

**St. Mary's Episcopal Church**  
**Vestry Minutes**  
**December 11, 2025**

**Present:**

The Rev. Michael Horvath, Rector; Marian Ferguson, Senior Warden; Arlene Antonicelli, Junior Warden; Wes Blair, Treasurer; Lallie Lloyd, Clerk; Emory Anderson, Sue Davy, Jean Fahey, Keith Harris, Jane Martin, Sarah Nixon

**Absent:**

Judy Quinn

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The meeting was opened at 3:30pm with a prayer led by Fr Michael and a reflection led by Arlene Antonicelli based on "A Morning Prayer" by John McQuiston, from Always We Begin Again - The Benedictine Way of Living. Jean Fahey will lead our reflection in January.

The minutes from the November 13, 2025 Vestry meeting were approved unanimously with amendments. Notes from November's Mutual Ministry Review will be distributed to the vestry with the minutes from this vestry meeting.

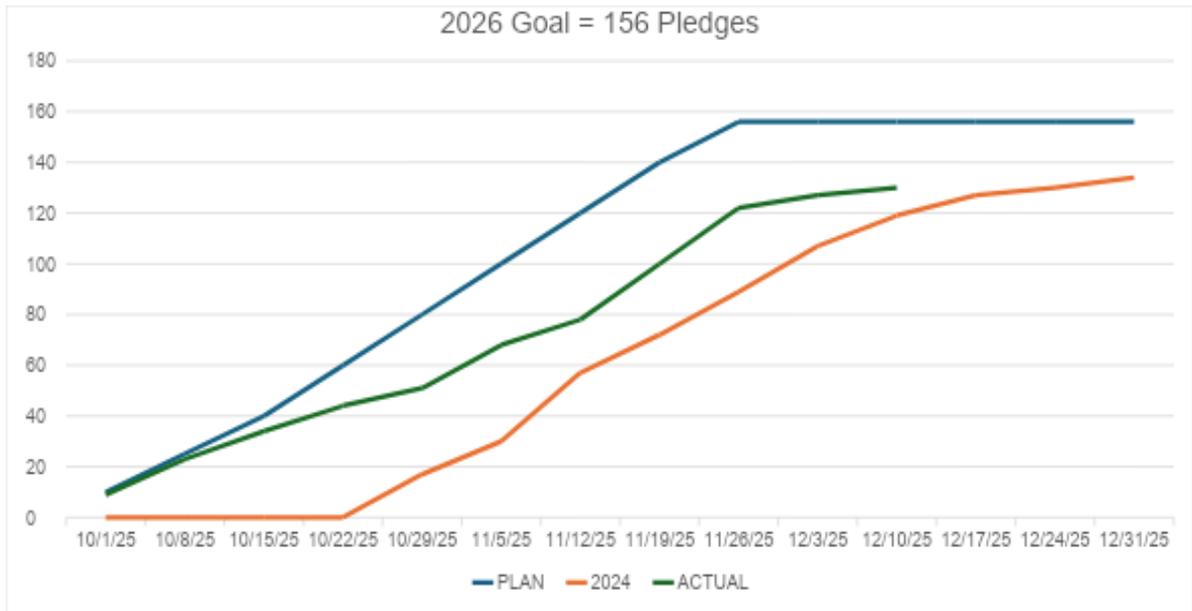
**Rector's Report:**

- Fr Michael distributed the Annual Rectory Review, which was referred to Buildings and Grounds for prioritization and budgeting work required.
- Items identified include: discolored water, installation of blinds for energy efficiency, potential transition to mini-splits for HVAC, exploring installation of solar panels, repaving the driveway, addressing potentially hazardous deterioration of paved walkway at front entrance.
- He thanked the vestry for tending to the upkeep of the rectory, for support of his ministry and for caring for his and Charles' well-being.
- Discussion of the results of the Outreach Survey will be rolled over to our January

**Stewardship update:**

- Taking account of the number of pledgers who have moved away or died and those who are new to pledging this year, we have about the same number of pledgers, but a smaller total dollars in pledges made.
- Thirteen people have not renewed their pledges from 2025, of whom eight were identified as priorities because they were high donors. Vestry members present agreed to make follow up phone calls.
- Julie will send statements of pledging status to unpaid 2025 pledgers with a 'heads up' email ahead of time.

- Arlene shared the graphs below reflecting progress on meeting our 2026 pledging goals. As of December 10, 2025:



Senior Warden's report:

- Marian reported on progress in recruiting a slate of vestry members and wardens to be nominated at our annual meeting in February.
- She also reported that, coming out of our Mutual Ministry Review, some of our policies need to be reviewed, so she will appoint ad hoc committees to review our by-laws; our rental, alcohol, and personnel policies; and our charters (goals) for key committees and

ministries, specifically: stewardship, pastoral care, outreach, liturgy, welcome, nominating, buildings and grounds.

- Discussion followed about how we can develop leadership within the congregation.

