

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

Thursday 8/20/26

Vestry Members in Attendance: Joe Sheehan, Bill Jenkins, Rachel Martens, Matt Aplington, Lindsey Stokes, Rixey Ruffin, Selby Graepel, Abby Castle Miller, Peter Smith, Diane Duncan, Cathy Sanders, Gale Patterson, Frankie Eichenberger, David Ott, Stephen Eisle, Will Springer

Clergy: The Rev. Fred Robinson, The Rev. Peter Speropulos, The Rev. Tom Albinson

Staff & Guests: Alexis Posnanski, Sarah Flesner, Claire Sease, Lindsey Steuber

A pre-meeting tour of the Rectory and newly refurbished youth space commenced at 5:30 p.m. A photograph was taken of the assembled Vestry with Fr. Robinson. The meeting was convened promptly at 6:00 p.m.

PROCEEDINGS

Fr. Albinson led the Vestry in prayer for guidance and wisdom in leadership of His church.

- The regular minutes of the June 2026 meeting were previously reviewed, moved, and approved via email and posted as written by unanimous consent.

Introduction of Sarah Flesner

Sarah has assumed the role of business manager formerly held by Sonya York. She recognized the big shoes to fill but has jumped into the role with enthusiasm.

Clergy Report (Fr. Peter & Fr. Tom)

- In July, Jess, Peter and Rachel, parishioners from St. Peters, and a number of college students took kids to Central Appalachia for the annual high school mission trip. The students performed amazing work in that community.
- Fr. Peter recommended the book *The Ragamuffin Gospel*, a life-changing book. Peter offered several copies of the book to be read and discussed.
- Fr. Tom highlighted the renewed focus on pastoral care brought by Fr. Fred. We will be launching a new lay pastoral care training program over a single full Saturday. Tentatively scheduled for October 17
 - Once trained, lay visitors will connect with and minister to the parish's list of approximately 90 members who are home bound or otherwise in need of pastoral care. In response to a question, clergy confirmed that this ministry may include additional training to administer communion.
- Small group notices and announcements have been posted. The Saturday morning group has been so successful that it may split into multiple groups

Strategic Initiatives Update

Preschool

- Going forward, the Vestry requests that reports and updates on the progress of the strategic initiatives to share those reports in writing with the Vestry beforehand. Then the Vestry can ask questions or have discussion about the updates after having reviewed them. Updates will be circulated by Marlene with the agenda.
- Gale offered to create a template for these updates.
- Claire Sease presented on the progress of the Pre-School Program.
- Claire suggested changing the name of the school to better reflect the current operations, programming and enrollment. The recommended new name is St. Michael's Preschool. All agreed that keeping the St. Michael's name is important to both the school and church community.
- There was additional discussion regarding a potential change of name to the St. Michael's Episcopal Preschool.
- A robust discussion ensued about avoiding mission drift between the church and the preschool, and the need for ongoing governance and oversight.
- There was a great deal of support for incorporating a religious education element into the curriculum of the preschool, regardless of whether the word "Episcopal" appears in the name of the school.

MOVED: That the name of the preschool shall be St. Michael's Preschool, to be used as appropriate with the tagline "a mission of the Church of St. Michael & St. George."

Motion fails 7-8

RESOLVED: That the name of the school shall be St. Michael's Preschool, and preschool admin will provide a later update on how to incorporate age-appropriate Episcopal curriculum into the school. The Vestry will revisit the curriculum and name within six months.

Motion passes with one nay and one abstention.

- Because of the closure of the SMEDS program, we lost our ISACS accreditation as of June 30.
- The school is now in the process of applying for license-exempt facility by the State of Missouri Department of Elementary & Secondary Education (DESE), a more rigorous accreditation standard.
- The initial inspection was conducted on August 7, and positive results.
- The sanitation inspection is scheduled for tomorrow.
- The fire inspection has passed.
- Total enrollment is 53 students, with approximately 9 spots available and multiple tours scheduled.
- For more information, refer to the written proposal and update (attached).

Communication

- The committee is working on additional communications channels to post and disseminate parish related information
- Updates further regarding the discernment process will be forthcoming after Fr. Fred meets with the Bishop
- The Sr. Warden is keeping the list of all names submitted for nomination to the discernment committee
- The Communication Committee is in need of additional members.
- The Vestry expressed sincere appreciation for the work of Stephen Eisle on the Vestry and in particular on the Communications team. He and Ian are relocating to Boston in September.

