

Vestry Meeting 11/20/25

Present: L. Agan, K. Braid, N. Brunt, J. Cunningham, K. Dial, A. Dyer, C. Harville, K. Limbardo, E. Newton III, S. Wilhoite
Absent C. Scott

Bible Study (15 minutes)

- Study of Ephesians 6:10-20

Approval of Minutes (2 minutes)

- E. Newton motioned to accept the minutes, L. Agan seconded. All approved.

Finance Committee Reports (10 minutes)

a. YTD Review

- Reviewed the budget.
- \$70,000 deficit with current pledge amount if budgets stay the same
- Deposit made from the Money Market account to the general account to cushion.
- Health insurance for Alex up to \$4,500 from \$3,900
- Use Vestry Restricted Funds to compensate the 2024 SECA Deficit
- K. Limbardo motioned that we use the VRF to fund the underfunded SECA payments up to \$9,000. E. Newton seconded. Approved and Alex abstained.

b. SECA, etc. corrections

We have been working to fix several issues which recently came to light.

1. The church has not paid Alex's SECA tax payments since 1/1/24.
 - For 2025, The problem has been corrected and a \$6000 +/- payment was made to Alex at the end of October.
 - This was budgeted and the fact that it has not been paid this year is one reason we were "underbudget" by about \$20,0000 for personnel expenses.
2. Robert's pension payments for 2024 and 2025 have been made and are current through the end of September 2025. That payment was approximately \$4000.00.
 - This was budgeted and the fact that it has not been paid this year is one reason we were "underbudget" by about \$20,0000 for personnel expenses.
3. In addition to Alex not being paid SECA in 2024, we also underpaid Alex in salary for 2024.
 - At the end of November, we will pay about \$8800 to make him whole for 2024.
4. We had to make an extra payment of about \$4000 on Alex's pension for the money we should have paid Alex for 2024 and 2025.
 - His pension is now current.
5. How did this happen?
 - A problem also exists that we don't have an "HR" person.
 - The payment of salaries, SECA issues and pension issues were previously handled by Abby and Rose when they were the Parish Administrator.

- I don't know if our previous administrator (whose name I have forgotten) took care of this or not.
- I know that Denise has not handled this issue – because she was never told to.

c. Pledge Update

d. 2026 Budget Process

- To finance committee with meet with Committee chairs to make a feasible budget based on actual expenses
- To Vestry once it has passed through the finance committee

IV. New Business (40 minutes)

Red Door Pantry by-laws revision

Board composition:

- **Current:** 9 seats; **4 designated** for Church leadership (including the Rector or designee and Vestry positions), 5 community seats.
- **Proposed:** 9 seats; **2 Vestry-designated** seats (appointed at the Senior Warden's and Vestry's discretion, not tied to specific church offices), and **7 community seats** selected via the Board's governance process.

Approval authority and oversight:

- **Current:** The RDFP Board **recommends** bylaw changes and certain board seat actions; Vestry **approval** is required for these recommendations to be implemented.
- **Proposed:** The RDFP Board has **full authority** to amend bylaws and fill the **7 community seats** through its governance procedures. The Vestry retains its **2 appointed seats** and the enduring partnership role, without day-to-day oversight of pantry operations or internal governance.

These changes enable RDFP to act with the speed, accountability, and compliance

expected of a community-serving nonprofit, while preserving the Church's historical

relationship and voice through the two Vestry-designated seats.

Documents provided for your review.

Revised Bylaws (prepared by counsel and adopted by the RDFP Board, pending Vestry

approval to implement).

- **Working (legacy) Bylaws** (for reference).
- **Current Board Configuration Graphic**
- **Most Recent Directors Report**

Request for Vestry action

We respectfully request the Vestry's approval of the **Revised Bylaws** so that the RDFP can continue to expand services county-wide, steward growing volunteer interest, and operate with appropriate nonprofit governance.

- We discussed at length the changes and an MOU will be needed in order to move forward with the changing of the by laws to be voted by the Vestry.
 - Intended vote by email before the December the meeting.
- b. Restructuring to fit our WHY
- K. Dial and E. Newton to serve on the committee to restructure parish ministries.
- c. Outreach Project
- Service project for December 3
 - Within an hour
 - Socks
 - hats, gloves, muffler scarf
 - Gallon Ziploc
 - Toiletry items
 - Create workstation for the project

V. Old Business (20 minutes)

- a. Campus Plan Update
- send email to architects.
- b. 2026 Vestry Nomination status
- one nomination so far
- c. Gather in the Middle Feedback
- Need something for the kids
 - Great community in the middle of the week
- d. Mutual Ministry Review
- March

Choir party petition for alcohol after caroling

- K. Braid motioned, N. Brunt seconded. That we accept the choir's proposal to have alcohol at the party offsite after caroling. All approved.

VI. Closing Prayer (3 minutes)

Dates to remember: Wednesday, December 10 @ 5:30 Bishop Wright visit to Gather in the Middle