

THE ANNUAL PARISH MEETING

NOVEMBER 10, 2019

9:15 a.m.

THE GATHERING

Welcome from the Rector
Hymn 488, Be Thou My Vision
Prayer: "For the Parish" *BCP*, p. 817
Approval of 2018 Minutes

THE VESTRY

Appreciation to the Class of 2019: Pam Breeckner, Gordon Jacobs, Hank Patch, David Pylipow
Recognition of current members: Stephanie Amadio, Alf Badgett, Joanna Clausen, Mary Kennedy, Michael Kingsley, Martin McCoy, Kelly Ross
Election of New Members: Bob Beckham, Greg Knudson, Jenny Myers, Alex Slawson

THE CLERGY AND STAFF

Report from Rev. Carmen Germino
Report from Fr. Kevin Lloyd
Report from Courtney Fossett, Children & Youth (written)
Report from John Bailey, Music (written)
Report from Patti Rossini, Preschool Director (written)
Report from Pat Shaw, La Escuelita Coordinator (written)

THE TASK GROUPS

Report from the Vestry: David Pylipow
Report from the Finance Committee: Leslie Urban
Report from the Outreach Committee: Elaine Carmann (written)

THE NEW BUSINESS

Approval of New Bylaws

THE SCATTERING

The Doxology
Benediction: Fr. Kevin

SAINT ALBAN'S EPISCOPAL CHURCH

Minutes of the Annual Parish Meeting

November 11, 2018

9:00 AM

THE GATHERING

Reverend Carmen Germino, seeing that there was a quorum, called the Annual Parish Meeting to order and welcomed the Church members in attendance. She then led the church members in singing a hymn, Be Thou My Vision and led them in a prayer – For the Parish.

THE VESTRY

Reverend Germino extended her appreciation to the members who were retiring from the Vestry in December for their dedication to St. Alban's: Cate Buckner, Richard Colven, Mike Stenhouse, and James Wally. She also recognized the members who will continue to serve on the Vestry in the next year: Pamela Breeckner, Clarence Fox, Gordon Jacobs, Mary Kennedy, Michael Kingsley, Martin McCoy, Hank Patch, and Dave Pylipow.

Reverend Germino then introduced the slate of candidates proposed by the Nominating Committee to be elected to serve on the Vestry for a three year term: Stephanie Amadio, Alf Badgett, Joanna Clausen, and Kelly Ross. Their biographies were included with the agenda distributed at the meeting.

Reverend Germino asked whether there were any nominations for candidates from the floor, and hearing none, she declared that the nominations were closed, making this an uncontested election not requiring ballots. Richard Colven **moved** that the proposed slate of candidates be elected by acclamation, and after a second, and with no opposition, the candidates were approved by unanimous consent.

REPORTS FROM THE CLERGY AND STAFF

Reverend Germino provided a written report distributed with the agenda. She said the report was not a review for the year but only for the four months that she has served as Rector at St. Alban's. She said that she wants to get to know everyone in the Church, expressed how much she appreciated the welcome extended by Parishioners to her and to her family, and is grateful for the enthusiastic support of the staff. She acknowledged the untiring dedication of Deacon Rebecca Yarbrough to St. Albans and said that it is up to the Bishop whether we get another Deacon.

Reverend Kevin Lloyd provided a written report distributed with the agenda. He also appreciated the warm welcome that the Parishioners have extended to him and his family. He summarized his activities during the last few months that he has served in his dual role as Associate Rector and Campus Minister, explaining how church members can interact with Davidson College students.

Lisa Givens, the Youth Minister, John Bailey, the new organist and choirmaster, who began serving in his role on October 1, Patti Rossini, the Preschool Director, and Pat Shaw, the Coordinator of La Escuelita, each provided a written report distributed with the agenda.

REPORTS FROM TASK GROUPS

Cate Buckner, the Senior Warden, provided a written annual report from the Vestry that was distributed with the agenda, and also discussed the highlights of the report, including the parking lot paving project, the new Rector search, and searches for the new Associate Rector and the new Music Director, which were conducted simultaneously with the new Rector search. She recounted the many farewells and welcomes during the year, including the farewells of the Reverend Greg McIntyre, Colin Burns, and Deacon Rebecca Yarbrough, the

welcomes and farewells of the interim clergy, the Reverend Jim Croom and the Reverend Edmund Pickup, and of the welcomes of Reverend Carmen Germino, Reverend Kevin Lloyd, and John Bailey. Finally she thanked the Junior Warden, the rest of the Vestry, and all of the staff for their support during the last year.

Leslie Urban, Treasurer, provided a financial report for the Finance Committee Chairperson, Mary Pylipow, who was not able to be present, provided an update on the annual stewardship campaign, and thanked Erin Garrett, the Finance Director, for her efforts in providing accurate and complete monthly financial reports. A written report distributed with the agenda included a summary comparing revenues and expenses for 2017 (actual), the 2018 budget, and the 2019 proposed budget.

Finally, Reverend Germino called the Parishioners attention to the written report from Elaine Carmann, the Chairperson of the Outreach Committee, which highlighted the many outreach ministries of St Alban's.

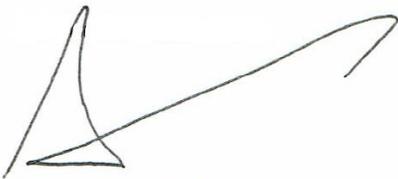
NEW BUSINESS

Reverend Germino asked if there was any new business and there was none.

THE SCATTERING

Father Kevin Lloyd led the Church members in the Doxology and delivered a benediction.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Guy D. Beaumont, Jr.', with a long, sweeping flourish extending to the right.

