



# St. Alban's Episcopal Church

Davidson, NC

## MINUTES OF THE VESTRY MEETING ON FEBRUARY 10, 2025

### ATTENDANCE

| <i>Vestry Members in Attendance</i>  | <i>Also in Attendance</i>   |
|--|---|
| <i>New</i><br><br>Denise Badgett<br>Sandra Beetner<br>Zee Berl<br>Gordon Garrett<br>Mike Kingsley  | <i>Clergy</i><br><br>Rev. Carmen Germino<br><i>Rector</i><br><br>Rev. Kevin Lloyd<br><i>Assoc. Rector &amp; Davidson<br/>College Episcopal Campus<br/>Minister</i>    |
| <i>Continuing</i><br><br>Sarah Hicks<br>Dave Pylipow, Senior Warden<br>Connor Fulton<br>Matthew Goodson<br>James Kennedy<br>Annamarie Klemm<br>Leslie Urban, Treasurer | <i>Unable to Attend</i><br><br><i>Continuing Vestry Members</i><br>Mike McDonnell<br><br><i>Outgoing (Non-Voting) Vestry Members</i><br>Martha Hartle<br>Cheryl Nealy |
| <i>Outgoing (Non-Voting)</i><br><br>Allison Kratt<br>Mike Sass, Junior Warden<br>Joseph Torok, Clerk   |   |



### 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. Allison Kratt 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 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

- + February 15 – Rescheduled StAART training on Conflict Management, 8:30 AM - 4:30 PM
- + March 4 – Shrove Tuesday Pancake Dinner
- + March 5 – Ash Wednesday



## DISCUSSION

### MINUTES

The minutes of the January 13, 2025 meeting of the vestry were submitted for review and were approved, by unanimous consent.

### TREASURER'S REPORT

+ Leslie Urban noted the contribution analysis document is available and shared monthly. You can see pledge offerings, plate offerings, and other contributions. Challenge funds are also noted. It has been a successful 2024 year with above normal plate offerings and fulfilled pledges. Building and grounds are the key expense. Budget-wise, we finished well-ahead.

Dave Pylipow noted the approximate \$100K surplus in 2024 as communicated by the Finance Committee. Approximately \$25K of the \$100K goes into the building and grounds vestry fund. This is also where solutions for the acoustics in the parish hall are anticipated to be paid from. The other \$75K will go to the general reserves for expenses of an unexpected or urgent nature.

The Finance Committee wants to keep three to four months of operating costs in reserve. The vestry has exceed that requirement. Leslie Urban notes that the revenue stream varies based on how people meet their pledges. The contribution analysis shows the position from the prior year.

### Motion #1 by Dave Pylipow

The vestry approves the Contribution Analysis.

### Seconded by Annamarie Klemm

Motion #1: Unanimously passed.

### ELECTION OF SENIOR WARDEN, JUNIOR WARDEN, AND TREASURER

+ Dave Pylipow is finishing his third tour as Senior Warden. As is tradition, the Pastor moves to nominate the Senior Warden, and has nominated Matthew Goodson due to his exemplary involvement in St. Alban's and other church communities.



Motion #2  
by Rev. Carmen Germino

The vestry elects Matthew Goodson for Senior Warden.

Seconded  
by Dave Pylipow

Motion #2: Unanimously passed.

+ Rev. Germino thanked Dave by acclamation, and Dave will continue to serve the as a current member of the vestry through 2026.

+ Matthew Goodson nominates Connor Fulton for Junior Warden. The outgoing clerk, Joseph Torok, notes that Connor has contributed to, or led the completion of, various building, grounds, and maintenance tasks in consult with Mike Sass, Junior Warden.

Motion #3  
by Matthew Goodson

The vestry elects Connor Fulton for Junior Warden.

Seconded  
by Rev. Carmen Germino

Motion #3: Unanimously passed.

+ Rev. Germino notes that the Treasurer position is not necessarily a voting member. Leslie Urban has unsurpassed expertise in the area of finance. Rev. Germino nominated Leslie Urban to serve as Treasurer.

Motion #4  
by Rev. Carmen Germino

The vestry elects Leslie Urban for Treasurer.

Seconded  
by James Kennedy

Motion #4: Unanimously passed.



+ Rev. Germino notes that the vote to replace Joseph Torok who completed his four year term serving as Clerk of the Vestry, will be held during the next meeting. Rev. Germino thanked all members completing their service.

### 2025-26 VESTRY MEETING DATES AND VESTRY RETREAT

+ Matthew Goodson prepared a handout with anticipated meeting dates for the year. Typically, meetings are held at 7:00 PM the second Monday of each month. However, in April and August, they are held one week earlier. In July, instead of the on-site meeting, there will be a social gathering. Additionally, the vestry retreat, which includes planning, is typically held on a Saturday from morning to mid-afternoon. Vestry members are asked to consider March 1 and March 22. The past several years it was in March to set goals and build relationships.

