

**Minutes of Meeting of Vestry of  
St. Paul's Episcopal Church of Murfreesboro, Tennessee, Inc.**

**Date of Meeting: April 21, 2026**

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**Method of Meeting (i.e. virtual or in person): In Person**

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**Vestry Members:**

| <b>Vestry Member Name:</b> | <b>P = Present A= Absent</b> |
|----------------------------|------------------------------|
| Baumann, Kim               | P                            |
| Clemmons, Sandy            | P                            |
| Davis, Jeff                | P                            |
| Enzor, Katie               | P                            |
| Fahnestock, Bruce          | P                            |
| Goodman, Ted               | P                            |
| Green, David               | P                            |
| Groutt, Dixie              | P                            |
| Hebden, Susanne            | A                            |
| Kropog, Jennifer           | P                            |
| Lynne Miller               | P                            |
| Rhea, Lisa                 | P                            |
| Sullivan, Barbara          | P                            |

**Clergy Present:**

Dr. Kristine Blaess  
Rev. Michael Whitnah  
Rev. Josh Wilson

**Others Present:**

Don Whitfield  
Don Clayton (clerk)  
David Rowe

- 1 The Meeting was opened with a prayer by Dr. Kristine, followed by a brief recap of her research  
2 on the purpose and proper handling of Executive Session.

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- 3 The Agenda was approved unanimously. (*Motion to approve by Jennifer Kropog, seconded by*  
4 *Jeff Davis.*)

- 5 The Minutes of the December meeting were approved unanimously. (*Motion to approve by*  
6 *Katie Enzor, seconded by Kim Baumann.*)

- 7 The Minutes of the January meeting were amended as follows:

- 8 **Lines 4-11:** "Kristine provided a summation of her findings, as provided in the attached exhibit."  
9 (*Motion to approve by David Green, seconded by Jeff Davis.*)

10 **Line 96:** "Our Music Budget has increased because the Music Director's compensation package  
11 is higher." (*Motion to approve by David Green, seconded by Ted Goodman.*)

12 **Line 97:** "pension for lay staff members (~~including Sean~~) have increased." (*Motion by David*  
13 *Green, seconded by Dixie Groutt.*)

14 **Line 138:** corrected to read Nashotah House.

15 The amended January minutes were approved unanimously. (*Motion to approve by Jennifer*  
16 *Kropog, seconded by Dixie Groutt.*)

17 The Minutes of the March meeting were approved unanimously, with minor corrections to the  
18 spelling of names. (*Motion to approve by Bruce Fahnestock, seconded by Jeff Davis.*)

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20 **Financial Report (Don Whitfield):**

21 Total revenue is ahead of both plan and last year. Total expenses are favorable YTD, but are  
22 significantly more than last year due to structural changes associated with the additional staff.

23 YTD pledge income is \$381k versus a budget of \$338k. We have had very strong performance in  
24 annual and in-advance payments; note that the budget was constructed based on the historical  
25 pattern for these types of gifts. We are down slightly on periodic/monthly payments, and we  
26 are lagging on unpledged gifts, which is a concern.

27 Other income is down significantly, but we did get the Made to Flourish gift in April which  
28 should bring it closer in line.

29 On the expense side, we are up on Clergy. As part of our arrangement with Made to Flourish,  
30 we incurred \$5000 for the Scatter Survey; some of this came from restricted accounts, but  
31 \$1700 hit the operating expenses in March. Music is over due to the timing of music purchases,  
32 some of which would normally have been incurred last year. Church programs are favorable  
33 YTD; we had a \$2500 refurbish of the nursery which wasn't really in the budget, but this  
34 variance should narrow as the year progresses. Youth Ministry is over due to timing, as a trip  
35 was taken in March but the funding did not come in until April. Maintenance is favorable.

36 323 Main Street is on track.

37 We received a \$3000 Memorial gift in March, and another gift in April. The Endowment fund is  
38 down slightly due to market fluctuations.

