



# St. Alban's Episcopal Church

Davidson, NC

## MINUTES OF THE VESTRY MEETING ON DECEMBER 8, 2025

### ATTENDANCE

<i>Vestry Members in Attendance</i>	<i>Also in Attendance</i>
Denise Badgett	Clergy
Connor Fulton	Rev. Carmen Germino, Rector
Gordon Garrett	
James Kennedy	<i>Unable to Attend</i>
Mike Kingsley	Rev. Kevin Lloyd
Mike McDonnell	Assoc. Rector & Davidson
Dave Pylipow	College Episcopal Campus
Matthew Goodson, Senior Warden	Minister
Zee Berl, Clerk	Annamarie Klemm
	Sarah Hicks
	Leslie Urban, Treasurer
	Sandra Beetner

### CALL TO ORDER

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

### PRAYER/REFLECTION

Rev. Germino began the in-person meeting with Compline.

Gordon Garrett read the values 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.”

### INFORMATION

- + Information & Important Dates
  - December 24 – 3 PM; 5 PM; 11 PM
  - December 25 – 10:30 AM
  - January 12 – Next Vestry Meeting: 7 PM in Reflection Room
  - January 25 – Annual Meeting; 9 AM in Parish Hall with breakfast by MoF
  - February 16 – Rescheduled Vestry Meeting; 7 PM in Reflection Room

### DISCUSSION

### MINUTES

The minutes of the November 10, 2025 meeting of the Vestry were submitted for review and were approved, as distributed, by unanimous consent.



### TREASURER'S REPORT

✚ In the absence of Treasurer Leslie Urban, the group noted that the pledges are behind normal – at only 90% of where we should be, as of this date. Next fall, we need to emphasize to the congregation that the following year's budget is based on pledges.

The Vestry reviewed the Clergy Housing Allowance, which Rev. Germino noted takes place each year. Each clergy member selects their amount, based on their individual finances.

#### Resolution #1 by Matthew Goodson

Whereas the Reverend Leslie Nuñez Steffensen is employed as Priest Associate at St. Alban's Episcopal Church, Davidson NC, which does not provide a residence for her, the Vestry resolves that of the Total Clergy Compensation paid to the Reverend Leslie Nuñez Steffensen during 2026, that \$5, 408 annually be designated as a housing allowance within the meaning of the term used in Section 107 of the IRS Code of 1986.

Seconded  
by Dave Pylipow  
Resolution #1: Unanimously passed.

#### Resolution #2 by Matthew Goodson

Whereas the Reverend Kevin Lloyd is employed as the Davidson College Episcopal Campus Minister and Associate Rector at St. Alban's Episcopal Church, Davidson NC, which does not provide a residence for him, the Vestry resolves that of the Total Clergy Compensation paid to the Reverend Kevin Lloyd during 2026, that \$28,000 annually be designated as a housing allowance within the meaning of the term used in Section 107 of the IRS Code of 1986.

Seconded  
by Mike McDonnell

Resolution #2: Unanimously passed.

#### Resolution #3 by James Kennedy

Whereas the Reverend Carmen Germino is employed as Rector at St. Alban's Episcopal Church, Davidson NC, which does not provide a residence for her, the Vestry resolves that of the Total



Clergy Compensation paid to the Reverend Carmen Germino during 2026, that \$33,000 annually be designated as a housing allowance within the meaning of the term used in Section 107 of the IRS Code of 1986.

Seconded  
by Gordon Garrett

Resolution #:3 Unanimously passed.

The next two motions also had to do with financial matters.

Motion #4  
by Connor Fulton

Any unused funds budgeted for continuing education in 2025 shall be moved to the Vestry-designated continuing education funds.

Seconded  
by Dave Pylipow

Motion #4: Unanimously passed.

Motion #5  
by Gordon Garrett

Any unused funds budgeted for building and grounds, including the HVAC line item, in 2025 shall be moved to the Vestry-designated buildings and grounds fund.

