

Church of the Holy Cross
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ANNUAL REPORT 2025

Annual Meeting: Sunday, January 25, 2026

| | |
|--------------------|--|
| Class of 2023-2026 | Chris Jamieson Jane Foote (Sherilyn Casiano) |
| Class of 2024-2027 | Gael Grossman - Junior Warden (Tim Lovelace) Pam Janson |
| Class of 2025-2028 | Anne Hamilton - Senior Warden Jason Price Bruce Hinkle (Treasurer) |

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Church of the Holy Cross
Annual Meeting Agenda
January 25, 2026

*PROGRESSIVE CHRISTIANITY
ANCIENT ROOTS*

Agenda

| | |
|--|---|
| 1. Call to Order, Opening Prayer | Deacon Cleda Smartt |
| 2. Appointment of Secretary & Parliamentarian | Anne Hamilton |
| 3. Definition of voting eligibility | Katherine Houseman (Parliamentarian) |
| 4. *Approval of minutes from Annual Meeting, January 26, 2025 | Anne Hamilton |
| 5. Transition Plan | Anne Hamilton |
| 6. Appreciative Inquiry Exercise | Pam Janson |
| 7. *Nomination and Election of Vestry Members and any nominations from the floor | Anne Hamilton |
| 8. *Nomination and Election of Delegates to Diocesan Convention | Anne Hamilton |
| 9. Recognition of Ministries | Teri Landreth, Office Admin |
| 10. Review of Church Budget for 2026 | Bruce Hinkle, Treasurer |
| 11. Call for acceptance of 2026 Budget | Anne Hamilton |
| 12. Acceptance of all other reports | Anne Hamilton |
| 13. *Motion to Adjourn | |
| 14. Closing Prayer, Blessing & Dismissal | Deacon Cleda Smartt |

*Those items requiring motion, second and vote

Church of the Holy Cross
40700 Ten Mile Rd., Novi, MI 48375
Minutes of the Annual Meeting
January 26, 2025, 11:45am
In-person and via Zoom

- + 11:37am Rev. Ian Reed Twiss called the meeting to order.
- + **Present:** 44 parishioners (43 in person and 1 on Zoom), plus Rev. Ian Reed Twiss and Rev. Deacon Cleda Smartt
- + Opening prayer: Rev. Ian Reed Twiss
- + Tryn Hinkle made a motion to appoint Karen Wang as secretary and Katherine Housman as parliamentarian for the annual meeting, seconded by Anne Maher. A vote was held and the motion carried unanimously
- + Definition of voting eligibility. Parliamentarian Katherine Housman explained who is eligible to vote during the annual meeting. A voter must be a communicant in good standing and a giver of record, age 16 or older. Parliamentarian further explained that all present qualify to vote, except Ian, Cleda and Teri.
- + 11:40am Jean Evans made a motion to approve the minutes as written from the January 21, 2024 Holy Cross annual meeting, seconded by Bekah Schulze. A vote was held and the motion carried unanimously.
- + Rev. Ian Reed Twiss presented the slate of candidates for the Vestry:
 - Jason Price (3 year term)
 - Anne Hamilton (3 year term)
 - Bruce Hinkle (3 year term)
 - Jane Foote (1 year term)There were no new nominations from the floor. Karen Wang made a motion to approve the slate of candidates, seconded by Mercedes Williams. A vote was held and the motion carried unanimously. The Vestry will meet immediately following today's annual meeting.
- + 11:43am Rev. Ian Reed Twiss presented the slate of delegates and alternates to the Diocesan Convention:
 - Delegates: Teri Landreth, Anne Hamilton, Silvia Huth
 - Alternates: Tryn Hinkle (1st alternate), Bruce Hinkle (2nd alternate)There were no new nominations from the floor. Joanne Quinlan made a motion to approve the slate of delegates and alternates for the Diocesan Convention, seconded by Jim Aughton. A vote was held and the motion carried unanimously.
- + 11:47am Recognition of Ministries Rev. Ian Reed Twiss (Holy Cr'Oscars)
Conclave 2: Vestry Edition

Tryn Hinkle - Best Director
Karen Wang - Best Screenplay
Ed Happ - Best Actor in a Supporting Role
The Brutal List: Roof, Parking Lot, Sidewalks, Tree Branches...
Gael Grossman
The Holduppers
Ray Sackett and Rob Williams
We're Still Here
Joanne Quinlan + the Altar Guild
Wicked Good
Ann Maher
A Complete Known
Teri Landreth
Sing! Sing!
Kate Autry - building the choir
Locked Gun: Maverick Deacon
Cleda Smartt - Gun lock giveaway, preaching and leading
Honorable Mention: Red Carpet Event Planners
Everyone who took a leadership role during the Clergy Renewal time.

