

Vestry Meeting Minutes
St. Matthew's Episcopal Church
330 N. Hubbards Lane
May 19, 2026

Members Present: Kelly Kirby, Bill Beam, Chris Newton, Rob Peck, Penny Shaw, Melissa Klassen, Patricia Enriquez, Phil Eschels, Heather Duffy, Robin McNally, Susie Thomas, Tim Bowman-Jecmen, Diane Kyle, David Lee, Jessica Roufus, Emerson Niehaus.

Also present: Suzanne Barrow, Edie Nixon, Jason Lewis.

Expected Absence: Neville Blakemore, Jr.

15 Vestry members were present, resulting in a quorum.

The meeting was called to order at 6:15 pm.

After the opening prayer, Robin McNally presented a reflection on the value of countering revenge and conflict with Christian love. As we enter Pentecost, which is a season of growth, we can choose to show love, forgiveness and grace to mediate the deleterious effects of anger and revenge.

There were no corrections to the April meeting minutes, which were accepted as presented.

Edie Nixon presented the Financial Report, first by reviewing the balance sheet.

- Edie, Joanne Coleman, and Kelly will meet with the representatives of Stockyards Bank next week to review the state of our finances and discuss investments.
- A graph was presented comparing income and expenses year-over-year.
- Currently we are over budget on pledges but expect it to even out over the summer.
- Q1 was marked by sizeable facility-related expenses.
- An anonymous donor gave a gift to the church, designated for staff support and to rectify salary insufficiency in 2026.

Robin McNally motioned to accept the Financial Report as presented, subject to financial review. Phil Eschels seconded the motion, which carried unanimously.

Penny Shaw reported on the last meeting of the Vision Implementation team. Following are their proposals:

- As the work is ongoing, combine the first two existing goals, 1) encouraging fellowship by improving participation in church-sponsored events, and 2) promoting the parish's creativity and highlighting uniquely St. Matthew's programs, into one goal (Goal #1).
- Add grief support activities as a benchmark of the existing Health Ministry (proposed Goal #2).
- Create a Wellness program for the parish (proposed goal #3).

Further to Parish Goal creation, Rev. Jason Lewis led a discussion on the process of establishing effective and achievable goals. He then facilitated a brainstorming session for the Vestry regarding 2027-2028 parish goals. The Vestry had numerous good suggestions for intergenerational wellness activities, as well as community building within the congregation. The Vision Implementation team will review the results to craft a goal recommendation to present to the Vestry for approval at the next Vestry meeting in July.

Rob Peck reported on behalf of the Buildings & Grounds Committee.

- The church will use American Roofing moving forward for all roof-related maintenance and repairs.
- Catherine Banks is revising the to-do list for the Committee.

Phil Eschels reported that he and David Lee met with the Rector after April's Vestry meeting to address right-sizing staffing and compensation within the parish. Kelly's biggest staffing concern is the lack of weekend cleaning people. Also of significant concern is that the Rector has not received any salary increase in a number of years. The anonymous gift, reported in the Financial Report, was designated by the donor to be used to address these two shortfalls for the 2026 budget year.

Moving forward, the onus will be on the Vestry and congregation to raise sufficient funds during the Stewardship campaign to meet all of our financial needs in 2027 and beyond. Robin McNally made a motion to accept the anonymous gift to be used as designated by the donor. Heather Duffy seconded the motion and it passed unanimously. Some discussion ensued about the need for additional information to establish what the budgetary needs will be for next year.

Kelly gave her Rector's Report:

- Regarding the search for a new organist, the posted job position description and compensation are appropriate for the current job market. Kelly is prepared to let the position remain unfilled for a few months, if needed, in order to find the correct person for the role.

- Kelly addressed the very urgent need to resolve the problem of the lack of space in the Memorial Garden for posting the names of the interred. Neville Blakemore continues to apply for grants, and Steve Cherry is assisting him. The Rector and team have reviewed several design options and found them insufficient, so Steve is working on a new concept, specifically the erection of a half wall on which to mount aluminum nameplates. David Lee made a motion to approve the execution of a proposed site survey, which would help clarify the limitations of the area. Phil Eschels seconded the motion. The motion passed. Rob Peck will review the proposals with Steve Cherry and advise on next steps.
- The Vestry does not meet in June.

After a brief reflection, the meeting was adjourned at 7:50 pm. Vestry convened in the sanctuary for Compline, led by Robin McNally.

Respectfully submitted,

Patricia Enriquez