+ February 16, this coming Sunday, there will be a commissioning of the full vestry at the 10:30 service.

### VESTRY LIAISON INTEREST FORM

+ The Vestry Liaison Interest Form was provided by Dave Pylipow so that new and continuing vestrypersons may rank their choices for liaison roles.

### REV. KEVIN LLOYD SABBATICAL PLAN

+ The vestry passed a sabbatical policy in recent years requiring that the vestry approves sabbatical plans. Sabbaticals are strongly encouraged to help clergy keep spiritual and family lives strong. The date is targeted for May 11.

Motion #5  
by Leslie Urban

The vestry approves the Sabbatical Plan for Rev. Kevin Lloyd.

Seconded  
by Connor Fulton

Motion #5: Unanimously passed.



### PAROCHIAL REPORT

✚ The parochial report submitted to the Diocese measures the attendance and impact of churches, clergy, service data, financial and other qualitative information. It must be approved by March 1, 2025.

Motion #6  
by Matthew Goodson

The vestry approves the parochial report as amended to non-stipendary clergy.

Seconded  
by Dave Pylipow

Motion #6: Unanimously passed.

### OUTREACH REQUEST

✚ Dave Pylipow notes that Alf Badgett requested a diocesan grant, in which we, along with other churches and the David Housing Coalition would form a group to do minor repairs on lower-income homes in the Davidson area. A grant application has been created and the vestry is to approve submitting the grant request.

✚ The rules of the Outreach Committee require that if a new recipient is added and more than \$500 is provided, the vestry must approve. Outreach with the Carolina Migrant Network, in cooperation with Davidson College Presbyterian Church, may receive \$1100 part of existing outreach budget as a new recipient.

Motion #7  
by James Kennedy

The vestry approves the Outreach grant application and new Outreach recipient Carolina Migrant Network.

Seconded  
by Sarah Hicks

Motion #7: Unanimously passed.



+ James Kennedy expressed thanks to the Outreach team, noting it is great to connect with other churches.

### 2024 BUDGET SURPLUS

+ Dave Pylipow notes that he, Connor Fulton, Rev. Germino, and Pam Sass met with vendors of acoustic supplies from three different firms with different perspectives ranging from minimalist, to sound engineers, to aesthetic emphasis. A portion of the budget surplus is expected to be used for this purpose. There is a six to eight week lead time to get sound deadening installed, including ordering supplies and installation. The group wishes to balance sound quality, aesthetics, and cost.

### CLERGY UPDATES

#### Updates from Rev. Germino

+ Rev. Germino expressed thanks to the Ministry of Fun for making the annual parish meeting so great. It was special to enjoy a meal in the new parish hall.

+ A potential candidate is identified for the new facilities manager role.

+ Lent preparations are taking place, including Wednesday night soup dinners, Friday Stations of the Cross at noon outside or inside if inclement weather, and a Lent theme speaker. The theme is Mary Magdalene, "The Mary We Forgot." We hope to get people engaged for Lent this year.

#### Updates from Rev. Lloyd

+ Rev. Lloyd is making Tisay preparations. College space is also available for campus ministers to hold office hours on-campus.

### WARDEN UPDATES

#### Matthew Goodson, Senior Warden

+ Matthew notes that Mike McDonnell has a new member training Sunday at 9:30 AM and encourages new vestry members to shadow existing vestry members.

+ Matthew will be sending an email about safe church training.

#### Connor Fulton, Junior Warden



- + The sewage line running from the older facility toward the town homes has a defect in the original lay. A reverse-Y allows waste to go the wrong direction and settle somewhat in the system. A rooter company cleared the line and he is seeking quotes for a more permanent fix.
- + Additional anticipated costs include maintenance and upgrades of the 22 year-old HVAC units.
- + The plumbing to the Seeds Garden has developed a leak, as well. Connor is obtaining quotes on running a replacement line.
- + Permitting is underway with Davidson for a playground shade.
- + Acoustic paneling for sound deadening is a priority.
- + Actions to ensure water drains away from the building to prevent intrusion into the sheet rock or basement are needed.

#### LIAISON UPDATES

- + There were no substantial liaison updates to be presented.

#### CLOSING

Rev. Germino closed the meeting with Evening Prayer.

The next regularly scheduled meeting is tentatively scheduled for Monday, March 10, 2025 at 7:00 P.M.

Respectfully submitted,

Joseph Torok  
Clerk of the Vestry