- + Ian also presented our new church directory, with family photos.
- + 11:59am Review of Church Budget for 2025 by Bruce Hinkle, Treasurer. Income was up \$3,000 in 2024, thanks to pledges. In fact, with a projected \$17,000 deficit expected in 2024, we actually ended the year with a surplus. We are counting on the same for 2025. Even though our 2025 pledges are above last year, we also anticipate increased expenses, especially in utilities and insurance. We have a faith-based budget with an anticipated \$20,000 deficit. We do have funds in savings and investments, but we are asking for your generosity again this year to avoid dipping into those funds. Bruce reviewed the 2024 budgeted vs. actual income, the 2024 budgeted vs. actual expenses, and 2024 profit/loss. We used one of our investment accounts at Edward Jones to pay for our new roof. We have approximately \$190,000 in investments. FYI, all parishioners are welcome to review the Vestry's monthly meeting minutes on our website and to attend our monthly Vestry meetings.
- + 12:04pm Call for acceptance of 2024 Budget: Jim Aughton made a motion to accept the 2025 budget as written, seconded by Katherine Housman. A vote was held, and the motion carried unanimously.
- + Joanne Quinlan made a motion to accept all committee reports, seconded by Bruce Hinkle. A vote was held, and the motion carried unanimously.

- + 12:11pm Appreciative Inquiry Exercise: Pam Janson and Ian explained that June's College of Congregational Development training encourages input from the people. Pam asked folks to name their favorite church activity of 2024, and say why it's their favorite. Several pages of "favorite things" were listed. Ian summarized common themes and what makes Holy Cross unique. Ian will use this information at the Vestry retreat in February to plan the direction of our parish. Our diocese is also looking at the history of racial injustice in our region, and is considering the possibility of reparations in the future. Ian asked folks to get up and stand by the sign that indicates how long they have been a member of Holy Cross.
- + Teri reminded folks that we do not have a sexton today and will need extra help with clean-up. Teri serves on the Diocese Climate Change Task Force, and she is starting an Environmental Justice committee at Holy Cross. Please tell Teri if you are interested in joining the committee.
- + Closing prayer by Rev. Ian Reed Twiss and Motion to Adjourn: Karen Wang made a motion to adjourn the meeting at 12:43pm, seconded by Mercedes Williams. A vote was held and the motion carried unanimously.

| Profit and Loss Holy Cross Episcopal Church Novi | | |
|---|------------------------------|-------------------|
| 2025 | Jan 1 - Dec 31 2025 (YTD) | Budget |
| Income | | |
| 41020 Pledged Income - General | 143,783.96 | 161,298.00 |
| 41040 Income Not Pledged - General | 19,079.20 | 10,000.00 |
| 41050 Coffee Hour/Parish Soc.Contrib | 1,579.00 | 500.00 |
| 42030 Special Offering - M&O general | 4,261.00 | |
| 45010 Growing Place Rent | 35,241.70 | 32,530.00 |
| 45020 Growing Place CAM Reimb | 15,139.95 | 16,500.00 |
| 48012 Miscellaneous Income | 189.09 | |
| 48016 Clergy Discretionary Income | 3,739.03 | |
| 41075 AA Contributions | 324.00 | |
| 42020 Special Offering - Memorial | 700.00 | |
| 44010 Interest Income - Bldg Sav | 1.24 | |
| 44012 Interest Income -Gen Ckg | 4.90 | |
| 44030 Interest Income - Vestry | 0.72 | |
| 47010 Flower Offering | 2,324.98 | |
| 41060 Holiday Giving | 130.00 | 500.00 |
| 42080 Special Offering - Altar Guild | 311.33 | |
| 47060 Youth Offering | -801.00 | |
| Uncategorized Income | 40.00 | |
| Total Income | \$226,049.10 | 221,328.00 |