Connection

- Cathy and Lindsay are working on small groups; need more people to lead them
- Yoga and Evening Prayer small groups have both launched
- Working to establish another Bible study, as well as additional small groups
- Vision and Vino event upcoming.
- See attached report for additional information.

Administration & Governance

- The Sr. Warden had previously submitted two proposed changes to the parish By-Laws regarding eligibility to serve on the Vestry.
 - Recommendation 1 moves the eligibility from 1 year of parish membership to 3 years, and have pledged
 - Recommendation 2: aligns By-Laws to the Canons of Diocese of Missouri to allow for two consecutive three year terms
- We have been following the practice of Recommendation 2 for some time, and are now moving to align the By-Laws to our past practice and the diocese Canons.

RESOLVED (Recommendation 1): Members of the Vestry shall be lay Adult Communicants in Good Standing who have reached their majority, who shall have been a Member for at least three years and have pledged to the operating fund annually and fulfilled their pledge.

Recommendation 1 passes unanimously.

RESOLVED (Recommendation 2): The term of office for members of the Vestry shall be three years until a successor has been elected unless a person resigns or is removed. Unless a special circumstance exists no member of the Vestry shall be eligible to serve more than two consecutive terms.

The Senior Warden is eligible to serve two consecutive terms of three years and one additional year if special circumstances exist and the Rector recommends to the Vestry this exception to the normal terms.

Recommendation 2 passes unanimously.

We must next notify the Standing Committee of the Diocese of the proposed changes before they become effective.

Newcomers

- The Committee has identified some gaps in the newcomer process
- The first newcomer brunch was last Sunday
- Theology on Tap was recently attended by many newcomers, many of whom had different experiences with the onboarding process at CSMSG
- See attached report for additional information.
- We want to reinvigorate the idea that all church members are engaged in community service in some capacity, and the committee will identify opportunities for families and small groups to engage in this way.
- See attached report for additional information.

Stewardship Report (Alexis Posnanski)

- The Church will be having four gatherings hosted in the Rectory (joint Parish Life & Stewardship event)
 - Come and meet Fr. Fred, and his wife Linda, and allow parishioners to see the current condition of the Rectory
 - Dates are 9/22, 9/28, 9/29, 10/5
 - We will be fundraising soon for needed repairs
- Testimonial videos are ready to be filmed
- Stewardship will kick off with an anonymous \$5,000 plate offering
- Gale has been working with Alexis on a social media campaign for Stewardship, focused on questions about pledging
- Last year's focus was generational giving, and this year we will be focused on how pledge dollars align to the strategic plan (there is already strong agreement on the things we value as a parish, and we should help connect people's pledging to those priorities, e.g. music & worship)

Treasurer's Report (David Ott)

- David presented the last three months' income statements, through June 30
- Total pledges are better than expected on a sustained basis
- One-time expense items relating to tornado damage repairs to the Rectory and Wydown houses are inflating the expense lines for Rector/Clergy and Other
 - These expenses were funded by insurance proceeds received in prior periods, resulting in a timing mismatch
- Excluding one-time timing items, we are approximately \$175,000 above budgeted net income through the first half of the year
- See attached report for additional details.

Jr. Warden Report (Frankie Eichenberger)

- The Junior Warden report was circulated
- There is a second report on space planning by that committee
- A Rectory Restoration Committee has been formed
- Planning that the first floor will be offices that all parishioners need access to, including all priests
- Planning use of the tower for other groups
- There is a potential to utilize the former bookstore space for new vesting area
- The Committee has identified a suitably prominent location for the hanging of the Fr. Archie portrait
- Rectory has been inspected by ClearPath Property Inspections with a number of recommendations and escalated items (mostly electrical)
- Concerns have been raised about the light colored wood associated with the new organ installation. The Committee will explore options about how to better integrate the wood into the overall aesthetic of the church

Senior Warden Report (Joe Sheehan)

- The Senior Warden's remarks are reflected in his comments last Sunday and in the parish-wide email from this week.
- We will work with Fr. Fred to schedule an open Vestry town hall meeting on a Sunday for parishioners to come and ask questions or make comments. Targeting early Fall.
- Strategic initiatives reports will be circulated a week prior to Vestry meetings with the expectation that members have read them and are ready to discuss

Interim Pastor Report (Fr. Robinson)

