

Annual Parish Meeting
Holy Spirit Episcopal Church
January 18, 2026

The annual parish meeting of Holy Spirit Episcopal Church was held on January 18, 2026 in the Parish Hall. The Rector, Senior Warden, Junior Warden, and Clerk were present. A quorum being present, the meeting was called to order at 12:18 PM. Fr. Jason opened the meeting with prayer.

The Rector presented the following resolution:

“That, we adopt the agenda as presented.”

The resolution carried, and the agenda is filed with the minutes of this meeting.

The following parishioners were elected to serve as Council Delegates to the 2026 Council of the Episcopal Diocese of Texas: Bethie Timmons, Karen Reynolds, Carl Spain, and Ellen Filgo.

The Rector presented the following resolution:

“Resolved, That, we set the number of Vestry members to six, and

“That, we elect at the 2026 Annual Parish Meeting three members to the Vestry, one for a three-year term, and two for two-year terms, and

“That, we elect at the 2027 Annual Parish Meeting three members to the Vestry, one for a two-year term, and two for three-year terms, and

“That, we elect at the 2028 Annual Parish Meeting two members to the Vestry, both for three-year terms, and

“That, in subsequent years, we elect two members each year to three-year terms.”

The resolution passed.

The following parishioners were elected to two-year terms on the Vestry: Beverly Fallon and Karen O’Bric. Sylvia Stainback was elected to a three-year term on the Vestry.

The Rector named Ellen Filgo as the Senior Warden.

The Rector presented the 2026 Budget Overview. It is filed with the minutes of this meeting.

Ellen Filgo presented the Senior Warden’s Report. It is filed with the minutes of this meeting.

The Rector added the Rector’s Report (which was presented during worship) to be filed with the minutes of this meeting.

Seeing no further business, the meeting was adjourned at 1:06 PM. The Rector closed in prayer.

Submitted by: The Rev. Jason Ingalls, January 21, 2026

Annual Parish Meeting Agenda
January 18, 2026
Holy Spirit Episcopal Church

1. Opening Prayer
2. Call to Order
3. Organizing Resolution
 - a. "That we adopt the agenda as presented."
4. Announcements
 - a. Two schools have recently inquired about the use of our facilities for the next academic year. I don't expect that they will go anywhere.
 - b. I got an email from the granddaughter of Carl Permenter, the founding vicar of our parish. She's sending us a scrapbook soon with lots of pictures and news clippings about Waco, the Diocese, and the founding of Holy Spirit. I look forward to sharing it with you when it arrives.
 - c. I will be away six Sundays this year.
 - i. January 4 has already passed
 - ii. Next Sunday, January 25, and April 26 for Happening
 - iii. June 7 and 14
 - iv. July 5
 - v. Fr. Ray Bagby will supply all but April 26, which Fr. Larry Adams-Thompson will return.
 - d. Kayla Garrett began her training for ordination to the diaconate this year.
 - e. Carl Spain was admitted as a postulant for ordination to the diaconate this year.
5. Election of Council Delegates
 - a. Bethie Timmons
 - b. Karen Reynolds
 - c. Carl Spain
 - d. Ellen Filgo
6. Election of Vestry Members
 - a. Outgoing Vestry Members
 - i. Kayla Garrett (Senior Warden)
 - ii. Bryan Timmons (Junior Warden)
 - iii. Holly Tapley (Treasurer)
 - iv. Lauren Fischbacher
 - b. Organizing resolution
 - i. "That, we set the number of Vestry members to six, and
 - ii. "That, we elect at the 2026 Annual Parish Meeting three members to the Vestry, one for a three-year term, and two for two-year terms, and
 - iii. "That, we elect at the 2027 Annual Parish Meeting three members to the Vestry, one for a two-year term, and two for three-year terms, and
 - iv. "That, we elect at the 2028 Annual Parish Meeting two members to the Vestry, both for three-year terms, and
 - v. "That, in subsequent years, we elect two members each year to three-year terms."