| Expenses | | | |
|--|---------------------|-------------------|--|
| 50000 Clergy Expenses | | | |
| 51010 Salary-Rector | 49,866.12 | 45,439.00 | |
| 51013 Clergy Housing Allowance | 19,000.08 | 21,000.00 | |
| 51025 Clergy Discretionary Expense | 2,941.77 | | |
| 51012 Clergy Benefits | 25,977.08 | 30,380.00 | |
| 51015 Clergy Pension | 7,836.75 | 9,720.00 | |
| 51019 Clergy Auto Gas/Mileage | | 1,100.00 | |
| 51014 Clergy Professional Expense | 133.00 | 500.00 | |
| 51016 HSA | 4,087.50 | 5,450.00 | |
| 51018 Clergy Continuing Educat. | 350.00 | 1,000.00 | |
| 51020 Sabbatical Provisions | | 1,000.00 | |
| 51021 Cell Phone Reimbursement | | 480.00 | |
| 51040 Deacon Auto Gas/Mileage | | 500.00 | |
| 51041 Deacon Continuing Education | | 300.00 | |
| 56048 Supply Clergy | 714.94 | 1,000.00 | |
| Total 50000 Clergy Expenses | \$110,907.24 | 117,869.00 | |
| 52000 Administrative Expenses | 20.00 | | |
| 52010 Office supplies | 1,684.23 | 1,000.00 | |
| 52011 Postage | | 50.00 | |
| 52012 Telephone - office | 2,214.95 | 1,510.00 | |
| 52014 Office equip - repair & maint | 4,196.54 | 4,000.00 | |
| 52015 Office admin salaries | 18,261.58 | 19,133.00 | |
| 52017 Payroll Taxes & Workmans Comp | 2,981.57 | 2,500.00 | |
| 52018 Payroll fees | 246.00 | 300.00 | |
| 52021 Employee Benefits | 3,171.48 | 1,662.00 | |
| 52022 Lay Employee 403B | | 400.00 | |
| 56020 Vestry & Staff Development | 838.42 | 250.00 | |
| 56050 Vestry Expense | | 1,500.00 | |
| 56081 Publicity/Communications | 139.97 | 500.00 | |
| 56181 Zoom Account | 159.90 | 192.00 | |
| Total 52000 Administrative Expenses | \$33,914.64 | 32,997.00 | |
| 53000 Music Program | 199.00 | | |
| 52016 Organist Salary | 18,170.99 | 18,207.00 | |
| 56045 Supply Musicians | 500.00 | 750.00 | |
| 58010 Music Expense | | 500.00 | |
| 58200 Instrument Maintenance | | 300.00 | |
| 58300 Musician Continuing Education | | 50.00 | |
| Total 53000 Music Program | \$18,869.99 | 19,807.00 | |

| | | |
|--|---------------------|-------------------|
| 54000 Building Expenses | | |
| 54010 Church Utilities | 18,653.26 | 16,170.00 |
| 54020 Church Bldg Lawn & Snow | 8,695.40 | 8,400.00 |
| 54025 Building Maint. & Repair | 12,845.57 | 5,000.00 |
| 54030 Church Bldg Cleaning & Sup. | 818.23 | 700.00 |
| 54032 Church Insurance | 9,938.00 | 8,875.00 |
| 54033 Sexton | 1,167.57 | 3,000.00 |
| Total 54000 Building Expenses | \$52,118.03 | 42,145.00 |
| 56000 Worship Expense | | |
| 56030 Worship Supplies | 11.99 | |
| 56031 Altar Guild Expense | 481.40 | 500.00 |
| 58012 Flower Expense | -12.29 | 600.00 |
| Total 56000 Worship Expense | \$481.10 | 1,100.00 |
| 57000 Formation | | |
| 56010 Christian Formation | 50.00 | 1,800.00 |
| 58011 Youth Expense | -254.00 | 150.00 |
| 58018 Sunday School | 374.00 | |
| 58020 Book Expense Account | | 550.00 |
| Total 57000 Formation | \$170.00 | 2,500.00 |
| 58000 Mission & Outreach Expenses | | |
| 56060 M & O - General | 1,398.00 | |
| 56061 M & O -Diocesan App | -1,610.00 | 3,000.00 |
| 56062 M & O - Emmaus | 22,737.96 | 22,738.00 |
| 56080 Newcomer Devel | | 600.00 |
| 56082 Health and Wellness | | 100.00 |
| 56085 Stewardship | | 150.00 |
| 56088 Coffee Hour/Parish Social | | 300.00 |
| Total 58000 Mission & Outreach Expenses | 222.82 | 300.00 |
| Total Expenses | \$22,748.78 | 27,188.00 |
| Net Operating Income | -\$13,160.68 | -22,278.00 |

