



# Annual Parish Meeting

January 25, 2026



## Order of Business

### Call to Order and Welcome

### Adoption of Order of Business

*Approval of this order of business must be received by two-thirds of the voting members attending.*

**Invocation** ..... The Rev. Hope Tinsley Benko

### Appointments

- Parliamentarian..... Robert Sumners
- Clerk ..... JC Sanders

### Approval of 2025 Annual Meeting Minutes

### Election Procedures

**Candidates for Election as Members of the Vestry**

**Candidate for Election as Delegate to Diocesan Council**

### Election Results

### Introductions

- Recognition of Vestry and Officers
- Recognition of Retiring Vestry Members
- Recognition of Parish Staff

### Reports

- Senior Warden's Report
- Junior Warden's Report
- Treasurer's Report
- Locum Tenens's Report



*Our Annual Report is available at [stdave.org/annualreport](http://stdave.org/annualreport), or in print by request.*

### Core Values

**Necrology Report**

**The Doxology**

**Prayer for Mission**

**Blessing and Dismissal**

**Adjournment**

## Minutes of the 2025 Annual Parish Meeting

January 26, 2025

**Call to Order and Welcome:** Reverend Dr. Chuck Treadwell, Rector, ("Fr. Chuck") called the 2025 Annual Parish Meeting to order at 10:15a.m.

**Adoption of Order of Business:** Fr. Chuck reviewed the handout containing the Order of Business, called for a motion of adoption. A motion was presented, seconded, and approved, adopting the Order of Business. He noted that the full Order of Business, Annual Report and presentation from today's meeting would be available online.

**Invocation:** Fr. Chuck prayed the Invocation, BCP 818, and read St. David's Land and Labor Acknowledgment Statement: [stdave.org/adult-formation/st-davids-acknowledgement-statement/](http://stdave.org/adult-formation/st-davids-acknowledgement-statement/)

**Appointments:** Fr. Chuck appointed Lowell Keig, Parliamentarian and John Crow, Clerk.

**Approval of 2024 Annual Meeting Minutes:** The 2024 Annual Meeting Minutes were approved as presented in the 2025 Annual Report.

**Election Procedures:** The Parliamentarian read the election procedures and the qualifications and term requirements for both Members of the Vestry and Delegates to Diocesan Council.

Fr. Chuck introduced the candidates for both offices asking the candidates present to stand and be recognized.

• **Candidates for Election as Members of the Vestry:** John Fitzpatrick, Clare Knapp, Melanie Moore, Mity Myhr and Colby Simpson.

• **Candidates for Election as Delegates to Diocesan Council:** Joy Harris Philpott and Bill Landon. Bill Landon would fill an unexpired term of a retiring Delegate.

**Election Results:** The number of candidates running for each office equaled the number of vacant positions; therefore, all candidates were elected to their respective offices by a vote of acclamation.

### Introductions

• **Vestry and Staff:** Fr. Chuck recognized the Vestry, its officers, and the church staff and expressed his gratitude for their service and the many staff accomplishments.

• **Retiring Vestry members:** Sandi Boone, Gay Gillen, Bess Carsner, Jim Norman, George Zwicker were presented a gift for their vestry service.

Fr. Chuck noted a special calling and contribution of each.

• **Building Committee:** Members of the Building Committee were asked to come forward. Each member was presented a framed photo of the renovated church set in a glass frame footed by a crafted portion of the old flooring.

**Ministry Focus:** "2025: Preparing the Way for the Future"

• Fr. Chuck called attention to the ministry reports and highlights provided in the program. He said that these data indicate the positive impact St. David's has in the lives of our parishioners and communities.

• Fr. Chuck noted that the 2024 Ministry Focus was "The Year of Discernment." He highlighted the accomplishments including the ministry discernment activities during Lent, then in the Summer, the Project 32 discussion groups, culminating in a combined staff and vestry meeting in November to synthesize the information to inform an actionable plan.

• Fr. Chuck named the 2025 Ministry Focus as "Preparing the way for the Future." He described elements of ministry focus woven into Lent, the great fifty days of Easter, Summer and Fall. He noted that the sudden loss of garage revenue, which we will cover in our finances, will inform not if but how we move forward. He explained that program budgets are thin and that new ministry ideas will require sponsorship and volunteers.