- A clergy top priority has been working on pastoral care, particularly for the homebound.
 - Clergy can best assess the needs and preferences of these parishioners and make appropriate arrangements
- Daily morning prayer began three weeks ago.
- We have celebrated a number of feast days over the past several months, including the 250th anniversary of the United States, Feast of the Transfiguration, and the Feast of the Blessed Virgin Mary.
- Fr. Fred has been spending a lot of time meeting with individual staff members. There will be a staff retreat on 8/26.
- Attending lunches jointly with Alexis to meet parishioners

New Business

- There was a discussion regarding the need for the Vestry to establish a process to identify the upcoming Senior and Junior Wardens, both of whom are termed out at the end of the year. The Vestry intends to follow the Bylaws regarding this topic, including a nominating committee. Fr. Fred is engaged in conversation with both wardens on this topic.

Clergy and staff left the meeting at 8:30 p.m., with the exception of Fr. Robinson.

EXECUTIVE SESSION

- The Vestry discussed a confidential personnel matter and ratified certain related prior actions.

The meeting adjourned at approximately 9:30 p.m.

Reviewed and respectfully submitted,

A handwritten signature in blue ink, appearing to read 'MA Aplington', is written over the printed name.

Matt Aplington, Clerk of the Vestry

Vestry Meeting-August

Thursday, 08.20.2026

Proposal

We propose altering the name of St. Michael's Episcopal Day School to:

- St. Michael's Preschool
- St. Michael's Early Childhood Program
- St. Michael's Episcopal Preschool

This change more accurately reflects the children and families we currently serve while providing greater clarity to prospective families and the community.

Since our program now serves infants through preschool-aged children, the term "Day School" no longer accurately represents our educational offerings. The name "Preschool" clearly communicates our focus and aligns with our mission.

This change will:

- Better reflect our current program and enrollment.
- Reduce confusion for prospective families.
- Strengthen marketing and enrollment efforts.
- Preserve the trusted St. Michael's name and Episcopal identity.

This change will not:

- This proposal is a change in name only. Our mission, Episcopal values, educational philosophy, and commitment to providing exceptional care and early childhood education will remain the same.
 - Our mission at St. Michael's Preschool is to nurture wonder and joy through developmentally appropriate hands-on learning experiences for infants through 5-year-olds.
 - We value joy, wonder, and nurturing the whole child.
 - At St. Michael's Early Childhood Program, we believe young children learn best by doing. Through hands-on, sensory-rich experiences, children are encouraged to explore, wonder, create, and make connections with the world around them. Inspired by the Reggio approach, we provide an
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inquiry-based environment where children feel a strong sense of belonging and grow in curiosity, confidence, and joy.

- Our teachers intentionally create developmentally appropriate experiences that support the whole child—intellectually, creatively, physically, and socially-emotionally. Through play, movement, art, music, language, sensory exploration, and meaningful interactions, children are given opportunities to learn through their senses and express their understanding in many ways.
- Above all, we want children to feel safe, valued, and excited to learn. We believe that when children are given the space to explore with wonder and joy, they develop a strong foundation for lifelong learning.

The administration recommends approval of the name change to St. Michael's Preschool. This updated name reflects who we are today while positioning the program for continued growth and success.

License Exempt Update

Overall update

- Because of the closure of the K - 6th program, we lost our ISSAC accreditation effective June 30. In April, we began the process of becoming a license-exempt facility in the state of Missouri. License-exempt status is different from licensed due to the parameters that are held. This certification has more strict guidelines than our prior accreditation and requires specific guidelines that we are working through as a program.

Inspection Update

- The initial inspection was on Friday, August 7th and it went really well!
 - a. There were a few things that we needed to correct and complete all of the faculty and student paperwork but overall we are set to pass once that is completed.
 - b. Once sanitation passes the program, then St. Michael's will be fully license-exempt and then we will be revisited once every year
- The Fire and Safety inspection was on Tuesday, August 18th
 - a. After a walk through, we received our pass and we will reconnect with them next year
- The Sanitation Inspection is tomorrow August 21st and any follow up action plans will be implemented if need be

- a. We have shifted classrooms in order to accommodate the amount of sinks needed to be in compliance with DESE
- b. We will be ordering a portable sink that is estimated to cost about \$2,500-\$3,000
- c. This is a temporary solution but we have a plan to install a sink in one classroom per the sanitation inspection requirement over one of the holiday breaks (Thanksgiving or Christmas Break) This will cost roughly about \$10,000

Program Update

We currently have 53 students enrolled in our program as of August 20th, 2026. We are still currently enrolling and have a tour coming next Friday.

