

**St. Paul's Episcopal Church**  
**Cary, North Carolina**  
**Vestry Minutes**  
**May 18, 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:**

Senior Warden Randall Robinson called the vestry of St. Paul's Episcopal Church to order at 7:00 p.m. on Monday, May 18, 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, Glenda Swann and Victor Talbird. Clerk Lanny Wase was also present.

**Formation:** Allison Moon opened the meeting with a prayer. Andrea Johnson volunteered to bring a prayer for the next meeting.

**Review:**

**1. April Vestry Minutes:** Colette Hibbard made a motion to approve as written the April 20, 2026 minutes. Cindy Kager seconded and the motion was passed by unanimous voice vote.

**2. April Action Register:** The action register was reviewed. Developing a new policy for outreach funding has been tabled. Vestry members are following up on Safe Church training. There were no other outstanding items.

**Discussion:**

**1. Building Use Guidelines:** A committee will be formed to review, update and simplify the current guidelines. Cindy Kager, Vicki Bradley and Andrea Johnson volunteered to work on this committee.

**2. Small Group Meetings:** Small group meetings with Fr. Jay and ministry leaders are being set up. Discussions could include priorities, hopes and dreams, what brought them to St. Paul's, and what keeps them here. Other suggestions for meetings included: open sign-ups (similar to Listening Circles for the search), mini groups on Sundays, and the parish picnic. It was noted that Fr. Jay's videos are a very good introduction and are well-received.

**3. Parish History:** This will be a facilitated discussion sometime in the fall. Small groups of parishioners who joined during approximately the same time period will talk about what the

church was like at that time. These groups will then gather and begin to build a tapestry of who we are now and where we have been. Katie Robinson and Joyce Loughlin are part of a history group at St. Paul's. Glenda Swann and Allison Moon volunteered to coordinate with them on this project. It could be timed with stewardship.

### **Reports:**

**1. Rector's Report:** Fr. Jay is looking into possible candidates for Associate Rector. In addition, Erica Ridderman will be ordained as a deacon on June 6 at 11:00 a.m. at Church of the Good Shepherd in Raleigh. June 7 will be Erica's first service at St. Paul's as a deacon and there will be a celebratory coffee hour in her honor. Parishioners may contribute to a fund for Erica, which will be used to purchase vestments for her.

Fr. Jay noted some concerns about the organ. A committee will be formed to look into this.

Fr. Jay opened a discussion about music at St. Paul's and introduced the idea of a Choral Scholars program. This program could strengthen and support the current program, encourage more participation in both choir and congregational singing, and allow for more musical variety. The program could cost \$25,000-\$30,000 per year, but there may be grants available to help fund this endeavor. Vicki Bradley made a motion in support of the idea of a Choral Scholars program for approximately \$25,000-\$30,000 for the next year. Fr. Jay will work with Rusty about this idea and other suggestions to enhance the music program. Victor Talbird, Cindy Kager, Colette Hibbard, Andrea Johnson, Randall Robinson and Vicki voted in favor of this motion. Carrie Hess and Allison Moon voted not in favor. Tim Buckley, Glenda Swann, John Goehrke, and Katie Bricio abstained. The motion was passed.

Fr. Jay noted that there are a few delayed building maintenance issues that need immediate attention. These include painting of some areas, replacing the yellow windows in the Chapel, and work on the floor in the Youth Wing. Randall Robinson, Colette Hibbard and Tim Buckley volunteered to be on a committee to look into these issues over the summer.

### **2. Wardens' Reports:**

**a. Housing Allowance for Erica:** Carrie Hess made a motion to accept the following 2026 Housing Allowance resolution for Dr. Erica Ridderman. Tim Buckley seconded and it was passed by unanimous voice vote.

Whereas Dr. Erica Ridderman will be employed as a minister of the Gospel by St. Paul's Episcopal Church in Cary, NC, which does not provide a residence for her, the vestry resolves that of the total annualized compensation of \$69,304 to be paid to Dr. Erica Ridderman during 2026, that \$2,916.67/month be designated a housing allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986. Resolved, that the designation of \$2,916.67/month as a housing allowance shall apply to calendar year 2026 and all future years unless otherwise provided.

