



St. Alban's Episcopal Church

Davidson, NC

MINUTES OF THE VESTRY MEETING ON NOVEMBER 14, 2022

ATTENDANCE

| <i>Vestry Members in Attendance</i> | <i>Also in Attendance</i> |
|-------------------------------------|---|
| Alex Slawson, Senior Warden | <i>Clergy</i> |
| Tom Fischer | Rev. Carmen Germino <i>Rector</i> |
| Greg Knudson | Rev. Kevin Lloyd <i>Assoc. Rector & Davidson College Episcopal Campus Minister</i> |
| Allison Kratt | |
| Jenny Myers | |
| Jennifer Nelson Loher | |
| Mike Sass | <i>Unable to Attend</i> |
| Alex Slawson | Jean Bonnyman, Junior Warden |
| Joseph Torok | Bob Beckham |
| Danny Wiles | Cheryl Nealy |
| | Leslie Urban, Treasurer |

CALL TO ORDER

Rev. Germino called the meeting to order. A quorum was present.

PRAYER/REFLECTION

Rev. Lloyd began the in-person meeting with Evening Prayer II. Jenny Myers read from scripture.



Rev. Germino led a prayer for the recently departed and those in bereavement. Then, Rev. Germino reflected on the anniversary of the consecration of the first Bishop of the Episcopal Church, Samuel Seabury, on November 14, 1784 in Aberdeen, Scotland, who then returned to Connecticut.

Mike Sass read the goals of the Vestry:

As the vestry of St. Alban's, we...

- ...pray for each other and our church
- ...participate fully
- ...commit to being a learning community
- ...welcome a variety of opinions
- ...notice and share the joy of this community
- ...are open to change and the work of the Holy Spirit
- ...do business to further our purpose (mission and ministry)
- ...are in an ongoing state of discernment
- ...take faithful risks when appropriate
- ...collaborate to avoid ministry silos and empower the various ministries we support
- ...communicate thoroughly
- ...support our church staff and clergy
- ...gather informally to strengthen our relationships

As we do these, we will serve as role models of faith and service.

INFORMATION

- + November 18-19, 2022: Annual Diocesan Convention
- + November 27, 2022: Advent Wreath Fair
- + December 11, 2022: Los Posadas at 3:00 P.M.
- + December 18, 2022: Christmas Pageant at 3:00 P.M.
- + December 24, 2022: Christmas Eve services at 3:00, 5:00, and 11:00 P.M.
- + December 25, 2022: Christmas service at 10:30 A.M.

DISCUSSION

MINUTES

The minutes of the October 17, 2022 meeting of the vestry were submitted for review and were approved, by unanimous consent.



TREASURER'S REPORT

✦ Leslie Urban provided an update via Danny Wiles that the revenue is above budget, expenses are below budget, and the treasury continues to be in good shape.

REVIEW DRAFT OF FISCAL YEAR 2023 BUDGET

Danny Wiles notes that vestrypersons should review the budget and ask Erin Garrett any questions they may have. The treasurer and Finance Committee continue to consider expenses, the impact of inflation, and the pledge target for this year, which is at \$700,000. Erin Garrett didn't have access to the figures for this weekend, but Danny Wiles noted that we are short of a balanced budget. However, it is common to close the disparity after a pledge campaign ends, and they may think about the ability to reduce expenses or use reserves if it becomes necessary.

✦ Rev. Germino requests that we be familiar with the goal budget. If it needs to be revised in December, when a budget is presented, then the vestry will have a comparison.

✦ Danny Wiles noted that the budget reflects approximately five percent of wage increases which are below inflation. The budget reflects the Preschool request for the current year and scholarships for the next school year.

✦ Rev. Germino noted that an item in the draft budget one year ago that was not included in this year's budget is \$6,000 for a choir section leader. A paid, consistent choirperson will enable the choir to maintain continuous leadership.

✦ Danny Wiles highlighted that the building and grounds is currently approximately \$20,000. Approximately \$12,000 has been spent through October, and Erin Garrett has noted budgeting of \$25,000 for the next year.

✦ Outreach has submitted a proposed budget that reflects what the Outreach Committee voted and approved.

✦ Rev. Germino noted the intention to continue supporting La Escuelita Bilingual Preschool, knowing that there are continuing needs for the school arising out of the relationship with St. Alban's.

PRESCHOOL PROPOSAL FOR FISCAL YEAR 2023

✦ The Preschool Board is requesting approval from the Vestry for inclusion of funding, in the church's 2023 budget, for the Preschool's estimated shortfall for its 2022-2023 school year (which ends July 31, 2023).

As background, in December 2021, the Preschool noted a budget shortfall, resulting in the vestry's approval of \$15,000 for the starting school year. At the time, the Preschool did not have full enrollment, resulting in a shortfall of approximately \$20,000. Although \$2000 was budgeted for scholarships, there was a need for more. As a result, the Vestry approved shortfall funding of up to



\$30,000 for the last school year. The Preschool needed \$18,000 of that, thus performing better than budgeted for the current school year.

+ Considering the desire for a long-term outlook, during March 2023, the Preschool plans to initiate a three year forecast. Mike Sass noted that the Preschool executes its own fundraising campaign and another committee examines facilities. On November 30, 2022, the Preschool board is examining the 2023-2024 school year in order to set tuition rates. The committee work is expected to occur in March 2023. Patti Rossini plans to join the vestry for a more comprehensive discussion.

