

Approved 12/15/2025
St. Mark's Episcopal Church
Vestry Meeting Minutes
November 18, 2025
Joint Finance Committee & Vestry Meeting
Via Zoom & In Person, 7:00-9:00PM

Attendance

- *Vestry Members:* Michele Morgan (Rector), Jim Brooks (Senior Warden), Martha Huizenga (Junior Warden), Todd Thorpe, Meg Platt, Kristina Keenan, Travis Beaty, Doug Padgett, Ben Flowers
- *Vestry Members Absent:* Elizabeth Becker, Katherine White, Mary Ellison
- *Officers:* Randy Marks (Clerk), Doug Ammon (Treasurer)
- *Clergy and Staff:* Caitlin Frazier (Assistant Rector), Rebekah Taylor (Seminarian), Annick Milde (Parish Finance Administrator)
- *Finance Committee Members:* Bill Jordan, Hank Donnelly
- *Guest:* Maureen Shea

Vestry/Finance Committee Meeting

- Treasurer's Report:
 - Doug Ammon submitted his [Treasurer Report.11-2025](#) in advance of the meeting.
 - He said October was a good month financially, but we are still running a large deficit for the year. Our cash position is solid.
- 2025 Budget:
 - Doug presented a [Budget 2026 Overview](#).
 - It shows a large projected deficit based on preliminary assumptions (such as a 3% cost of living allowance for staff).
 - So far we have 190 pledges, totally about \$724,000. Caitlin Frazier and Todd Thorpe are organizing a team to do calls to members who have yet to pledge.
 - Todd agreed to work with the Finance Committee to review budget requests from Parish programs.

- Discussion centered on the church's capacity to continue to approve budget deficits and the costs and promises of doing so.
- Diocesan Finances: Michele Morgan and Randy Marks:
 - Discussed the work of the Committee on Congregational Stewardship & Diocesan Support:
 - It will propose a resolution to the 2026 Diocesan Convention.
 - The resolution will likely set a minimum ask of each congregation equal to the higher of
 - Its prior year's giving.
 - A formula that asks for 4% of regular income up to \$400,000, plus 4.5% of regular income between \$400,000 and \$900,000, plus 5% of regular income between \$900,000 and \$2.5 million, plus 2% of regular income over \$2.5 million.
 - If that formula was in effect for 2025, this year's giving of \$50,000 would be just over the formula ask (based on our budget, since we do not have 2025 actual results).
 - In line with the theology that our Diocese is the body of Christ composed of its congregations, the resolution will embrace support, rather than sanctions, for congregations that cannot or will not meet the minimum ask.
 - Briefly mentioned the [2026 EDOW Budget.Draft](#) and [2026 EDOW Budget Narrative](#) via an [EDOW 2026 Budget Overview](#) presentation.

Vestry Meeting

Actions

- [Vestry Minutes, 10-28-2025](#) approved unanimously, the Rector abstaining.
- The Vestry of the Parish hereby commits the Parish, as required by Canon III.8.2(a) of the Canons of the General Convention of The Episcopal Church: (i) to pledge to contribute financially to that preparation and (ii) to involve itself in Jason Campbell's preparation for ordination to the Priesthood. Motion: Meg, Second Todd; approved unanimously.

Strategic Planning Discussion

- The Vestry agreed to launch the [Strategic Vision Survey](#) in early January.
- Doug Padgett will do a first draft of a communications plan aimed at getting as many members as possible to complete it. We will provide a way for members uncomfortable with technology to fill out the survey (e.g, via paper or laptops in the Parish Hall).

Reports

Rector

- Michele provided her [Rector Report Nov 2025.pdf](#) in advance.
- She discussed Jason Campbell's postulancy for ordained ministry. The Vestry approved support for it (see above). Todd will gather signatures on the required [Vestry Letter of Support for Postulancy](#).
- She also discussed getting housing for a church member.

Senior Warden

- Jim Brooks requested comments on the first draft of the [Annual Report.2025](#).
- To avoid the holidays, the "December" Vestry meeting will be on January 6, 2026.

Junior Warden

- Martha Huizenga noted that the Columbarium repairs are done.
- She said that we will address problems with the sound system in the choir area within a couple of weeks.

Respectfully submitted

Randy Marks, Vestry Clerk

Ryan Baugh, Assistant Vestry Clerk