### Reports:

*Our Annual Report is available on-line by following this link: [stdave.org/annualreport](http://stdave.org/annualreport).*

### Senior Warden's Report – presented by George Zwicker

The Senior Warden reflected on accepting the role amid personal hardship and expressed gratitude for the opportunity to serve, noting God's faithfulness throughout the year. In 2024, St. David's celebrated significant achievements in worship, ministry, partnerships, and recognition, while also facing challenges including staff reductions, facility needs, security concerns, and a substantial parking revenue loss. Despite these difficulties, the church continued its good, impactful work because as a people of God, you are willing to say "yes" to God's call. He noted that in the upcoming year, we all would be called to serve more, give more, and participate more.

## **Minutes continued**

He ended the report by asking the parish to prayerfully consider what God is inviting us to do - as when we say “yes” to God, our concerns and objections all get worked out.

### **Junior Warden’s Report – presented by Allison Marshall**

The Junior Warden reported that 2024 was a busy and productive year focused on campus maintenance, technology upgrades, landscaping, and security improvements. She especially thanked Jim Lamm, Michael Holder and the team of Sextons for keeping everything in working order. Major projects completed during the year included mechanical and elevator repairs, network, access-control, and phone system upgrades. Other projects included upgrading the church archives, small property enhancements, as well as landscaping and irrigation work. Allison recognized the Landscaping Committee for their work in 2024. Additionally, St. David’s hosted many large events, such as SxSW, World Music Encounters, to name a few. All events were a success due to the planning and project work by our facilities team. Allison described an increased number of security events around the campus. In response, St. David’s partnered with city and community organizations to implement enhanced security measures with positive results. She noted that we will continue to adjust patrols and campus operations as needed and prioritize needs with cost savings.

### **Treasurer’s Report – presented by Jim Norman**

**Church Finances:** The Treasurer reported that St. David’s continued its post-pandemic financial recovery in 2024, with total revenues exceeding budget by \$201,014 due to strong pledge and offering income, including a notably strong December. A significant concern for 2025 is the unexpected loss of parking garage revenue: following a renegotiation with Metropolis due to reduced downtown parking demand, monthly lease payments decreased by \$20,667, resulting in an estimated annual revenue loss of approximately \$248,000. On the expense side, there were increased personnel, facilities, IT, and security expenses. Three positions were eliminated to address payroll costs, yet some temporary help was needed which partly offset the savings in 2024. These positions will better position the 2025 payroll budget. Due to the strong giving in December, the church closed FY 2024 with a small deficit of \$13,142, which was covered with available cash reserves.

**2025 Budget:** The 2025 budget projects a modest surplus of just over \$3,000, made possible by a one-time \$382,500 supplemental distribution from the St. David’s Church

Foundation to offset a projected shortfall largely driven by reduced parking garage revenue and rising expenses. Without this gift, the budget would reflect an estimated \$380,000 deficit. Looking ahead, the vestry’s 2025 focus will be to explore areas to stabilize finances by starting the 2026 budget planning now and seeking opportunities on both the revenue and expense sides of the budget. Areas of focus will be increased pledging and stewardship, expanded hospitality/space lease revenue with the Austin Convention Center’s temporary closure, and a marketing evaluation of how to increase revenue from the parking garage space. On the expense side, a review by department will occur.

### **Rector’s Report – presented by Rev. Dr. Chuck Treadwell**

In 2024, St. David’s focused on discernment, encouraging individuals, ministries, and the congregation to seek clarity about God’s call and the church’s future. The parish supported Pastor Angela in her own discernment, celebrating her path to the Episcopate, while preparing to welcome a new associate rector with unique gifts. Throughout the year, vital, life-giving ministry continued alongside our discernment, ensuring that service, outreach, and community life remained strong. Looking ahead to 2025, the Rector noted the financial challenges we face. He asked all to pray and discern how they can help the church’s 2025 financial position, to pledge or increase your pledge. Fr. Chuck emphasized moving forward with renewed clarity, being faithful to God’s guidance, and continuing to live out the church’s mission in action. For we are of one Body, one Spirit, and there is One God calling us forward.

