



St. Alban's Episcopal Church

Davidson, NC

MINUTES OF THE VESTRY MEETING ON NOVEMBER 13, 2023

ATTENDANCE

<i>Vestry Members in Attendance</i>	<i>Also in Attendance</i>
Jean Bonnyman, Senior Warden	<i>Clergy</i>
Mike Sass, Junior Warden	Rev. Carmen Germino <i>Rector</i>
Connor Fulton	Rev. Kevin Lloyd <i>Assoc. Rector & Davidson College Episcopal Campus Minister</i>
Matthew Goodson	Leslie Urban, Treasurer
Annamarie Klemm	<i>Unable to Attend</i>
James Kennedy	Jennifer Nelson Loher
Allison Kratt	
Cheryl Nealy	
Jennifer Nelson Loher	
Joseph Torok	
Danny Wiles	

CALL TO ORDER

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

PRAYER/REFLECTION

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

Joseph Torok 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 17-18, 2023: Diocesan Convention, Winston-Salem, N.C.
- + January 29, 2023: Annual Parish Meeting

DISCUSSION

MINUTES

The minutes of the October 9, 2023 meeting of the vestry were submitted for review and were approved, by unanimous consent.

TREASURER'S REPORT

- + Leslie Urban noted that finance were positive through October. Erin Garrett is working on making sure that pledged funds are received through the end of the year.



+ The Finance Committee is very optimistic about how St. Alban's ended the year with higher pledges and higher investment income, along with lower mortgage payments, while expenses remained in-check.

PIANO

+ The grand piano in the nave was graciously given to St. Alban's by Nina Price with a fund for ongoing maintenance. However, the piano technician noted that the piano is at least one-hundred years old and repairs are no longer feasible. It is suggested to use the remainder of the Price fund for the purchase of a new piano at \$17,680 which comes with a ten year warranty. The Price fund has \$18,000 and stipulates that if the piano is beyond repair, then the fund is to be used for the music ministry. Due to the expense, the vestry is requested to vote.

Motion #1
by Allison Kratt

The vestry approves the purchase of a new piano from the Price fund.

Seconded
by Connor Fulton

Motion #1: Unanimously passed.

SABBATICAL POLICY

+ The Human Resources Committee has provided the draft Sabbatical Policy. The committee determined that a policy is appropriate to assist Erin Garrett in explaining during periodic audits why St. Alban's allocates funds for this. The vestry is asked to approve of the policy provided by the Human Resources Committee

Motion #2
by Danny Wiles

The vestry approves the Sabbatical Policy provided by the Human Resources Committee.

Seconded
by Mike Sass

MOTION #2: UNANIMOUSLY PASSED.



PRESCHOOL DIRECTOR

+ Patti Rossini, our Preschool Director, intends to retire at the end of this school year. She has served St. Alban's since 2016. The Preschool Board is in conversation with the Vestry and will discuss related considerations.

PRIEST ASSOCIATE

+ Rev. Germino informed the vestry that she would like to bring Rev. Leslie Nunez Steffensen on board the staff as part-time Priest Associate, assuming that 2024 pledges will cover the cost.

+ The Rev. Leslie Nuñez Steffensen most recently served as canon to the Episcopal Church Bishop Suffragan for the Armed Forces and Federal Ministries, a member of the Presiding Bishop's staff. After graduating from Officer Candidate School, Newport, RI and completing studies at the Navy and Marine Intelligence Training Center in 1989, she was on active duty for four years as a Naval Aviation Intelligence Officer. After active duty, she raised three children as a Navy spouse. Steffensen later served as a Volunteer for Mission with the Episcopal Church's program for adult volunteers. She was the academic dean and instructor of theology and biblical studies at Msalato Theological College in Dodoma, Tanzania. She returned to the US and was administrative coordinator for the Center for Anglican Communion Studies at Virginia Theological Seminary. Most recently, she was assistant to the rector at Grace Episcopal Church in Alexandria, Virginia. She was the primary clergy for the Latino congregation, La Gracia. For the Episcopal Church, she served on the Bishop for Armed Forces and Federal Ministries Chaplain Selection Committee; the Disciplinary Committee, Diocese of Virginia; and was co-editor for *The Wiley-Blackwell Companion to the Anglican Communion* (2012.). She is a graduate of Virginia Theological Seminary, with a Master's in Divinity ('12.). She did her undergraduate studies at The Johns Hopkins University, Baltimore, Maryland, graduating with a bachelor's in international studies ('88). She is a graduate of the Phillips Exeter Academy ('85) and School Year Abroad, Spain ('84).

PARISH HALL UPDATE

+ Danny Wiles noted that the primary contract was signed today. The loan is scheduled to close at 11:00 A.M. Thursday morning. A letter from the Bishop has been provided to the bank and the signed construction contract was sent today.

+ Mike Sass thanked the vestry for their action to facilitate the parish hall. James Wally is working with the contractor to execute the contract. Construction work is expected to start February 2, 2024 in order to mobilize and staff. A Groundbreaking Ceremony will be held as planned on December 3, 2023. The pre-construction meeting will be held November 30, 2023. The St. Alban's Preschool is thinking about staging and church staff are thinking about minimizing disruption to



holiday services. There is a 265 day period per the contract and it is expected to be complete in September 2024.

CLERGY UPDATES

Updates from Rev. Germino

✦ Rev. Germino discussed the nomination process for parishioners seeking to serve as vestry members and noted the current Nomination Committee members.

Updates from Rev. Lloyd

✦ The Episcopal Student Fellowship (ESF) at Davidson College has been thoughtfully engaged in discussing issues in the Holy Land.

✦ Ben Hayden, former president of ESF and musician, just performed a senior concert at Julliard. We are hosting a Ben Hayden concert on February 4, 2024 in the afternoon, and a portion of the funds raised will go to the ESF.

WARDEN UPDATES

Jean Bonnyman, Senior Warden

✦ Jean discussed Vestryperson of the Day (VPoD) arrangements for November and December services.

Mike Sass, Junior Warden

✦ Downstairs reorganization is complete except for converting the former choir room into a supply room. The new choir room has been prepared. Now, attention is focused on upstairs organization and improvements.

LIAISON UPDATES

✦ Connor Fulton, Outreach Liaison: The Outreach Committee and parishioners will be volunteering at Lifeline to perform meal packing on February 22, 2024 in Concord, N.C. from 6:30-7:00 P.M. Following Thanksgiving, Outreach will begin the Angel Tree effort. A monthly Outreach calendar will also be created. Outreach budget conversations and a request are expected. Youth



turkey boxes and decorations will be available Sunday. Finally, the United Thank Offering and gathering will be Sunday.

✦ Matthew Goodson, Children and Youth Ministry Liaison: Sunday School has been full each week. Additionally, the Youth Ministry is assembling a new youth leadership team to get more buy-in for youth participation.

✦ Allison Kratt, Stewardship Liaison: The Stewardship Committee notes a total of 143 pledges as of tonight, totaling \$662,558. Fifty-five pledge amounts remained the same year-over-year, fourteen decreased, fifty-three increased, and twenty are new. There are forty-six people remaining to email, call, or respond with details.

CLOSING

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

The next regularly scheduled meeting is tentatively scheduled for Monday, December 11, 2023 at 7:00 P.M.

Respectfully submitted,

Joseph Torok
Clerk of the Vestry