- c. Vestry election
 - i. How nominations work
 - ii. Composition of the Vestry (6; usually 2 per year)
 - 1. We have three third-years leaving this year and three second-years remaining.
 - 2. APM 2027
 - a. Two 2-year terms
 - b. One 3-year term
 - 3. APM 2028
 - a. One 2-year term
 - b. Two 3-year terms
 - 4. APM 2029
 - a. Two 3-year terms
 - iii. The slate
 - 1. Beverly Fallon (2-year term)
 - 2. Karen O'Bric (2-year term)
 - 3. Sylvia Stainback (3-year term)
 - iv. Naming of the Senior Warden: Ellen Filgo
 - v. Vestry, please stay after for a brief organizing meeting
- 7. 2026 Budget Review
- 8. Senior Warden's Report
- 9. Rector's Report
- 10. Q&A
- 11. Adjournment
- 12. Closing Prayer

BUDGET OVERVIEW 2026

PROJECTED INCOME - \$498,668 (*same as 2025 expense budget*)

Giving	\$298,779
Loose plate	\$2,500
Miscellaneous	\$4,000
Endowment, grant income, and reserve funds	\$154,664

MISSION \$41,683 (8.61% total expenses)

Diocesan Participation	\$26,883	<i>Includes money for our Diocesan Assessment, Diocesan Council, and Clericus. The Diocese pays for the Ingalls' family health insurance and other services for Holy Spirit. We get more resources from the Diocese than we give.</i>
Invitation	\$5,900	<i>All of our invitation in the community, from banners, to food, photography, social media, and website.</i>
Welcome	\$2,900	<i>Welcoming people to Holy Spirit includes money for gift cards, books, branded items (e.g. mugs), and newcomer gatherings.</i>
Ministry Exploration	\$6,000	<i>Money to explore goals discerned in our annual planning process, including "Outside the Silos" community conversations and Wisdom Wednesdays.</i>

PERSONNEL \$273,493 (56.49% total expenses)

Rector	\$117,387	<i>Money to cover the Rector's stipend, housing allowance, social security, pension, dental for his family, and continuing education.</i>
Supply Priests	\$650	<i>Money to pay supply priests when the Rector is away.</i>
Interns	\$655	<i>For our diaconal intern.</i>
Organist	\$10,456	<i>Payroll, taxes, and money for substitute musicians.</i>
Musicians	\$2,100	
Music Coordinator	\$71,134	
Children's Formation	\$19,007	<i>Nursery worker pay and supplies.</i>

Parish Administrator	\$26,838
Bookkeeper	\$17,176
Sexton	\$6,441
Workers' Comp	\$1,250
Strety (software)	\$400
PROGRAMMING	\$42,693 (8.82% total expenses)
Rector's Office	\$2,500
	<i>Rector's cell phone allowance and hospitality fund.</i>
Vestry	\$800
	<i>Vestry retreat and hospitality fund.</i>
Staff	\$1,200
	<i>Staff quarterly planning meetings and staff development funds.</i>
Worship	\$1,700
	<i>Bread and wine, candles, oil, and incense, cleaning and repair of vestments, and linens</i>
Music Ministry	\$16,548
	<i>Hospitality fund, music copyright and streaming licenses, instrument maintenance, continuing education, and other music-related expenses.</i>
Pastoral Care	\$420
	<i>Funeral receptions and supplies.</i>
Parish Life	\$2,125
	<i>Shrove Tuesday, Easter, Receptions, Gifts, and Family Meetings.</i>
Adult Formation	\$250
Office Expenses	\$11,750
	<i>Supporting the programming and outreach of the church.</i>
Five-Year Planning	\$5,000
	<i>Supporting our five-year planning process.</i>
FACILITIES	\$126,288 (26.08% total expenses)
Information Technology	\$32,752
	<i>Internet, phones, online giving fees, Microsoft Office, IT Support, door programming, and copy machine lease.</i>
Facilities	\$85,936
	<i>Insurance, utilities, cleaning, pest control, savings for future maintenance expenses, A/V, and A/V repair.</i>
Grounds	\$7,600
TOTAL EXPENSES - \$484,157 - \$14,511 REDUCTION FROM 2025 EXPENSE BUDGET	

