Fresh.

Mike asked Vestry members to volunteer to say the opening prayer and reflection at upcoming Vestry meetings.

Call to Order

The meeting was called to order at 12:45 PM. A quorum is present.

Items for Vestry Approval and Discussion

October Minutes

The October minutes of the Vestry meeting were sent out with the read-ahead materials. Bill made a motion to accept the minutes as written. Michiel seconded the motion. The motion passed by voice vote.

NOTE: The Vestry did not hold a business meeting in November. In support of the Stewardship Campaign, they made phone calls to parishioners who have not yet turned in their 2025 pledge.

Affiliate Clergy

Application forms for diocesan licensure require signatures from the Vestry. The following application forms were signed for Jan Bales, Judith Jenkins, Susan Allison-Hatch, Carolyn Metzler, Lee Lowery, Leslie Nipps, and Annette Mayer. Mike informed the Vestry of the decision by Maureen Doherty and Joan Farstad to move to St. Thomas Canterbury.

Related to this topic, Mike spoke about the extensive support the Rev. Dr. Paul Hanneman has provided to St. Michael's, including the most recent Enneagram series he facilitated which resulted in huge interest by the congregation. To recognize Paul's contributions, Mike proposed that Paul be given the honorary position of Preacher in Residence and be listed as such on the back of the Sunday bulletin. A motion was made by Michiel to accept Mike's proposal to recognize the Rev. Dr. Paul Hanneman as Preacher in Residence. The motion was seconded by Gary. The motion was unanimously approved by voice vote with no abstentions.

Reports and Topics

Finances

The October financial report was reviewed by the Finance Committee on November 19, 2024. In the review of the October financial report by the Vestry, several questions were raised. Evelyn and Mike provided answers and clarifications. Expected expenditures for the remainder of the year were reviewed. Related to income, the church has recently received several large checks. It is anticipated that we will end 2024 with the budget close to breaking even. Due to how the month of December rolls out, the November finance report was not available for today's Vestry meeting. The Finance Committee will meet on December 17, 2024 to review the November financials.

The Finance Committee has made a recommendation to appoint Bernard Tawfik to the Finance Committee. Mr. Tawfik expressed interest in joining the Committee during the Ministry Fair. Because this is a recommendation from the Finance Committee, a second to the motion is not required. By voice vote, the Vestry unanimously approved Bernard Tawfik to be a member of the Finance Committee. There were no abstentions.

The 2023 audit is progressing well. There have been several meetings between representatives of the auditing firm and St. Michael's. The audit should be completed by the end of the year.

The Finance Committee is requesting approval of \$24,000.00 to be distributed from the Endowment Fund for 2025 ministry support. The October Finance Report shows what is currently unspent in this line item. The Vestry unanimously approved the recommendation of the Finance Committee.

The Finance Committee is also requesting approval for monies from the Endowment Fund for two projects to support the Good Shepherd Mission in Fort Defiance, Arizona.

- Funding for a perishable food cooler
- Funding to refurbish the community building restroom

The total amount of the requests will be split between the 2024 and 2025 Endowment Fund with distributions as follows:

- Perishable food cooler
 - \$4,145 from the 2024 Endowment Fund distribution
 - \$4,676 from the 2025 Endowment Fund distribution
- Refurbish community building restroom
 - \$2,570 from the 2024 Endowment Fund distribution
 - \$2,540 from the 2025 Endowment Fund distribution

Bruce made the projects request to the Finance Committee. He spoke about the significant relationship we have with Good Shepherd and how he heard about the need for these two projects. The food cooler has been needed for the past several years and is still a need. The community has seen a 30 percent increase in the need for food assistance during 2024. Without a cooler, this limits access to fresh food available for community members experiencing food insecurity. The food cooler will be located in the main community building. The restrooms are located in the main building facility where community gatherings are held. Regular maintenance has had to be deferred due to lack of available funds. Discussion followed related to funding the two projects while ensuring that there will be enough funds to meet our needs. The Finance Committee feels we can meet our needs as well as provide the needed support to Good Shepherd. A motion was made by Chris to accept the recommendation of the Finance Committee for the two projects at the Good Shepherd Mission. Barbara seconded the motion. The motion unanimously carried with no abstentions.

Rector's Report

Mike reviewed each section of his written report.