**b. Chairs:** Cindy Kager volunteered to help look into replacing or supplementing chairs in the Parish Hall.

**3. Update on Realm Conversion:** Vicki Bradley reported that the committee will continue meeting at least through August.

**4. Parish Picnic Update:** Tim Buckley reported that the Men's Group is hosting our Parish Picnic on June 14th, starting immediately after the 10 a.m. service. The festivities include activities for children. Hamburgers and hotdogs (including vegan options) are the main course. Parishioners are invited to bring a dessert or side dish to share.

### **5. Ministry Highlights:**

Andrea Johnson reported:

**ASP** – They had their adult and youth orientation this past Saturday and are getting all things in order for this year's trip. They will be serving in Buchanan County, VA, from June 21-27. There will be 20 youth volunteers and 11 adult volunteers. The ministry is continuing to grow: 10 out of 20 youth are volunteering for the first time and 3 out of 11 adults are volunteering for the first time.

**Wheels for Hope** – They are trying to plan a car blessing at St. Paul's for one of their recipients later this spring. It would be nice if someone from St. Paul's donated the vehicle to be blessed. There has not been a car blessing at St. Paul's since 2017.

Colette Hibard reported:

**Rise Against Hunger** – Ramsey McIntire reported that with two weeks until the event, they have 43 volunteers (goal is 80) and \$450 in donations (goal is \$2,200).

**St. Nicholas Ministry** – Colette reported that they had a successful event this past year and have a comfortable amount in the account heading into the coming year.

Katie Bricio reported:

**Children's Chapel** – They chose to donate the Easter Mite Box collections to Heifer International again this year.

**Outreach Support Team** – Kim McCombs will be stepping down as OST Chair. A replacement will need to be found.

**Episcopal Campus Ministry** – They have just wrapped up a very successful year.

### **6. Treasurer/Finance:**

**a. Primer on Financial Reports:** Tabled until the next meeting.

**b. Treasurer's Report:** Treasurer John Goehrke reported on shortfalls to the 2025 budget. There are a few outstanding pledges, which could help alleviate these deficits. By June 1, Fr. Jay will send a letter to those parishioners who have not yet pledged.

John reviewed the April Treasurer's Report. Total income of \$84,132 was unfavorable to budget by (\$18,940) and favorable year to date by \$2,876. Total expenses of \$156,532 were unfavorable to the budget for the month by (\$63,192) and unfavorable year to date by (\$42,383). Net income of (\$72,399) was unfavorable to the budget by (\$82,132) for the month and net income year to date of \$98,587 was unfavorable by (\$39,506). Month end total cash was \$503,463. Of this amount, \$256,512 is earmarked for restricted funds. There was \$241,576 in operating cash. Glenda Swann made a motion to file the Treasurer's Report with these minutes. Victor Talbird seconded and the motion was passed by unanimous voice vote.

**c. Endowment Quarterly Report:** Carrie Hess made a motion to accept the Endowment Board Quarter 1 Report. Cindy Kager seconded and the motion was passed by unanimous voice vote. The report is on file with these minutes.

Based upon requests received and evaluated, the Endowment Board also submitted their recommendations for 2026 allocations. These were emailed to vestry members. Randall Robinson will propose an email motion and request an email vote on these recommendations in a week.

**Elephants and Flamingos:**

Vicki Bradley reminded the vestry that publicity for Lobster Fest will begin in August. It would be very helpful to know where the funds will be allocated before publicity begins. Andrea Johnson reported that the last Racial Equity Institute (REI) training event went very well. The next event is planned for October and there will again be two scholarships available.

The singing of the choir on Rogation Sunday was especially praised. All the youth who participated in Youth Sunday did an outstanding job!

**Adjournment:** The meeting was adjourned at 9:45 p.m. and closed with a short devotion.

Respectfully submitted,

Lanny Wase, Clerk