

ST. PAUL'S EPISCOPAL CHURCH

310 Elizabeth Street, Maumee, Ohio 43537 | 419.893.3381 | www.stpaulsmaumee.org

Vestry Minutes February 17, 2026

P – Present
Z – Zoom
E – Excused
A - Absent

Steve McNally - P	Katie Burns - P	Todd Deye - P
Glenous Favata - P	Ken Robinson - Z	Chas Mayo - P
Gail Burgin - E	Ken Ludwig - P	Cynthia Beekley - E
Jerry Martz - P	Carol Sachs - P	Donna Dick - P

Minutes taken by Donna Dick

- I. Opening Prayer
 - A. Todd Deye opened with prayer at 7:10 PM.
- II. Informal dialogue followed.
- III. Approval of Minutes
 - A. The January 27th, 2026 Vestry Minutes, the 2026 189th Annual Meeting minutes and the February 8th, 2026 Vestry Minutes were reviewed, and no corrections were suggested.

Motion to accept the January 27th, 2026 Vestry minutes and the February 8, 2026 Vestry meeting minutes was made by Ken Robinson and seconded by Carol Sachs. No further discussion. Passed unanimously.

Motion to mark as reviewed by Vestry the February 8th, 2026 Annual Meeting Minutes was made by Ken Robinson and seconded by Todd Deye. Passed unanimously. (The full parish will approve the minutes at the next annual meeting.)

- IV. Senior Warden's Report
 - a. Annual All-Parish Meeting - Feedback/Next Steps
 - i. An all-parish meeting will be held sometime in June 2026 to review the budget.
 - b. Stewardship Perspective and Planning
 - i. Kelly Trame, as leader of the stewardship committee, and Beth Wilkerson, as a member of the committee, were invited to come to the Vestry meeting and discuss ideas they have moving forward to become a parish of abundance vs. scarcity.
 - ii. Kelly noted we are using a service called TENS which churches use for stewardship campaign themes, materials, and other support. The 2026 theme is "Plenty Good Room" – There is always room for more, room for abundance.
 - iii. After brainstorming, they posed some questions, ideas, and possible things to consider going forward:
 1. How effectively are we telling our story?

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2. How are we interacting with existing members and keeping them engaged?
 3. How do we reengage those who have left or whom we haven't seen for a while?
 4. How are we connecting on a personal level?
 5. Can we weave stewardship into religious education?
 6. Can we have a mid-year budget review?
 7. Would a thermometer showing the cost of operating the church and where we are with giving and donations be helpful?
 8. Would listing names of those who have made a pledge be beneficial?
 9. Can parishioners share reasons they give to the church?
 10. Can we raise money for day-to-day operations of the church in ways other than through pledges or donations? Or is going outside the church to raise funds other than for a capital campaign spiritually unhealthy for a church?
- c. Rector Transition
- i. Interim Rector Update:
 1. There are currently 2 candidates within the diocese potentially interested in the St. Paul's-Maumee interim rector position. Their application packets should be here shortly.
 2. Steve is asking all Vestry members to meet with all Interim Rector candidates when interviews are scheduled.
 3. The earliest an Interim Rector is likely to start is in April (after Easter Sunday).
 - ii. Supply Priests
 1. Jeff Bunke, who is a member of St. Paul's, and John Hagan are retired priests willing to serve as supply priests for St. Paul's until an interim rector is appointed. Since Jeff is a member at St. Paul's, it is important not to call on him too frequently in accordance with Diocesan regulations.
 - iii. Faith Community Facilitator (aka Discernment/Search Consultant)
 1. The Bishop and Canon Jessie Dodson have identified Donna Steppe, former Senior Warden at Trinity Episcopal Church in Toledo, to serve as Faith Community Facilitator for St. Paul's as we go through this period of discernment and transition.
 2. We will enter an Independent Contractor Agreement with Ms. Steppe to serve in this role.
 3. Ms. Steppe will provide St. Paul's approximately 5-8 hours per month of support and will be paid \$2,500 annually, payable on a monthly basis.
 4. Ms. Steppe's start date is not determined yet.

Motion to approve the Independent Contractor Agreement for Donna Steppe as Faith Community Facilitator, in the amount of \$2,500 annualized, payable monthly, for 5 to 8 hours per month of support, was made by Ken Robinson and seconded by Glenous Favata. Passed Unanimously.

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- iv. Discernment/Search Committee
 - 1. Todd Deye, as leader of this committee, will be attending a retreat on Discernment on April 18th at Grace Episcopal Church in Sandusky.
- d. St. Paul's Staff
 - i. Parish Administrator Job Description
 - 1. The new Parish Administrator Job Description (Dec. 2025) is included in the February Agenda packet.

