



St. Alban's Episcopal Church

Davidson, NC

MINUTES OF THE VESTRY MEETING ON NOVEMBER 10, 2025

ATTENDANCE

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

CALL TO ORDER

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

PRAYER/REFLECTION

Derek Riccelli began the in-person meeting with Evening Prayer II. Matthew Goodson read from scripture.



Denise Badgett 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

- + November 17 – Pledges Due
- November 21-22 — Diocesan Convention
- November 23 – Gratitude Sunday
- December 8 – Next Vestry Meeting: 7 PM in Reflection Room

DISCUSSION

MINUTES

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

TREASURER’S REPORT

- + Treasurer Leslie Urban asked if there were any questions regarding the financial materials sent out. She noted that our mortgage on the church is down under \$200,000 with one more payment to be made before the rate increase takes place. The interest rate will go up, but with the reduction of the



principal, the expense should be about the same. She reported that some parish hall pledges are still coming in.

UPDATE ON ANNUAL CAMPAIGN

✚ James Kennedy gave an update on the annual campaign, noting that 97 pledges, totaling \$423,000 have come in to date – with some increases, some decreases & several new pledges. We are about half way through the campaign. Thank you notes are going out, and some Vestry volunteers may contact identified folks who haven't yet pledged. As a part of this year's campaign, we are sharing 3 promotional videos.

ACTIVE SHOOTER TRAINING

The active shooter training went well, and we may want to come up with a simple plan. Homeland Security has developed a template, including one for churches, which seems to be more thorough than to one the Town offers. A subcommittee will be formed to help develop a plan, with attention to greeters and ushers and exits in the nave. Future training may be available, likely once our plan is developed.

BUDGET INCREASE FOR ALTAR GUILD

Due to increased attendance and the need to replace some broken items, the Altar Guild has exceeded its budget for 2025.

Motion #1.
by Matthew Goodson

To approve an increase of up to \$800 for Altar Guild for the remainder of 2025.

Seconded
by Sandy Beetner

Motion #1: Unanimously passed.

EXECUTIVE SESSION

✚ The Vestry then went into Executive Session to discuss the departure of John Bailey, Choir Master/ Organist.



CLERGY UPDATES

Updates from Rev. Germino

✚ Rev. Germino has sought and secured an organist to cover through February, 2026. With the addition of another service, we are planning for a full-time hire with benefits. St. Alban's has received an anonymous gift to cover the additional expense (of going from part- to full-time as well as to cover other expenses associated with the music program). The draft job description was then shared. Carmen will set up a Search Committee to help her with the decision making process.

A good newcomers event was held the previous night.

An updated VPOD description for Sunday mornings is being developed, with our Acting Facilities Manager Bob Beckham taking on some of the VPOD duties. This will allow the VPOD to be more visible and interactive with members and guests.

Updates from Rev. Lloyd

✚ Rev. Lloyd recently held a good meeting with the student leaders to plan for next Semester. They are planning to hold a once-a-month pizza meeting in addition to the regular Sunday night gathering. There will be a February retreat.

He is enjoying his ongoing Commission on Ministry interviews.

WARDEN UPDATES

Matthew Goodson, Senior Warden

✚ The alternate ministry task force will gather again in the new year.

We are accepting nominations to fill the four Vestry openings at the end of January. Candidates can be nominated, including self nominations.

Conner Fulton, Junior Warden

✚ The foundation drains have been dug up. Cameras have been run up the drains and a jet hose will be used to clear out the pipes. A final plan will be developed with quotes to be secured from vendors. Additional future work will include some concrete (curb and sidewalks); stump grinding;



new grading for the beds around the building. Kudzu trimming has occurred, so we hope to manage this invasive plant ourselves in the future.

LIAISON UPDATES

- + Annamarie Klemm, Outreach Liaison: Both the turkey drive & the coat drive have been successful. Bishop Gomez is visiting soon.
- + Sarah Hicks, Hospitality Coordinator: She reminded Vestry members to sign up for services over the Advent and Christmas season.
- + Mike McDonnell, Green Team Liaison: The committee is doing a once-a-month short article for the newsletter.

CLOSING

Derek Ricelli closed the meeting with Evening Prayer.

The next regularly scheduled meeting is tentatively scheduled for Monday, December 8, 2025 at 7:00 P.M.

ADDENDUM

On Tuesday, November 18, 2025, Senior Warden Matthew Goodson contacted all members of the Vestry via email to secure a vote on a resolution:

Motion

by Matthew Goodson

RESOLVED, that the Parish of St. Alban's Episcopal Church, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interest to execute a modification renewal to the Commercial Loan Agreement (the "Agreement") dated November 24, 2015, with United Community Banks, Inc. (the "Lender"). The modification renewal is appropriate as the Agreement contains a maturity date of November 24, 2025. The initial amount of the modified and renewed borrowing (the "Loan") will be the outstanding balance at the renewal date (for reference, the outstanding balance as of October 31, 2025, was \$195,054). The Loan will be for a term of 5 years and will reflect a fixed interest rate of 6.0 percent per annum. Monthly installments of principal and interest under the Loan will be based upon a 10-year amortization, with any unpaid principal and



interest due on the maturity date of the Loan. The Loan shall be secured by a deed of trust to Lender, as trustee, in favor of Lender, on the real property known and described as the real property located at 301 Caldwell Lane, Davidson, NC.

FURTHER RESOLVED, that the Treasurer, Leslie Urban, is authorized, empowered and directed to execute and deliver all such documents and instruments as may be deemed necessary or appropriate to affect the Loan.

Seconded
by Connor Fulton

Motion: Unanimously passed, with 100% of the Vestry voting over email.

Respectfully submitted,

Zee Berl
Clerk of the Vestry