+ Mike Sass summarized the current status of the Preschool budget:

The Preschool is estimating a shortfall for the current school year of approximately \$21,500. The composition of this is as follows:

(a) Original budget shortfall - \$15,500

(b) Net tuition shortfall - \$4,500

(c) Scholarship shortfall - \$1,500 (\$3,500 in scholarships were awarded, with the preschool already having funding for \$2,000 of this amount.)

The Preschool's request of the Vestry is to approve funding for the 2022-2023 school year in the amount of \$21,500.

**Motion #1
by Mike Sass**

The vestry approves Preschool funding for the 2022-2023 school year in the amount of \$21,500.

**Seconded
by Allison Kratt**

Motion #1: Unanimously passed.

ENERGY AUDIT PROPOSAL

+ Danny Wiles notes that St. Alban's electric utility provider is Duke Energy. As a result of the Creation Care initiative, Danny and vestry members met with a Duke Energy contractor, Willdan, in August 2022 to review items recommended for audits by the N.C. Utility Commission, such as refrigeration, HVAC, and lighting. Of the items reviewed, the primary opportunity to improve efficiency is lighting.

+ The current proposal is to replace all fluorescent lighting, approximately one hundred fluorescent fixtures, with new technology. The estimated overall cost of the proposal is \$10,081.38. However, Duke Energy provides an incentive (subsidy) of \$5,641.50. Thus, the discounted cost to St. Alban's is \$4,439.88. Further, the estimated annual savings is \$1960 per year, with an estimated investment payback of 27 months, and first year return of 44 percent.



**Motion #2
by Mike Sass**

The vestry approves spending \$4,439.88 from building and grounds funds to replace light fixtures.

**Seconded
by Joseph Torok**

Motion #2: Unanimously passed.

CLERGY UPDATES

Updates from Rev. Germino

- + Twenty-five women convened the Women's Fellowship Group with a meeting at a participant's home, and will meet again in November 2022.
- + Rev. Lloyd and Rev. Germino attended Cole Fawcett's Eagle Scout ceremony and note their congratulations. Cole's service contributions culminated in the establishment of St. Alban's trail, which will host Stations of the Cross during Lent.
- + St. Alban's Anti-Racism Team (StAART) is proposing a Civil Rights Pilgrimage to Greensboro, Durham, and Raleigh to explore the Episcopal history of Black Episcopalians in North Carolina. The trip includes a visit to the historic location of the first Sit-In at Woolworth's in Greensboro and a restaurant advertised in the historic Green Book. The December 10 pilgrimage is a pilot program. In Spring 2023, a similar opportunity will be provided, perhaps with a larger group and transportation. The vestry is encouraged to participate.
- + Adult formation is held on Sunday mornings, however the participation appears to dwindle, while the poetry discussion gets a better result. Clergy are surveying what parishioners would like to learn in considering schedules for the new year. Meanwhile, the vestry is encouraged to promote participation and relay needs as they are identified.

Updates from Rev. Lloyd

- + Rev. Lloyd notes that the maximum of twenty participants are registered. Campus ministers and Rev. Lloyd reviewed an amazing, diverse group of applications from various spiritual backgrounds.
- + Rev. Lloyd provided thanks to the Sass family, especially Pam Sass, for providing a second great meal for Sunday evening campus ministry activities.
- + An active first year student from Davidson College is assisting Julia with Sunday School activities at St. Alban's.
- + Allison Kratt requested a presentation on the Taizé, France pilgrimage to the Sunday School.



WARDEN UPDATES

Alex Slawson, Senior Warden

- + Alex expressed thanks to everyone for completing the Safe Church training.
- + VpoD slots are available for the November 27 and December 4th 8:00 A.M. services, the Christmas pageant, and Christmas Eve. At 8:00 A.M. services, the ushering and VpoD functions can be performed together.
- + The Nominating Committee met and is working to recruit good future vestry members, but vestry persons are encouraged to refer individuals for consideration. Alex noted that an announcement regarding vestry roles was included in the newsletter and worship bulletin.

Jean Bonnyman, Junior Warden

- + No further updates.

LIAISON UPDATES

- + Jenny Myers, Preschool Liaison: No further updates.
- + Cheryl Nealy, Outreach Liaison: No further updates.
- + Jennifer Loher, Children's Ministry Liaison: No further updates.
- + Mike Sass, Youth Ministry Liaison: No further updates.
- + Greg Knudson, Ministry of Fun Liaison: On October 23, the Bishop visited St. Alban's and the Confirmation sacrament was very well attended. The Ministry of Fun provided invites for the Newcomer's Party and assisted with providing wine. The St. Alban's Men's Group gathered last Monday with a turnout of twenty-three people. On December 5, 2022, the Men's Group is planning a gathering at the Brick House restaurant in Davidson.
- + Bob Beckham, St. Alban's Anti-Racism Team Liaison (StAART): Updates provided via Clergy Updates, above.
- + Allison Kratt, Stewardship Liaison: No further updates.
- + Tom Fischer, Welcome Ministry Liaison: Via Greg Knudson, fifty new families were invited to the November 6th Newcomer's Party. Of those, thirteen families, twelve greeters, and twenty five individual people attended. Approximately thirty of fifty RSVPd. Thank yous were sent to the attendees. People have been meeting regularly.
- + Danny Wiles, Finance Committee Liaison: The Finance Committee held its quarterly meeting with observations incorporated into the budget discussion above.



CLOSING

Rev. Lloyd and Rev. Germino closed the meeting with Evening Prayer.

The next regularly scheduled meeting is tentatively scheduled for Monday, December 12, 2022 at 7:00 P.M.

Respectfully submitted,

Joseph Torok
Clerk of the Vestry