



## Vestry Meeting Minutes

September 29, 2025

### Attendance

Vestry Present:

Addis Crook-Jones  
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: Heather Beard

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

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

### Call to Order

The September meeting of the Vestry of St. Philip's Church convened on September 29<sup>th</sup>, 2025, at 6:03 PM in the Library with the Rector presiding. Sarah opened the meeting with reflection on a sunrise photograph and the practice of matins.

Welcome to Laura: The vestry met with Laura Kirby, Director of The Trees. She spoke about her first few weeks in the position and the most recent development committee meeting. Laura is most excited about the momentum of creative development in a unified way.

### Consent Agenda

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

The vestry asked clarifying questions regarding the Junior Warden report including the IT server and parking plans. Emily noted a typo in the minutes David to correct before uploading. Mike motioned to approve the agenda, Emily seconded, and the motion carried unanimously.

## **Discussion**

### Youth Ministry Update

Maryann provided an update on Youth Formation, focusing on re-tooling the program to address ongoing challenges, including the fifth leadership change since 2022. Drawing from Mark Devries' book *Sustainable Youth Ministry*, which notes that "all ministers are interims," Maryann emphasized that seeking a "rock-star" leader isn't the solution. Instead, she believes that building a ministry that endures beyond individual staff or interim leaders is possible.

The future goals for Youth Formation include:

- Strengthening leadership
- Hosting monthly gatherings
- Maintaining essential program elements
- Establishing a youth leadership council
- Fostering connections among parents and families

The vestry also discussed future projects such as inviting youth graduates to speak to current members, focusing on successful elements from past programs, and integrating some adult formation gatherings with youth activities to encourage greater involvement. Additionally, they plan to invite youth champions, like pilgrim sponsors, to participate and support the program.

## **Updates**

### Stewardship

Marcus spoke about the latest pledging results. So far 72 families have submitted their pledges versus 41 in 2024 at the same time. Also, current totals are \$100K greater than the same time last year. All good signs.

### Bylaws

John shared his notes from discussions with the diocese regarding proposed voting changes. The diocese supports reducing the number of candidates from eight to six and allowing pre-voting on the slate. Other parishes have adopted similar practices, so the vestry can proceed with drafting the changes and presenting them to the congregation. An adult forum is scheduled for October 26 to review the proposal. The vestry also discussed providing tutorials on ranked choice voting and documenting the bylaw change process, suggesting a minimum package with optional amendments if the parish is interested. The process will be presented with FAQs, like a voting rights bill.

### Solar panels

Mike Uhl shared options for expanding St. Philip's solar panels. He said with new federal incentives nonprofits can lock in savings if projects are finished by mid-2026. Our current panels cut power bills by about 10%. With expansion, savings could grow to nearly 50%. The vestry noted that this could be a good connection to Stewardship – we're getting things done, spending money for long term savings.

## St. Philips Day

Marty presented plans for St. Philips day. Martha will direct the potluck lunch, there will be games in the garden close, a photo booth. We need vestry participation. Check the Epistle for sign up opportunities.

## **Executive Session**

An Executive session was not required.

## **Epistle Talking Points**

As published in the week following the meeting:

*The vestry met Monday, September 29. Here's what happened:*

*Welcome to Laura Kirby – The vestry welcomed Laura Kirby, the new director of The Trees. Laura shared her excitement about the work of the Harris Discernment Committee and the growing community at The Trees. She thanked the vestry for their continued support.*

*Youth Programs Update – Maryann shared updates on St. Philip's youth ministries, emphasizing the need for sustainable leadership and volunteers of all ages. The vestry discussed drawing on lessons from our J2A foundation as we rebuild after Covid, and agreed it's important to hear from youth and families both from before and after Covid. We're looking for parishioners to get involved – stay tuned for ways you can help.*

*Bylaws Discussion – Emily Yeatts outlined possible bylaw changes to make vestry elections more inclusive. Parishioners will be invited to weigh in on questions like: How many nominees should we have? Should remote or early voting be allowed? Could ranked choice voting work? More info will be shared soon, and the bylaws committee will host an adult forum October 26 to begin the conversation.*

*Solar Panel Expansion – Mike Uhl shared options for expanding St. Philip's solar panels. He said with new federal incentives nonprofits can lock in savings if projects are finished by mid-2026. Our current panels cut power bills by about 10%. With expansion, savings could grow to nearly 50%.*

## **Adjournment**

Maryann ended the meeting with a closing prayer and the Vestry adjourned at 7:44 PM.

Respectfully submitted,

David Kneeburg, Clerk of the Vestry