St. Paul's Episcopal Church
Cary, North Carolina
Vestry Minutes
September 21, 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, September 21, 2026. In attendance were the Rev. Dr. James Weldon, Vicki Bradley, Katie Bricio, Tim Buckley, John Goehrke, Colette Hibberd, Andrea Johnson, Cindy Kager, Glenda Swann and Victor Talbird. Carrie Hess and Allison Moon were absent. Clerk Lanny Wase was also present.

Formation: Allison Moon had sent in an opening prayer, which was read by Randall Robinson. Victor Talbird volunteered to bring the opening prayer for October.

Review:
1. August Vestry Minutes: Victor Talbird made a motion to approve as written the August 17, 2026 minutes. Colette Hibberd seconded and the motion was passed by unanimous voice vote.

2. Amended June Minutes: Glenda Swann made a motion to approve the amended June 15, 2026 minutes. Vicki Bradley seconded and the motion was passed by unanimous voice vote.

3. August Action Register: The action register was reviewed. Glenda Swann noted that she will follow up with Mary Kintz about posting information on forming a newly envisioned Ministry Leader Resource Committee. Plans for Candy Snively's retirement party are in progress. Sara Concini, head of Care and Share, will be spearheading plans for the party. They plan to have a parish-wide Sign Up Genius posted by October 10. They will meet with Fr. Jay to discuss gift options.

Discussion:
1. Building Use Guidelines: Randall Robinson made a motion to approve the amended Policy on Facilities Use and the Procedures for Using St. Paul's Facilities. Cindy Kager seconded and the motion was passed by unanimous voice vote. As work is continuing on the supporting documents, these will be approved at a future vestry meeting.

2. Memorial Garden Walkway Landscaping: John Goerhke reported that Garden Supply Company has turned in the best bid for the landscaping. The Memorial Garden Committee has

approved this bid, which totals $16,250.49. There is only about $8,800 currently in the account, but John Goehrke is committed to raising the additional funds. Tim Buckley made a motion to approve moving ahead with Garden Supply Company. Victor Talbird seconded and the motion was passed by unanimous voice vote.

Reports:

1. Treasurer/Finance:

• **Treasurer's Report:** John Goehrke reviewed the August financial reports. Total income of $73,052 was favorable to budget by $1,102 and unfavorable year to date by ($10,431). Total expenses of $108,764 were favorable to budget for the month by $6,375 and unfavorable year to date by ($25,165). Net income of ($35,712) was favorable to the budget by $7,477 for the month and net income year to date of ($19,892) was unfavorable by ($35,596). Month end total cash was $471,439. Of this amount, $308,346 is earmarked for restricted funds. There was $123,117 in operating cash. Colette Hibberd made a motion to file the August Treasurer's Report, Statement of Financial Position MTD Change and Statement of Activities MTD with these September minutes. Andrea Johnson seconded and the motion was passed by unanimous voice vote.

2. Rector's Report:

• **Fall Kick Off:** The beginning of the fall program year has gone well. The Blessing of the Backpacks, St. Seersucker, the Ministry Fair, and the return to three Sunday services have brought a great deal of energy back into the building. Yesterday's conversation with Dr. Ellen Davis was also an excellent beginning to the fall Adult Formation program. Youth returned from a retreat at Trinity Conference Center.

• **Candy's Retirement:** A group is planning Candy's retirement, with a celebration planned for November 8. A retirement fund will be advertised in early October with several gifts intended.

• **"Dotting" of the Maps:** In coordination with Stewardship, and as a nod to Reformation Sunday/ Kirking of the Tartans (October), we will celebrate the geographic diversity of St. Paul's parishioners with the "dotting" of three maps— one of the world, one of the US, and one of North Carolina. Everyone, children included, are invited to place a dot on the map to note where they are from.

• **Diocesan Convention Update:** Fr. Jay attended a Pre-Convention meeting with the Diocese on Saturday. Fr. Jay also asked if St. Paul's has a banner for the procession at convention. No one was sure, but Tim Buckley volunteered to look in the Chapel storage spaces. Money from the Memorial Fund could be used to create a new one with the new St. Paul's logo.

• **Preschool:** There was a Child Protective Services (CPS) investigation regarding the well-being of a child at the Preschool. Brooke Bowersox, Laura Gorman, and Fr. Jay worked to follow all procedures. No further information is available, but Fr. Jay applauds Brooke and Laura for their diligent work and the care they take for children and teachers.