| <u>Proposed 2026 Budget</u> | 2026 | 2025 |
|--|-------------------|-------------------|
| Income | | |
| 41010 Loose Plate | | |
| 41020 Pledged Income - General | 127,425.00 | 161,298.00 |
| 41040 Income Not Pledged - General | 10,000.00 | 10,000.00 |
| 41050 Coffee Hour/Parish Soc.Contrib | 500.00 | 500.00 |
| 41060 Holiday Giving | 500.00 | 500.00 |
| 41075 AA Contributions | | |
| 45010 Growing Place Rent | 32,530.00 | 32,530.00 |
| 45020 Growing Place CAM Reimb | 16,500.00 | 16,500.00 |
| Total Income | 187,455.00 | 221,328.00 |
| Expenses | | |
| 50000 Clergy Expenses | | |
| 51010 Salary-Rector | 33235* | 45,439.00 |
| 51012 Clergy Benefits | 10,000.00 | 30,380.00 |
| 51013 Clergy Housing Allowance | | 21,000.00 |
| 51014 Clergy Professional Expense | | 500.00 |
| 51015 Clergy Pension | 6,324.00 | 9,720.00 |
| 51016 HSA | | 5,450.00 |
| 51018 Clergy Continuing Educat. | | 1,000.00 |
| 51019 Clergy Auto Gas/Mileage | | 1,100.00 |
| 51020 Clergy Sabbatical Provision | | 1,000.00 |
| 51021 Cell Phone Reimbursement | | 480.00 |
| 51040 Deacon Auto Gas/Mileage | 500.00 | 500.00 |
| 51041 Deacon Continuing Education | 300.00 | 300.00 |
| 56048 Supply Clergy | 6,500.00 | 1,000.00 |
| Total 50000 Clergy Expenses | 23,624.00 | 117,869.00 |
| 52000 Administrative Expenses | | |
| 52010 Office supplies | 1,500.00 | 1,000.00 |
| 52011 Postage | 50.00 | 50.00 |
| 52012 Telephone - office | 1,510.00 | 1,510.00 |
| 52014 Office equip - repair & maint | 4,000.00 | 4,000.00 |
| 52015 Office admin salaries | 23,348.00 | 19,133.00 |
| 52017 Payroll Taxes & Workmans Comp | 2,500.00 | 2,500.00 |
| 52018 Payroll fees | 300.00 | 300.00 |
| 52021 Employee Benefits | 3,000.00 | 1,662.00 |
| 52022 Lay Employee 403B | 400.00 | 400.00 |
| 56020 Vestry & Staff Development | 250.00 | 250.00 |
| 56050 Vestry Expense | 1,500.00 | 1,500.00 |
| 56081 Publicity/Communications | 500.00 | 500.00 |
| 56082 Zoom Service | 192.00 | 192.00 |
| Total 52000 Administrative Expenses | 39,050.00 | 32,997.00 |

| | | |
|--|-------------------|-------------------|
| 53000 Music Program | | |
| 52016 Organist Salary | 22,212.00 | 18,207.00 |
| 56045 Supply Musicians | 1,100.00 | 750.00 |
| 58010 Music Expense | 500.00 | 500.00 |
| 58200 Instrument Maintenance | 300.00 | 300.00 |
| 58300 Musician Continuing Education | 50.00 | 50.00 |
| Total 53000 Music Program | 24,162.00 | 19,807.00 |
| 54000 Building Expenses | | |
| 54010 Church Utilities | 20,000.00 | 16,170.00 |
| 54020 Church Bldg Lawn & Snow | 8,400.00 | 8,400.00 |
| 54025 Building Maint. & Repair | 5,000.00 | 5,000.00 |
| 54030 Church Bldg Cleaning & Sup. | 700.00 | 700.00 |
| 54032 Church Insurance | 9,408.00 | 8,875.00 |
| 54033 Sexton | 3,150.00 | 3,000.00 |
| Total 54000 Building Expenses | 46,658.00 | 42,145.00 |
| 56000 Worship Expense | | |
| 56030 Worship Supplies | 500.00 | 500.00 |
| 56031 Altar Guild Expense | 600.00 | 600.00 |
| 58012 Flower Expense | | |
| Total 56000 Worship Expense | 1,100.00 | 1,100.00 |
| 57000 Formation | | |
| 56010 Christian Formation | 300.00 | 1,800.00 |
| 58011 Youth Expense | 150.00 | 150.00 |
| 58018 Sunday School | 550.00 | 550.00 |
| 58020 Book Expense Account | | |
| Total 57000 Formation | 1,000.00 | 2,500.00 |
| 58000 Mission & Outreach Expenses | | |
| 56060 M & O - General | 3,000.00 | 3,000.00 |
| 56061 M & O -Diocesan App | 23,952.00 | 22,738.00 |
| 56062 M & O - Emmaus | 600.00 | 600.00 |
| 56080 Newcomer Devel | 100.00 | 100.00 |
| 56082 Health and Wellness | 150.00 | 150.00 |
| 56085 Stewardship | 300.00 | 300.00 |
| 56088 Coffee Hour/Parish Social | 300.00 | 300.00 |
| Total 58000 Mission & Outreach Expenses | 28,402.00 | 27,188.00 |
| Total Expenses | 163,996.00 | 243,606.00 |
| Net Operating Income | 23,459.00 | -22,278.00 |

*This includes the first pay period for Ian.

2026 Vestry Candidates

Bev Siirila

I have attended Holy Cross for over 18 years. I previously served on the Vestry approximately 10 years ago and am eager to serve again and help shape the future of our church community. I have also served as Eucharistic Minister, Reader, Counter, and participated in our weekly book club.

I am retired from the Department of Defense (Army Tank-Automotive Command) after 30+ years of service. My career at DOD encompassed a variety of supply chain management and information technology positions, culminating in my final position as Chief Information Officer, overseeing 80+ personnel and managing a budget of \$13 million.

Specialized training and degrees:

BS in Business Management,
Central Michigan University
MS in Technical Management,
Embry-Riddle University
Lean Six Sigma Black Belt

Outgoing Rector's Annual Report

By Ian Reed Twiss, Outgoing Rector

Narrative Overview

It seems to me that much of the energy of the parish this year has been focused in two areas: 1) finding ways to faithfully respond to, and spiritually thrive in, our country's new political environment and 2) Tending to our aging building and its current and future needs.