Fr. Chuck recognized Lilliana Pierce, the Executive Assistant to the Rector. He noted that the annual report, including ministry reports, is on-line. Lilliana can provide a hard copy of the report upon request.

**Announcement of Sr. Warden:** Fr. Chuck announced that John Crow will be the 2025 Senior Warden.

**Meeting Close and Adjournment:** The meeting closed with the reading of the Necrology Report, the singing of the Doxology, and a prayer for mission work. Fr. Chuck provided a blessing and dismissal to conclude the meeting. The meeting adjourned at 11:05am.

Respectfully submitted,  
John Crow, Clerk

**Election  
Procedures for  
St. David's Church  
Robert Summers,  
Parliamentarian**

The Canons of the Diocese of Texas provide that "Persons at least 16 years of age, who are enrolled confirmed communicants in good standing of the Parish, are entitled to vote for members of the Vestry and upon all questions requiring the action of the Congregation, but none shall be admitted to serve as members of the Vestry except those who are at least 18 years of age."

Under the Canon, St. David's has decided that in most years 15 qualified persons shall serve three-year terms on the Vestry, five of whom shall be elected each year. However, in this transition year Bishop Doyle has given us special permission for John Crow to serve one additional year, and so we will elect four new Vestry members today. Based on the approval of this meeting's Order of Business by a two-thirds vote, this year's election will take place electronically.

A member of the Vestry having served a three-year term shall not be eligible to re-election until one year has passed after the end of the member's term. Only those present at the Annual Parish Meeting are entitled to cast a ballot. Voting by absentee ballot has not been authorized. All elections, by Parish tradition, are determined by those receiving the highest number of votes within the field of eligible nominees. A majority of those voting is not required to elect.

As to Council Delegate elections, the Parish is entitled, under the Canon, to elect four Lay Delegates. Elections may be either by the Vestry or at the Annual Parish Meeting, as the Vestry may determine, unless one of these methods has been stipulated at an Annual Parish Meeting. By Parish tradition, persons elected Lay Delegate serve four-year terms with one position being filled each year. By Canon, the Rector is authorized to fill any vacancy in the Lay Delegation at the time Council meets by appointment from parishioners who meet the qualifications.

**Vestry Nominees**

**LAURA HERNÁNDEZ-  
EHRISMAN**



My name is Laura Hernández-Ehrisman, and I have been attending St. David's for the last sixteen years.

I regularly attend Adult Formation classes, HOME (Hispanic Outreach Ministry and Education committee), the Grants Committee and the Advocacy Committee. In the past I have attended several Journey groups. I sing regularly with the Bethell Family Singers, and before that I was very active in the Singers choir. I help put together the service to Our Lady of Guadalupe, the Día de Los Muertos altar and the Posada.

I am an educator and public historian, specializing in Texas history. I am an Assistant Professor of Instruction at the University of Texas at Austin, and I have a PhD in American Studies from the University of Texas at Austin. I have used my expertise to conduct oral histories with parishioners. I served on the committee for the 175th Anniversary celebration, conducted research and gave several presentations about St. David's history. In the last several months I have served on the Parish Profile committee. I have also presented occasionally in Adult Formation classes and led a journey group.

I have a deep love for this parish. My children have grown up here, attending Sunday school and the children's choir, my husband has served in many capacities, now leading the Sunday morning meditation group. St. David's feels like a second home for us. This year I was honored to be asked to step in to serve in the Vestry to replace a member we recently lost, and I have greatly enjoyed the opportunity to serve in this new capacity. I feel called by God to continue this work, hoping that my knowledge of St. David's past and present can contribute to building a vibrant future for our beloved parish.

**DIANE MAZUCA**



As a member of St. David's for over 25 years, I continue to be amazed by the compassion, generosity and inquisitiveness of my fellow parishioners. I have had the opportunity to participate in various roles that have deepened my spiritual & community life.

I feel called to serve as a Vestry Member, believing that my experience will help provide leadership at a time when our church is transitioning to a new Rector. I recognize the importance of listening to, and communicating with, parishioners. These conversations are vital in assisting the Vestry in developing policies that support our stated Mission.

