

# ST. DAVID'S EPISCOPAL CHURCH

## Vestry Meeting Minutes

November 19, 2025: 6:30p

**Location:** Vestry Conference Room, St. David's Episcopal Church

Attendees: John Crow, Laura Hernandez-Ehrisman, Rick Patrick, José Sanchez, Matt Carlberg, Meg Erskine, Bunny Neible, Dan Salter, John Fitzpatrick, Clare Knapp, Melanie Moore, Mity Myhr, Colby Simpson

Clergy: Fr. Chuck Treadwell, Mother Hope Benko

Staff: Jim Lamm

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### Vestry Meeting Agreements

1. *Keep Jesus between us.*
  2. *Equity of voice.*
  3. *Speak your truth.*
  4. *Be fully engaged, lessen distraction.*
  5. *Communicate with compassion. When things become difficult, turn to wonder.*
  6. *Presume positive intent.*
  7. *Begin and end on time.*
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- Opening of Compline – *Father Chuck*
- Trinity Center Annual Report – *Martha DeGrasse, Board Chair, Trinity Center*
  - In 2025 Trinity Center expanded operations by continuing the summer cooling center. Because the City of Austin did not fund summer cooling centers this year, Trinity Center had to dip into financial reserves. Impact, however, was significant with 5900 visits and 1800 showers provided.
  - Operations: Staff morale is good, the board is functioning well, pleased with executive director
  - Finances: At the beginning of 2025, the board made the decision to go into deficit spending because they did not receive an Austin Community Foundation grant. Board plans to avoid deficit spending in 2026 and make development a greater priority. They will apply for new foundation grants and expand the number of donors. To support this work they will create a development committee.
  - On behalf of the parish, the Vestry expressed its appreciation for Trinity Center. The parish profile survey indicated that many people mentioned how important Trinity Center is for them, often as one of the reasons people joined or remain at St. David's.
- Landscaping Committee Report & 2026 Budget – *Gay Gillen & Louise Pincoffs*
  - Chairs thanked the vestry for its support and discussed how the committee is using Allison Marshall's gift to add Pride of Barbados (her favorite) and native grasses San Jacinto & 8th Street.
  - In 2025 they addressed the need for irrigation in the beds on the surface lot and between the garage and the entry. A Fedora Foundation grant of \$10,000 supported this work and will help to address the beds around the historic sanctuary.
  - Plans for 2026: The committee is taking bids from local companies to help maintain the gardens: Lionel Gonzalez and ABC. The committee will ask for increased parish support and develop a clear protocol for working with staff.
    - They will request the formation of a Garden Guild to support the outside and a Property Guild to help advise on interior design. Proposes naming the Garden Guild for Allison Marshall. Fr Chuck will introduce Allison's brother to Mother Hope to consider proposals.
- Clerk's Report – *Mity Myhr, Clerk Delegate*

- Approval of October meeting minutes: approved unanimously
- Treasurer's Report – *Bunny Neible, Treasurer*
  - October Financials
    - Monthly Report as of October 31, 2025, Nine Months (83%) of Operating Year
    - Statement of Activities – Take Aways: October Pledge Commitments Approximately 50 percent lower than 2024.
      - This is an anomaly – Finance Committee is trying to understand reason for this
    - Plate Offerings On Track to Meet 2025 Budget
    - Departments' Expenses, collectively continue to be below budget.
    - Total Surplus (Deficit) – October 31, 2025
    - (\$102,956.98) 2025 YTD Total Deficit
    - (\$347,385.26) 2024 YTD Deficit October 3, 2024
    - \$286,448.00 2025 YTD Additional Foundation Deficit Support
    - (\$389,444.98) 2025 YTD Total Deficit Without Additional Foundation Deficit Support
      - The gap in our budget is due to parking garage revenue
  - Statement of Financial Position (Balance Sheet)
    - Provides an understanding of financial health, the ability to meet obligations, and overall worth.
    - Monthly Report as of October 31, 2025.
    - Total Assets = Total Liabilities + Fund Balances + Temporary Restricted
    - \$16,035,452.28 = \$160,022.47 + \$10,762,776.27 + \$5,116,653.54
  - Stewardship Update
    - Comparable to 2024 – a little lower in # of pledges (-31) – 2026 average pledge is \$750 more than last year – 13% new pledges – 61 increased pledges for 51% total of pledges received
    - Committee met to make calls to those who had not pledged
  - 2026 Draft Budget
    - Looking at a deficit budget for 2026. Asks vestry to consider the potential of the garage and hospitality committee to provide additional revenue. Vestry also needs to consider how to present to the congregation another deficit budget (3rd one), balanced with info about our cash in reserves. Not as a decrease in giving or extravagant spending, but due to the loss of the garage revenue.
    - 483,867.32 – 2026 Estimated Expenses Greater Than Estimated Income
    - \$3,950,432.44 – 2026 Budgeted Total Revenues
    - \$4,349,700.00 – 2025 Total Revenues
    - \$ 382,500.00 – 2025 Additional Foundation Support
  - Motion: Recommendation to Approve Air Garage as Operator
 

The Finance Committee recommends the Vestry approve that St. David's Episcopal Church enter into an agreement with AirGarage to operate the garage.

Approval of this action will provide the church a garage operator after December 2025. Metropolis proposed a new model which is no longer a lease agreement. After reviewing proposals from two other vendors, the Finance Committee agreed AirGarage is the best vendor to meet the church's needs of enhanced marketing, service support and pricing model.

    - Motion does not need a second because it is from the Finance Committee.
    - Motion Approved: unanimous
  - Motion: Vestry Recommendation to Foundation to Increase Distribution through 2028
 

The Finance Committee recommends the Vestry request the St. David's Church Foundation increase the annual Foundation distribution from 4 percent to 5 percent

for each of the years 2026, 2027, and 2028.