In the first category, we have hit a "reset" in which the Social Justice team went into hiatus and was replaced by the "Faith and Advocacy" team. This process allowed some to step back and others to step forward as we grappled with being progressive Christians amidst a national authoritarian surge. This group has organized church attendance at several "No Kings" rallies, the last of which drew some 2 dozen Holy Cross participants. We have also used our church sign to challenge and provoke, with messages like "Who Would Jesus Deport?" and "Love Your Enemy: No Violence." Discussions of how to live a faithful life, balancing resistance and self-care, have been uppermost in the Book Group, sermons, and other conversations. We also held another gun safety lock giveaway in June.

In the second category, the Vestry took on a number of tasks including: completing the new roof, fixing the HVAC system to where it actually keeps us warm in the sanctuary(!), replacing some garden areas with sod to reduce gardening work,

completing the reporting on last year's Lilly grant, completing a financial audit, applying for and receiving 2 diocesan grants to recoup a total of \$20,000 of the \$80,000+ roof replacement, replacing poorly functioning bathroom toilets and repatching the wall, pruning and removing tree branches from the parking lot, and having the building inspected to anticipate long-term needs and generate a list of new issues to tackle. Huge kudos to all these fine folks. I especially want to lift up your wardens--Gael Grossman, the hardest working Junior Warden in history, and Anne Hamilton, who was already project managing a lot and is now stepping up to guide you through the transition.

Pam Janson, Teri Landreth, and I participated in Year 2 of the College for Congregational Development, so she will be a resource for useful processes in the ongoing development of Holy Cross as a congregation. Our worship numbers this past year rebounded from the previous sabbatical year. Finances have been tough for several member families who were unable to pledge going into 2026. These added to a significant death and the loss of 2 pledgers who were here for professional reasons (Joe Lavela and myself) have dropped the pledged budget significantly. This is not unusual in a time of transition. There remains sufficient pledge money to manage the decreased expenses related to my absence. God is good.

Highlights

- Faith and Advocacy helped us pivot to protesting the cruelty of our government's treatment of immigrants, LGBTQ+ folks, women, Palestinians, the environment. Our presence at the No Kings rallies bore witness to Jesus' teachings to love our neighbors as ourselves.
- We hosted several "Buy Nothing" events that brought a number of people into our building and raised our profile in the community.
- Vestry plus other volunteers accomplished a huge amount of work completing our new roof project, making the garden sustainable, HVAC replacement, winning diocesan grants, and more.
- Pam Janson, Teri Landreth, and Ian attended the diocese's 2nd year of the College for Congregational Development in June, resulting in a revamping of our welcome practices on Sunday mornings.
- Deacon Cleda initiated another Gun Lock Giveaway in partnership with Novi Public Safety at our church.
- We said goodbye to one seminarian intern, Joe LaVela, and said hello and goodbye to another, Carol Bennett.
- Children's Sunday School continues to run every week, with a kid-led worship every 5th Sunday of the month.
- The choir is sounding great!
- Adult worship and education offerings (Compline, Thursday Book Group and Healing Prayer) continue, as does our health and healing ministry.

The Numbers

Membership: This year we have welcomed **4 new members** (3 pledge units) into our community—and **about 3 others** who have become active in the church. At the same time, we have had **2 deaths and 4 departures** (2 are rector's family online attendees, and the other is a couple who found a new Spanish-language church home). This is a net loss of 2 members, which is not bad. Our average Sunday worship attendance recovered from 57 in 2024 (and exceeded our attendance of 63 in 2023) landing at 65 for 2025.

Financial Giving: Our pledges have taken a hit this year. However, so have expenses. God has always provided what we need. Thank you for your participation and generosity!

Total pledged for 2019: \$97,500

Total pledged for 2020: \$120,800

Total pledged for 2021: \$138,060 (14% higher than 2020)

Total pledged for 2022: \$179,534 (30% higher than 2021)

Total pledged for 2023: \$168,180 (6% lower than 2022)

Total pledged for 2024: \$155,349 (8% lower than 2023)

Total pledged for 2025: \$161,298 (4% higher than 2024)

Total pledged for 2026: \$127,425 (21% lower than 2025)

Total number of 2026 pledges: 47 (6 fewer than in 2025)

Number of new pledges since 2025: 1

Number of lost pledges since 2025: 7

Number of increased pledges since 2025: 16

Number of decreased pledges since 2025: 4

Looking Forward

Holy Cross has that rarest of gifts: warmth and welcome with no pressure. Truly you are a prize. I'm proud of the work we've done together, sustaining ourselves through the pandemic, staying connected, caring for the poor, advocating for justice and equity. I wish you good, prayerful discernment as you find your next priest. AND you don't have to wait for that person to keep listening for the prompting of the Holy Spirit to tend to the needs of one another and the world beyond your walls. Thank you for walking this journey with me. God bless you!

