

**St. Paul's Episcopal Church
Cary, North Carolina
Vestry Minutes
February 16, 2026**

Mission Statement: Worship. Serve. Grow.

Identity Statement:

St. Paul's Episcopal Church in Cary is home to an active, caring, and diverse congregation of the Episcopal Diocese of North Carolina. Through corporate worship, spiritual development, fellowship, and service we continue to grow together in faith. We strive to be Christ's welcoming, reconciling and transforming presence in the world through our many and varied ministries.

Call to Order:

The Rev. Sarah Phelps called the vestry of St. Paul's Episcopal Church to order at 7:05 p.m. on Monday, February 16, 2026. The following members of the vestry were present: Vicki Bradley, Katie Bricio, Tim Buckley, John Goehrke, Carrie Hess, Colette Hibbard, Andrea Johnson, Cindy Kager, Allison Moon, Randall Robinson, Glenda Swann and Victor Talbird. Clerk Lanny Wase was also present.

Formation: Allison Moon opened the meeting with a prayer. Glenda Swann volunteered to bring a prayer for the next meeting.

Review:

1. Approval of Minutes: Randall Robinson made a motion to approve as corrected the January 30, 2026 minutes. Victor Talbird seconded and the motion was passed by unanimous voice vote. Randall Robinson made a motion to approve as written the minutes of February 3, 2026. Cindy Kager seconded and the motion was passed by unanimous voice vote.

2. Action Register: The February action register was reviewed. John Goehrke, Carrie Hess and Colette Hibbard are continuing to work on developing a policy for outreach funding. Randall Robinson has submitted to the diocese a grant proposal for thermostat funding. New vestry members have applied for key fobs and are doing Safe Church training. The committee to welcome the new rector has already begun to meet and make plans.

Reports:

1. Interim Rector:

a. Vestry Orientation: The Rev. Sarah Phelps passed out information about the ministry of a vestry and a section of the Church Canons that deals with vestries. She then gave a brief history of vestries and their structure. A vestry has primary responsibility for the mission of the church, its people (staff and lay), finances, buildings and grounds.

b. Reference Material: It was decided to purchase *The Vestry Resource Guide* from The Episcopal Church Foundation as a reference for vestry members.

2. Rector Search: Randall Robinson reported on the upcoming visit to Cary of the rector candidate and family. Tim Buckley reported on plans to welcome the new rector, starting from the time of the Letter of Agreement until 2-4 weeks after their move. They plan a “pantry pounding” with additional donations to NeighborUp, providing meals for the first two weeks, and giving gift cards to favorite restaurants or events.

3. Treasurer/Finance Report:

a. Financial reports delayed due to Realm conversion: However, Treasurer John Goehrke reported that January income was \$190,877, which includes pledge income of \$182,082. Expenses were \$95,172. Net income was \$95,705.

b. Open Discussion: John also reported that the Memorial Garden improvement drive has raised enough money for phase one, repair of the walkway. It was noted that next year the offering from both Lessons and Carols services will go to support the Music Program. This year’s Easter offering will go to support the budget.

4. Wardens:

a. Parochial Report: The vestry will vote by email to approve the finalized 2025 Parochial Report. It was suggested that information about St. Paul’s \$300,000 donation to Greenwood Forest Baptist Church for affordable housing be included in the report if possible. It was also noted that the new thermostats will save energy and could be noted in the report.

b. Service Schedule Brainstorming: There was a discussion about possibly moving to only two services on Sunday. Pros and cons were raised. It was decided that this might be a big change to implement at this time. Discussions can continue.

c. Parish Update – March 8: The meeting will be held at 12:30 p.m. in the sanctuary. Glenda will facilitate. Carrie Hess and Tim Buckley will give an update on plans for welcoming the new rector. John Goehrke will provide a financial update. Sarah Phelps will also provide guidance for the meeting.

d. Bishop Visit Schedule: Bishop Rodman will visit on April 19. There was discussion about combining the 9:00 and 11:15 services. It was decided that there will be a 7:30 and a 10:00 service, with a reception following the later service. The vestry will have lunch with the bishop.

5. Ministry Highlights:

a. Beach Weeks: Vicki Bradley reported that Men’s Beach Week will be April 19-April 26 and will cost \$100/night. Women’s Beach Week will be April 26-May 3 and will cost \$50/night. They have reserved an oceanfront house on Emerald Isle. Vicki emphasized what an important community building opportunity this is and encouraged people to sign up.

b. 2025 Year-End Endowment Report: Vestry members were emailed copies of the 2025 Year-End Report of the Endowment Board. A copy is on file with these minutes. Through generous gifts of parishioners over subsequent years, the Endowment was valued at \$394,298 at the end of 2025, up from a starting value of \$372,759. Donations totaled

\$24,500 and disbursements of \$14,329 were made. At year-end 2025, all Endowment funds had positive variances, indicating that their values exceed donated amounts. The growth of assets lagged the market significantly. The board is working with their investment advisor to diversify the investment strategy.

For 2026, the Endowment Board recommends a distribution of \$15,772, including \$11,504 from General, \$2,798 from Outreach, \$1,045 from Grounds, and \$424 from Kids' Club.

John Goehrke made a motion to approve the board's recommended disbursement amounts listed above. Colette Hibbard seconded and the motion was approved by unanimous voice vote.

c. RJPG Training Available: Andrea Johnson presented information about a program sponsored by the diocese called "Introduction to Dismantling Racism: Reclaiming Our Baptismal Promise." This is an interactive, online workshop designed to deepen spiritual commitment to dismantling racism. Through presentations, prayer, story sharing, videos and small group discussion, participants explore how the sin of racism impacts all lives. It will be held on February 27-28 and again on June 19-20. There is a \$15 suggested donation for workshops.

d. Ministry Highlights: Lanny Wase has emailed vestry members the 2026 schedule for ministry liaison reports. Liaisons provide an important role in keeping the vestry aware of the many and varied areas of parish life. The monthly highlights are opportunities to briefly give an update about ministry successes or concerns.

New Business:

Sarah Phelps reported that the Realm rollout is going well. Key leaders will be given the first opportunity for training. Each person will need to sign in and create an account. There are videos and tutorials to help with training. Kay Burgess and Natalie are facilitating the rollout. Vicki Bradley, Andrea Johnson and Glenda Swann also volunteered to help.

Elephants and Flamingos:

Glenda Swann praised the staff for doing such a great job during this transition. She suggested vestry members let them know how much they are appreciated. It was also noted that the luncheon for seniors was excellent and well attended. Randall Robinson showed the paving brick that had been created to honor outgoing vestry members: Brad Hirschy, Karen Smith, Vickie Johnson and Dan Loughlin.

Adjournment: The meeting was adjourned at 9:00 p.m. and closed with the Lord's Prayer.

Respectfully submitted,

Lanny Wase, Clerk