

ST. DAVID'S EPISCOPAL CHURCH

Agenda: October Meeting of The Vestry

Oct 22, 2025: 6:30p

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

Attendees: John Crow, Dan Salter, Melanie Moore, Mity Myhr, Lauren Hernandez-Ehrisman, Joe Sanchez, Matt Carlberg, Bunny Neible, Penni Ellis, JC Sanders, Rick Patrick, Colby Simpson, and Clare Knapp

Clergy: Chuck Treadwell, Hope Benko, Kristin Braun

Staff: Jim Lamm

Vestry Meeting Agreements

1. *Keep Jesus between us.*
2. *Equity of voice.*
3. *Speak your truth.*
4. *Be fully engaged, lessen distractions.*
5. *Communicate with compassion. When things become difficult, turn to wonder.*
6. *Presume positive intent.*
7. *Begin and end on time.*

Opening of Compline – *Father Chuck*

Clerk's Report – *JC Sanders*

- Approval of September meeting minutes
- Motion made, seconded, no discussion. Approved.

Treasurer's Report – *Bunny Neible*

- September Financials

Statement of Activities (Income Statement)

Monthly Report as of September 30, 2025, Nine Months (75%) of Operating Year

Statement of Activities – Takeaways

Faithful Pledge Commitments Continue into the Fall

Plate Offerings On Track to Meet 2025 Budget

Departments' Expenses collectively continue to be below budget

Hospitality is implementing new deli and take-away counter service offerings.

Hospitality is currently running a surplus. If this trend continues, this department may begin to cover its payroll expenses.

Jim Roberts' estate fund for the organ was transferred in September.

Discussion regarding the Capital Campaign, with funds still coming in.

Total Surplus (Deficit) – September 30, 2025

(\$3,067.69) 2025 YTD Total Deficit

(\$286,493.00) 2025 YTD Additional Foundation Deficit Support

(\$289,560.69) 2025 YTD Total Deficit Without Additional Foundation Deficit Support

(\$425,594.46) 2024 YTD Deficit August 31, 2024

- Three-year Budget Planning update
 - Multi-Year Budget Planning
 - The Budget Working Group has preliminary budgets for 2026, 2027, and 2028.
 - \$430,325.93 – Estimated Expenses Greater Than Estimated Income
 - The Budget Working Group members focused in October on 2026 income.
 - Finance Committee proposes to have the budget ready for the Vestry to review starting in November.
 - Stewardship – Reached out to Eric Malnassy and the Stewardship Committee
 - Stewardship Strategies
 - Giving Projections
 - Stewardship Focus Throughout the Year
 - Vestry Leadership to Embrace and Cultivate Biblical Stewardship
 - Invite Congregation to Give Out of Sustenance
- Motions: Recommendations from Finance Committee:
 - Accept the 2024 Audit: The Finance Committee recommends that the Vestry of St. David's Episcopal Church accept the findings of the audit of St. David's 2024 Consolidated Financial Statements conducted by Bauer and Company.
Bauer and Company's 2024 Audit Governance Letter and Financial Statements are included as part of the Treasurer's report at the October 22, 2025, Vestry meeting. The Bauer and Company presentation at the September 17, 2025, Finance Committee Meeting is also included in the Treasurer's report at the October 2025 Vestry meeting.
 - Motion, no second needed because it is from the Finance Committee; no discussion was held. The Governess letter and the finance statement will be included with the minutes. Approved.
 - Approval of the St. David's employee health insurance premium cost-sharing: The Finance Committee recommends that the Vestry of St. David's Episcopal Church cover the increased cost of the 2026 employee-only medical benefit premiums.
The 2026 cost per employee is \$1,097. This increase over the current approved rate (\$1,035) results in a total annual increase of \$15,624 to 2026 payroll and benefits expenses for 21 employees. This amount is subject to change based on attrition, unplanned additions to staff, or life events that allow employees to modify their medical benefit elections.
 - Motion, no second needed because it is from the committee, discussion to clarify the motion. Approved.