Seconded  
by Denise Badgett

Motion #5: Unanimously passed.

Next, the Vestry reviewed the 2026 budget. One item to note is that we are increasing the Music Director from part-time to full-time. Donors have come forward to underwrite the increase.

The group noted that \$845,000 has been pledged to date for next year, with an anticipated total of \$860,000. Currently, we have approximately six months in reserve (above the recommended three to



four), which will help us in the long run. There was a question about the amount of funds going to the Diocese, which is based on a percentage of our operating budget.

**Motion #6  
by Gordon Garrett**

To adopt the proposed 2026 budget as presented with one amendment that reduces the building and grounds line item expense by \$9,913.

**Seconded  
by Mike Kingsley**

**Motion #6: Unanimously passed.**

This action was taken in order to adopt a balanced budget. We intend to add the \$9,913 back into buildings and grounds in January, once final pledges are received. If pledges exceed that figure, they will be added to outreach &/or cash reserves, which we are trying to build for future capital expenditures.

**CLERGY UPDATES**

Updates from Rev. Germino

✚ She noted that we need to make sure support needs are covered (ushers, acolytes, etc.) for all Christmas services. We plan to use our parish hall, as we did last year, for overflow for the 3PM & 5PM services. Attendees downstairs will come up to receive the Eucharist first, with “traffic flow” exiting to the sides.

The Music Director position has been posted on several sites, with two qualified applicants already received. A Search Committee has been set up to interview candidates. The discussion with the choir went well last month.

The Reverend Germino will travel to Costa Rica in early February on a joint trip of the Dioceses of North Carolina & Texas. Her trip will be paid for in part by the Diocese of Texas.

Joe Konen will chair a committee to consider building a columbarium.

We have two nominations in for Vestry for four openings. The committee (comprising Reverend Germino & retiring Vestry members) will meet soon to consider applicants.

She plans to attend the upcoming Episcopal Parish Network Conference in Charlotte and hopes others can join her.

**Motion #7  
by James Kennedy**



To direct up to \$5,000 from planned surplus for additional staff and Vestry members to attend the Episcopal Parish Network Conference in Charlotte in March, 2026.

Seconded  
by Mike McDonnell

Motion #7: Unanimously passed.

In Rev. Lloyd's absence, Rev. Germino shared his remarks: She noted a vespers service was held at the college the previous evening. One former student is considering discernment for ordination. Maggie, an early graduate, sent her thanks for St. Alban's support during her time at the college.

#### WARDEN UPDATES

Matthew Goodson, Senior Warden, had no additional updates.

Conner Fulton, Junior Warden

+ He is reviewing the quotes that have come in for the drainage, walkways and curbing, from two vendors, to make sure he is considering "apples to apples". Stump grinding will occur. He is working on some other small issues.

#### LIAISON UPDATES

+ Gordon Garrett reported that the Active Shooter Preparation group has met. A speaker will come January 15<sup>th</sup>, to help us write our plan. Mike Kingsley's son-in-law will contribute his experience.

+ Denise Badgett, Preschool Liaison, thanked Matthew Goodson for his preparation of soup for Galilee Ministries, which is providing food to those in need in Charlotte. Preschool enrollment is set, and they have plans to have Start Smart undertake early student evaluation.

+ Gordon Garrett, St. Alban's Anti-Racism Team Liaison (StAART): Both groups in the StAART program are doing well, with their 2026 schedule already planned.

+ James Kennedy, Stewardship Liaison: He is seeking help from Vestry members to help write thank you notes to parishioners.



+ Mike McDonnell, Green Team Liaison: He noted the recent monthly “Green Minute” in the weekly newsletter.

### CLOSING

Rev. Germino closed the meeting with Compline.

The next regularly scheduled meeting is tentatively scheduled for Monday, January 12, 2026 at 7:00 P.M.

Respectfully submitted,

Zee Berl  
Clerk of the Vestry