Guy D. Beaumont, Jr.
Vestry Clerk

MEET OUR NEW VESTRY CANDIDATES

BOB BECKHAM

St. Albans has been my parish home since 2006. I am happy to serve as Eucharistic Minister, Crucifer and Lector mainly at the 8:00 AM service. I serve as an Usher on the third Sunday of the month at the 10:30 service. I also chair the Memorial Committee along with some very dedicated parishioners who keep me in line.

I retired from Duke Energy in 2016 after 36 years, beginning at the McGuire site on Lake Norman in 1980 and was part of the start-up teams for both reactors in 1981 and 1983. I held various technical and management positions during my career with Duke. I keep abreast of the industry by doing periodic contract work.

I served two terms on the Church Council of Incarnation Lutheran Church in Charlotte from 1986 to 1989 and 1991 to 1994.

I have two daughters, Kelsey and Leslie and a beautiful granddaughter, Libby. I am an avid reader, love to hike in the beautiful canvas of God's creation.

Since retirement, I have also immersed myself in daily meditation and centering prayer, seeking Christ consciousness and my "true self."

I truly love this parish community. When in need of prayer and consolation for our family, you have been there for us. I hope to be able to give back to St. Albans by serving on the Vestry.

GREG KNUDSON

While raised a Lutheran in Chicago, I have been attending Episcopal churches for over 25 years - starting in Michigan (Christ Church Grosse Pointe), then in Ohio (St. Michael's in Ottawa Hills) and since retiring here 2 ½ years ago at St. Alban's. During these years, I have had the pleasure and honor of serving on Vestries at two churches in Michigan and Ohio.

Ginger and I retired to Cornelius to be close to two of our three sons who live in Charlotte. We also have been blessed with two beautiful granddaughters, with a third granddaughter expected in May of next year. Our third son still lives in Detroit.

I have spent 40 years in the worldwide automotive business (primarily in Detroit), venture capital (starting up over 80 tech companies), and most recently at Indiana University – where I directed the Center for Executive Education and taught in the MBA program. During my business career, I have also been an adjunct professor in MBA programs at six universities – most recently at Wake Forest University. I currently teach a six-week lecture series with DavidsonLearns.

JENNY MYERS

My name is Jenny Myers. I have been a member of the St. Albans community since 2010 with my husband, Matthew, and daughters Grace, Emmeline, and Maribelle. I joined the Episcopal church through Confirmation in 1989. During my time at St. Albans I have been immersed in various roles including St. Albans Preschool Board Member for 4 years, Sunday School Teacher and weekly Coordinator for 5 years, and member of the Call Committee for former Associate Rector, Father Greg McIntyre. Outside of the church community I work as the Director of Program Operations for E2D, Inc. – Eliminate the Digital Divide. I look forward to serving the church community in this new role as vestry member.

ALEX SLAWSON

Alex Slawson was born and raised in Jackson, Mississippi, and has lived in the south his entire life. After graduating as valedictorian of his high school class, he began his undergraduate studies in Pre-Med at Millsaps College before transferring to and graduating from New College (The Honors College of Florida). After graduating, he studied DNA in a Biochemical laboratory at the University of Mississippi Medical Center in Jackson before moving to Atlanta, Georgia. It was there that he made a career change from Biochemistry to Web Design, Software Engineering and eventually, Learning and Development.

From Atlanta, he moved back to Jackson in 2001 where he met the love of his life, Jerry Landry. They moved to the Charlotte area in 2006 and got married in Portsmouth, New Hampshire, in 2011. They currently reside in Davidson where Alex is a Performance Consultant and PROSCI certified Change Management Practitioner in Learning and Organizational Development at MSC.

After attending several different churches in the area, Alex found his spiritual home at St. Alban's in 2015. He was baptized in 2016 and completed confirmation in January 2018. He taught Sunday School for High School students from 2016-2018 and has served as co-chair on the Ministry of Fun since January 2018. He has also served as a Eucharistic Minister since March 2019. Suffice it to say that he is tremendously honored at the possibility of serving on the Vestry.

ANNUAL REPORT FROM THE RECTOR

The Rev. Carmen Germino

It's a joyful and humbling thing for a rector to be writing her *second* annual report, because it means she's not quite so new anymore. I've now been here roughly 14 months, which means I've had the chance to experience every holy day, every outreach event, and every beloved tradition here at St. Alban's at least once. It's a very good feeling to have one year under my belt and to look forward with excitement at all of the years of ministry here still to come.

One highlight of the past year has been getting to work with your phenomenal vestry. Early in 2019, we held a retreat to spend some time in reflection about our community and how God is calling us to move forward. Out of that rich conversation came three overarching goals for the coming year. I'm very pleased that we've made significant inroads on each goal. You can read more about these goals and our progress toward them in the report of our senior warden. I am particularly proud of our revived Greeter ministry and the vestry's decision to invest in the long-term health of our church by working to make our programs for children and youth as sustainable and effective as possible.

I'll touch on just a few highlights of the past year. Last December, we enjoyed our annual traditions of Las Posadas and the Pageant and welcomed large crowds to each of our three Christmas Eve services. The winter months of December, January, and February also included many important Outreach efforts such as Room in the Inn, Angel Tree, the Coat Drive, the Blanket Drive, and more. And in January, I launched a new weekly bible study on Tuesday mornings for anyone who wants to come.