Deacon's Report

By Deacon Cleda Smartt

Dear Friends in Christ,

It has been 5 years since I served you as Deacon of Holy Cross and I feel honored and blessed to be among you.

Last year and in this new year, I will fulfill my duty to serve the poor, the sick, the lonely, the weak and the disenfranchised in our community and the world. I am responsible for proclaiming the Gospel each Sunday at both services, preparing the Lord's table, administering communion, and clearing the Lord's table and giving the dismissal. I have also set up the zoom equipment for the 10:00 AM service and will continue to do so. I am and will be involved in baptisms, funerals and I have periodically conducted Morning Prayer and preached sermons.

As a Deacon I interpret to the church the needs, hopes, and concerns of the world. Last year and this new year I will be providing pastoral care, providing compline service each Wednesday at 7:45 PM for the congregation. Working with members of the Social Justice Ministry, working on voting rights, forgiving medical debt, immigration, refugee issues, having a service to remember victims of wrongful convictions and created prayers for each day in Advent and distributed a gun lock giveaway last summer. Last year I worked with the Helping Hand ministry to provide toiletries to be distributed to centers and will be doing so again this year. I know that there is more to be done and I will address them as the need arises.

Senior Warden's Report

By Anne Hamilton

When I joined the Vestry last January, there was a discernment process and conversation already underway about the vestry leadership process in terms of 'What is working well', 'What do we need more of', and 'What do we need less of'. In the 'What is working well' category, people highlighted 'communication, coming to agreements or consensus easily, and being respectful of each other's opinions'. These seem exactly like what one would expect from the open and welcoming community of our congregation. After a year of meetings and some challenges, I would say this is very much still true!

In terms of what we need more of: 'keeping us on track', and 'managing the information that flows through the vestry', we have made steps in that direction and will need to continue to focus on this moving forward. 'What we need less of' includes 'building emergencies' and 'taking on too much.' I will leave it to the Junior Warden to speak of building emergencies, but we did take steps to get our arms around this for the future. In terms of trying not to take on too much... Well, let's turn to the goals we set ourselves to see.

During the Vestry Retreat, in early March, we set these goals:

- Boost online visibility
- Complete 3 years of Financial Audits
- Switch banks
- Apply for grants to offset the cost of our roof replacement
- Plan for Infrastructure needs by assessing our HVAC / Boiler situation and having a full inspection of the property as a starting point
- Address ongoing toilet issues.

I'm not sure we managed to honor the desire expressed to not take on too much!

How did we do?

- Toilet issues resolved!
- HVAC system: Heat pumps and AC fixed; boiler issue deferred, pending long-term building plan.
- Full building inspection completed, and initial red flag issues addressed.
- Applied for two roof grants and both approved.
- Completed the financial audit for 2024 and have a path to completing the remaining two audits.
- Switched from Flagstar to Chase Bank (to all around relief).

What's next?

- We made some progress on our social media footprint, but we have more work to do in that area.
- Now that we have a full building inspection, we envision a subcommittee creating a long-term building plan with financial goals so we can prioritize and anticipate work that needs to be done to reduce the number of building emergencies.
- Complete the remaining audits and train interested people to participate in this process to make it easier for the church going forward.

In the meantime, as you know, Ian announced that he would be leaving us as Rector. As a result, the vestry has shifted focus to address the transition in which we find ourselves. One of our first goals has been to ensure we send Ian off into his new life filled with all the love and support he gave all of us.

We are working with the Diocesan Transition ministers Rev. Canon Susie Shaefer and Rev. Canon Ellen Ekevag as they guide us through the process of finding a new Rector for Holy Cross. Part of the process involved the vestry making a decision about whether to employ an Interim minister or a Transitional Priest-in-Charge. An interim minister can only be with us for the transitional period and then no matter how well we like one another, the person must leave. With a Transitional Priest-in-Charge (TPIC for short), they are with us for the transitional period, but at the end of that time, we have an option to call that candidate as our Rector, and if they choose to stay, they may.

In either case, after we find and hire either an Interim or a TPIC candidate, then the vestry will appoint a search committee to do the work to discern and recommend a candidate to the vestry.

The vestry opted for the Transitional Priest-in-Charge route, and we are proceeding with that path. In the meantime, we have arranged for supply ministers to cover most of the services through Easter to give us time to move through the process of finding a candidate to serve Holy Cross as Transitional Priest-in-Charge.

There will be opportunities for members of the congregation to contribute to the Search Committee, if interested. And, as always, the vestry welcomes your thoughts and feedback.

As we look into this next year as one of transitions for us, I am very grateful to have had Ian's guidance and presence with us all this time, and grateful to the vestry for the gifts they bring of communication, respect for one another's thoughts and opinions, and coming to agreement with ease.

Sonnet for the Junior Warden's Report

By Gael Grossman

Throughout this year, the walls of Holy Cross
Stood steadfast while our labors rose in grace;
The gutters mended, roof restored from loss,
Each beam and shingle set in rightful place.