2026 Senior Warden's Report

This past year at Holy Spirit Episcopal Church has been one of both deep faithfulness and real challenge. As a congregation averaging about sixty people on a Sunday, we continue the long and sometimes uneven work of rebuilding after the pandemic, learning again how to be together in worship, formation, and ministry. We marked an important transition with the retirement of our associate rector, Fr. Larry, and we also navigated significant staff changes over the past six to eight months. The resignation of our parish administrator, the brief tenure of an interim business manager, the hiring—and eventual departure—of a part-time evangelism coordinator, and the need to reimagine our administrative and financial support have all been headwinds. It has been a demanding season, and I am deeply grateful for the patience, flexibility, and grace shown by this congregation as we worked through it together.

At the same time, there is much to celebrate. Our worship life is strong and life-giving. Under the leadership of our missional music coordinator, our Quire and folk band Grace, Mercy, and Thyme have faithfully supported the work of common prayer and congregational song, and music ministry has expanded beyond our walls through the Voices of Friendship choir serving the wider community. Week after week, people continue to step forward as greeters, ushers, lectors, and altar ministers, embodying our shared call to serve. While we prayerfully explored the possibility of moving to two Sunday services, we also listened carefully to what the numbers were telling us and chose not to move forward at this time, which is a good reminder that discernment sometimes leads us to wait. Formation at Holy Spirit remains vibrant, with participation that often mirrors our Sunday worship attendance, reflecting a congregation eager to learn, grow, and engage deeply with their faith.

This year also brought moments of grief, as we said goodbye to several long-time members. In each case, we gathered as a community to give thanks for their lives and the ministries they shared among us, trusting that even in loss, God holds us together. We are also encouraged by new partnerships and outward-facing ministries taking shape. Projects like our participation in CarePortal, our planned Little Free Pantry, and the upcoming Wisdom Wednesdays, which was developed in collaboration with the Methodist Children's Home to offer parenting classes, have grown directly out of Fr. Jason's conversations with community partners and stakeholders. These efforts reflect a church paying attention to the needs around us and responding with creativity and compassion.

As we look ahead to the coming year, we do so with hope and intention. We are excited to begin the launch of our next five-year vision, using the RenewalWorks process to focus not simply on institutional growth, but on spiritual vitality and depth—how we are being formed as disciples and how we are living out our faith. Growth in numbers will always be welcome, but our deeper hope echoes Bishop Doyle's vision of a lay-led, clergy-supported ministry. The work before us is to discern how to live into that calling sustainably, especially as a small congregation where many people already give generously of their time and energy. I trust that the same Spirit who has carried us through a difficult year will continue to guide us forward, shaping Holy Spirit Church into a community marked by faith, resilience, and shared ministry.

Submitted by Ellen Hampton Filgo.

The Rev. Jason Ingalls
Holy Spirit Episcopal Church
Rector's Report
January 18, 2026

There was a lot of change at Holy Spirit in 2025 – but, as you know, even when change is good, it's still stressful. Change brings anxiety. Change brings questions we don't always know how to answer, much less how to ask.

The good news we proclaim week after week is that God has not changed. Through everything we've carried this year, God has been faithful – steady when we have felt unsteady.

So this is the question I want to name in this Rector's Report: How has all this change affected Holy Spirit – and how will we move forward together?