In March, the parish celebrated the end of the Epiphany with a festive Shrove Tuesday Pancake Supper and ushered in Lent with Ash Wednesday. In March, we also welcomed our bishops twice in one week. On Sunday, March 24, Bishop Anne joyfully confirmed 13 youth and baptized/confirmed/received/reaffirmed 7 adults. Then on Tuesday, March 26, we held the Celebration of New Ministry for Kevin and me—truly a celebration of ALL the ministries here at St. Alban's.

In April, we celebrated a beautiful and meaningful Holy Week and Easter. In May, we celebrated Youth Sunday and clapped as our preschools graduated two groups of wonderful students ready for kindergarten.

In June, we kicked off the summer with the Eucharist at the Lake and also celebrated our patron, Saint Alban with a festive Eucharist on June 23. We held our first Holy Happy Hour in the Community Garden. And in July, Liz Kroger and an amazing team of volunteers put on a week of Vacation Bible School for over 40 kids.

Over the course of the summer I enjoyed getting to know many folks better through offering "Coffee with Carmen" and during June, July, and August, I was able to connect with nearly 50 members of the St. Alban's family for conversation and relationship-building. Some were newcomers and some were long-timers, and it was so wonderful to feel more connected to folks following these conversations.

In August, we participated in the Back2School Blast outreach event with other local churches. We held Ministry Sunday and celebrated our many opportunities to serve both within and beyond our church. And we embarked on a multi-week project of replacing the nave floor with new porcelain tile, thanks to the generosity of an anonymous donor. While the project itself added some complications for the short-term, we were able to hold worship in the midst of construction, and the end results are lovely.

In September, we hosted Ministry Architects for a series of Listening Sessions related to our programs for children and youth, beginning a working relationship with them that will bear much fruit in the years to come. We also kicked off Sunday School for children and middle schoolers, and began a youth group partnership with St. Patrick's Church, Mooresville for high schoolers. Additional September activities included a parish work day, the first gathering of a new group for moms, and our inaugural Fourth Sunday, which allows us to offer formation opportunities and worship for all ages.

October's big event was Oktoberfest, when we welcomed hundreds of our neighbors and friends to our church for a really fun fall night and raised a lot of money for Galilee Ministries of East Charlotte. We followed that up with the Blessing of the Animals service and our new church directory photo sessions, and before we knew it, it was November again, with All Saints', the Turkey Drive, and more! It's been a full and busy year indeed. And these highlights do not include so many other important things that happen all the time, often behind the scenes: Red Wagon ministry, the Soup Kitchen, Altar and Flower Guild, Choir, the Book Group, and on and on and on. Thank you for a great year of ministry together.

I want to offer my profound thanks to all of our vestry members this year, and especially to our four outgoing vestry members: Pam Breeckner, Gordon Jacobs, Hank Patch (Junior Warden), and Dave Pylipow (Senior Warden). Each of them has contributed in countless ways, as have all of our returning vestry members. St. Alban's is in very capable hands with this group of lay leaders. Hank oversaw the care of our buildings and grounds with skill and managed projects big and small. Dave offered astute and comprehensive leadership, and was a rock to me in my first full year as your rector.

We are also blessed beyond measure when it comes to our staff. Each of them is a treasure. The big transition this year was Lisa Givens stepping down in June after six fantastic years serving as our Director of Children & Youth Ministries. While this was a big loss, we are very fortunate that she remains on staff as our Director of Communications. In addition to our weekly communications, she also oversaw the redesign of our website this summer. Meanwhile, we were incredibly blessed that Courtney Fossett came aboard in late August as our new our Director of Children, Youth, and Family Ministries. In the short time that she's been on staff, Courtney has already made a huge impact. I also want to mention all of our staff by name, since each one of them contributes so much to this community in different ways. You may not see them on Sundays, but Parish Administrator Jessica Ewell and Director of Finance Erin Garrett each work so hard to keep this place running smoothly each week. Organist and Choirmaster John Bailey enriches our worship through his many musical gifts, and The Rev. Kevin Lloyd is the very best clergy colleague imaginable. As our Associate Rector and Episcopal Campus Minister for Davidson College, he navigates two very different communities with grace and wisdom. In addition, our two preschool ministries are thriving under the leadership of Patti Rossini and Pat Shaw. When it comes to staff, we have an embarrassment of riches here at St. Alban's.

Speaking of riches, you have shared yours generously and we are grateful. For 2019, thanks to your generosity, we exceeded our financial goal for annual giving, and we hope to do the same for 2020. Our theme for stewardship this year is 20/20 Vision. Together, we are exploring where we see God at work here at St. Alban's, and choosing to invest in that. Looking back over the year that has passed, I am in awe of all we have accomplished together. But looking back is only helpful if it serves to move us forward. Let us do so confidently, assured of Jesus's love in and for this faith community.

Yours in Christ,
Carmen+

ANNUAL REPORT TO SAINT ALBAN'S

The Rev. Kevin Lloyd, Associate Rector / Davidson College Campus Minister

What a difference a year makes! Last year at this time, having been at Saint Alban's for a mere three months, my head was still spinning, and I was still trying to find my equilibrium. I can now say that any questions that were lingering then about the move to Saint Alban's and Davidson have long since disappeared. My since of call to this place continues to be reaffirmed in many and various ways. The Spirit knew what the Spirit was doing!