The winter's breath once chilled our halls with frost,
Till warmth returned through faithful hands and care;
And summer's heat, once pressing as we'd lost,
Was gentled by the newly humming air.

Then kitchen shelves rose sturdy, anchored, bound.
New toilets came by contract, duly planned,
Installed with skill that kept our restrooms sound;
And Bruce made bright what still remained at hand.

So let our thanks for building ministry alight:
For Bruce, for Ray, for Rob's guiding light.

Treasurer's Report

By Bruce Hinkle

Well, we finished the year with money in the bank. That is a good thing. But, we ended the year with a deficit. This deficit was \$13,160.68. This was \$9,117 better than we budgeted. We managed to finish the year on that positive note, but we did have to withdraw some money from our investment accounts to cover repairs to the A/C and Heating units. This impacts our future monetary solubility. Oh, we still have money invested, but every draw reduces it and makes our future just a little more unstable. Working with deficit budgets also reduces our financial stability. We are far from crumbling, I am just warning that we, as a congregation, need to work toward a balanced or surplus budget for our stable future.

On a positive note, we have managed to complete an audit of the 2024 books, and with that completion, qualified for a grant from the Diocesan Council to help offset the cost of the roof repairs from late 2024 early 2025. We also received a grant from the Trustees of the Diocese for that same purpose.

Moving forward into 2026, we are again looking at the potential for a deficit budget. What will determine that will be negotiations with an incoming priest in charge as to compensation. If all goes well, we will finish the year with a surplus.

All that being said, we had a good year, and I pray we will have a better one this year.

Stewardship Report

By Bruce Hinkle

The pledge drive this year saw some of our newer members give talks about the reasons they give to the church, as well as a few of our established members. These talks were inspiring, and the congregation came through with good pledge numbers. Unfortunately, we came up short of where we were last year by almost \$34,000. This shortfall cuts into our ability to fully fund a new priest, but the Vestry will work with what they have and find a solution that best fits Holy Cross's needs.

I would like to put a request to the Congregation that you continue to discern how best you can use your talents for the betterment of the church. Whether that is helping with gardening, pitching in with Hospitality, being a reader during services, or helping with the counting, there are many opportunities to volunteer.

God Bless.

Music Director Report

By Kate Autry
Minister of Music

Looking back at 2025, one word that comes to mind is consistency. 2023 was a year of rebuilding as we returned to in-person singing and 2024 was a year of continued growth from that foundation. This past year saw the fruit of that time of building and growth. Through the music we choose and the role our choir plays, our goal is to make singing a communal experience that everyone feels comfortable participating in and hopefully we've accomplished that goal!

Along with programming familiar hymns, our planning team deliberately added in new music last year, with a special focus on marginalized and minority composers. Our Pride Sunday service was especially meaningful. We also added chanting the psalms to our regular weekly music.

2025 also brought us some instrumental music thanks to Joe LeVela and John Tartaglia and I'd like to continue to expand those opportunities. Plans are in place for a brass quintet for our Easter service and student performances throughout the year.

A huge shout-out goes to my dedicated and faithful choir members. I appreciate the time they spend on their own learning the music and our time spent rehearsing together almost every Sunday. Most of them are not familiar with reading music and I applaud their courage in tackling new skills! **New members are always welcome!** We meet from 11:30-12:15 (after coffee hour) unless there is a special event.

I'd also like to thank the Vestry for their faith in me and their generosity and encouragement. And many thanks to all of you! Your words of appreciation mean so much.

As 2026 will be a time of transition for us, we will focus on the songs that have been traditionally loved by our Holy Cross family and that foster a sense of community worship. It's my prayer that the music we sing each Sunday will bring a sense of comfort and familiarity and be a source of support and spiritual nourishment.

Prayer Shawl Ministry

Oral Report by Tryn Hinkle

Hospitality Ministry

Oral Report by Pam Hinkle

Altar Guild Report

By Joanne Quinlan

Another year has flown by and my team of ladies have once again helped me to organize and set up for all the services that we hold at the church. I would like to especially thank them for taking care of things while I was away helping my parents on three different occasions to move! (3rd time was a charm!)

We cleaned and polished the silver and brass (as you may have seen in Ian's presentation:)) for Easter, the Bishop's visit and Christmas services.

Gael has blessed us with her gift of baking the gluten free bread to share each service, Laura has continued to clean the small fine linen that we use each week and Carol has been updating our procedures book and of course Teri has once again been in charge of ordering all our supplies and making sure that she finds the most budget friendly options, thank you ladies.

Thank you to all those who helped retrieve the Christmas decorations from the loft space especially Cathi Peterson who rounded up her 2 visiting grandsons and one girlfriend to help us with setting things up, there is a rumor they have said they want to help next year!!