39 The March financial report was approved unanimously. (*Motion to approve by Bruce*  
40 *Fahnestock, seconded by Dixie Groutt.*)

41 Dr. Kristine reported that Kim Baumann has been going through the Vocational Diaconate  
42 Discernment process over the past six months. Her Discernment Committee was unanimous in  
43 recommending that she continue with the next steps of the process. The Vestry was asked to  
44 approve and sign Holy Orders Form 4, Letter of Support for Postulancy, to formally record the

parish's approval and support for her to continue the process. (*Motion to approve by Ted Goodman, seconded by Lisa Rhea, approved unanimously.*)

#### **Liaison Reports:**

##### **Worship and Music (Dixie Groutt)**

Thanks to all of the worship teams for all their hard work during Lent and Holy Week. Still having issues with staffing ushers on Sunday.

Update on Music Director: Sean Vogt's last day is May 31. Dr Kristine is most concerned with the transitional period, and as such will be hiring an interim director of music to begin May 1, and an interim choir director to begin September 1. The total expense for both positions will fall within the budgeted amount for the Music Director. We will pursue hiring a full-time Music Director at some later date.

##### **Children and Youth (Kim Baumann, Sandy Clemmons)**

Kim reported that the plan by Labor Day is to have two SNL groups, which will require additional adult volunteers.

##### **Alpha (Lynne Miller, Lisa Rhea)**

Lynne reported that Alpha is coming in September, and volunteers are needed in many different capacities. They will announce Alpha to the folks attending the Explorers Class and the upcoming Newcomers Brunch, and will also have a presence at the St. Paul's table at the Juneteenth celebration.

##### **Finance (Bruce Fahnestock)**

Presented a motion to amend the Employee Handbook, correcting the third sub-item in the section on Employer-Offered Benefits Policy "Defined Contribution Plan" to read as follows:

**"Should you make voluntary contributions to the Defined Contribution Plan, St. Paul's will match your contribution up to 4% of your compensation. This matching contribution, when added to the employer base contribution should not exceed 9%."**

The motion was second by Barbara Sullivan, and approved unanimously.

##### **Stewardship (Jennifer Kropog)**

Committee will meet next week.

##### **Playground (Ted Goodman)**

Received a packet from a potential contractor with some options for our review, which was circulated to the Vestry; they are gravitating to those that are more natural in appearance.

##### **Parish Life (Susanne Hebden and Barbara Sullivan)**

Barbara reported that the Lenten Soup Suppers are completed, and we hosted a reception after Josh Wilson's ordination. Looking for someone to take the lead for the Bishop's reception on May 24.

##### **Newcomers (Katie Enzor)**

Will be meeting with Joyce Adkins to discuss goals and plans for the year.

82 **Warden Reports:**

83 **Sr Warden (David Green)**

84 Representatives from St. Andrews-Sewanee School will be here on Sunday April 26 during the  
85 Christian Education hour.

86 **Jr. Warden (Jeff Davis)**

87 Met with Anne Davis to discuss the planned giving program; targeting Mother's Day (May 10) to  
88 do an announcement to the parish. Want to raise awareness of planned giving opportunities;  
89 we are shooting for Feb 14, 2027, to announce Founding Members. Will get the Vestry an  
90 update on the Keystone Project, and how that might affect us.

91 **Staff Reports:**

92 **Formation & Liturgy (David Rowe)**

93 Explorers' Class is going well, with six planning to get confirmed, and six others who are  
94 considering confirmation.

95 **Clergy Reports:**

96 **Pastoral Resident's Report (Josh Wilson)**

97 Rev. Josh Wilson thanked the parish for their support and participation in his ordination. They  
98 took 13 youth to Camp McDowell this past weekend, and had a great retreat. Need to build  
99 depth of volunteers to work with Youth.

100 **Associate Rector's Report (Michael Whitnah)**

101 Our new Seminarian (High Garst) will be with us this Sunday to meet the Parish. He will be with  
102 us for three semesters, starting in August.

103 **Rector's Report (Kristine Blaess)**

104 Kristine expressed thanks for the gift of sabbatical, which will begin May 4 and continue until  
105 August 4.

106 **Executive Session:**

107 Approved the action as defined in the Executive Session. (*Motion by David Green, seconded by*  
108 *Dixie Grouett.*)

109 After Compline, the meeting was adjourned.

Respectfully submitted,

Don Clayton  
Clerk of the Vestry