

Approved 1/27/2026
St. Mark's Episcopal Church
Vestry Meeting Minutes
"December 2025" Vestry Meeting
(held on January 6, 2026, to avoid holidays)
Via Zoom, 7:00-9:00PM

Attendance

- *Vestry Members:* Michele Morgan (Rector), Jim Brooks (Senior Warden), Martha Huizenga (Junior Warden), Katherine White, Meg Platt, Katherine White, Travis Beaty, Doug Padget, Ben Flowers
- *Vestry Members Absent:* Kristina Keenan, Elizabeth Becker, Mary Ellison
- *Officers:* Randy Marks (Clerk), Doug Ammon (Treasurer), Rosemary Harold (Counsel), Frank Nickerson (Assistant Treasurer for Bequests and Special Gifts)
- *Clergy:* Caitlin Frazier (Associate Rector)

Actions

- [November 18, 2025, Minutes](#) approved unanimously, the Rector abstaining.
- [Parishioner Complaints Procedure](#); Motion to approve: Katherine White; Second: Todd Thorpe; approved unanimously.
- [Youth Pilgrimage Fundraiser](#); Motion to approve: Meg Platt, Second: Doug Padgett; approved unanimously.

Discussions

EDOW Convention

- Randy Marks, a member of the Washington Diocese Congregational Stewardship and Diocesan Support Committee, [briefed](#) on the [proposed resolution](#) that our Diocesan Convention will consider on January 31.
- The resolution proposes a theology that our congregations “are the body of Christ serving the vulnerable”; a workable giving standard that asks more of congregations that have more; and support of congregations that fall short of the standard.
- There was general support for the resolution, which would likely have a limited impact on our giving to our Diocese, because our current and proposed giving are close to the resolution’s giving standard. ,

Treasurer's Report & 2026 Budget

- Doug Ammon reported that the [December Treasurer's Report](#) lacks year-end financial information because that data is not available yet. Preliminary figures indicate that we had a small 2025 surplus (or perhaps deficit), which is very encouraging given the large budgeted deficit.
- The Finance Committee's [proposed budget](#):
 - Has a "Base Case Budget" based on the assumption that we will have \$1 million in pledges, give staff a 3% Cost of Living Adjustment, and absorb a 6% increase in health insurance, and is mostly otherwise flat. That budget contemplates an \$82,000 deficit.
 - Funding all Pillar/Committee requests would give us a budget deficit of about \$108,000.
- The Parish has spent only a little of the Employee Retention Tax Credit it received in 2025, leaving about \$70-80,000.
- The Vestry asked the Finance Committee to (1) fund all Pillar/Committee requests, (2) consider new requests, and (3) include as 2026 income the unspent funds from the Employee Retention Tax Credit. The Vestry encouraged the Children, Youth, and Families Ministry leadership team to consider increasing their budget request.

Strategic Planning

- Doug Padgett outlined the plan for encouraging members to fill out the planning survey, including using the E-Gospel and making announcements at the services.
- A focus will be making the survey accessible to technologically challenged members.

Reports

Nominating Committee

- The Nominating Committee (Travis Beaty, Jim Brooks, Lea Crusey, Caitlin Frazier, Martha Huizenga, Jan Lipscomb, Meg Platt, Todd Thorpe, and Michele Morgan) reported in lieu of the Senior Warden report.
- The Nominating Committee has candidates identified for each open position, with the exception of one Vestry seat that was expected to be filled pending confirmation with several individuals who had

expressed interest. Discussion then turned to the logistics of posting the candidates.

- Meg Platt noted possible reforms, with the goal of being more transparent with the Parish, including beginning the process earlier and having a member of the outgoing Vestry class serve on the Committee.

Rector

- Michele suggested that key Vestry Retreat topics be managing change and Vestry member roles.
- She also indicated that she wants to have our Diocesan Delegates more active during the year, rather than just around Convention time.
- She believes that the way we connect as a community is a valuable model for our youth.
- She announced that during the Epiphany worship season, we will be praying the Parish prayer list and expressed appreciation for Caitlin making her “a better priest.”

Junior Warden

- Martha provided her [report](#) in advance.
- She will give an update on capital projects at the Annual Meeting.

Respectfully submitted
Randy Marks, Vestry Clerk
Ryan Baugh, Assistant Vestry Clerk