I am a greeter, an usher and a member of the Altar Guild, services in support of the Church that have introduced me to many of my fellow parishioners. I appreciate working on activities associated with the Community Engagement and Advocacy Committees, as well as the HOME ministry. This work has given me an opportunity to engage with fellow parishioners in actions of importance to our greater community.

I value the various classes that St. David's offers and eagerly participate. These classes & book clubs help me grow my spiritual life and expand my knowledge.

I am a mentee for students through Breakthrough Central Texas and ACC. I volunteer at El Buen's Food Pantry and am a member of its Program Committee and provide, as part of Foundation Communities, tax preparation assistance to low-income people. I belong to several book clubs and an avid San Antonio Spurs fan.

I hold a BA from the University of Texas at Austin and an MPA from Harvard University. I have skills in budgeting, finance, legislation, writing, research, and project management.

## **Diocesan Council Delegate Nominee**

### **JOHN ORTON**



I am John Orton and am deeply honored to apply for the Vestry. My wife Terri and I have belonged to St. Davids for nearly a decade, joining not long after Father Chuck became rector. I am originally from the Midwest but have called Austin home since 1979. Terri and I have two children, Ryan and Claire (an Aggie and a Longhorn), and we have two new grandsons, both under three years old. Outside of work, I enjoy hiking, music, sports, and reading.

I have served on the St. David's Finance Committee for most of my time here, which has prepared me to step into this role. I serve as an usher and lector at 9 am services. I attend our Men's Group activities and retreats. I have worked as a Supper Club volunteer at Arbor Terrace for many years. I have volunteered at Trinity Center over the last year, even learning to deep fry chicken along the way! I have also served on ramp builds and am a new member of the Prime-Timers. I also served on the board of The Arc for over a decade, and I am a member of ACE and ABBA faith groups.

By day I lead Enterprise Risk Management for UFCU, and I also served in a CFO role for several organizations for over two decades. I am a UT graduate with BBA and MBA degrees, and I am a CPA. My volunteer and professional background will help me serve you well on our Vestry.

With the pending Rector change and continuing challenges for urban churches, we are at a critical time. Ensuring that St. David's remains on a sustainable path for the future is my number one priority. Perfectly aligning my interests and experience with what God is now calling me to do.

### **DEREK PANG**



Derek and his family have worshipped regularly at St. David's since 2008. He and his wife, Elizabeth, have two teenaged sons and two pandemic cats. Derek has participated in various ministries at all the parishes he's been a member, including serving as a lay eucharistic minister and reader, youth leader and choir accompanist, rector nominating committee member, and the stewardship chair at a church plant. He's completed the Education for Ministry program and hopes to one day retake this course of study and reflection.

Shortly after arriving at St. David's Derek helped the young adults group get off the ground, assisted with the newcomer's ministry and youth group, and built-up arm strength in the bell choir. More recently, he's been an ardent supporter of the Laundry Love ministry, attended the Crail C Sunday lectures, and served on the Project 32 and Search Profile committees.

Professionally, Derek has spent much of his career wrangling and storytelling with data and is currently an analytics manager for a senior living referral company. Derek feels he's called at this time of change in our parish, and in the uncertain world outside of St. David's, to take on the sacred responsibilities of church leadership. He hopes to bring his formation as lifelong Episcopalian and experience in communicating with data to inspire empathetic, compassionate, and data-driven decision making on the Vestry.

### **BILL LANDON**



Hi, my name is William Landon, and most of you know me as Bill. I am submitting to be nominated as a delegate to the Diocesan Council. I have been a member of St. David's, coming up on four years this fall, and love the church and my fellow parishioners. I am quite active at the church and involved in several ministries.

Most people know me as a Lector, Eucharistic Minister, or cook at Thursday lunches. I work in the kitchen with Chef Ray quite frequently and dust off my carpentry skills with Rex on the ramp builds once a month when able. I greatly enjoy the work I get to do with Kelsey and the youth at formation on Sunday mornings and all of the lock-ins and retreats.

I am continuing on my discernment journey for the priesthood and have gotten support from my discernment committee, Father Chuck, Mother Hope, and the vestry as well as the rest of the clergy, lay people and congregation. I am continually delving deeper into my church life, prayer life and church community. I served at Diocesan Council last year and would be honored to serve a longer term, allowing me to support the diocese as well as continuing to learn more about the inner working of our church system in hopes of being of even better service in the future.

