



# St. Alban's Episcopal Church

Davidson, NC

## MINUTES OF THE VESTRY MEETING ON JANUARY 13, 2025

### ATTENDANCE

<i>Vestry Members in Attendance</i>	<i>Also in Attendance</i>
Connor Fulton	<i>Clergy</i>
Matthew Goodson	Rev. Carmen Germino
Sarah Hicks	<i>Rector</i>
Annamarie Klemm	
Allison Kratt	<i>Unable to Attend</i>
Mike McDonnell	Martha Hartle
Cheryl Nealy	James Kennedy
Dave Pylipow, Senior Warden	
Mike Sass, Junior Warden	Rev. Kevin Lloyd
Joseph Torok, Clerk	<i>Assoc. Rector &amp; Davidson</i>
Leslie Urban, Treasurer	<i>College Episcopal Campus</i>
	<i>Minister</i>

### 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. Leslie Urban read from scripture.

All in attendance read the goals of the Vestry:

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



...pray for each other and our church  
...participate fully in vestry meetings and support vestry decisions  
...are visibly present in the life of the parish  
...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

- + January 24, 2025 – Cards for Kids
- + January 26, 2025 – Annual Parish Meeting
- + February 10, 2025 – Vestry Meeting
- + February 15, 2025 – Rescheduled StAART training on Conflict Management, 8:30-4:30
- + March 4, 2025 – Shrove Tuesday Pancake Dinner
- + March 5, 2025 – Ash Wednesday

### DISCUSSION

### MINUTES

The minutes of the December 2024 meeting of the vestry were submitted for review and were approved, by unanimous consent.

### TREASURER'S REPORT



+ Leslie Urban noted that that our non-pledged giving was strong, but our biggest expenses are building and grounds. The expense is not going to dramatically change the surplus and 2024 was a fantastic year.

+ Dave Pylipow added that the staff manages the budget very carefully. Staff and vestry are thoughtful regarding when to spend and not spend money, which is why the church has been very successful.

### ANNUAL GIVING CAMPAIGN

+ Allison Kratt noted that the final results of the Annual Giving Campaign exceeded our goal. The Badgett family served as chairs, and James and Rhett Mabry, the co-chairs, will lead next year's effort. These efforts will carry into the annual parish meeting and the parish hall debt reduction discussions. Allison concluded that stewardship is successful because of the love and support from our members.

+ Rev. Germino added that Allison's involvement with annual giving has provided much appreciated planning and structure to these annual efforts. The vestry is grateful to Allison for her leadership and dedication. We ended up with nearly 199 pledges, which exceeds pledges ranging approximately 170 in recent years.

### 2025 BUDGET AMENDMENT REVIEW

+ Dave Pylipow notes that because of the good work of Allison and the Committee, the vestry needs to amend the budget. Since the last meeting, we have an approximately \$21,000 positive variance on the budget going into 2025. The best way to use that, following the advise of the Finance Committee and others, is to use it for a part-time facilities manager. Our 24-year old building increasingly needs maintenance and the parish hall adds to the tasks. It is calculated that approximately 15-18 hours per week are required to oversee maintenance. Further, although the Junior Warden historically performed maintenance tasks, it is an unfair growing burden on a volunteer role. Additionally, Jessica Ewell handles logistics for maintenance, as well, in addition to a multitude of traditional parish administrator responsibilities.

Motion #1  
by Allison Kratt

The vestry approves amendment of the budget for the purpose of a part-time facilities manager.

Seconded  
by Mike McDonnell



**Motion #1: Unanimously passed.**

### **PARISH HALL UPDATE**

**+** Coffee is available downstairs only. The vestry is encouraged to guide people downstairs after services to enjoy it. Also, an additional nametag hangar tree is to be kept near the lower lobby. The Parish Hall Usage Committee has been effectively managing the facilities. A sign will be posted to lead everyone downstairs, as well.

### **2024 PRIORITIES UPDATES**

**+** The Parish Hall Usage Committee: Annamarie Klemm and James Kennedy, had no substantive additions other than the committee is enthusiastically facilitating events.

**+** Increasing Volunteers by Interest and Talent – All Things St. Alban's and the Annual Giving Campaign: No additional remarks.

**+** Revise Mission Statement: Rev. Germino noted that there is a pause on this specific priority, and the vestry will revisit the priority when we have additional ideas that generate particular excitement.

