

Grace in the Desert Episcopal Church – Vestry Meeting Minutes January 14, 2026, 6:30 pm, Chapel

Vestry Member Attendance: The Rev. Tim True, Joan Eldridge, Mimi Grant, Denise Kubajak, Alison Marks, Jan McDermott, Karmen La'Shaun Miller, Barbara Ryhter, and Johnny Wilson, Jr.

Guests: Jim Cook, David Griego (Treasurer), Sara Nix, Patricia Holbrook-Seay, Joy Stalians, and Maxwell Stalians.

- Meeting called to order & opening prayer at 6:35 pm.
- Motion to appoint Sara Nix as Clerk Pro Tem. Unanimous approval.
- Motion to approve Consent Agenda, including: December Meeting Minutes with spelling corrections; Rectors Report; and financials. Unanimous approval.
- Checking In:
 - Senior Warden: strong attendance at Christmas Eve Services (approximately 200 at 5 pm and 80 and 11 pm) as well as regular services is a strong indicator of growth & stabilization.
 - Junior Warden: the stove has been commercially cleaned.
 - Treasurer: brief year-to-date financial recap. Total pledges are down, but the total pledged amount is stable.
 - It was noted that this would be Joan Eldridge's final vestry meeting.
- New Business
 - 2026 Budget (DRAFT): A motion was made by Johnny to put forward budget V3 for approval by the congregation. Second by Barb. Motion passed with 5 yea and 3 nay.
 - Discussion noted that this is a deficit budget, and that the specific amount was in flux throughout the meeting as decisions were made and errors identified.
 - The treasurer will update budget pages prior to the annual meeting to reflect the true anticipated deficit and approved actions.
 - Personnel
 - Office Manager: Budget V3 proposes to convert this position from a half to fulltime position with an anticipated start date of February 1, 2026. This position would continue current duties, organize/coordinate volunteers, help with bookkeeping and empower Father Tim to focus more on pastoral care. A motion was made by Barb to extend a contract contingent on the congregation passing budget V3. Second by Johnny. Motion passed with 5 yea and 3 nay.

- Sexton: Both have resigned. A motion to seek bids for new contractors (with note of estimated increase from \$475 per month to approximately \$908 per month) was made by Jan. Second by Barb. Motion passed with unanimous approval.
- Lease Agreement: Christ Church Las Vegas (a member of the Communion of Reformed Evangelical Churches or CREC) would be issued a 52 weeks lease with a likely start date of March 1, 2026 and an option to renew. The rent payment of \$2,000 per month would be a substantial source of income.
 - Discussion noted that the lessee is a very conservative congregation that differs from Grace on several issues. Father Tim has spoken with the pastor and feels confident that they will be respectful and not change Grace. It was noted that the lessee will *not* put up any outdoor signage.
 - A motion was made to put forward a lease agreement with the following considerations: list addresses for both buildings on lease; negotiate key policy agreement; kitchen clean-up clause; and insurance document update.
- Business License: Decision was made to renew immediately to avoid possible late penalty (expires 1/31/2026). Sara Nix will be named as Clerk on this document.
- Counting Procedure: Motion to accept revised policy/procedures for counting donations from the plate (Patricia Holbrook-Seay and other ushers drafted) was made by Karmen. Second by Jan. Motion passed with unanimous approval.
- Episcopal Identity Grant Bishop Elizabeth has asked Grace to oversee this \$25K grant from the National Church to the Diocese of NV. Funds would provide for a Deanery-wide Choir to conduct approximately seven events over the course of the year (e.g. evensong, lessons & carols, full requiem, etc.).
 - Would be a new line in the proposed budget (restricted fund).
 - A motion to accept the grant and implement the program was made by Johnny. Second by Barb. Motion passed with unanimous approval.
- Annual Report Status Report (DRAFT): Father Tim made the decision to reflect vacancies (p. 18) so that the congregation can see what level of volunteer commitment is still needed to maintain various ministries.
- Neptune Society (cremation service provider) would be willing to provide an End Of Life Planning Workshop (date to be determined).

- ADA Compliant Labyrinth: Cheryl Bruni would like to consider painting an ADA compliance labyrinth in the parking lot. It was determined that this may not be a priority at this time, especially since the blacktop will likely need to be resealed in the next couple years.
- Executive Session:
 - A motion to move into an Executive Session was made by Barb. Second by Jan. Motion passed with unanimous approval.
 - At the conclusion of this session, a motion to move out of the Executive Session was made by Johnny. Second by Joan. Motion passed with unanimous approval.
- For the Good of the Order & Closing Prayer: A motion to Adjourn was made and unanimously passed. The meeting adjourned.

Calendar of Upcoming Events:

- 1/25: Annual Meeting, noon
- 2/8: Scout Sunday
- 2/18: Ash Wednesday
- 2/21: Vestry Workshop, including Feb. Meeting, 9am-3pm
- 2/28: Funeral Service lead by Mother Mary
- 2/22: Episcopal 101
- 3/1: Parochial Report Due
- 4/4: Easter Vigil
- 5/3: Bishop's Visit
- 8/7-9: Deanery Days

Next Meeting March 11, 2026 @ 6:30pm in Chapel

Grace in the Desert Episcopal Church, 1/25/2026

Vestry Follow-up Meeting to Annual Meeting

Attendance: The Rev. Tim True, Mimi Grant, Denise Kubajak, Alison Marks, Jan McDermott, Karmen La'Shaun Miller, Barbara Ryhter, Johnny Wilson, Jr., Maxwell Stalians, Patricia Holbrook-Seay, and Sara Nix (Clerk).

- Called to order 1:02 PM
- Reminder to attend Vestry Workshop w/ Vision casting
 - February 21, 2026 from 9 am - 3 pm at Epiphany Episcopal Church (doors open at 8:30 am).
 - This will be the only official vestry meeting for the month of February.
 - Denise Kubajak will organize a carpool from Grace.
- Housekeeping Announcement: The Rector will establish three Commissions and ask them to meet monthly. These groups will be as follows:
 - Mission Commission, Rector + other vestry members
 - Administration Commission, Senior Warden + other vestry members
 - Facilities Commission, Junior Warden + other vestry members
- The Rector appointed Denise Kubajak to serve as Senior Warden for another year.
- A motion to nominate Johnny Wilson to continue to serve as Junior Warden was made by Jan McDermott, second by Mimi Grant. Motion carries unanimously.
- Check-in with Senior Warden: Shrove Tuesday dinner will be hosted by vestry and we need all to help with set-up and clean-up.
- Commissioning of Vestry will take place on Saturday, February 7 at the 4:00 pm service.
- Good of the Order/For the Common Good
 - Barb Ryhter thanked The Rector for his "second homily" in favor of the V3 budget.

- Johnny Wilson thanked Denise Kubajak and Patricia Holbrook-Seay for doing set-up for the annual meeting.
- Rector Closing Prayer
- Meeting adjourned at 1:17 pm