It has been a full and fruitful year since the last Annual Report. I would just like to share with you some of the highlights from my perspective:

- Year two of my work with the Davidson students has gotten off to a good start. Having a year under my belt and getting a full summer to do some planning for the new academic year, I felt much more prepared. Numbers at Canterbury activities have been down a little this semester, as we graduated several regulars and a few others are studying abroad this semester. That said, we have a great core group of students that are actively involved, including several enthusiastic first-year students.
- I continue to be amazed and deeply grateful for all those Saint Alban's members who are providing meals for the Canterbury students on Sunday evenings throughout the academic year. The generous support of our ministry to the college students is remarkable! A special thanks, as always, to Sandra Johnson for all that she does to help coordinate our volunteer meal providers.
- Last Spring, I and three Davidson students spent four days providing hands-on support for the hurricane recovery efforts on the east coast of NC. We were provided housing and hospitality by the folks at St. James' Episcopal Church in Wilmington. We worked with the NC Baptists on Mission, who coordinated our work efforts. We spent most of our time installing flooring at a home north of Wilmington. We also helped deliver drywall to other houses in the area. It was a great experience for all of us.
- Also last Spring, I had the joy and privilege of preparing a dozen of our youth for Confirmation prior to the Bishop's visitation in March. It was an engaged and energetic group, and I thoroughly enjoyed working with them.
- I am excited and very hopeful about the commitment we have made to growing and strengthening our ministry with children and youth. Courtney Fossett has been a fantastic addition to our team, and I have been deeply impressed by the folks from Ministry Architects who are helping us revision towards healthy and sustainable ministry with our children and youth.
- I will be co-leading a Spring Break trip of Davidson students to the Taize Community in France. We have twenty-one students who have signed up for the week-long pilgrimage to this remarkable and transformative place.

Those are just some of the highlights of what has been a busy, fruitful, and affirming year. I am deeply grateful to have been called to this place. The more I get to know and do ministry with all of you at Saint Alban's, the more grateful I become. I cannot imagine a better clergy colleague in Carmen, and the staff is tremendous. And I continue to be impressed by the devotion and commitment of the lay leadership, both on the vestry and in all the areas of our life and ministry. I look forward to seeing what God has in store for us in the next year of our life together!

Yours in Christ,
Kevin+

CHILDREN AND YOUTH ANNUAL REPORT

Courtney Fossett, Director of Children, Youth and Family Ministry

I am only beginning my third month as Director of Children, Youth and Family Ministry and so much is happening and in the works. I am so excited to be a part of such an amazing staff and this job already is such a blessing. It is a wonderful and exciting time to be part of our children and youth programs. From our innovative and productive work with Ministry Architects to our rapidly growing youth group partnership with St. Patrick's, there is so much to be thankful for and celebrate. Integrating music into our Sunday School and incorporating our new 4th Sunday plan have both been exciting and innovative additions to our Sunday School plan. We are consistently seeing at least 35 kids each week downstairs. Thank you so much for this opportunity to help support and grow this program!

Accomplishments & Upcoming:

- We have 25 Sunday school volunteers this year.
- Our elementary group has 49 registered children. Our middle school group has 21 registered youth. Our high school class will launch in January.
- Sunday School is coordinating monthly donation drives with St. Alban's Preschool.
- Monthly planned and executed High School and Middle School Youth Events:
 - September – Lake Campus kick-off event, Scavenger Hunt, Monthly EYC program for Middle/High Youth dinner/game/discussion
 - October- Youth volunteered at Oktoberfest event; Ultimate Frisbee, Sunday night bonfire/pumpkin carving, Renovation of Youth room, EYC
 - November – Turkey Box decorating/packing party, Hockey Game, EYC
 - December – Angel Tree and Advent Wreath event. Holiday party, EYC
 - January – Winter Ski Retreat at Valle Crucis.
- Planning Intergenerational Advent Wreath Fair for anyone in the church. Youth are volunteering during the event.
- We accomplished a very successful VBS this summer for the community and our La Escuelita families.
- Christmas pageant planning is underway and will be held during the Dec. 22nd at the 10:30 service. Potential new script and costumes to be purchased.
- Summer Sunday school continues to be a hit each week in the summer. We have a different volunteer that runs it each week and we have an average of about 10 kids each Sunday.
- Two toddler room nursery attendants have been hired to help with coverage.

Goals:

- Launch exciting new High School Sunday School class in brand new space.
- Continue valuable work with Ministry Architects and the Renovation Team.
- Plan and run another successful VBS.
- Maintain and increase overall children and youth attendance.
- Incorporate youth into more volunteer positions of the church.
- Recruit more adult volunteers to help with Sunday School and Youth Group.
- Implement and run another successful youth Confirmation group.

MUSIC MINISTRY: ANNUAL REPORT FOR 2019

John Bailey, Organist & Choirmaster

On October 1, 2019 I completed my first year at St. Alban's. It has been a busy year and I am thankful for the opportunity to serve as the parish musician. I do not believe it is possible to lead music in a parish effectively in the number of hours allotted for this position. However, I am grateful that the additional effort given seems to be fruitful. It is such a joy to serve with wonderful leaders and teachers like Mother Carmen, Father Kevin, the staff and the choir. Listed below are some changes/happenings/needs in our music ministry for this year.

- A donation was given to purchase a copyright license: riteplanning.com, which allows us to print the service music in the bulletin and comply with applicable copyright law. Also, it allows us to more easily insert songs from our hymnal resources other than *The Hymnal 1982*.
- We have changed how the Psalm is sung in the service to allow the congregation to participate more fully.
- The Hymn Madness idea from Mother Carmen and Matt produced many more hymn submissions than anticipated. We received over 80 submissions and we have sung almost all of these this year. In addition, the congregation has continued learning new hymns and service music from one of our other hymnals: *Wonder, Love and Praise*.
- A donation was given to purchase a “newer” used piano for the choir room. The old piano was given to a family in our parish and is enjoying its new home.
- The parish choir continues its work to lead the people’s worship and has welcomed three new singers this year. We are still in need of willing servants; please contact me if you feel called to serve.
- **Current Need:** Since the organ is central to leading our corporate worship, I believe it would be wise to bolster the organ fund for future maintenance needs or additions to the organ. The amount budgeted yearly is for the two annual servicing/tunings but would not be sufficient should any major needs arise. Although pledges/ donations for the church’s budget and overall missions must come first, there are long-term needs for those interested and able to give. Please contact me with any questions.