Signs of strength and good change

Even in a demanding year, God has given us real gifts – visible improvements, faithful service, and quiet perseverance. Among the good changes in 2025:

- Facilities improvements:
 - The replacement of the lights in the Nave, both for the chancel and the Nave proper.
 - Repairs to our air conditioners and organ.
 - And, a kitchen whose fire suppression system is finally up to code.
- Ministry development and formation:
 - Deepening relationships with our community. Those conversations led to concrete ministry plans for 2026.
 - Sending our first two Vergers to their first national Vergers conference.
 - Outdoor Stations of the Cross – put on by the LEAD team.
 - A Music That Makes Community workshop.
 - Work Days in Pentecost Park and the Prayer Garden.
 - Hymn Sings.
 - Hosting the first Waco meeting of Neurodivergent Friends.
 - Hosting a \$3 lunch for our community.
 - Renewing photos for Breeze.
 - Launching a community choir called Voices of Friendship, which brings seniors and their caregivers together to sing.
- The steady work of volunteers and lay leaders: much of what held this parish together this year happened because people simply showed up and carried what needed carrying.

- o Youth stepping up to help with A/V.
- o The start of the Holy Spirit Book Nook.
- o Restarting the Blessing of the Animals.
- o Working out new counting processes for great efficiency and transparency.
- o Rolling out the first class in a 101 series.
- o And one of our own began training for ordination to the diaconate this year.

If you're reading this and thinking, "Yes, but it still felt heavy," you're not wrong. Which brings us to the hard changes.

A year of unusually rapid turnover

By the end of 2025, Holy Spirit experienced eight turnovers in seven months. There are good turnovers and there are hard turnovers – but there is no such thing as an easy turnover.

- Fr. Larry Adams-Thompson retired from active ministry. This was a happy transition, and we celebrated him with gratitude.
- Shari Pauley, our long-term Business Administrator, retired.
- Delois Campbell, our longtime nursery worker, resigned.
- Melvin Hampton, our sexton.
- Jennifer Giles-Kemper, our interim Business Administrator.
- Morgan Mitchell, a nursery worker, moved home.
- Amal Marks, Parish Administrator, resigned in December as we realized the role was not a good fit.
- Dr. Kayla Garrett, our Senior Warden and ministry intern, moved to Oklahoma in December.

Add to that the goodbyes we said to Sam Wong and AJ Smurawa, and add to that the funerals we had for Barbara Burr, Billie Nenninger, Pat Flaherty, and Vic DuPart, and add to that the death of loved ones outside the church, and add to that the various illnesses and other hardships that have weighed us down – that is a lot for any church in one year!

All this change and loss created uncertainty, extra workload, and real fatigue. It's one of the reasons I am pausing Ten Minutes with Jesus and adding videos to the Thursday email, and why we are simplifying that email and the Narthex announcement slides. We need to focus on the most important things.

I want you to know: I understand how heavy this has been. I've carried it alongside you. I've felt it deep in my spirit. It has required real growth on my part. Some of you have remarked on the change (for the better) in my preaching, but there has also been what I hope was a less obvious sadness and weariness in me. I know I'm not alone.

And, together, there's a way forward.

Three anchors for the season ahead

When everything feels unstable, it helps to name what will remain steady. Here are three anchors I believe God is giving us right now.

1) The prayers will be said.

No matter what, we are called to become and share Jesus' good news in this place. The heart of that calling is worship and prayer.

- Morning and Evening Prayer are continuing as consistently as we can.
- Every Sunday, we celebrate the Eucharist.
- In February, we return to Wednesday night worship.

If Holy Spirit did only one thing, it would still be this: **we say the prayers.** This is our gift and our task.

2) The financial reports will get run.

Shari's retirement created a sharp break in our administrative continuity. We attempted an interim solution, but we did not stabilize in time.

Our bookkeeper, Lukas Sundahl, has been working diligently to bring our books into order. Much is in place, but detailed work still needs to be completed. As we strengthen our financial systems again, we should expect more transparency and more conversation – especially in our next family meeting – so that we face our finances clearly, faithfully, and together. I will present an overview of the 2026 budget during today's meeting.

Soon, a team will begin reviewing our whole financial picture to give feedback for our next five years together.

Administration is hard in the best of times. Without the right people in the right seats, it becomes harder still. But we are moving toward stability.

3) Easter will come.

At Christmas, the Church dares to say that light enters the world precisely when the world feels darkest. And at Easter, we dare to say something even more: death does not get the last word.