Motion to approve the new Parish Administrator Job Description was made by Glenous Favata and seconded by Katie Burns. Discussion followed.

Motion to table the new Parish Administrator Job Description until March was made by Todd Deye and seconded by Jerry Martz. Passed unanimously.

- ii. General Commentary – Budget. There was a discussion regarding merit/performance raises versus across the board raises for parish staff and Elizabeth Wayne Preschool staff. In the past, across the board raises have been given to staff retroactive to January 1st upon passage of the budget at annual meeting. That said, we would like to give merit increases in the future but goals should be known up front.

Motion to authorize Senior Warden to move forward with pay increases consistent with the Parish-approved 2026 budget was made by Carol Sachs and seconded by Jerry Martz. Motion passed with 10 in favor and 1 opposed.

- e. 2025 Parochial Report.
 - i. The 2026 Diocesan Assessment Calculation for St. Paul's is due February 20, 2026, and Steve, Mariia, Bruce, and Ken, are working to complete this.
 - ii. The Full Parochial Report for St. Paul's is due March 1, 2026. Steve, Ana, Mariia, and others are working on this.
- f. Pastoral Care - There are some items in upcoming months with regard to Pastoral care, including:
 - i. Marilyn Dean Monthly Eucharist Visit Request
 - ii. There will be a Lay Eucharistic Visitor Training (2/28) that some parishioners have signed up to attend. There is also an online component that must be completed in order to be certified by the diocese.
 - iii. Margaret Doresco Celebration of Life (6/13)
 - iv. Ford LeBoutillier Memorial Service (6/27)
 - v. Galindo's 20th Wedding Celebration (7/26)
- g. Bishop Anne Jolly will visit St. Paul's on 6/21, and it will be a confirmation service.
- h. Worship Team & Lent Series:

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- i. Steve has asked Jaimie Deye to assist the worship team with setting up the organization of the Worship Team meetings (setting up meeting dates, taking notes at the meetings, ensuring timely follow-up of action items, etc.)
- i. Tentative Annual Vestry Calendar
 - i. Vestry will continue to meet the 3rd Tuesday of the month at 7:00 pm. There is a tentative Vestry calendar included with the agenda. Vestry plans to meet in June and July this year.
- j. Organizational Chart & Representative Assignments (chart included with February agenda)
 - i. Vestry needs to review and update. Jerry Martz, Todd Deye, and Ken Robinson agreed to perform preliminary review of current committees to determine purpose of each (leveraging original Vestry motions creating each committee as needed) and then to ensure each committee is "fit for purpose" relative to our current parish needs.
- k. Code of Regulations of Parish
 - l. Vestry discussed creation of an I.C.E. policy and declined to act.
 - m. St. Paul's Communications Committee
- V. Junior Warden's Report - No report
- VI. Treasurer's Report
 - a. Finance Report:
 - i. January 2026 financial reporting not complete
 - ii. We should consider looking into the possibility of having EWP operate autonomously with St. Paul's paying rent and utilities to provide them autonomy and reduce staff burden, housekeeping expenses, etc.
 - b. Endowment Review Update:
 - i. The Finance Committee is looking into combining the two Tigges endowments and potentially the Preservation Endowment. They are discussing this proposal with SJS Investments (St. Paul's investment advisor) and a lawyer.
- VII. Committee Reports
 - a. Vestry:
 - i. Building and Grounds (Todd Deye):
 - I. Painting - St. Paul's has a quote for \$33,000 from Perry Painting for painting the church.
 - II. Todd and the committee have obtained a second quote from Perry for only those areas that are immediately necessary, specifically looking at areas where wood has deteriorated. Perry has given us a quote for \$16,500.

A motion to have Perry Painting paint the needed areas of the church outlined in the quote for \$16,500 was made by Ken Robinson and seconded by Ken Ludwig. Passed unanimously.

b. Pre-School

- i. There was some discussion with regard to the fundraiser that the EWP had to raise money for new playground equipment.

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li. There is money that has been donated by individuals specifically for playground equipment.

Motion to table the discussion about approving EWP's request to purchase new playground equipment with donations raised until the Finance Committee and Vestry can have a larger conversation was made by Ken Robinson and seconded by Jerry Martz.

Motion to amend the previous motion to table discussion about approving EWP's request to purchase new playground equipment with donations raised, simply tabling the motion until the March meeting, was made by Carol Sachs and seconded by Katy Burns. Motion passed with 10 in favor and 1 opposed.

The next regular Vestry meeting will be held on Monday, March 16th at 7:00 pm

Jerry Martz said a closing prayer.

Motion to adjourn was made by Carol Sachs at 10:01 pm.

Respectfully submitted by Donna Dick _____
Clerk