

Minutes of Vestry Meeting

December 16, 2025

Recorded by Brian Myers

In attendance: Gina, Brandon, Tim, John, Mike, Jacob, Esther, Rachel, Joe, and Brian

Absent: Vivien, Michel, Bishop Craig and Karen, Mary Beth

Opener from John Satterberg regarded prior and desired roles in Christmas pageants.

Among us we had 3 angels, 1 wise man, the letter M, sheep, a wannabe Joseph, Mary and Wiseman!

Called to order at 7:33 by Provost Tim.

Discussed former minutes specifically the Dean Search review at our last Vestry meeting. Gina moved to amend the minutes and adopt them per our discussion. Rachel seconded. Motion carried and Gina amended the minutes in real time.

Tim reviewed current roof status and direction which was provided by the Executive Committee to our negotiating attorney and others. This amounted to directing to push for a settlement with an agreed upon minimum settlement amount from the insurance company.

Treasurer Brian reported a good month financially for November and that net income for the year is now positive given the booking of two estate donations.

Finance Committee Chair, Jacob, reviewed a final proposed budget for 2026 and the inherent assumptions including significant differences to the 2025 budget. He also pointed out that his estimate was that we would likely lose perhaps \$8,500 in net income for 2025. We discussed and agreed that this would reflect a balanced operating performance for 2025 given that the loss was approximately 0.5% of revenue.

After reviewing the current proposed 2026 budget, which included \$1,640,608 in revenue and \$1,665,381 in expenses for a loss of \$24,773, Brian motioned to pass the budget for 2026 with Rachel's second. The motion carried. Budget will be updated by Jacob for the January Vestry meeting including budgeting for staff wage increase, and health or other insurance adjustments and to reflect current pledge income status.

Governance Chair, Esther, reported completing final drafts of the revised Statutes included in Vestry folder this month. She noted the significant change to require two signatures to approve payment of expenditures of more than \$2,500 (current requirement is higher at \$5,000). She plans to call a vote on the revisions in January Vestry meeting and

to present to the Congregation at our annual meeting noting that the annual meeting will not be a vote just a presentation.

General discussion around initiative for discussions with Vestry and Foundation. Please share and encourage others to apply for open Vestry and Officer positions. January 18th is the nomination deadline. This will allow for candidate speeches on that date and one week to circulate information before the vote on January 25. Only in person voting will be allowed. January 25 will have one service at 10:00 followed immediately by the annual meeting and election.

Property Chair, Joe, Mentioned the roof discussion. Also reported that buckled tiles in Undercroft hall were believed to be caused by water infiltration. Brian moved to make up to \$700 available to make the hallway usable during the holiday. John seconded and the motion passed.

Joe reviewed status of the proposals for seating in the sanctuary. His committee will present at a forum early next year. He acknowledged John Cunningham's helpful work to create a plan to which the two vendors could respond.

Stewardship Chair, Mike provided an update noting that 2026 pledges were nearly \$900k and increase of about 10% from 2025. He also noted that there were 34 new pledges for 2026! Next steps are to move the process beginning in early 2026 to Keela. Mike and the Stewardship committee are doing follow-up work on open pledges for 2025.

Send Chair, Rachel posted a report in the folder. Briefly discussed some details involving Clara's ministry.

Senior Warden, Gina highlighted the work with the Foundation indicating that a team of four included Vivien and Jacob from the Vestry working with Richard Helling and Ellen Archibald from the Foundation as a committee to move this initiative forward with support from Sally Johnson and Kelsey, both from the Bishop's office. She mentioned the Annual Meeting beginning with services at 10AM. Lunch will be a fundraiser for Sunday Night Supper. Annual reports are due to Mary on January 12.

Provost Tim added that Siri has resigned effective the end of the year. He also indicated that this reinforces the plan for Gather, Send and Transform with lay leadership and believe this will be a structure positively perceived by the new Dean

Gina led closing prayer.

Meeting adjourned at 9:12PM.