- Pastoral Care and Prayer List - Lee Lowery has provided significant support in pastoral care. Mike spoke about plans for the coming year to re-gather a pastoral care team. Working to encourage the whole parish to care for one another is a priority.
- Stewardship – Some additional pledges have been received. Pledges have been slower in coming in, but we anticipate the pledge numbers to be roughly the same as last year. We are encouraged that we now have 23 new pledges which represent significant growth. The Stewardship Committee will meet in early 2025 to assess and plan for making any outstanding invitations.
- Budget Work – Preparation of the budget for 2025 is in the early phases. We are projecting less than half the deficit we projected last year because we are now committed to using actual numbers. In recent years, revenue has often significantly outpaced projections which has meant we have outperformed the projected deficit budgets. Staff transitions also played a part in this. We are doing well financially because the members of the parish are generous and invite one another to practice generosity more deeply. The Finance Committee will review the budget at their upcoming meeting. The 2025 budget will be brought to the Vestry at the January 2025 meeting. We are grateful that we are on such solid financial footing as a parish. We can begin to make some significant plans for 2025.
- Office Administrator - Our new Office Administrator will begin work tomorrow.
- Ratify new salary for AAEDS Director – Mike's written report explained that the State of New Mexico Pre-K Program increased wages for lead teachers in August of this year. As a result, the lead teachers are making more than Monica Munoz. In fairness to Monica and the responsibility she has as Director, Mike asked the Vestry to approve an increase in Monica's pay to \$75,000.00 per year, retroactive to August 1, 2024. This represents a \$7,000.00 increase with New Mexico PreK funding to cover 2/3 of this increase, as they do 2/3 of her total salary. Mike spoke about the significant work Monica has done to recruit and maintain classroom teachers, and to increase enrollment. There is now a waiting list for the young age classroom. Mike also spoke of the work that needs to be done by the school board – developing a new budget that includes setting new tuition rates that are more in line with the market rate and looking at overhead costs as well as revising the current school by-laws. A motion was made by Michiel to approve the salary for Monica Munoz to \$75,000.00 retroactive to August 1, 2024. The motion was seconded by Michele and passed by voice vote with one abstention.
- Associate Rector – As follow-up to communication Mike had with the Vestry at Thanksgiving, a verbal offer has been made and accepted for the Associate Rector for Formation position. The candidate lives in New Mexico and is currently employed by an Episcopal church within the diocese. Additionally, Mike's written report explained that the person we are in the process of hiring has also been offered part time employment through the Diocese. In communication with Canon Lee Curtis, the Diocese would like St. Michael's to develop a Letter of Agreement for a full time position with the candidate - approximately 3/4 time with St. Michael's and 1/4 time with the Diocese. Then the Diocese would like to have a written Memorandum of Understanding with St. Michael's, essentially compensating the parish for the priest's time spent working on Diocese business. The candidate has been informed of this arrangement and is amenable to it.

Mike informed the Vestry that the candidate is transgender and has only begun to use her name and the pronouns she/her. We have walked with others who have faithfully transitioned their gender identity. This support spoke to the candidate. This will provide another opportunity for us to live into our values as a congregation. Mike has been in contact with the Transgender Resource Center of New Mexico to meet with us and provide trainings for the congregation. A committee comprised of trans and gender expansive members of the parish will be convened to work with us as she joins the team.

Mike is requesting approval for up to \$4,000.00 in moving expenses for the candidate. Jennifer made a motion to approve up to \$4,000.00 in moving expenses for the Associate Rector. The motion was seconded by Bruce and approved unanimously with no abstentions.

An announcement will be made to the congregation when everything is finalized and signed. Mike is hoping the candidate will be with us early next year.

Upcoming Dates

The Christmas schedule is posted on the church website, published in the weekly bulletin and announced during church services.

January 5, 2025 – Services at 7:30 and 10:00. The 10:00 service will feature Entourage Jazz. An all parish potluck brunch will be at 11:15 in lieu of the third service.

January 19, 2025 – Next Vestry meeting with the focus on the 2025 budget and preparing for the annual meeting

January 26, 2025 – Annual meeting

Adjourn and Closing Prayer

There being no additional business, Bill made a motion to adjourn the meeting. Gary seconded the motion. The motion was approved by voice vote. The meeting adjourned at 2:35PM with Mike saying the closing prayer.

Respectfully Submitted

Judy Fifield, Clerk