

**Vestry Minutes**  
**The Church of St. Michael and St. George**  
**6345 Wydown Blvd., Clayton MO 63105**

**Thursday 11/20/25**

**Vestry Members in Attendance:** Joe Sheehan, Bill Jenkins, Rachel Martens, Matt Aplington, Frankie Eichenberger, Gale Patterson, Lindsey Stokes, Rachel Hebisen, Rixey Ruffin, Cathy Sanders, Selby Graepel, Christine Johnson,

**Clergy:** The Rev. Andrew Archie, The Rev. Peter Speropulos, The Rev. Tom Albinson

**Staff & Guests:** Alexis Posnanski, Sonya York

## **PROCEEDINGS**

Fr. Albinson led a prayer for the mission of the Church.

All assembled gave thanks for the blessings in their personal lives.

### **Preliminary Presentation of Strategic Plan (Joe Sheehan, 2025 Strategic Planning Committee)**

- The Strategic Planning Committee has been working since June 2025 to assemble a strategic plan and SWOT analysis, informed by surveys as well as interviews with parishioners and staff.
- The Senior Warden summarized the strengths, weaknesses, threats and opportunities (SWOT) identified by the committee, which were utilized to develop the strategic planning priorities.
- The Strategic Planning Committee has been thoughtful and focused on conducting an honest evaluation of the current state of CSMSG, with a view towards advancing the parish and continuing to set even higher standards.
- The Plan will be circulated to the Vestry for input prior to being released to the broader congregation in order to ensure alignment on the priorities and accountabilities for execution.

### **Stewardship Report (Alexis Posnanski)**

- The Stewardship Campaign 2026 is wrapping up. We have received seven fewer pledges than last year, but the total amount pledged is slightly increased.
- Nearly 60% of pledging units increased their pledge, raising the average pledged per family.
- There were 19 new families who pledged this year. Alexis and Gale Patterson will be delivering a small gift to each new pledging families.
- We have secured over \$3M of the total new organ campaign goal of \$3.8M.
- The organ capital campaign will likely conclude in the first quarter of 2026, but the majority of families have not yet contributed, and should have an opportunity to do so.

- The organ installation project continues to uncover additional damage and repair needs in the building, which will be addressed via the capital campaign contributions.
- Alexis answered several questions from the Vestry about giving and engagement metrics.

#### **Proposed 2026 Budget (Sonya York)**

- The Vestry reviewed the proposed 2026 operating budget.
- Some revenue items in 2025 were unique and not expected to recur (e.g. tornado insurance proceeds).
- The proposed 2026 budget is otherwise largely flat as to both income and expenses.
- There are several open items to be finalized, including final insurance costs and modest salary increases.
- The proposed budget reflects a positive net operating income of \$106,919.

**RESOLVED: The proposed 2026 budget is approved, with additional discrete adjustments to be made by the Finance Committee to reflect inflationary items (Staff/Clergy cost of living adjustments and insurance), so long as such adjustments do not result in projected total net operating loss.**

This motion was moved, seconded, and passed unanimously.

#### **Junior Warden's Report (Frankie Eichenberger)**

- New tile is being installed in conjunction with the organ installation
- Naive wood restoration work is planned

#### **Senior Warden's Report (Joe Sheehan)**

- The Senior Warden thanked Vestry members whose terms are ending for their service to the parish over the past three years.
- The 2026 Vestry retreat will be rescheduled to a date that does not conflict with the Presidents' Day holiday to encourage full attendance.

#### **Rector's Report (Rev. Archie)**

- The Clergy are looking forward to the Christmas season and its associated special liturgies.

#### **Approval of August Vestry Minutes**

- The minutes were reviewed, moved, approved and accepted unanimously, with one correction. In the October meeting New Business discussion, the interview feedback was raised by Rachel Hebison, not Rachel Martens.

## **New Business**

- There will be a farewell reception for Laurie Brown after the 10:00 service on November 30. Rachel Hebisen inquired about how the work previously done by Laurie will be accomplished going forward. Clergy and staff have begun the process of seeking candidates to fill this open position. In the interim, Ushers will assist with some of Laurie's responsibilities on Sundays.
- Christine Johnson asked whether the Church's missions are contributing to alleviation of food insecurity based on current affordability concerns and unavailability of full federal SNAP benefits. The Vestry discussed the specifics of the several Hunger Ministry activities addressing these concerns, including doubling the meals available through the church. The Diocese is also addressing the loss of SNAP benefits through a number of programs and resources.

The Vestry adjourned with the Lord's Prayer.

Reviewed and respectfully submitted,

A handwritten signature in blue ink, appearing to read 'MA Aplington', written in a cursive style.

Matt Aplington, Clerk of the Vestry