



St. Alban's Episcopal Church

Davidson, NC

MINUTES OF THE VESTRY MEETING ON DECEMBER 9, 2024

ATTENDANCE

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

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. Matthew Goodson read from scripture.

Members 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 13, Annual Parish Meeting

DISCUSSION

MINUTES

The minutes of the November 11, 2024 meeting of the vestry were submitted for review and were approved, by unanimous consent.

TREASURER'S REPORT

+ Leslie Urban noted that St. Alban's is in a fantastic position overall and has a budget to approve tonight. Leslie explained, however, that we are over-budget in the wrong direction regarding building and grounds due to aging systems. Normally this would be paid out of reserve accounts but we may



pay these expenses down using our budget surplus to avoid taking funds from the reserve. Because the delta is slightly more than twice our variance on building and grounds, Leslie recommends vestry approval.

**Motion #1
by Dave Pylipow**

The vestry approves the use of budget surplus for building and grounds expenses.

**Seconded
by Allison Kratt**

Motion #1: Unanimously passed.

PRESCHOOL RECOMMENDATION – PLAYGROUND SUN SHADE

+ Courtney Fossett discussed the need for a canopy to cover a portion of the playground with liaison Cheryl Nealy. The canopy is very needed to supplement existing, young shade trees. Six vendor proposals presented to the preschool Board were narrowed to two. Nadia Rahaim, Preschool Director, also presented the proposals to the teachers.

+ Proposals include a single-post cantilever shade positioned outside the gate, which will shade the entire climbing structure. The price difference is small between the 10 and 14 foot options, so the largest is preferred. It must comply with standards and withstand winds.

+ The estimate including mechanical installation is \$16,613.03. The preschool has \$2700 available from a campaign to honor Patti Rossini. After the end-of-year, the price will increase. Installation would be ideally occur during spring break or summer. The remaining balance, after campaign contributions, can be paid from the budget overage if it remains available at the end of December. Currently, the surplus is estimated to be approximately \$90,000 and building and grounds over budget by approximately half that.

+ It is notable that since the playground relocation was associated with the Parish Hall construction, and the canopy was not included at that time. Also, the Parish Hall completion ran under budget. Leslie Urban recommends that the vestry approve payment of the balance remaining after the preschool contribution.

**Motion #2
by Allison Kratt**



The vestry approves payment of the post-campaign balance of a preschool playground sun shade from budget surplus.

Seconded
by Leslie Urban

Motion #2: Unanimously passed.

2025 BUDGET REVIEW

+ Leslie Urban noted this year is the first in a long time that St. Alban's has pledged to meet the budget before the end-of-year. She and Dave Pylipow expressed thanks to Allison Kratt and James Kennedy for their tremendous efforts. Per Dave, the greatest expense items are highlighted. A balanced budget is required by the bylaws.

+ An opportunity exists to amend the budget in January with any additional pledges. Also, a goal of increasing outreach is ten percent of the total budget. Additional highlights include increases in utilities, cleaning, supplies, etc. Items not paid from reserves will potentially allow reserve use for HVAC needs. The surplus is primarily from non-pledge offerings.

Motion #3
by Joseph Torok

The vestry approves budget as reviewed.

Seconded
by Dave Pylipow

Motion #3: Unanimously passed.

CLERGY HOUSING ALLOWANCE RESOLUTIONS

+ A series of three Resolutions of Vestry were presented by Dave Pylipow. Mike Sass moved to adopt the following resolutions, seconded by James Kennedy, and unanimously approved.

+

RESOLUTION OF VESTRY



December 9, 2024

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 Nuñez Steffensen during 2025, that \$5,200 annually be designated as a housing allowance within the meaning of the term used in section 107 of the IRS Code of 1986.

+

RESOLUTION OF VESTRY
December 9, 2024

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 2025, 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.

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RESOLUTION OF VESTRY
December 9, 2024

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 2025, 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.

EXECUTIVE SESSION

- + The vestry entered closed executive session to discuss the topic of parish hall debt reduction.

