

MINUTES OF THE ALL SAINTS EPISCOPAL CHURCH VESTRY RETREAT

ALL SAINTS EPISCOPAL 2ND FLOOR MEETING ROOM

FEBRUARY 7, 2026

Present: Rev. Denise Trogdon, Rev. Eric Bash, John Gilbert, Dana Duncan, Judy Cote, Cristina Giroux, David Hay, Ron Niclas, Irene Pedersen, Scott Songer, Bobbie Helbig, Dan Discenza

Absent: Robin Pender, Bryce Edwards, Anita Hill

Senior Warden John Gilbert called the meeting to order at 8:50am.

The Rev. Denise Trogdon led the group with a reflective opening prayer.

John Gilbert called for approval of the Annual Meeting Minutes with one correction. The correction was to change the amount the Foundation was to disburse to the Vestry. The amount has since been corrected.

- A motion was made by Irene Pedersen and seconded by Bobbie Helbig. The motion passed unanimously.

1. Book Discussion:

The Rev. Eric Bash then led a book discussion on chapters 1 and 2 of “Strong Ground” by Brene Brown. Vestry members then shared their personal reflections. Denise shared her thoughts for the Vestry to reflect upon:

- What is our grounding as individuals and as a church?
- What are the obstacles or challenges that limit our ability to move forward?
- What are some areas of the church that need functional work?

2. Vestry 101

John led an informational discussion on Vestry 101, including what a vestry is, how it functions, and responsibilities of each Vestry member and liaison ministries.

3. Open Forum

a. Allocation of Foundation Funds to support the parish

The Foundation has decided that \$37,500 will be allocated to support the parish. This is income generated beyond the principal—such as interest or dividends—released this year for the Vestry to decide how to allocate. Denise noted that these funds cannot be used towards operating expenses, e.g., salaries. She asked the Vestry to consider three areas where the church could benefit from this allocation:

- i. Missional – developing connections within outreach. Denise informed the Vestry that the CDC is running a deficit this year. There are 34 students currently enrolled and certified by the state. 37 students are needed to make the CDC solvent. Therefore, there is a financial gap. However, this situation will improve in the coming school year as we anticipate that all students in the 3K class will move on to the 4K class. Moreover, a

grant request for \$20,000 has already been sent to the Bishop for more funding for the school.

- ii. Capital expenditures – John stated that there needs to be some visual improvements to our church campus to include protecting the backside from deterioration. Currently, mold is forming where leaves sit on the roof. A recently completed Asset Management Map has been helpful in determining the life cycles of various aspects of our buildings and grounds.

- iii. Development of New Programs

- b. Scott Songer proposed that we move \$9,000 to New Ministries/Programs line item; \$14,250 to be allocated to the Building and Grounds reserve fund; and \$14,250 to be allocated to Outreach to support the CDC.

- A motion was made by David Hay and seconded by Bobbie Helbig to approve this proposal. The motion passed unanimously.

4. Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis and Develop Top-Level Goals for 2026

- a. Due to time constraints, SWOT Analysis was deferred to the next Vestry Meeting.
- b. Goals - Irene suggested we continue to include our current Goal #2, Develop Engagement Strategies for Younger Families, in 2026. Eric added, we should also consider expanding our external communication strategy to include use of social media, especially because younger families are more connected by social media. More time is needed at the next meeting to finalize our 2026 goals.

5. Capital Campaign Update & Stewardship

- a. Capital Campaign

- i. Dana Duncan noted that the advanced gift giving campaign has just concluded. As of Jan. 25, we have received 18 responses and a commitment of \$482,000. Our goal was to receive \$500,000-\$600,000. The Capital Campaign concludes May 30th and our goal is to raise \$1M. The Capital Campaign committee will then dissolve.

- b. Stewardship

- i. Dana noted that our goal for this year is \$900,000. So far, we have received 178 pledges or \$819,000 (91%). A follow-up will be needed to close the deficit, e.g., reaching out to those who give electronically and may not have submitted a pledge card yet, anticipated contributions of new members, or make minor adjustments to the budget.

6. Vestry Liaison Choices

The Vestry members will be asked to identify 2-3 ministries to which they would want to be liaison.

The Vestry entered an executive session at 11:25am. The Vestry returned to regular session at 11:40am.

Rev. Eric Bash offered a closing prayer.

The meeting was adjourned at 12:00pm.

Next Vestry Meeting – Tues, Feb 24 at 7pm. Read and be ready to discuss Chapters 3 & 4 of “Strong Ground”.