Respectfully submitted on October 29, 2019

John Bailey, Organist & Choirmaster

PRESCHOOL ANNUAL REPORT

Patti Rossini, Preschool Director

Current Enrollment

- M/W Twos-9 students (1 opening)
- T/TH Twos- 10 students
- M/W/F Threes-12 students
- T/TH/F Threes- 12 students
- M-TH Fours-12 students (2 openings)
- M-TH Fours with Optional Friday 12 students (2 openings)

Staffing

- 12 regular staff (10 teachers, director, assistant director) plus part time book keeper
- All staff CPR and First Aid certified
- Staff members continue to complete the annual requirement of 10 Continuing Education Units per year.
- The entire staff meets at least monthly and age level teams meet as needed.

Financial

- The preschool has a budget of approximately \$189,500, primarily funded through tuition and fees.
- In broad categories, approximately 87% of the budget is spent on staff, 5% of the budget is spent on supplies for the preschoolers and staff, and approximately 3% of the budget is spent on enrichment and

special activities for the students. The remaining 5% of the budget is spent on things like our website, phone, our annual audit, etc.

- The preschool awarded several scholarships this school year primarily funded through Cards for Kids.

Curriculum

- The preschool currently uses The Creative Curriculum which guides how we set up our classrooms (centers), how we approach our day/set up our schedule, and how we work with each child (building on their interests and skills).
- All children have opportunities to participate in fine motor, gross motor, open ended art, music and movement, cooking activities, science activities as well as age appropriate literacy and math activities.
- The schedule is built upon the developmental characteristics of children and includes active and quiet activities, large group and small group activities, as well as teacher directed and child directed activities.
- We use the Wesley Curriculum for Christian education. This curriculum outlines our themes and Bible stories for each month and gives teachers ideas for classroom activities related to each Bible story.
- Our four-year-old classes use Handwriting without Tears.
- The preschool strives to follow the standards of Developmentally Appropriate Practice as set forth by the National Association for the Education of Young Children (NAEYC).

Enrichment

- Enrichment opportunities are offered weekly for all preschoolers.
- Chapel, Children's Theater, The Math/Science Nucleus and Stretch-n-Grow are offered outside of the classroom for all students.
- Soccer Shots is offered after school for interested families.

Inclusion of Children with Special Needs

- St. Alban's Preschool strives to meet the developmental needs of all children served. We currently serve children with a variety of health/medical needs as well those with delays in speech, sensory processing, and global developmental delays.
- Speech and Hearing screenings are offered in consultation with Chatterbox Speech Therapy Services for 3-5 year old children that may benefit from these screenings for a nominal fee.
- For the first year, St. Alban's has partnered with Milestone Therapy to offer free Physical Therapy and Occupational Therapy screenings to all students to make sure children are on track in the areas of fine motor, gross motor, and sensory processing skills.
- Additional referrals are provided when necessary.

Church/Preschool Partnership

- The preschool and the children's ministry program are working together to involve preschoolers and Sunday School students in a monthly mission project.
- The preschool and church are working together to intentionally increase communication in order to involve preschool families in the life of the church and vice versa.
- The preschool uses a wide variety of methods to communicate with the preschool families regarding activities at St. Alban's including a weekly preschool email with a link to the church news, classroom calendars that include St. Alban's activities, weekly reminder emails from the teachers, the website, the preschool Facebook page, the white board outside the preschool office, and special flyers that are sent home with students.

Family Involvement

- We have 3 active preschool parent groups working on activities for the school year-Teacher Appreciation Committee, Fundraising Committee, and Room Parents

- Each parent signs up to help lead one of our holiday celebrations in their child's classroom (Fall/Halloween, Thanksgiving, Christmas, Valentine's Day, Easter).
- We have volunteer opportunities within each classroom (ie. making play-doh for the month, mystery readers, center helpers, etc.).

Summer Camp

- Two weeks of summer camp were offered this past summer to our rising four and five-year-olds. Camps were fully enrolled and staffed by current teachers.

Enrollment for 20/21

- The preschool will be surveying currently enrolled families in November regarding class configuration, interests, and needs.
- Enrollment for currently enrolled families will begin just after Christmas break.
- Enrollment for new families will be held the last two weeks of January through February 6th.
- A lottery will be held on February 6th if applications exceed available spots.
- Open Houses/Tours will be offered on January 23rd, January 29th, and February 5th at 10:00 a.m..

Preschool Board

The preschool has a very active preschool board that meets monthly. The Board is tasked with the following items:

- A) To strengthen the ministry of this preschool in our church.
- B) To support and advise the Director of the program.
- C) To act as a forum to set policy guidelines and assist in the planning and evaluation of the school.
- D) To provide support and assistance in the implementation of ideas and the techniques that will support the philosophy of the school and help maintain and improve all operations of the school.
- E) To promote general involvement and communication of the congregation and the families of those who attend the school.

