

**Vestry Meeting Minutes**  
**Tuesday, November 18, 2025**  
**5:00 - 7:00 P.M.**  
**Conference Room at St. Luke's**  
**Vestry, Rector, Wardens and Treasurer**

**I. Call to Order, Quorum, Approval of Agenda** **Fr. Marc**  
**Attendees** - Fr. Marc, Sr. Warden Dave White, Jr. Warden Rich Leon, Brenda Schwartz, Leigh Hunt, Eileen Griffin, Gary Nick, Kim McConnell, Leanne Bryan, Carol Goldsmith, Lauree Birchmeier, Trampus Tribbey, Dave Malmquist  
**Absent** - None

**II. Spiritual Centering** **Fr. Marc**

**Adaptive Challenges**

**III. "Biases"**

Fr. Marc asked the Vestry to think about how we can address the implicit biases within the Body of Christ so that we foster a spirit of unity. Some responses included:

- Keep focusing on "why we are here"
- Try to see why we have biases.
- Try not to be judgmental and be an example
- Try to understand the other point of view
- Encourage a spirit of open-mindedness

**Opening Prayer** **Carol G.**

**IV. Consent Agenda**

Trampus moved that the Consent Agenda including the Vestry Minutes from 10/28/2025 be approved. Brenda seconded the motion and it passed unanimously. **(Action Item)**

Jr. Warden Rich Leon reported that the parking lot will be swept and the cracks filled on Tuesday and Wednesday of next week weather permitting.

**Technical Challenges**

**V. Old Business**

**Capital Campaign Task Force** - on hold

**Dennis Houser Retirement Celebration** - Leanne reported that the

Choir has organized the gifts and the Coffee Hour.

## **VI. New Business**

**Stewardship Update** - Eileen reported that current pledges for 2026 stand at \$293,500 with 59% of the pledges collected.

**Vestry Nominations** - one application has been received. There are four openings.

**By-Law Change Reading** - By-Law 5f under Treasurer received a second reading. Leanne moved to accept the change of By-Law 5f under Treasurer. Trampus seconded the motion and it passed unanimously. **(Action Item)**

**Jr. Warden** - Two leaks have been noticed after the recent rains. Dave and Rich will investigate and see about the warranty we have.

**Policy Change for Section 9 - Diocesan Mission Share and Mission Outreach Support** - Budget and Finance have recommended that Section C-1 read as follows:

1. An amount equal to, not less than, one percent (1%) of the previous year's operating fund income shall be used for outreach support.

Carol moved to amend the Budget and Finance motion to retain the current language of 1.5% in Section C #1. Leanne seconded the motion. The motion failed by a vote of 3 in favor of the amendment and 8 opposed. **(Action Item)**

In addition, Budget and Finance recommends that we no longer make a 5% annual draw on the investment accounts as there is no documentation that this is a Diocesan requirement.

The Vestry voted to accept the Budget and Finance recommendations to Section 9 policy, changing the funding from the operating fund to 1% and canceling the 5% annual draw from the investment accounts. The motion passed with a vote of 10 in favor and one opposed. **(Action Item)**

**2026 Budget Proposal**- Dave M. provided a preliminary budget document created by the Budget and Finance Committee. Lauree requested that \$300 be moved from membership to pastoral care. She also requested that the \$500 budgeted for grades 6-12 be transferred to the Children's Ministry due to access to some restricted funds designated for the Youth program.

## **VII. Oral Reports from 3 Selected Commissions**

**Outreach** - Trampus reported that the committee has decided that the priorities for 2026 will be to use their funds to support local food insecurity causes, children especially unaccompanied minors in the high school, marginalized and the homeless and the Amagaro Jr. Academy. Dwight Willman will be giving a presentation to the Parish in December.

**Education** - Kim reported on the various activities planned for Advent and Christmas.

**Communications** - Leanne reported that the chair of the commission, Blake Hicks, is putting together her team.

## **VIII. Executive Session**

### **Staff Wage Increase Recommendations from Budget and Finance**

Trampus moved that the Vestry approve the staff wage increases for 2026. Brenda seconded the motion and it passed unanimously. **(Action Item)**

## **IX. Announcements**

Vestry meeting date **changed to Dec. 16 at 5:00**

**Jan. 15** - Annual written reports due for the Annual Meeting (Feb. 15)

Mutual Ministry Review - Saturday, **January 31, 2026**

Vestry Retreat - **June 5-6** at The Casa in Scottsdale

## **X. Closing Prayer offered by**

**Gary**

**Respectfully submitted,**

**Kim McConnell**

**Clerk of the Vestry**