

Present: Fr. Eric Mills, *Rector*, Susan Chase, *Senior Warden*, Al Snell, *Junior Warden*, Marygrace Barber, Dorothy Haviland, Margaret Bearden, Michele Barkalow, Geoff Gersen, Ross Lively, Rick Pearce, Paul Bailey, Craig Allan

Absent: Bill Happer

Ex Officio: Lorraine Beamer, Clerk, Deacon Pam Hayes, Vestry Chaplain, Bob Fuchs, Treasurer

Fr. Eric opened the meeting with a prayer. A quorum of parishioners was present. Lorraine Beamer will act as scribe for the meeting.

The name of each Vestry Member and Board Chair was called and each stood. Fr. Eric thanked these members for providing leadership and coordination. Their time and talent is appreciated.

Rector's Cross Award

Members of the church are nominated by fellow members for their dedication and service to St. Philip's. The 2024 Rector's Cross recipients were Aedan Barnes and Dana Richardson.

Fr. Eric reviewed the By-laws election rules. Since the number of nominees is equal to the number of openings so Vestry members and Convention Delegates can be elected by voice vote.

Susan Chase led the nominations committee of retiring vestry members. The Diocesan Convention delegates are Janet Dzuricky, Maitland Barnes, Rick Pearce, Fallon Pearce; Alternates: Frank Darzano, Maryann Darzano.

Fr. Eric recommended that they are elected by voice vote. This passed by acclamation.

The nominees for Vestry are Donna Foster, Ellen Burnett, John Kennedy, Paul Palmer. Fr. Eric recommended that they are elected by voice vote. This passed by acclamation.

Bob Fuchs – Treasurer

Bob reported that the 2024 revenues as forecasted exceeded the budget and expenses are forecasted to be \$23,000 under budget.

Outreach receives a small amount of money from the operating budget. Their revenue sources are an endowment, MOAM, and ECW donations from fundraisers. St. Philip's gave \$43,000 to charities this year.

The maintenance reserve and the insurance deductible will be funded. Much of the maintenance reserves was used for the HVAC replacement and wall repair and well as to repair damage from the lightning strike.

The 2025 budget increased due to strategic planning expenses, medical expenses and insurance increases. The original budget was \$937,00. Finance and Facilities have recommended using \$8,000 from the 2024 surplus to cover the deficit. The pledge campaign did not go as well as hoped, so if you haven't pledged yet, please do so.

Wardens

Al Snell, Junior Warden, recognized the clergy and staff for all their hard work. He also recognized Susan Chase for her tireless efforts.

Susan Chase, Senior Warden, reflected that she is grateful for the eye-opening, and humbling experience. She thanked the staff and clergy for a great job filling the void.

Fr. Eric

The Annual Report was full of good news. The vestry strategies are designed to “Prepare the way of the Lord”. The strategy teams worked for many months to complete an environmental scan, a SWOT analysis and narrowed by 18 possible strategies to 3.

Strategy One

Wellness Strategy – Geoff Gersen

This strategy encompasses body, soul and spirit. This strategy is staffed with a Wellness Coordinator, Helping Hands Coordinator and Care Navigators. This strategy is close to implementation and will be publicized in Come and See, Enews and the weekly bulletin.

Strategy Two

Structure for Growth – Al Snell

This strategy looks at staffing, vestry and finance requirements for the future. Growth projections have been done and have reviewed the requirements needed in each category. Several projects are underway including increase the office administration, hire an outside cleaner and a facilities manager. The analysis of these projects will continue and a five year growth projection will be developed.

Strategy Three

Grow the Church – Dorothy Haviland

This strategy is focusing on ensuring a welcoming environment for all parishioners. Ambassadors have been recruited and this strategy has partnered with Parish Life, MOAM, Outreach and ECW. They are planning many events and encouraging parishioners to come and chat with the strategy team.

Deacon Pam announced that the Commission on Ministry has recommended her to continue the process of becoming a priest. Bishop Skirving has designated her as a Postulant for the Priesthood. The school for ministry will make further recommendations. Deacon Pam thanked all for their support as she continues the process.

Fr. Eric -Rector

Fr. Eric recognized the retiring vestry – Margaret Bearden, Michele Barkalow, Geoff Gersen. Susan Chase was recognized as the retiring Senior Warden and presented with a gift.

Fr. Eric also recognized Bob Fuchs as he steps down as treasurer after 10 years of service. Bob was also presented with a gift.

Fr. Eric also recognized Deacon Pam (Pastoral Care Director), Debbie Skillman (organist and choir director), Karla Platt (Sexton and moving into the office full time) and Lorraine Beamer (Parish Administrator) . Fr. Eric also recognized the congregation –“You are St. Philip’s” and you are the reason people come and stay as you share the love of Jesus.