Board members are as follows:

Wes Wehunt, Preschool Board Chair
 Courtney Fossett, Vice Chair
 Sandy Laken, Secretary
 Gordon Jacobs, Vestry Representative
 Ann Todd, Church Member
 Ellen Teyssier
 Shannon Gray, Church Member
 Liz Kroger, Church Member
 Jeanette Porowski, Preschool Parent
 Nichole Wallace, Preschool Parent
 Rev. Carmen Germino, Ex-officio
 Patti Rossini, Ex-officio

LA ESCUELITA ANNUAL REPORT

Pat Shaw, Coordinator

Program

- 26 students enrolled (full capacity with waiting list)
- We offer a five-day 9:00-12:00 hands-on science program for 3- and 4-year-old children
- The preschool strives to follow the standards of Developmentally Appropriate Practice as set forth by the National Association for the Education of Young Children (NAEYC)
- Staff meetings are held one time per month; teacher planning sessions are weekly
- Enrichment opportunities are offered weekly for all preschoolers: Chapel, cooking!, woodworking, Music Together®, process art, bilingual librarian, hands-on Science, math manipulative sessions and gardening.
- We use Handwriting Without Tears in the fours, a workbook-based curriculum purchased through a Davidson College grant.
- *We survey our graduate families and kindergarten teachers and track their progress and needs. We hone our program based on these annual findings.*

Staffing

- 5 teachers, coordinator, part time bookkeeper, one weekly music teacher session
- All staff up-to-date on CPR and First Aid training and SafeChurch
- Staff members complete 8-10 Continuing Education Units annually

Inclusion of Children with Special Needs

- La Escuelita San Alban Bilingual Preschool strives to meet the needs of all children. We currently have two children who are being evaluated for Exceptional Children services. One is already assigned a case manager.
- We screen for speech and developmental delays and assist in placement of services.

Communication

- The preschool uses a wide variety of methods to communicate with the preschool families: a weekly preschool newsletter, classroom calendars, weekly classroom emails, phone conversations, conferences, the website, the preschool Facebook page, the bulletin boards outside the classrooms, the church E-news, and special mailings. Our primary form of communication is WHATSAPP since most of our families are accustomed to it. We also send monthly letters to our donors. We are active on Facebook.
- We do phone conferences in the fall and full conferences in the spring.

Family Involvement

- We have monthly parent workshops led by our family liaison in conjunction with local professionals who volunteer their time and knowledge: “the Importance of Preschool,” “Development, Health and Nutrition,” “Kindergarten Preparedness.”
- We have parents assisting with occasional special events to include our annual POSADA and graduation; our room parents also help with the garden.
- We have volunteer opportunities dedicated to each classroom (ie. making play-doh for the month, mystery readers, center helpers, etc.). We are volunteer-dependent and benefit from Bonner Scholars from Davidson College.
- We guide parents through the enrollment process for CMS and special services.
- We send books home bi-monthly to build home libraries. We support a Little Library.
- We do a mom’s tea and a dazzle dads day
- Petco grant allowed us to get a tree frog habitat for each classroom

Summer Camp

- Our first two years we offered six weeks of summer camp and now enjoy integration with area churches for three weeks of VBS during the summer.

Please see Financial Report

- We estimate the cost per child at \$2500 a year (most pay \$50 a month)
- We take in through tuition and donations about \$70,000 a year
- Part of our strategic development is offering enrollment to two English-speaking children in each class for language benefits and full tuition
- Fundraising includes St A Outreach, grants, book sales, private donors, luncheons, and four scholarships.

Our assisted tuition rates fall very short of covering expenses.

- Teachers, administration, substitutes, staff development, other staffing costs
- Building supplies (AJ Phone, audit, rent to Ada, garden supplies, shelving, repairs)
- Classroom Supplies (art, classroom materials, cleaning supplies, office supplies, paper products, health and safety items such as rubber gloves, soap, first-aid, thermometers)
- Special Events (Thanksgiving Feast, Graduation Lunch) and Teacher Appreciation

Upcoming 2020-2021 Registration and Enrollment

- Registration for the 2020-2021 School Year begins in January and will continue throughout. A lottery will be conducted if there are more applicants than available seats.
- Open House dates are scheduled for two days in January
- We have several enrollment events (backpack at Gethsemane, area school welcome days) and we go into the neighborhoods to spread the word.
- Our families have started to promote our school and are an active school community

Preschool Board

- The preschool has a very active preschool board that meets monthly to:
 - A) strengthen the ministry of this preschool in our church.
 - B) support and advise the Director of the program.
 - C) act as a forum for policy guidelines; planning and evaluation of the school.
 - D) provide support and assistance in the implementation of ideas that support the philosophy of the school and help maintain and improve all operations of the school to include fundraising and promotion.
 - E) encourage general involvement and communication of the congregation and the families of those who attend the school.
- Board members:
 - James Wyatt, Chair
 - Edna Wyatt, Family Liaison
 - Martin McCoy, Founder
 - Ginger Knudson, Fundraising/Donor
 - Joseph Torok, Webmaster, Secretary
 - Mary Kennedy, Vestry liaison
 - Mary Shook, Finances
 - Rev. Carmen Germino, Ex-officio
 - Pat Shaw, Ex-officio

VESTRY ANNUAL REPORT

Dave Pylipow, Senior Warden

What a great year for St. Alban's! Rev. Carmen and Rev. Kevin were settled into their roles and provided wonderful leadership, service and care to our parish and community, including Davidson College. Many of us enjoyed a wonderful Celebration of New Ministry with our bishops to formally install them as our clergy. John Bailey has worked with our choir and others to ensure beautiful music that enriches our worship services. We have a

very talented staff with Jessica Ewell, our Parish Administrator, Erin Garrett, our Director of Finance, Lisa Givens, our Director of Communications and our newest staff member, Courtney Fossett, Director of Children, Youth and Family Ministry. This staff works tirelessly to ensure our parish is managed effectively in the service of our mission. And our preschools are providing the education of many children through the faithful leadership of Patti Rossini and Pat Shaw. As parishioners, we are very blessed to have this wonderful team serving St. Alban's.