The Altar Guild prepared for the Memorial Services of Marlene Aughton

The Marriage Service of Doug Meggison & Neal Foster

At the Bishops Visit the following Baptisms were performed

Shirley Chen

Cathrine Collins

Jim Cunningham

We also welcomed the following as new members to the church

Edward Happ

Shirley Chen

Zean Smartt

Wendy Walter

We received in gifts

An embroidered fine linen for the altar

A Lily Cross Lavabo Towel.

We have also recycled the following items that we no longer use

2 Candelabra

The followers for the Candelabra

Additional followers

2 Cruets

Health and Wellness Ministry

By Mercedes Williams RN, BSN

The goal of this ministry is, "to empower members of the congregation to live fully abundant and healthy lives as God intended: physically, mentally, emotionally and spiritually." It is open to anyone with an interest as well as to those with health-related expertise.

In 2025 the following was completed:

- 2 members offered news bulletin articles, resources and support. (Thank you, Ann M. and Randy S.!)
- 13 newsletter, infographics or bulletins of educational information covering a broad range of health-related topics. These were distributed via service bulletins and weekly emails.
- Health & Wellness bulletin board in the gathering area, information updated regularly.
- 1 Health & Social support resources/referrals provided. *Requests can be made to me directly or through the clergy or office.*
- Faith Community Nurse Quarterly meetings through Trinity Health, Ann Arbor.
- AED information, checklists and resources updated and shared through Google Drive.

I am also looking for congregational input and additional members to help grow this ministry in order to provide short onsite programs such as AED use, CPR demo. and Medical Power of Attorney information.

Sunday School

By Teri Landreth & Pimam Manzi

Please find below a summary of the children's ministry for 2025:

- Sunday Services: We held regular Sunday services with an average attendance of 3-5 children.
- Intergenerational Worship: On every 5th Sunday, the children join the main community service. They participated actively through readings and bringing forward the elements. This has been a positive experience that has steadily built their confidence.
- Events and Fundraising: We successfully hosted the Souper Bowl **\$543** to benefit Love & Hope Ministry, Jinja Uganda; and Coffee Hour for Camp Chickigami **\$675** to fund outdoor sports equipment.
- Sacraments: We celebrated the baptism of Catherine.

Faith & Advocacy Ministry

By Jane Foote

This group morphed from the previous Social Justice group. We wanted to get more political than we had been, so we renamed ourselves this year.

Pastor Ian used to lead this group. In 2026, Jane Foote will lead and Anita Stromberg will take notes. Contact Jane to get added to (or removed from) the email list: jfoote@mi.rr.com or 248-207-0652 (call or text) and/or invited to the Zoom meetings. Due to the change, there are some holes in this report!

Watch the announcements for the meeting dates.

Helping Our Neighbors Who Are Immigrants

We are in the midst of investigating things we can do.

Social Justice Jar

- Mid-November - December - Hospitality House - **\$697**
- October - mid-November - "House of Healing" in Guatemala. The goal of \$2400 to put 10 children through school was exceeded by a lot. - **\$4470**
- August - September - 5calls.org - **\$129**
- July - Episcopal Relief & Development for Texas flood relief - **\$550**
- June - American Civil Liberties Union (ACLU) - **\$113**
- April & May - Undue Medical Debt - **\$588**
- February & March - Cass Community Services - **\$393**
- January - Episcopal Relief & Development for wildfires - **\$422**
- January -ACLU **\$45**

Protests

- October 18 No Kings Protest - approximately 22 people attended different "No Kings" events. The consensus was that it was very successful.
- July 17 Good Trouble Protest - we announced it, can't find a record of how many of us attended.
- June 14 No Kings Protest - 15-20 Holy Cross members participated.

5 Calls

We have been looking at the 5 Calls website (5calls.org) and recommending issues to contact your Senators & Representatives about, but we get the sense that this has not been catching anyone's interest, so we are putting that on hold going into 2026.

Some Useful Websites

5calls.org makes it easy to contact your federal legislators. Provides issue scripts and phone numbers.

<https://votersnotpoliticians.com/dial/> will alert you about upcoming legislation in Michigan.

Outreach Ministry

By Pam Janson

Hospitality House is a not-for-profit 501c3 organization opened on February 14, 2001.

The mission of Hospitality House is to minimize deprivation in our community by providing food and assistance to those in need, while maintaining the utmost respect for the dignity of the individual.

Hospitality House works to fulfill this mission by operating a client-choice food pantry, a Weekend Food Program for students in participating schools, and by providing referral services. In addition, Hospitality House provides advice and aid to other pantries as they work to fight hunger across southeastern Michigan.

The community need has increased exponentially, with more than 850 visits per month!

Holy Cross has been assisting with donations for about a decade. In recent years we have decided to provide personal products (shampoo, conditioner, deodorant, toilet paper, and other personal need products). The congregation agreed these products would be a good outreach focus as they are much needed and rarely donated.

Thank you for making a difference in our community with your continued support!

EMMAUS

Report not Submitted