



Vestry Meeting Minutes (Ad hoc budget gathering)

December 8th, 2025

Attendance

Vestry Present: Heather Beard
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:

Clergy:

Guests: Duncan Krause
Ginny Bowman
Paul
Marcus Southern, *Treasurer*
David Kneeburg, *Clerk*

Call to Order

An ad hoc meeting of the Vestry of St. Philip's Church convened on December 8th, 2025, at 6:04 PM via video conference. Marty opened the meeting with a prayer.

Updates

Contribution updates

Duncan updated the vestry on recent contributions. At this point there is a \$17K increase for pledge and plate amounts, but remains an estimate until final numbers are available in January.

Budget Scenarios

Mike reviewed budget line items that have changed since the last meeting. There has been a \$10K reduction in personnel budget and \$9K in maintenance line items. Also, income estimates have increased due to Duncan's updates above. The budget scenarios are now updated:

Budget 1 "Matthew" \$126K Deficit

Fully funds Personnel increases; the Vestry's request for COLA for staff, health insurance increases, Vestry Salary increases, PT Security

Fully funds the increased Outreach budget. The Vestry decided to increase the funding for Outreach.

Fully funds The Trees' increased budget. The Trees' leadership has requested more funding for staff and capital improvements.

Budget 2 "Mark" \$42k Deficit

50% of the proposed increases for Personnel

50% of the proposed increases for Outreach

\$22k Decrease from the FY2025 Budget for the Trees (~30% cut)

Budget 3 "Luke" \$76K Deficit

100% of the proposed increases for Personnel

100% of the proposed increases for Outreach

\$22k Decrease from the FY2025 Budget for the Trees (~30% cut)

Budget 4 "John" \$99K Deficit

100% of the proposed increases for Personnel

100% of the proposed increases for Outreach

No change to the Trees Funding from FY2025 to FY2026

Questions for the finance committee

Members of the vestry sought clarification from the finance committee about the historical patterns of deficit budgeting and the recurring personnel changes that have led to unexpected adjustments. Heather inquired about potential changes anticipated for the upcoming year. Additionally, Emily shared that, after the bylaw adult formation sessions, participants questioned whether the vestry might consider implementing a balanced budget plan.

[Finance committee members exited at 6:49 PM]

Discussion and vote

The vestry engaged in a discussion about deficit spending, focusing on the operational reserve and Bequest reserve funds that are used to address ongoing deficits from year to year. Sue proposed adopting Budget #3 "Luke" as a starting point for further consideration and possible reductions, with Marty seconding the motion.

The conversation then shifted to concerns about reserve depletion and the merits of selecting a smaller budget, emphasizing an approach that begins with a minimum and increases only if necessary. Heather moved to use Budget #2 as the baseline, with Marty again seconding. Sue withdrew the previous motion, and the vestry voted to approve Budget #2 as a baseline, with 11 members in favor and 1 abstention.

Adjournment

Mike ended the meeting with a closing prayer and the Vestry adjourned at 7:24 PM.

Respectfully submitted,

David Kneeburg, Clerk of the Vestry