Your vestry has also been working very hard to be good stewards of your gifts and ensuring that we are living out our mission. As reported in our July update, the vestry focused on three priorities for 2019. Here is a brief update on our work to date:

- ***A Home for Fellowship: We will create a plan for the building of a parish hall and a plan for funding it.*** The vestry chartered a team chaired by Richard Colvin and James Wally to lead this effort. This committee has begun developing timelines and exploring avenues for funding. This will be a multiyear effort, and we will provide ample opportunities for parishioners to provide input, and hopefully assist with funding it.
- ***A Community for our Youth: We will establish a youth ministry that is sustainable and equips families with tools they need to grow their faith together.*** We contracted the services of Ministry Architects, an organization that specializes in helping churches build sustainable youth ministries. A multiday listening session was held in September and we were pleased that 50 parishioners provided input. Ministry Architects then gave us a recommended game plan for the next 18 months. We have launched a Renovation Team to lead this work, along with regular support from Ministry Architects. St. Alban's has also partnered with St. Patrick's Episcopal Church in Mooresville on a combined high school youth group which has already had several great events. And, under the leadership of Liz Kruger, we had a lively, faith filled Vacation Bible School.
- ***A Renewal of Evangelism: We will expand our reach in the community, deepen engagement of our membership, and improve hospitality.*** Our website has been wonderfully updated to a more user-friendly design for both parishioners and visitors. A number of parishioners have reinvigorated our Greeter and Newcomer ministries, helping us welcome and engage people who are looking for a spiritual home. We recently began a project of creating a pictorial directory for our parish that will help all of us get to know each other better. We hope to build a robust directory with pictures of as many St. Alban's families as possible. And, through such wonderful events as Oktoberfest, we are strengthening our presence in our local community and inviting others to experience our vibrant parish.

In addition to these three priorities, St. Alban's continues to have strong and active Outreach Ministries, through which we can serve many people in our communities. Through these ministries we are fulfilling a very important part of our mission to share God's love with the world. Also, under the capable leadership of Hank Patch, our Junior Warden, a dedicated group of volunteers helped maintain our physical property and work on the endless list of repairs and maintenance items our facility requires in order for all of us to enjoy our great space. Lastly, a special thanks to Guy Beaumont, our clerk of the vestry, for his persistent leadership in updating our bylaws. This is often an overlooked and thankless task in a parish, and we appreciate Guy's work on this endeavor.

One of the vestry's principal responsibilities is oversight of our financial resources, ensuring your gifts to St. Alban's are being used in accordance with our mission and ministries. Last year, our parishioners supported a very generous increase in our budget, primarily to support our Outreach Ministries. To date we are achieving our budget, including our goal of at least 10% of our financial gifts being directed towards outreach ministries. And, as of this writing, we are well on our way to achieving our stewardship goal for 2020. We appreciate your faithful generosity and hope to achieve our goal of 200 pledges for 2020. Making a pledge is a wonderful way to live your faith, and we hope you will join your vestry in doing so.

It has been a pleasure to serve as Senior Warden of the vestry. We are blessed with an exceptional vestry who works well together, and who contribute many hours individually in support of our parish. It is also wonderful to see how many parishioners are involved in our many ministries, serving both our parish and those in our community. It is truly a joy to see how the people of St. Alban's live out their faith every day. If you are not involved in any of our ministries, I encourage you to explore where your talents and interests might be useful and where you might find joy in serving. Your clergy and vestry are ready to help you.

Yours in faith,
Dave Pylipow

FINANCE COMMITTEE ANNUAL REPORT 2019

Danny Wiles, Finance Committee Chairperson

The Budget Process:

Priorities are set jointly by the Vestry and the Rector.

The preliminary budget for 2020 will be finalized /revised as needed at the end of the year once all of the Stewardship pledges are in.

2020 Budget Goals include:

1. Increase pledge offerings – our goal is for an increase in the range of 9%.
2. Increase the amount of the Outreach budget. The Outreach budget is ideally greater or equal to 10% of the total church operating budget, as this is analogous to a tithe to our greater community, and our goal is to get there over time. [Outreach was 7.0% of revenues in the 2019 budget and we're targeting approximately 7.2% for the 2020 budget]
3. Increase in funding for our youth programs – primarily for our youth. The goal is to increase the funding for youth Christian education from approximately \$2,000 in the 2019 budget to approximately \$6,000 for 2020. We will also fund the remaining cost for the youth program consultants in the 2020 budget [which will be approximately \$24,000]
4. Note:
 - a. the Outreach committee, with Vestry's approval, determines and schedules outreach events.
 - b. St Alban's Preschool has an independent operating budget that is balanced, self-funding and reviewed by the vestry and St. Alban's Finance Committee. The facility and its care is provided as an outreach mission of our church.

The Accounting Process:

Income and expenses, along with variances, are reported monthly by Erin Garrett, our Finance Director, to the Vestry and Finance Committee.

- Once a balanced budget is set, it is not modified during the year.
- Any changes approved by the Vestry are reported as variances to the Revenue and Expense report.
- Both the change and the source of funds are accounted for.
- Independent accounting audits occur annually (2018 was excellent)

2019 Revenue & Expense Statement and Variance Analysis (based primarily on the financial results through October 2019):

Of note:

- For 2019 overall, our financial position is solid as our revenues are running a little higher than budgeted and our expenses are remaining in check.
- A special donation covered the cost of the new tile, which was a little over \$38,000.