We experienced a lot of death last year, but Easter is coming. Let's look at how it's already starting to dawn.

What we're building in 2026

In recent conversations with our community, two needs came through clearly:

- Isolation (a need for neighborliness and connection)
- The difficulty of speaking with people we disagree with (and staying human while we do it)

Those needs are shaping several initiatives for 2026.

Wisdom Wednesdays

This spring, we launch Wisdom Wednesdays – a series of Wednesday night gatherings aimed at helping people meet one another while growing as human beings.

In partnership with the Methodist Children's Home, we will offer parenting classes beginning in February, alongside children's programming (Catechesis of the Good Shepherd). This is community-facing formation: practical, relational, and hopeful.

Outside the Silos

We are also launching Outside the Silos – a series of guided conversations designed to help us practice something our world desperately needs: meaningful dialogue across difference.

You should receive a survey soon from Dr. Rebecca Erickson asking for feedback – whether you'd like to participate, and which topics you hope we'll take up.

Five-year vision work: RenewalWorks Spiritual Life Inventory

In 2021, for our current five-year plan, we used the Congregational Assessment Tool from the church consulting company Holy Cow!. This year, we begin our five-year vision work with a different instrument: the RenewalWorks Spiritual Life Inventory (from Forward Movement, an Episcopal publishing house).

The Spiritual Life Inventory is not primarily about programs or preferences. It helps us understand the current shape of our spiritual lives – personally and corporately – so we can respond intentionally to what God is doing among us.

You should receive an email with a link to the survey today. It takes about 15–20 minutes. Everyone in a household can take it—youth and adults. The same link works for multiple submissions. The survey closes February 8. We need 45–50 responses for meaningful results.

This is step one: assessment. We will begin sharing and reflecting on results during Lent, and it will inform preaching and formation as we move through the season.

After Pentecost, we'll offer a simple summer prayer guide as we prepare for intentional planning. Then in the fall, we'll conduct interviews and hold an annual planning day (currently targeted for September 19), where we'll take all of this input and discern together where God is calling Holy Spirit for the next five years.

One important change: for the last two years we've done interviews and planning annually, and many of you have told us that it's heavy – and that annual cycles can feel repetitive. So we are shifting the deep-discernment work to a five-year rhythm, with vestry and staff carrying the annual goals year-to-year in alignment with that shared vision.

Additional reasons for hope

There are also several tangible “green shoots” that point toward a stronger future:

- New A/V, streaming, and sound improvements planned for the Nave will be installed. These were approved by the Vestry last year.
- The Little Free Pantry is moving toward installation.
- Our interim Parish Administrator, Dee Whalen, is serving with competence and steady presence.
- The faithful and creative leadership of my ministry team, Rebecca Erickson and Carl Spain.
- And speaking of Carl, he was admitted to postulancy and will begin training for ordination to the diaconate in the Fall.

I cannot overstate what it means to feel stability returning. I'm seeing renewed energy in our staff and lay leaders. It feels like the light born at Christmas is growing – quietly, steadily, truly.

And yes: Easter will come.

What you can do right now

If you're wondering what faithfulness looks like in a season like this, it may be simpler than you think.

- **Keep showing up to prayer and worship.** The prayers will be said. Come say them with us.
- **Stay engaged and informed.** The financial reports will get run, and we will talk together as a parish family.
- **Take the Spiritual Life Inventory as soon as it arrives.** I would love to see everyone who is able complete it by the end of tomorrow. I'll send weekly reminders, but let's begin well.

St. Ignatius Loyola said that we resist the enemy by refusing the direction of despair – by going against what pulls us toward giving up. And there has been plenty this year that could have tempted us to give up.

But friends: God hasn't changed. God still calls us by name. God still loves us. God still invites us into what's next.

So when the Spiritual Life Inventory arrives in your inbox, fill it out. And let's walk this road together – toward renewal, toward clarity, and toward the deep joy of Easter.