- Billed tuition amount is projected to be \$925,423.76
- Billed supply fee is projected to be \$18,000
- The total together is \$943,423.76
- The projected health program amount is \$44,060.28 for the 2026/2027 school year
- The projected salary cost of the program \$865,809
- The projected net income \$33,554.48

How often would you like to see this information and would you like to see anything else?

CHURCH OF ST. MICHAEL AND ST. GEORGE

Strategic Plan Focus Area: Connection

Vestry Report

August 2026

Submitted by: Cathy Sanders and Lindsay Steuber

Connection is fostered by sense of belonging

As outlined on page 11 of the strategic plan, Connection is one of my focus areas within the top priority section. This area is centered on addressing, establishing, and nurturing small groups; designing mechanisms for broader small group involvement; and considering a breakfast program. This report summarizes the progress made to date and where we are continuing to explore next steps

1. Strategic Plan Goals

The Connection focus area calls for us to:

- Address, establish, and nurture small groups across the parish
- Design mechanisms that make it easier for members to find and join a small group.
- Consider a breakfast program as an additional connection point.

2. Current State

Goals into practice:

- Launched a Yoga & Evening Prayer small group. The first gathering, held a week ago, drew 15 attendees and 8 children. A second session held Monday night drew 9 attendees.
- Currently gathering members to launch a small group Bible study.
- Promoting existing creative groups, such as Vision & Vino, to raise visibility and participation
- Exploring options for a Mommy & Me / Adults & Me style course; still working to identify the right fit and course to offer.

We are continuing to explore other options for small group formation and mechanisms for involvement, including the potential breakfast program. Lindsay has met with staff from other

3. Next Steps

- Continue building on the strong early turnout for Yoga & Evening Prayer, and monitor attendance as the group settles into a regular rhythm.
- Finalize the small group Bible study roster and set a start date (aiming for late September)
- Identify potential Mommy & Me / Adults & Me teacher.
- Finalize plans and promote Vision & Vino to grow attendance.
- Evaluate feasibility and interest for a breakfast program.
- Develop a simple, repeatable mechanism (e.g., a sign-up point or online listing) so members can more easily discover and join small groups.

CHURCH OF ST. MICHAEL AND ST. GEORGE

**Newcomers Committee
Vestry Report**

August 2026

Submitted by Will, Peter, and Lindsay

Community is fostered by service & belonging

Since our committee meeting on July 15, 2026, we have moved several initiatives from discussion into practice, hosted our first Newcomers Brunch, and continued to build the case for service and belonging as a third foundational pillar of parish life, standing alongside our love of traditional Anglican liturgy and heavenly choir music. This report summarizes what has been implemented, what is underway, and where we would welcome the vestry's guidance.

1. Current Status

One gap was identified, the space between a newcomer's first welcome and their full integration into parish life, is where we have focused our early efforts. The following changes are now in place:

- Greeters have begun training to follow newcomers into the Great Hall after the service, rather than dispersing, so that conversations started at the door continue.
- We will identify & train parishioners and staff to be strategically positioned as wayfinders, directing visitors to the main church, St. George's Chapel, the nursery, and the Great Hall.

These are early-stage, low-cost changes, and we are already seeing more newcomers make it into the Great Hall after the service rather than leaving directly from the nave.

Process for newcomers:

- 1) Visitor fills out form
- 2) Clergy reaches out, communicates with Parish Life
- 3) Parish Life reaches out for coffee and connects CYP or anyone else who could be helpful

2. First Newcomers Brunch — Held This Fall

We are pleased to report that the inaugural Newcomers Brunch has taken place, fulfilling the goal set at our July meeting.

Brief remarks were delivered by Vestry members, Fr. Fred, and Alexis, giving newcomers a well-rounded picture of parish leadership and ministry life. Eleven RSVPs represent a solid foundation for this event, and we see clear room to grow attendance as the brunch becomes a recurring, anticipated fixture.

3. Reinstating Newcomer Pairing

We are recommending the vestry support reinstating the practice of pairing newcomers with an established member or family, to guide successful integration into the fullness of parish life. This complements the brunch: the brunch provides the introduction, and pairing provides the ongoing relationship that carries a newcomer from a first visit to genuine belonging.