## Vestry Members

2026



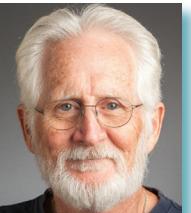
JOHN CROW  
SENIOR  
WARDEN



PENI ELLIS



LAURA  
HERNÁNDEZ-  
EHRISMAN



RICK PATRICK  
JUNIOR  
WARDEN



JOE SANCHEZ

2027



MATT  
CARLBERG



MEG ERSKINE



BUNNY NEIBLE  
TREASURER



DAN SALTER



JC SANDERS  
CLERK

2028



JOHN  
FITZPATRICK



CLARE KNAPP



MELANIE  
MOORE



MITY MYHR



COLBY  
SIMPSON

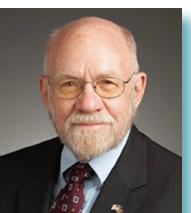
## Diocesan Council Delegates



BILL  
LANDON  
2026



LAURIE  
EISERLOH  
2027



TOM  
GEBHARD  
2028



JOY HARRIS  
PHILPOTT  
2029

## St. David's Core Values

### SEEK AND SERVE

Actively pursue a relationship with God and God's people, discerning how God is calling you to learn, serve, pray, worship, and mature as a member of the Body of Christ.

### BE AUTHENTIC

Bring your full and true self and all your gifts to the work of the Kingdom of God.

### EXPERIENCE GRACE

Receive God's grace and share God's grace with others.

### CONNECT AND COMMIT

Become regularly involved in at least a small group, formation, or service ministry. Provide financial support as a regular part of your life at St. David's.

### ENGAGE BOUNDARIES

Seek God on the margins, not just where it is safe. Expect God's love to pull you to an uncomfortable place so you can grow and help the world grow.

### SHARE

Let people know you are part of St. David's by using car stickers, sharing sermons, social media posts, etc. Invite friends to come to church with you.