Jr. Warden's Report – *Rick Patrick*

- Facilities Report
 - No updates on the handrail in the Historic Church
 - Looking for painters to paint an office
 - Lighting was installed
 - Choir microphones are still a work in progress
 - The blue canopy is being replaced in November
- Landscaping Committee Report
 - The committee discussed the \$50,000 gift to spend in the future. Discussion regarding their budget. It appears there is confusion around the budget, and it needs clarification from several groups.

Rector's Report – *Father Chuck*

- Father Chuck gave the Clergy Conference update.
- HR Updates: strong candidates for the position of Director of Adult Formation; this position should be filled soon.
- Update on Bishop Ryan's visit on 10/12. Great visit and fun Sunday.

New and Old Business

- St. David's Day School Report – *Fr. Kristin Braun*
 - Report and background information were shared about the financial situation of the Day School. The Board worked hard to clean up the finances and make appropriate decisions. The school is running at a deficit every month.
 - Ceasing operation at the end of this year will allow the Board to provide teachers with a severance when the school closes.
 - Motions: It is the St. David's Day School Board's recommendation to cease operations of the Day School on December 19, 2025.
 - The Day School will cease operations at the end of this semester (12/19/25). That will allow for at least one month of severance, with benefits to be paid to all staff, with extra severance given to those who have been employed for more than 1 year and more than 3 years. The Board has not yet made a full recommendation on the amount of severance, and welcomes the Vestry's input based on previous experience. Supporting documentation has been provided, which will show the financials for this process.
 - Discussion was held. Clarifications and a show of support to the Day School staff were communicated.
 - Motion comes from the Day School Board and does not require a second. The vote was taken and approved.
 - Communication to the school staff, school families, and parish was reviewed.
 - Motion to provide resolution letters for the Day School teachers. Seconded, and approved.
- 2026 Vestry Retreat – Tyrolia, Waco, TX, Friday, 2/20 – Sunday, 2/22
- Update on Parking Garage contract – *Jim Lamm*
 - Peak Parking Company has not provided a proposal. It appears they may no longer be interested in managing the garage.
 - Discussion regarding a change in the lease arrangement that outlines how the taxes will be paid on the garage. The new agreement will be brought to the Vestry for approval.
- Profile Committee: Parish Report and next steps – *Melanie Moore*
 - Review of the survey
 - Listening groups will be facilitated by Vestry. Lauren will provide training for the Vestry and a few other parish members to be prepared for Listening Groups. It is recommended to have a facilitator and note-taker. Training will be on Tuesday, October 28th, virtually. It will be recorded for anyone who misses it.
- 2026 Vestry election: recruitment of candidates
- EXECUTIVE SESSION: Rector Transition Items

Upcoming Dates (Full calendar of events at [St. David's Calendar](#))

- October 26th: Harvest Sunday, 10:30a (one service; parish lunch follows) •
- November 2nd: All Saint's Day (observed)
- November 5th: All Soul's Requiem, 7p
- November 7th – 9th: Men's Retreat
- November Vestry and Vestry Committee Meetings: see below

Close of Compline – *Father Chuck*

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

| Month & Date | Vestry | Finance (Bunny Neible) | Stewardship (Eric Malnassy) |
|--------------|--------|------------------------|-----------------------------|
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|-----------|----------------------------|-------------------------------------|---------------------------|
| May | May 28 th | May 21 st | May 7 th |
| June | June 25 th | June 18 th | June 4 th |
| July | July 23 rd | July 16 th | |
| August | August 27 th | August 20 th | August 6 th |
| September | September 24 th | September 17 th | September 3 rd |
| October | October 22 nd | October 15 th | October 1 st |
| November | November 19 th | November 12 th | November 5 th |
| December | December 17 th | December 10 th | |
| January | January 21 st | January 14 th (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 |
| Joe Sanchez | JC Sanders | Colby Simpson |