### **NOMINATING COMMITTEE REPORT**

**+** A late development is that there are five candidates as of today. The candidates for the three-year roles are: Gordon Garrett, Mike Kingsley, and Sandra Beetner. Gordon participates with StAART and Men's group. Mike has served on the vestry previously, as well as Outreach and Finance Committees. Sandra brings new ideas and facilitated the Greenery Sale. Additionally Zee Berl liaisons with The Pines community, is interested in environmental ministries, and provides representation for 8:00AM service attendees. Denise Badgett is active in many respects and able to fill the two-year term with her background for a major nonprofit, finance, and annual giving expertise.

### **DEBRIEF OF CHRISTMAS EVE SERVICES**

**+** For the 3:00PM services, we had attendance over 400. As a result, overflow into the narthex and parish hall was required. People began entering and saving seats more than an hour ahead. There is a need for more bulletins and more ushers.



✚ During the offerings and communion, it is recommended to assist everyone to join upstairs at the altar. Additional ideas to facilitate comfort include a more relaxed atmosphere in the parish hall, possibly with a couple dedicated lead singers in consult with John Bailey for overflow some overflow services. Many expressed a desire for a better interface between the upstairs and downstairs spaces.

✚ A major focus will be a focus on children's engagement, to make parents and extended families comfortable, possibly by providing prayer rugs in the parish hall, stuffed animals or toys, or coloring activities for children. The children's pageant participants were inaudible, so an additional microphone may be considered. Additionally, decorations may be considered to make the parish hall overflow better echo the sanctuary's atmosphere.

✚ Although it is admittedly not the nave, there are many options to best address this "good problem to have" and enhancements are on the way.

### CLERGY UPDATES

#### Updates from Rev. Germino

✚ On Easter, there will be three services: 7:00, 9:00, and 11:00 AM, in addition to the Easter Vigil the night before. Last year, there was a larger attendance at the Easter Vigil, in part because of Baptism. Following the Easter Morning 7:00 AM service, there will be an egg hunt.

✚ Rev. Germino notes that the Flower Guild, Greeter Ministry, and Ushers will be active. If overflow is anticipated, we will be looking at perks with opting into the overflow.

#### Updates from Rev. Lloyd

✚ Rev. Lloyd notes that the Christmas services went very well. The Parish Hall served us well as an overflow space.

✚ Students arrive back on-campus January 21, 2025. The first Episcopal Student Fellowship (ESF) at Davidson College worship service and dinner is scheduled for January 26, 2025. There are only four slots available for ESF dinners contributed by our parishoners.

✚ This semester, Rev. Lloyd will be leading conversations with students based on material from Marcus Borg's "The Heart of Christianity".

✚ Rev. Lloyd attended his first Commission on Ministry gathering this past weekend, which was made virtual due to weather. From Friday through Saturday they interviewed nine individuals who are applying for postulancy in the diocese. There are 13 nominees, 3 aspirants, 3 seminarians, and 3 candidates moving through the process.



- + There are plans for the Taize pilgrimage being implemented.

### WARDEN UPDATES

#### Mike Sass, Junior Warden

- + A bid has been requested to add sound deadening to reduce the echo in the parish hall. This will be done with designated funds for the building and grounds.

### LIAISON UPDATES

- + Cheryl Nealy, Preschool Liaison: Enrollment for Mondays and Wednesdays 2s are full. The three-day 3s are full. Nine open spots on the 5<sup>th</sup> day are available. Registration paperwork for next year was sent to families. One of three teachers resigned before the end-of-year. One was hired with a BA in early childhood education, who has been teaching school for the past three years. Childcare Resources facilitated a session on belonging and inclusion in the classroom in which the staff enjoyed participating. Also, the preschool has added musical drama enrichment.
- + Matthew Goodson, Children and Youth Ministry Liaison: There are four new children attending Sunday School.
- + Annamarie Klemm and Sarah Hicks, Fellowship Liaisons: Sarah Hicks notes that there are new people attending services, and to please invite them to the Women's, Men's, Mom's and Dad's groups as you are able.
- + James Kennedy, St. Alban's Anti-Racism Team Liaison (StAART): The StAART workshop has changed. Adult formation will be held downstairs, followed by a public reading of "Letter from a Birmingham Jail." Five or six individuals signed-up to be readers. Additionally, all are invited to the conflict resolution event on February 15 from 8:30 to 4:30 in the parish hall. Lunch will be provided.
- + Mike McDonnell, Hospitality Coordinator: The VPoD schedule is up for the entire year, so vestrypersons can plan. Coffee Hour is great and has been growing downstairs.

### CLOSING

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



The next regularly scheduled meeting is tentatively scheduled for Monday, February 10, 2024 at 7:00 P.M.

Respectfully submitted,

Joseph Torok  
Clerk of the Vestry