



St Philip's
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Vestry Meeting Minutes

January 12th, 2026

Attendance

Vestry Present: Addis Crook-Jones
Heather Beard
Erin Gasch
Sarah Johnson
Jeff Pitts
Caroline Wang

John Bowman
Lowell Dargbeh
Sue Guptill
Marty Nelson, *Sr. Warden*
Mike Uhl, *Jr. Warden*
Emily Yeatts

Vestry Absent: None

Clergy: Rev. Maryann Younger, *Rector and Chair*

Guests: Marcus Southern, *Treasurer*
David Kneeburg, *Clerk*

Call to Order

The January meeting of the Vestry of St. Philip's Church convened on January 12th, 2026, at 6:05PM in the library. Sue opened the meeting with a reading of "A Prayer" by Max Ehrmann.

Consent Agenda

1. December Minutes
2. Treasurer's report
3. Rector's report
4. Senior Warden's report
5. Junior Warden's report

The vestry agreed to pull the December minutes, which were generated by Zoom AI, for manual editing. Heather volunteered to revise the text. Mike summarized the Junior Warden's report, which had been received after the vestry packet was published. Erin identified a typo in the Treasurer's report ("El Buen Pastor"), which Marcus will correct. Marcus also noted that it was too early in the month to have complete December financial data.

Marty moved to approve the consent agenda with the December minutes removed and the Junior Warden's report added. Lowell seconded the motion, and it passed unanimously.

Discussion

Budget

Marcus summarized Budget Version 2.1, highlighting the positive news of 30 new pledges and reduced attrition. While investment bond income was down, the endowment showed growth. The vestry discussed clergy and staff compensation. Maryann requested a 2.7% cost-of-living adjustment for St. Philip's staff, requiring an additional \$4,600 in the personnel line item. The vestry expressed the importance of establishing a consistent, standard practice for including COLA in personnel budgeting, as defined by the U.S. Social Security guidelines.

Heather moved to add the \$4,600 to the Version 2.1 personnel budget. Marty seconded the motion, and it carried unanimously.

The vestry discussed how to frame public messaging about the projected deficit at the annual meeting. It was noted that the \$29.5K deficit may be reduced once full 2025 financial reporting is complete and could be addressed through new members joining in 2026. The vestry also discussed the possibility of adding a future budget line item to reflect aspirational or targeted growth for the following year.

Sue motioned to approve Budget version 2.1 with amendments above, Heather seconded, and the motion carried unanimously.

The vestry thanked Duncan and Marcus for their hard work leading up to this vote. Maryann thanked the group for having respectful dialogue throughout the budget building process.

Annual Meeting Plan

Marty reviewed the proposed run-of-show for the upcoming Annual Meeting. The vestry discussed preparations and assignments for ballot counting at the beginning of the meeting.

The bylaw voting process was discussed, with agreement to conduct voting by a show of hands. If the hand count proved ambiguous, ballots would be distributed. It was also agreed that bylaw voting would not include discussion or comments, as sufficient time had been provided during the forum.

Maryann noted that meeting content should be sent to Grace and Liz in a non-slide format. The communications team is responsible for formatting slides to align with the full meeting presentation.

Nominating Slate

Erin reviewed her handout update on the nominations to the vestry. The Nominating Committee engaged in conversations with 52 parishioners. Of those, 25 expressed interest in serving but asked to be contacted in future years, and 2 indicated they do not wish to serve on the vestry. Six individuals agreed to stand for election and will appear on the slate: Jill Downs, James Rives, Andy Slaughter, Natalie Sommerville, Bynum Walter, and Aileen Womark-Montes.

All nominee materials, including photos and questionnaire responses, have been received for inclusion in the pre-annual meeting packet. The voting process for the February 1 Annual Meeting is being finalized,

with Erin consulting Wes Newman on prior practices. The Nominating Committee will oversee vote counting, with additional vestry members assisting as needed.

Following the election, the Committee will close out the 2025–26 information on the Vestry Pipeline Google Sheet and create a new tab for the 2026–27 committee. The Pipeline will continue to maintain a standing reference tab for individuals who have indicated they do not wish to serve on the vestry

Maryann spoke about having an orientation for all 6 candidates regardless of the results – noting that these parishioners are leaders and willing to volunteer their time.

Farewell to outgoing members

Maryann thanked each outgoing member for their perspective and kindness, acknowledging the specific gifts they brought to the vestry and how the group benefited from their service. The outgoing members then reflected on their three years of service, expressing gratitude for the support of the entire vestry. They noted that the departing “class” learned together and strengthened connections with both one another and previous members.

Executive Session

An Executive session was not required

Epistle Talking Points

As published in the week following the meeting:

The vestry met Monday, January 12. Here's what happened:

The vestry finalized and unanimously approved the 2026 budget. 🎉 After extensive work and careful analysis, the team is eager to present the budget at the February 1 annual meeting. Vestry members extended special thanks to Marcus Southern, Duncan Krause, and the many other assisting hands and hearts for their work on the budget.

Senior Warden Marty Nelson led the vestry through the run-of-show for the annual meeting (two weeks from this Sunday!). Stay tuned for more details, and mark your calendar for February 1.

Erin Gasch introduced the slate of vestry nominees running for the four available positions on the 2026 vestry. This year, six candidates have stepped forward to serve, with their identities securely stored in the church vault until the official reveal this Sunday!

The vestry bid farewell to outgoing vestry members Lowell Dargbeh, Addis Crook-Jones, Erin Gasch, and Sarah Johnson. Maryann spoke about the unique skills and gifts each departing member brought. The outgoing members expressed their gratitude and spoke about the personal growth and learning they experienced during their three-year terms.

Adjournment

Maryann ended the meeting with a closing prayer and the Vestry adjourned at 8:10 PM

Respectfully submitted,

David Kneeburg, Clerk of the Vestry