

The Episcopal Church of the Ascension
December 2025
Vestry Meeting Minutes

Quorum – The Rev. Alex Dyer, Keith Limardo, Seth Wilhoite, Kelley Dial, Neal Brunt, Lindy Agan, Cathy Harville, Erle Newton III, Corinne Scott-clerk. Absent with excuse- Judith Cunningham and Kristen Braid
Visitors - Sean Davis, Blake Wright, Larry Twyford, and Annette Cook.

November 2025 minutes – Cathy Harville motioned to accept the minutes with the correction of Keith Limardo's last name. Erle Newton III made the second. Motion carried.

Financial- Transfer of 20K was made to operating account. Catch up wages paid to Alex Dyer for 2024. Current balance of the operating account is zero. Reserves have been used at this point to pay expenses. The budget year should end as planned except for the catch up funds paid. Pledges fell short for November. December usually does well with many people catching up on their pledges. A reminder will go out to the parish requesting pledges be paid.

As of this meeting, the pledges for 2026 total \$359,922, using 95% of this for the pledge revenue. Individual ministries and expense line items of 2025 were prorated and rounded up to formulate budgets for 2026. The budget included COLA increase for personnel. Using these assumptions resulted in a deficit budget for 2026.

Much discussion was made about the deficit and how this deficit budget trend (the last four years) has to be turned around and long range planning must be implemented in order to become a sustainable operation. The parish needs to be informed why this trend is happening. Hard choices will have to be made to reverse the trend.

Keith Limardo motioned to accept the budget. Cathy Harville made the second. More discussion had about the deficit, and how it is the vestry's responsibility to be good stewards of the money. Opposition to personnel increase was a concern. While raise are deserved, it was felt that at this time raise were not financially justifiable. The Motion did not pass.

Lindy Agan motioned to accept the budget with an amendment to remove COLA increases. Erle Newton III made the second. Motion carried.

A letter will go out to the parish asking for additional stewardship contribution.

Red Door Food Pantry by-laws revision was presented to the vestry. Alex Dyer motioned to accept the by-laws. Erle Newton III made the second. Motion carried. A copy of the MOU written by Ascension was sent to the diocese for the record.

The vestry was asked to sign Peter Waggoner's diocesan letter.

The Rector Housing Allowance Resolution was presented.

The following resolution was duly adopted by the vestry of the Church of the Ascension at a regularly scheduled meeting held on December 14, 2025, a quorum being present:

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income a church-designated allowance paid to him as part of his compensation to the extent used by him for actual expenses in owning or renting a home; and

Whereas, Charles Alexander Dyer is compensated by the Church of the Ascension exclusively for services as a minister of the gospel; and

Whereas, the Episcopal Church of the Ascension does not provide Charles Alexander Dyer with a rectory, therefore, it is hereby

Resolved, that the total compensation paid to Charles Alexander Dyer for calendar year 2026 shall be \$96,000 of which \$80,000 is hereby designated to be a housing allowance; and it is further

Resolved that the designation of \$80,000 as a housing allowance shall apply to calendar year 2026 and all future years unless otherwise provided.

Kelley Dial motioned to accept the resolution. Keith Limardo made the second. Motion carried.

Campus Plan Update – Our RFP was approved by Duo Dickinson. The next step is to look for architects and their RFP. The scope of the campus plan is to be determined, i.e. worship space, meeting rooms, parish hall, admin space, etc. This is an opportunity to learn of the feasibility and worthiness of pursuing campus improvements.

Vestry nominations for 2026 - Sean Davis, Blake Wright, Larry Twyford, and Annette Cook

Next vestry meeting is January 15, 2026. Annual parish meeting is January 25, 2026. The vestry retreat will be February 27 and 28, 2026.