- Motion does not need a second because it is from the Finance Committee.
- Discussion was held. Increase distribution from \$60,000 to \$65,000 a year – the Foundation will make the final decision. Context: It was 5% when Fr Chuck arrived and it was decreased over time. The Foundation is doing well, making more than 5% a year, so it should not cause long-term damage.
- Motion Approved: Unanimous

- Next-to-New Annual Distribution

The Finance Committee recommends the Vestry designate annual Next-to-New distributions received by St. David's Episcopal Church be used for ongoing operations, to include maintenance and restoration of the Historic Church, church programs, and new initiatives that align with the church's strategic plan.

This motion is a change to language, broadening it beyond the restoration of the Historic Church and giving the Vestry greater flexibility in how we use the revenue.

- Motion does not need a second because it is from the Finance Committee.
- Motion Approved: Unanimous

- Jr. Warden's Report – *Rick Patrick, Jr. Warden*

- Facilities Report updates vestry on continuing projects.
- Modesty panels in front of front pews are correctly installed.
- Waiting on choir drop-down microphones, hoping to install before Christmas.
- Blue canopies on the surface parking lot installed.
- Elevator passed inspection, but doors are not working well, therefore they are still closed.

- Rector's Report – *Father Chuck*

- HR Update

- Progress on the adult formation position, will have new hire by the middle of December.
- Holt Haley Walker resigned due to family obligations. Liz McGee will help in the meantime.
- Hired a fractional CFO, as recommended by the auditor. He will work with N2N, Trinity Center, and bookkeepers full-time in November and December and then will move to part-time for a year.

- Next to New Update

- Pam O'Connor, rector's designate to Next to New, died at home peacefully in the night. Her funeral will be Saturday, 29th at 2pm.

- Locum Tenens / Transition Update – *Fr. Chuck & Mother Hope*

- Working on tasks/meetings together to develop familiarity with activities/responsibilities.
- Asked that Vestry encourage parishioners to help pastoral staff keep up with pastoral needs.

- New and Old Business

- Trinity Center

- Plans to renegotiate use of space agreement January 2026, asks vestry for 1 or 2 people to serve

- Task Force

- Needs to evaluate lease/revenue options for 1<sup>st</sup> floor space.
- Asks vestry for a chair, Rick & Jim will support.

- Diocese: Sustainable Church & Creative Care Taskforce

- With the environmental focus, John asked Colby to lead/work with diocese.

- Profile Committee: Update Parish Listening Sessions

- Search Committee launch/selection committee update

- 2 vestry, 2 slots remain for vestry, 5 people have applied – will need 12
- Will be included in the announcements in the services
- Will meet with Trinity, Woodlands about their recent experience for rector search

- 2026 Vestry election: recruitment of candidates
  - Put out letter to encourage volunteers/nominations for vestry
  - 4 slots to fill - discussed options
- Vestry Officers for 2026
- Upcoming Dates (Full calendar of events at [St. David's Calendar](#))
  - Nov. 26<sup>th</sup>: Thanksgiving Eve Service, Holy Eucharist, 7p, Bethell Hall (*followed by reception*)
  - Nov. 22<sup>nd</sup>: Angel Tree begins, Sumners Hall
  - Nov. 30<sup>th</sup>: Advent I
  - Dec. 5<sup>th</sup>: Deadline - Search Committee applications and call for 2026 Vestry candidates
  - Dec 7<sup>th</sup>: Advent Lessons & Carols, 11:15a, Historic Church
  - Dec 10<sup>th</sup>: Finance Committee
  - Dec 13<sup>th</sup>: Vestry Christmas Party, 7p, Treadwell home
  - Dec 17<sup>th</sup>: December Vestry Meeting
  - Dec 20<sup>th</sup>: Posada, 5:30pm
  - Jan 10<sup>th</sup>: Search Committee Training
  - Jan 11<sup>th</sup>: Fr. Chuck's last Sunday – one service and parish retirement celebration
- Close of Compline

**Vestry Meeting Dates** (*Vestry Conference Room, time: 6:30-8:30p. unless noted*)

Month & Date	Vestry	Finance (Bunny Neible)	Stewardship (Eric Malnassy)
May	May 28 <sup>th</sup>	May 21 <sup>st</sup>	May 7 <sup>th</sup>
June	June 25 <sup>th</sup>	June 18 <sup>th</sup>	June 4 <sup>th</sup>
July	July 23 <sup>rd</sup>	July 16 <sup>th</sup>	
August	August 27 <sup>th</sup>	August 20 <sup>th</sup>	August 6 <sup>th</sup>
September	September 24 <sup>th</sup>	September 17 <sup>th</sup>	September 3 <sup>rd</sup>
October	October 22 <sup>nd</sup>	October 15 <sup>th</sup>	October 1 <sup>st</sup>
November	November 19 <sup>th</sup>	November 12 <sup>th</sup>	November 5 <sup>th</sup>
December	December 17 <sup>th</sup>	December 10 <sup>th</sup>	
January	January 21 <sup>st</sup>	January 14 <sup>th</sup> (Combined)	

Vestry Members are encouraged to attend. Please drop the Chair an email if you plan on attending. Prior to all Wednesday meeting dates, join for Evening Prayer in Grace Chapel at 5:15p followed by dinner in Sumners' Hall at 5:30p.

**Vestry Members** (*by End of Term*)

2025	2026	2027
John Crow	Matt Carlberg	John Fitzpatrick
Peni Ellis	Meg Erskine	Clare Knapp
Laura Hernandez-Ehrisman	Bunny Neible	Melanie Moore
Rick Patrick	Dan Salter	Mity Myhr
José Sanchez	JC Sanders	Colby Simpson