4. Broadening Ministry Engagement

A consistent theme from our discussions is that hospitality and service should not live only inside a committee or program, nor be directed only at newcomers, every member of CSMSG has a standing invitation to join the ministry of welcoming hospitality. To make that practical, we are pursuing multiple avenues for members to learn about and engage with parish ministries:

- Regularly highlighting individual ministries, on a rotating basis, so the full breadth of parish activity is visible over time.
- Revisiting the format of the annual Ministry Fair. It reliably draws strong foot traffic through the Great Hall, but converts relatively few of those visitors into actual sign-ups and ongoing commitments. This year a few ministries will be showcased on Sundays in the Great Hall.

5. Service Initiatives Under Discussion

Time, Talent & Treasure

We recommend reintroducing the phrase and concept of offering Time, Talent & Treasure to the parish, as a fuller framing of stewardship than financial giving alone. Peter has raised a fair question worth vestry input: how do we integrate this into Annual Stewardship messaging without inadvertently softening the case for continued, increased pledging support?

St. Michael's Houses and Habitat for Humanity

We propose redirecting the resources of the St. Michael's Houses ministry toward hands-on partnership between the parish and Habitat for Humanity. This would build a spirit of shared service while creating a natural, ongoing point of integration between new and established members; particularly young families looking for tangible ways to participate in service missions.

Peter shared that his own path into wider parish involvement began in 1983, assisting Joe Sheehan install a fiberglass shower surround at a north city St. Michael's House rehab project — a reminder that a single hands-on service project can be the entry point into a lifetime of engagement.

6. Next Steps

- Continue and formalize greeter training for Great Hall follow-through.
- Identify and train wayfinding volunteers/staff for high-traffic Sunday points.
- Draft a proposal for reinstating newcomer/member pairing..

Respectfully submitted by the Newcomers Committee — Lindsay, Will, and Peter.

Year-to-Date

	YTD Actual	Year Ago Actual	YTD Budget	vs Yr Ago	vs Budget
Pledges	\$ 1,225,589	\$ 941,848	\$ 1,010,559	\$ 283,741	\$ 215,030
Other Support	\$ 143,670	\$ 141,175	\$ 151,170	\$ 2,496	\$ (7,500)
Little Dragons	\$ 511,632	\$ 335,904	\$ 529,827	\$ 175,729	\$ (18,194)
Other Revenue	\$ 61,055	\$ 3,102	\$ 44,494	\$ 57,953	\$ 16,562
Net Assets Released	\$ 393,837	\$ 444,096	\$ 299,968	\$ (50,259)	\$ 93,869
Total Revenues	\$ 2,335,784	\$ 1,866,125	\$ 2,036,017	\$ 469,659	\$ 299,767
Rector/Clergy	\$ 628,921	\$ 486,999	\$ 470,724	\$ 141,922	\$ 158,197
Music/Worship	\$ 274,140	\$ 208,438	\$ 207,227	\$ 65,702	\$ 66,913
Administration	\$ 674,549	\$ 474,690	\$ 753,112	\$ 199,859	\$ (78,563)
Diocesan	\$ 91,550	\$ 95,412	\$ 95,412	\$ (3,862)	\$ (3,862)
Little Dragons	\$ 433,297	\$ 321,059	\$ 420,304	\$ 112,238	\$ 12,992
Youth	\$ 38,508	\$ 38,537	\$ 41,684	\$ (29)	\$ (3,176)
Stewardship	\$ 98,741	\$ 96,754	\$ 98,926	\$ 1,987	\$ (185)
Other*	\$ 423,562	\$ 205,066	\$ 225,686	\$ 218,496	\$ 197,875
Total Expenses	\$ 2,663,266	\$ 1,926,953	\$ 2,313,075	\$ 736,313	\$ 350,191
Difference	\$ (327,482)	\$ (60,829)	\$ (277,058)	\$ (266,654)	\$ (50,425)

Other Includes: Parish Life, Vestry, Communications, Children's Programs, Parent Programs, Wydown Houses, Outreach, and Misc.

1. Pledges are much better than expected, and we believe they will be sustained through the rest of the year.
2. Rector/Clergy is high because we spent \$113k repairing the rectory with insurance proceeds received last year (timing issue).
3. Higher Other costs are due to \$116k of spending on the Wydown houses with insurance proceeds received last year (timing issue).
4. Removing the insurance/spending issues, the YTD loss is ~\$100k, up \$38k from a year ago, and \$178k over budget.