Ideas proposed included:

- Vestry members committing to stay in touch with chairs/leaders of two to three ministries;
- Ministry chairs attending a vestry meeting annually to talk about their challenges, obstacles, vestry support desired, new leadership being developed, and their budgetary needs
- In the past we have had Vestry liaisons to committees they're responsible to.
- We reviewed potential commitments as follows:
- Pledging (Arline? & others?); pastoral care (Sue); outreach; liturgy (Sue); welcome (Sarah); nominating (Exec Cttee); B&G (Keith).

### Treasurer's Report:

Wes will be stepping down as treasurer. He expressed gratitude for the support he's received, and will stay in office until replacement can be found

- Wes reported our year to date financials are in pretty good shape as of November 30, 2025
  - St. Mary's Bank Account balance was \$366K
  - Other Current Assets, representing the endowment (but not the Sandwich condo) was \$5.3M.
  - Total Current Assets were \$5.7M.
  - Fixed Assets (including Sandwich condo) \$5.1M
  - Total Liabilities were \$122K.
- Highlights:
  - Our pledged income and contributions thru 11/30 is \$17K behind budget. While still behind, the gap has narrowed in the last month - it's down from \$23 last month.
  - Our unpledged income is \$6.5K behind budget.
  - Angels' Treasures income is \$29.5K ahead of budget.
  - Designated Income is behind budget by \$3.5K.
  - Timing issues:
    - DIT income showing it's behind budget by \$9K is a timing issue, since we cleaned up the accounting so it no longer reflects the movement of funds we used to purchase the Sandwich condo.
    - Our assessment line item is over budget by 7K. This is a timing issue.
    - Insurance expense is \$4.6K over budget: a timing issue.
    - Insurance is over budget by \$4.6K. This is a timing issue.
    - Outreach is under budget by \$5K. This is a timing issue.
  - Advertising and Publicity is over budget by \$13K, representing our investment in our website.
  - Parish Work is under budget by \$9.5K.

- Personnel expense is \$70K under budget. Some of this is timing, and some attributable to staff turnover
- Total Repairs and Maintenance is under budget by \$31K.
- **The result of these and some other minor changes is that our net operating income of \$26K is \$46K ahead of our budgeted loss of \$20K as of 11/30/2025.**
- Discussion:
  - We are due approximately \$30K lump sum in tax credits due to our solar panels
  - The payments from Eversource for our solar panels come at irregular intervals and go directly into our endowment, as decided by the vestry previously, so they do not show up in our operating budget as a reduction in our electrical expenses.
    - This decision could be re-visited and changed by the vestry.
  - There is a benefit that expires December 31 for which Wes is scrambling to complete the paperwork.
  - The method we use to account for fundraisers is confusing and needs to be sorted out
- 2026 draft Budget
  - Wes led us in a discussion of the draft 2026 budget. Highlights included:
  - A 10% increase in our diocesan assessment
  - No rent increase for the nursery school, as agreed in their 3 year lease
  - The vestry reviewed and approved the 2026 cost-of-living increases and bonuses for staff as recommended by the executive committee
- Replacing Wes as treasurer
  - Suggested names & possibility of going to paid position
  - Wes will look into salary range for CFO
  - Responsibilities include:
    - Chairs Fin Cttee meetings
    - Audit
    - Parochial report
    - What was the difference between Wes's expectations & reality? For discussion in January

## Buildings and Grounds Report

- Keith shared an update from B&G:
  - Peter Scarafile is stepping down as head of B&G after 22 years!
- 2025 Highlights
  - Second phase of solar panels were installed late March adding an additional 21KW capacity (first phase has an installed capacity of 33KW).
  - A new contractor (Steve Vettori) will be handling snow removal this winter; he has a two year contract. David Knauer handled these negotiations for us. We received two proposals, one from Sam Jaxtimer and one from Steve Vettori. Vettori's proposal had wider snowfall tolerances, and he already handles other clean up tasks for us
  - New sign in front of church with the new St. Mary's logo

- Heat Pump installed (still waiting for electrical connection - estimated by Dec 15) will provide heating and cooling for Angels' Treasures.
- Looking ahead to 2026
  - May need new gravel in parking lot after winter, seems to be an annual need
  - Remove and replace cedar siding on the back wall of Angels' Treasures as well as replace the window sills. Work will be done by St. Mary's volunteers

#### Other business

- Betsy Harris is reviving the knitting & stitching group
- Amy Crocker's discernment committee is meeting Sunday for closure
- Group 4 - distributed a handout (not discussed) summarizing its Spring focus on "Renewal"
- Announcements at worship may have gone from too much to too little

#### Check out

- The meeting closed with a prayer by Lallie and was adjourned at 5:45pm

Respectfully submitted,

A handwritten signature in blue ink that reads "Lallie Lloyd". The signature is written in a cursive, flowing style.

Lallie Lloyd  
Clerk