Jim Belvin made a motion to adjourn the meeting which was seconded by Marygrace Barber and passed unanimously.

Deacon Pam closed the meeting with a prayer and a blessing.

Treasurer's Report to Vestry

December 17, 2024

Operating Budget	2024 FY Budget	2024 YTD Actual	2024 YTD Budget	2024 YTD Variance	November Actual	October Actual	Monthly Change
Revenues							
Pledges	708,739	695,960	650,019	45,941	40,254	57,787	-17,534
Flower Revenue	6,600	5,575	6,050	-475	285	375	-90
Identified Offerings	70,000	70,160	60,830	9,330	4,313	9,191	-4,878
Loose Plate	15,000	12,226	13,740	-1,514	713	623	90
Parish Hall Rental	1,200	1,350	1,100	250	100	100	0
Endowment Operating Inc	4,000	5,630	4,000	1,630	0	2,528	-2,528
Miscellaneous Receipts	16,060	16,122	15,380	742	569	5,257	-4,689
Total Revenues	821,599	807,023	751,119	55,904	46,234	75,861	-29,628
Expenses							
Parish Staff	521,438	456,424	479,163	22,739	35,261	39,697	4,436
Administration	30,833	27,238	28,280	1,042	2,999	2,554	-444
* Buildings & Grounds	106,839	91,449	92,721	1,272	6,378	6,668	290
Vestry	19,955	14,123	18,822	4,698	184	541	357
Diocesan Pledge	72,132	66,121	66,121	0	6,011	6,011	0
Spiritual Resources	4,138	2,624	4,138	1,514	0	0	0
** Outreach	4,000	4,000	4,000	0	0	1,000	1,000
Parish Life	11,130	8,082	10,630	2,548	564	257	-306
Pastoral Care	2,537	1,292	2,537	1,245	139	0	-139
Worship	46,785	38,649	43,615	4,966	144	1,579	1,435
Total Expenses	819,787	710,003	750,027	40,023	51,679	58,307	6,628
Net Total	1,812	97,019	1,092	-95,927	-5,446	17,554	-23,000

* The Buildings & Grounds budget does not include \$12K for the Maintenance Reserve or 10K for the Insurance Deductible because there is not sufficient revenue in the budget to cover these. These items will be spent if EOY actual revenues sufficiently exceed actual expenses.

** The amount shown for Outreach is only the money moved from the operating budget to the Outreach Board for their use. The Outreach Board also receives money from the Outreach Endowment, Fund Raisers (especially the ECW Fall Festival) and donations from parishioners for outreach.

Mortgage	November Balance	October Balance	Monthly Change
MIF Mortgage	421,873	422,971	-1,097
Total	421,873	422,971	-1,097

Revenues for November are less than expenses by \$5,446 and greater than expenses YTD by \$97,019.

Revenues for November are less than budget by \$6,831 and greater than budget YTD by \$55,904.

Pledges for November are less than budget by \$4,491 and greater than budget YTD by \$45,941.

Expenses for November are less than budget by \$5,355 and less than budget YTD by \$40,023.

Revenue categories continue to run ahead of budget.

Director of Pastoral Care expenses are using unspent Assistant Priest budget.

Substitute Clergy is \$3,470 over budget YTD.

Landscaping is \$2,909 over budget YTD.

Maintenance & Repairs, Electric & Water, Diocesan Convention, Safety & Security, Miscellaneous Spiritual Resources, Welcome Ministry, Stephen Ministry, Music Program, and Flower Expense are all more than \$1K under budget YTD.

Most of the Maintenance Reserves Fund will be used to replace 6 HVAC units and to repair church outside siding.

Respectfully submitted,

Bob Fuchs

Treasurer

Business Meeting after Annual Meeting

The new and returning vestry met to attend to a few business matters.

Paul Bailey, Craig Allen, Rick Pearce, Al Snell, Donna Foster, Marygrace Barber, Paul Palmer, Ellen Burnett, John Kennedy, Ross Lively, Dorothy Haviland, Chris Barber, and Lorraine Beamer were in attendance.

Fr. Eric alerted the vestry that the housing allowance must be approved before the end of the December. He will send a email to complete this approval via email. The approval must be unanimous.

Fr. Eric nominated Lorraine Beamer to be appointed Clerk of the Vestry. Rick Pearce seconded the motion which was passed unanimously.

Dorothy Haviland made a motion to appoint Chris Barber as Treasurer. Rick Pearce seconded the motion which passed unanimously.

Fr. Eric Nominated Al Snell to be Senior Warden. John Kennedy seconded the motion which passed unanimously.

Craig Allen nominated Paul Bailey to be Junior Warden. Rick Pearce seconded the motion which was passed unanimously.

A brief discussion about the vestry retreat followed by dismissal to the luncheon.