

VESTRY APPROVED 2/27/2024

**St. Mark's Episcopal Church
November 28, 2024, Vestry Meeting
Via Zoom**

Vestry Members Present: Michele Morgan (Rector), Jim Brooks (Senior Warden), David Wellman (Junior Warden), Chris Berendes, Jeb Ory, Harrison "Hank" Donnelly, Jan Lipscomb, Nick Rogers, Travis Beaty, Meg Platt, Todd Thorpe, Katherine Buchanan

Officers Present: Randy Marks (Treasurer); Bill Jordan (Assistant Treasurer), Frank Nickerson (Assistant Treasurer for Special Gifts & Bequests), Rosemary Harold (Counsel)

Guest(s): Lydia Arnts (Seminarian), Larry Lokken

The opening prayer was offered by the Rector.

Finances & Budget

The primary business of the evening was discussion of the Church's financial situation and the 2024 budget.

Randy presented the [Treasurer's Report](#). Highlights included:

- 3% COLA increase to personnel.
- Pledge and Plate Income overall look good.
- Pledges to date: \$720,444 Overall, campaign going well.
- The use of building income is expected to decrease next year.

Randy reviewed the [2024 Budget Overview](#) and indicated we may still hit a shortfall. Thus the Vestry will need to think about possible cuts. Longer term, we really need to think about core expenses.

Randy estimated that we need to grow income about 30% to achieve long-term sustainability.

Jim commented about the need to diversify our revenue stream. He added that we also need to grow the membership.

Randy responded that a strong tenant in place would be ideal and that developing new initiatives and obtaining grants for them should also be considered.

Senior Warden Report

Jim reported:

- Draft of annual report was sent to Vestry for review. Waiting on Youth Ministry report. Also working with Karen Falk(?) re publication; David Deutsch will handle photos.
- June retreat. Jim will visit Claggett in preparation for summer retreat
- Christian Education Community Building Class: February 3; Vestry is invited to attend.

Junior Warden Report

Dave [reported](#):

- Repairs overall are likely to increase, which results in increased costs.
- FEMA grant: the project management plan will need to be resubmitted.
- Defibrillator: We received it; training classes will start in 2024
- Building Reserve Fund: Recommends that we allocate \$50,000 annually from the budget to the Fund.

Rector's Report

Michele [reported](#):

- Nominating Committee: It is working hard, under the leadership of Chris Berendes. The Vestry slots are not yet finalized.
- A request that members review the Episcopal Diocese of Washington proposed budget.
- An update to the Service & Social Justice Board charter.
- Membership Committee Playbook: Membership Committee put together a playbook to ensure continuity of efforts.
- Michele was reelected to another 2-year term within the Diocesan Council. That should not adversely impact current Vestry meeting schedules.
- There will be a celebration of Bill Flander's life on December 2 and encouraged Vestry to attend as able.
- Advent Worship Planning: Team has been working.
- Michele will have knee surgery next month and will keep Vestry posted on her schedule.
- There was discussion about the 2024 [Pledge Campaign Report](#), including that currently we are short of our \$930,000 goal. Chris, Todd, Katherine, and Meg volunteered to call those who have yet to pledge. Michele thanked them and stated there will be a script.

Leadership Development

Chris discussed approaching people about leadership roles.

2023 Budget

Chris noted that 2023 Pledges exceeded the 2023 pledge goal. He made the following motion, which received a second:

The Vestry increases the following 2023 Budget lines:

- *Service & Social Justice Board by \$6,000*
- *Music Expenses by \$3,000*
- *Youth & Children Activities by \$3,000*

There was much discussion. While some felt the ability to “restore” money seemed useful and the prudent thing to do, others felt it sent the wrong message, with a good intention backfiring.

Vestry voted to table the motion (10-1).

Personnel Committee

Michele noted the Personnel Committee updated its Charter, making changes concerning membership, forward planning for paid staff, and staff performance and salary tie-ins. It was agreed to discuss in January.

Adjournment

Meeting adjourned at 8:55 PM, with Lydia leading the closing prayer.

Respectfully submitted
Shay Waye
Clerk