Motion #4
by Mike Sass



The vestry approves a mini-campaign to reduce parish hall debt.

Seconded
by Connor Fulton

Motion #4: Unanimously passed.

PARISH HALL UPDATE

+ Mike Sass is pleased to note that the final wiring of approximately \$15,000 retainment fees for the parish hall construction was completed last week. The project is now completely paid-off and all lien waivers received. The building's construction phase is over and warranty phase is in-progress.

2024 PRIORITIES UPDATES

+ There are no other significant updates on 2024 priorities, which include the Parish Hall Usage Committee, increasing volunteers, or revising the mission statement.

NOMINATING COMMITTEE REPORT

+ The Nominating Committee received five nominations for four people. Three people nominated are willing to serve. Additional recommendations are expected.

CLERGY UPDATES

Updates from Rev. Germino

+ The Parish Hall Ball was a fabulous event, filled with celebratory spirit. Gratitude was expressed to the Ministry of Fun.

+ Rev. Germino thanked Rev. Lloyd and Courtney Fossett who helped facilitate necessary staff time off around the holidays.

Updates from Rev. Lloyd

+ The Episcopal Student Fellowship (ESF) at Davidson College is ending its first semester. Six first-year students, in addition to the remainder have been very active and engaged. A great retreat was held in western North Carolina.



- + Rev. Lloyd is providing support for students as they prepare for exams.
- + Morning prayer is held Tuesday and Thursday
- + Planning is underway for the Tisay Spring Break pilgrimage. Although there were 34 applicants, the trip is limited to 20 this year. The first gathering occurred last week and preparations culminate the second week of March. The cost is subsidized by the Chaplain's Office and Campus Ministries assists with funding and logistics.
- + Liam Barr's ordination at St. Paul's in Winston-Salem occurs this Saturday. Rev. Lloyd will be a vistor. The Bishop has asked Rev. Lloyd to serve on a Diocesan Commission on Ministry which vets people through the discernment process. The vestry approves postulants and candidates to the diocesan level where Rev. Lloyd will serve.

WARDEN UPDATES

Dave Pylipow, Senior Warden

- + Las Posadas was a wonderful, seasonal event involving a procession of children through the St. Alban's neighborhood and a parish hall meal.
- + Dave celebrates Rev. Germino's near-term 13-year anniversary of ordination and Rev. Lloyd's anniversary a couple weeks ago.

Mike Sass, Junior Warden

- + Thanks was given to Connor Fulton, Dave Pylipow, and everyone who has done their part with Parish Hall preparations and coordination.

LIAISON UPDATES

- + Cheryl Nealy, Preschool Liaison: Nadia noted that the 3-day 3 year-old class will be full January 6, 2025. They are working with Childcare Resources to provide an in-person professional development training for teachers in January, focused on children with special needs. Teachers will continue to get other professional training throughout the remainder of the year. An event at Carrburritos raised approximately \$235 and giving campaign raised approximately \$575.



- + Outreach: Cheryl noted that the Thanksgiving Drive, Coat Drive, Room at the Inn event are all upcoming. A breakfast in January and February and a dinner in March are being planned. Cheryl notes that they obtained volunteers already.
- + Annamarie Klemm and Sarah Hicks, Fellowship Liaisons: There is a good flow of folks attending fellowship after the 10:30 AM services. The Parish Hall Usage Committee meets in January and Ministry of Fun meets Thursday. Also, the Greenery Sale was a success Wednesday. Please note that the Ministry of Fun did not have enough people to assist one coordinator for the Parish Hall, so vestry members may volunteer cleanup of events. When we open usage further, this will be further examined.
- + James Kennedy, St. Alban's Anti-Racism Team Liaison (StAART): StAART meets Sunday, Dec. 15th and the following Saturday there will be a training provided.

CLOSING

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

The next regularly scheduled meeting is tentatively scheduled for Monday, January 13, 2024 at 7:00 P.M.

Respectfully submitted,

Joseph Torok
Clerk of the Vestry