

## Vestry Meeting Minutes November 18, 2025

Present, Al Snell, *Senior Warden*, Paul Bailey, *Junior Warden*, Rick Pearce, Donna Foster, Ross Lively, Paul Palmer, Bill Happer, Tracy Baltz, Craig Allan

Ex officio: Mother Betty Glover, *Interim Rector*, Deacon Pam Hayes, *Chaplain*, Lorraine Beamer, *Clerk*, Karla Platt, *Bookkeeper*

Deacon Pam opened the meeting with a prayer and a reflection based on Isaiah 43:19. Vestry members commented on what grace they have witnessed in our parish this past year.

### Report from Vestry Nominating Committee - Al Snell

Each candidate for the upcoming vestry had a meeting with Mother Betty, and one of the wardens (Al Snell and/or Paul Bailey) to discuss expectations and responsibilities. The four nominees, Doyle Brinson, Chris Romig, Mary Russell, Marty Younts, have submitted answers to the 4 profile questions to the office. This will be published this week via constant contact and hard copy. The biographies indicate very strong candidates.

### Vestry Partial Term Nominations - Al Snell

There are 2 two years terms and 1 one year term to be filled. The 2 year terms will be filled by Tracy Baltz and Kris Holt. The 1 year term will be filled by Angela Urquhart. In total there will be 6 new Vestry members for 2026. It is suggested that current Vestry members partner with new Vestry members to help get them “up to speed”.

**A vote was asked for: All in favor of confirming the 3 candidates to fulfill vacant terms, say “Aye”.**

**The vote was unanimous.**

Kris Holt and Angela Urquhart may abstain from votes they do not feel comfortable making until they have all the information needed. Tracy Baltz will be continuing her vestry service after fulfilling another member’s vacancy.

Kris and Angela gave brief statements of introduction to the Vestry and were warmly welcomed.

### Search Committee Parish Profile -Wardens

The Rector Search Committee sent the completed parish profile to the Vestry to be recognized and approved to be sent to the diocese for publication. There were 84 questions about St. Philip’s and the sought after characteristics of a new rector which the committee answered in great detail.

**A vote was called for in favor of sending the parish profile to the diocese. The vote was unanimous in favor with 2 abstentions.**

## Finance Discussion - Rick Pearce

### Statement of Activities

St. Philip's Episcopal Church

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Date Range: Jan 1st 2025 - Nov 17th 2025

Accounts	Actual Jan 01, 2025 - Nov 17, 2025	Budget Jan 01, 2025 - Nov 17, 2025	Budget Remaining Jan 01, 2025 - Nov 17, 2025
<b>Revenues</b>			
Support			
Contributions	788,326.46	796,968.41	8,641.95
Other Support	4,105.71	18,113.33	14,007.62
Total Support	792,432.17	815,081.74	22,649.57
Other Revenues	10,192.73	10,400.00	207.27
<b>Total Revenues</b>	<b>\$ 802,624.90</b>	<b>\$ 825,481.74</b>	<b>\$ 22,856.84</b>
<b>Expenses</b>			
Administrative			
Personnel	381,999.19	433,181.42	51,182.23
Office	42,462.61	40,678.65	( 1,783.96 )
Vestry			
Facilities	35,586.36	52,063.26	16,476.90
Total Vestry	147,556.39	172,727.49	25,171.10
Insurance	36,953.07	31,969.00	( 4,984.07 )
Total Administrative	608,971.26	678,556.56	69,585.30
Ministry			
Outreach	3,000.00	4,000.00	1,000.00
Worship	13,762.37	21,898.17	8,135.80
Parish Life	3,083.52	8,755.83	5,672.31
Spiritual Resources	737.58	2,676.67	1,939.09
Pastoral Care	49,682.97	49,255.67	( 427.30 )
Total Ministry	70,266.44	86,586.34	16,319.90
Fire Taxes	40.00	0.00	( 40.00 )
<b>Total Expenses</b>	<b>\$ 680,319.93</b>	<b>\$ 778,651.23</b>	<b>\$ 98,331.30</b>
<b>Net Total</b>	<b>\$ 122,304.97</b>	<b>\$ 46,830.51</b>	<b>( \$ 75,474.46 )</b>

As the transition continues, all monies are handled by trained staff. Excess monies at the end of the year will roll over into the appropriate budget for next year.

Discussion followed including questions about replenishing the maintenance reserve used in 2025, and oversight of the Vanguard Account.

A memo was sent to the Vestry from the former treasurer. The claims in this memo are incorrect based on investigations of the accounts in question and much research. Karla Platt (bookkeeper) and Rick Pearce (treasurer) have confirmed that the claims were incorrect and the vote taken at the last vestry meeting was correct, and no further action is required on this matter.

A recommendation from the Finance Committee to move the Vanguard Account balances to the United Bank Account were discussed. The monies would be placed in various CD's to allow easier access when needed. The CD's have a similar interest rate and no penalties associated with transfers (as are present in the Vanguard Account now).

The analogy was made that:

Budget is like the checking account

Cash reserves are the savings account. These monies are liquid and fluid.

Investments are long term growth investments - these are the endowments in the Schwab account.

**Rick Pearce made a motion to move \$145,000 from the Vanguard account to United Bank account to comply with recommendation of the finance committee to liquidate the Vanguard Account and transfer monies into the Account at United Bank. The motion was seconded by Paul Bailey and passed unanimously.**

### 2026 Budget Discussion - Al Snell/Rick Pearce

The job of the Vestry is to pass the 2026 budget to be presented to the congregation. There are 3 options in this process: 1. Vote on the budget 2. Wait to vote until more revenue is pledged 3. Cut expenses.

Each board chair was asked for input as to their requirements for the 2026 budget. At this point, pledges total \$602, 907. Historically, 15 pledges come in late November. 26 more pledges are anticipated for December. At this point, predictions are made as to whether or not the revenue will cover the proposed budget. If pledged revenue does not meet the full budget, the next discussion is how to close the gap. The objective is to have a balanced budget. Several areas can affect revenue. After checking the historical record, the wardens are optimistic that the budget will be met. Risk mitigation was discussed. If we don't have enough revenue to cover the budget cash reserves can be used to close the gap.

Much discussion followed including cash reserves, budget shortfalls, expense vs. revenue line, salary for new rector and new members. Mother Betty proposed merit raises for staff which were included in the proposed budget. These raises have not been given in a significant amount of time - at least 5 years. A lot of effort and collaboration has gone into formulating this budget.

Rick Pearce made a motion to approve the 2026 budget as proposed. The motion was seconded by Bill Happer and passed unanimously, with 2 abstentions.

#### Annual Meeting - Mother Betty

The annual meeting will be held after the 9:00 service on December 7<sup>th</sup> followed by a luncheon. The new vestry candidates and delegates will be elected at this meeting. Reports will be presented along with the Annual Report distributed to the congregation.

There will be no regular December Vestry Meeting. The Vestry retreat will be January 8 - 10 and will be attended by James Jordan for finance advise and education.

#### Mother Betty

Will be gone from November 26 to December 5 on vacation. Deacon Pam will conduct the Noon service during this time. Fr. Bill Pickering will conduct services on December 30.

Departing members of Vestry - Al Snell, Craig Allan, Rick Pearce were recognized for their service. Deacon Pam was also recognized for her service helping the parish/vestry on an interim basis.

A gift was presented to Deacon Pam and Cake was had by all with much praise and thanks all around.

Bill Happer made a motion to adjourn the meeting and Deacon Pam dismissed the meeting.

Respectfully submitted

Lorraine Beamer