*The Judge's Window, installed 1898*

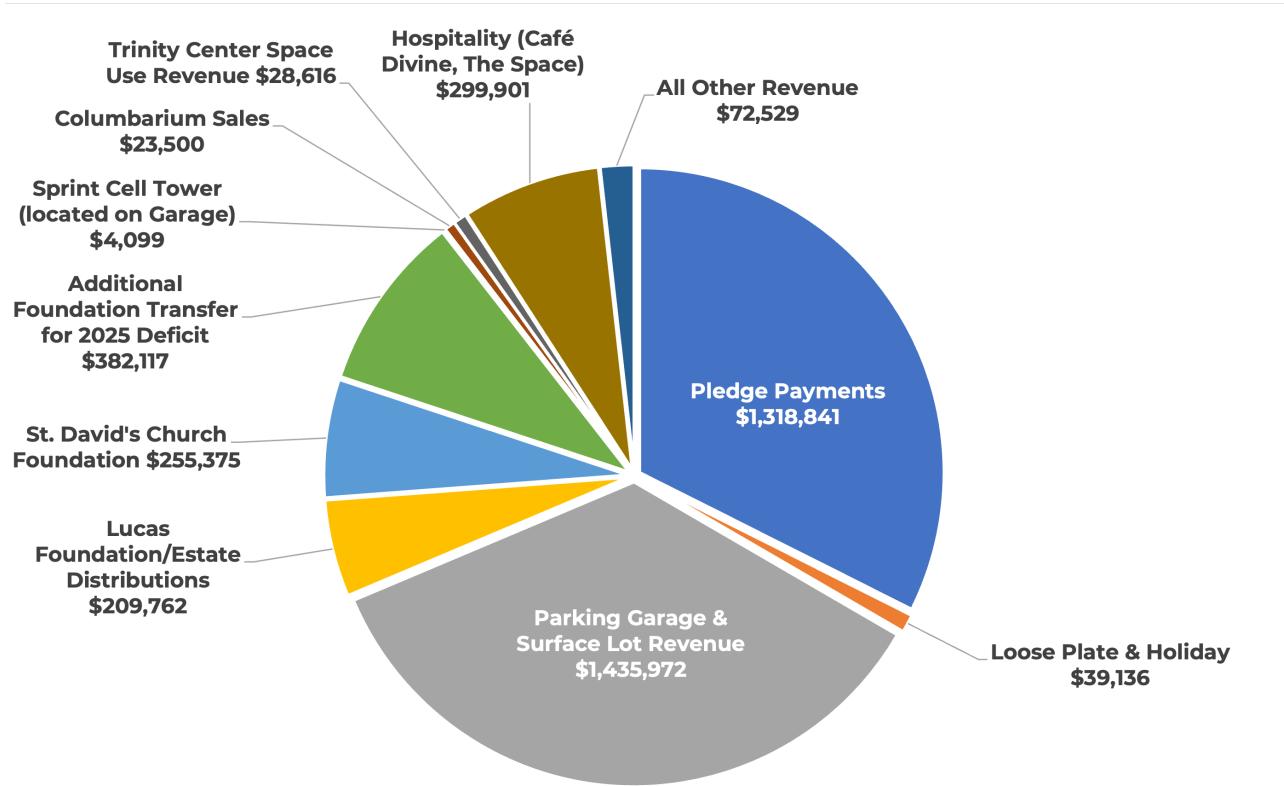
## Parish Financial Summary

### 2025 PARISH FINANCIAL SUMMARY

	Unaudited <u>2025 Actual</u>	2025 <u>Budget</u>	2026 <u>Budget</u>
<b>REVENUES</b>			
Pledge Payments	\$1,318,841	\$1,600,000	<b>\$1,700,000</b>
Loose Plate & Holiday	\$39,136	\$35,000	<b>35,163.55</b>
Parking Garage & Surface Lot Revenue	\$1,435,972	\$1,588,000	<b>\$1,380,000</b>
Lucas Foundation/Estate Distributions	\$209,762	\$106,200	<b>\$109,600</b>
St. David's Church Foundation	\$255,375	\$255,000	<b>\$326,785</b>
Additional Foundation Transfer for Deficit	\$382,117	\$382,500	<b>\$0</b>
Sprint Cell Tower (located on garage)	\$4,099	\$22,350	<b>\$22,360</b>
Columbarium Sales	\$23,500	\$3,000	<b>To Designated</b>
Trinity Center Space Use Revenue	\$28,616	\$43,350	<b>\$14,540</b>
Hospitality (Café Divine, The Space)	\$299,901	\$261,500	<b>\$290,987</b>
Next-to-New Distribution for Operating	\$0	\$0	<b>\$180,000</b>
All Other Revenue	\$72,529	\$52,800	<b>\$27,399</b>
<b>TOTAL REVENUES</b>	<b>\$4,069,848</b>	<b>\$4,349,700</b>	<b>\$4,086,835</b>
<b>EXPENSES</b>			
Clergy & Pastoral Care	\$28,129	\$35,000	<b>\$23,200</b>
Worship & Music Ministry	\$65,001	\$74,600	<b>\$89,680</b>
Formation Ministries and The Abbey	\$50,669	\$55,350	<b>\$55,100</b>
Community Engagement & Outreach	\$30,547	\$35,700	<b>\$37,850</b>
Hospitality (Café Divine, The Space)	\$106,452	\$93,300	<b>\$122,946</b>
Communications & Stewardship	\$44,359	\$40,000	<b>\$43,500</b>
Administration	\$409,368	\$361,900	<b>\$392,042</b>
Diocesan Assessment & Episcopal Support	\$388,884	\$379,884	<b>\$350,953</b>
Facilities	\$333,631	\$266,100	<b>\$326,950</b>
Utilities	\$176,434	\$232,500	<b>\$217,000</b>
Payroll & Benefits Expenses	\$2,585,022	\$2,746,351	<b>\$2,798,888</b>
All Other Expenses	\$35,409	\$25,900	<b>\$24,150</b>
<b>TOTAL EXPENSES</b>	<b>\$4,253,905</b>	<b>\$4,346,585</b>	<b>\$4,482,259</b>
<b>SURPLUS (DEFICIT)</b>	<b>(\$184,057)</b>	<b>\$3,115</b>	<b>(\$395,424)</b>

## 2025 Financials

### 2025 Revenues



### 2025 Expenses