- As of November 3rd, Saint Alban's has collected \$489,392 (81%) of its 2019 pledges.
- 2019 budget is bigger as it reflects normal increases for several expenses as well as the increased funding for our youth programs.
- For Stewardship 2020, as of Nov 6th, we have 121 pledges totaling 506,378 (78 %) of our \$645,000 Stewardship goal.

For a detailed comparison of the church revenue and expense operating fund, contact the church office.

Thank you for your pledges!!!

It is not too late to turn yours in and help us more accurately budget our resources.

Respectfully submitted by:

Danny Wiles,

Finance Committee Chairperson

OUTREACH REPORT

Elaine Carmann, Chairperson

“For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, ³⁶ I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.”

As I begin this report, I include again the above selection of scripture from the Book of Matthew to remind all of us of what Jesus asked of us, his disciples. Your Outreach Team has this mission statement before us when we prepare for each event and project. Outreach has had several major changes during this year. The most significant change has been our farewell to Deacon Rebecca Yarborough, Fred Berta and Adelaide McGill. Amazingly, with the faithfulness of the rest of the entire Outreach Team, all projects, ministries and events continue unabated. The 2019 fiscal year has been the inaugural year for the entire Outreach budget being included in an expanded church budget. Prior years, Outreach relied upon dedicated giving to accomplish so many of the projects and missions. This congregational-centered approach is inclusive of the entire membership of St. Alban's and begins to attain the congregational goal of tithing the church budget to Outreach, a commitment challenge since the founding of St. Alban's. Our Team is very appreciative to the congregation, the Finance Committee and Vestry for your constant support.

To review all that St. Alban's is involved in, let me share again:

“Kindness” (or gap-filling) projects:

St. Alban's Outreach Ministry

- 1) Mooresville Soup Kitchen –St. Alban's provides cooking and serving volunteers monthly.
- 2) Red Wagon Sunday –Ingathering on the first Sunday of each month by the congregation to provide food, hygiene, cleaning and pet supplies to the Loaves and Fishes pantry at Ada Jenkins
- 3) Turkey and Angel Tree drives to provide children and their families with the joy of the holiday season
- 4) Rise Against Hunger (formerly Stop Hunger Now)—packing of 10,000 meals during a multi-generational event during Lent.
- 5) Moveable Feast Sunday evening meals for Canterbury on Davidson College campus, in support of our campus ministry.

Community partnerships:

- 1) Back2School Blast – St. Alban's joins other congregations as we provide new shoes and socks for approximating 250 students. Event is held at Gethsemane Baptist Church in Davidson.
- 2) Blanket, coat, hat, gloves, socks in-gatherings with Gethsemane Baptist during the fall and winter.
- 3) Room In The Inn partnership with DCPC to meet emergency housing needs, by providing volunteers to help at the DCPC Congregational House site.

“Justice” (or more permanent solutions) projects that Outreach supports:

- 1) Our Town Habitat for Humanity – permanent housing for client-families.
- 2) La Escuelita San Alban –St. Alban's established this preschool for non-English speaking 3 and 4-year-olds to prepare them with language skills for kindergarten. We are so grateful to the dedicated staff and board who serve these wonderful children.

- 3) Participation in the Homeless Task Force with the Davidson Housing Coalition and other houses of worship to expand Room In The Inn in Davidson and work on transitional housing solutions to end homelessness in North Mecklenburg County. St. Alban's, in cooperation with the family of Liz Slater, has provided the funding for the electronic intake portal in Davidson so all who need safety-net help in northern Mecklenburg County can begin the process here in Davidson instead of traveling into Charlotte.
- 4) Domestic Violence Coalition – St. Alban's was actively involved with the Safe Alliance Coalition of Lake Norman helping those in danger because of domestic violence.

International Involvement:

- 1) Galilee Ministries—Volunteers from St. Alban's participate to help refugees to assimilate in our country.
- 2) Hogar Escuela in Costa Rica
- 3) Malawi – building of shallow wells
- 4) Placement of Homeless Jesus sculptures on all Continents

Outreach, with the approval of the Vestry, has added a new ministry: the Emerald School in Charlotte. It is a faith-based recovery high school which will provide support services for students who have substance use disorder and are in active recovery. The relapse rates for students returning to their original school environment are very high, so recovery schools are gaining traction across the country. The school is designed to meet an unaddressed need of young people to get help and recover from substance abuse and continue in school. Their target age is 13-21 and the first year they will limit enrollment to 20 students and then build from there. Their service area includes the Lake Norman area.

With the remaining dedicated funds for homelessness, mostly donated in memory of Liz Slater, Outreach contributed to the DCPC/ Davidson Homeless Task Force's transitional house that is being renovated on Mock Circle. It is a very small house; however, it will provide a home for a person or couple as they transition from homelessness to sustainable housing. Hopefully this location will be available sometime next year. St. Alban's will also completely staff an entire night of Room In The Inn at DCPC Congregational House one night each month, December through March. This is an expanded role from last year and we will be asking for more congregational participation.

As I retire from being the chair of Outreach, I want to express my appreciation to all who have served with me on Outreach and for the incredible support St. Alban's members have provided during the years of my leadership. I look forward to continue serving with Outreach on various ministries and projects. I ask for support and prayers for Vivian Rogers-Cannon as she assumes leadership of the Outreach Team. May God continue to bless our efforts as we "scatter to serve" in His name.