• **11:15 Service**: More resources are needed for the 11:15 service. There were approximately twenty visitors at this service yesterday. This made clear the need for more people and attention

devoted to welcoming visitors. More ushers and acolytes for this service are also needed. Fr. Jay would like the vestry to think about how staff and lay leaders can provide stronger and more consistent support at that hour. It was suggested that these needs could be mentioned at the annual meeting.

• **Associate Rector Search:** The search continues. There are currently three candidates in various stages of conversation.

• **Brighter Days Ahead**: This effort surpassed its $30,000 goal and has made an appreciable difference. The work in the youth rooms, painting and cleaning around the building, and improvements to the Chapel are helping our spaces feel more welcoming. There is still a substantial facilities list, and Fr. Jay would like to begin identifying a path toward a new facilities plan in 2027. One final fundraising effort, a friendly obstacle course race between Fr. Jay and Erica, is on the calendar for October 25 in the evening. A Coffee Hour hosted by youth in the Youth Wing was suggested as another opportunity to show off the improvements. People could be offered an opportunity to contribute at that time.

• **ONE Wake Election Efforts:** The ONE Wake team is organizing non-partisan voter education and Souls to the Polls activities. Fr. Jay supports the team moving forward with this work, and he would like the vestry to affirm its support. These activities should be clearly presented as invitations from the ONE Wake committee, or from the several parish ministries working together, rather than as directives from the rector or vestry. It was the consensus that St. Paul's should not promise to deliver 100 percent voter turnout. However, we can encourage every eligible parishioner to vote and make information and opportunities widely available following the lead of The Episcopal Church.

• **Thanks to Clergy, Staff and Lay Leaders:** The absence of a second priest continues to be felt, but several people and ministries are helping carry the work. Fr. Jay is particularly grateful for Natalie Sroka, Deacon Erica, Deacon Candy, Deacon H. K. McKinney, the choral scholars, the Ministry Fair and the many ministry leaders who have helped begin the fall so strongly.

3. Ministry Liaison Reports: Education and Spiritual Development
These reports were deferred until the October meeting.

4. Wardens' Reports:
• **Fall Stewardship:** Ten stewardship parties are planned as an opportunity for personal engagement. There will be a Sign Up Genius with the dates and times for each party, with about 30 people at each event. Wine and cheese will be provided. Fr. Jay would like for a vestry member to be present at each of the parties. Pledges will be due on Stewardship Sunday, November 15. This is also the Sunday that the St. Nicholas tree will be up.

• **Grant Writing Proposal:** Glenda Swann reported that Neil Reid of Grants for You has approached St. Paul's with an offer of five grants for $5,000. Fr. Jay, Glenda, Randall Robinson and Jeff Kager met with him. Grants for You specializes in securing grants for non-profits and faith-based organizations. They have a 20% success rate. Katie Bricio made a motion to allocate

$5,000 from the Memorial Fund to engage Grants for You to pursue grants on behalf of St. Paul's. Vicki Bradley seconded. There were nine positive votes. Colette Hibberd abstained.

• **Vestry Candidates for 2027-2029 and Annual Meeting (November 22):** The Nominating Committee members include: Randall Robinson, John Goehrke, Carrie Hess, Allison Moon and Andrea Johnson. Randall will post an item to the parish asking for nominations and self-nominations.

• **REI Training:** The next Phase I Racial Equity Training will be held on October 15-16. There are scholarships available.

New Business

Memorial Garden Investment Fund: Fr. Jay reported that after conversations with Kay Burgess and Dan Loughlin, the Memorial Garden fund that will be invested, but separate from the Endowment Fund, will be called the Memorial Garden Investment Fund.

Elephants and Flamingos

It was noted that the Choral Scholars will be paid from the Operating Budget this year and through June. It was also noted that Rusty McKinney is pursing the idea of a children's choir.

St. Paul's is listed as an LGBTQ+-affirming church in Cary. However, it would be helpful to have signage directing people to the non-gender specific restrooms. When the Chapel is renovated, the bathrooms there could be changed to non-gender specific. Pronouns on nametags was another suggestion.

Adjournment

The meeting closed with a devotion for "At the Close of Day" and was adjourned at 9:00 p.m.

Respectfully submitted,

Lanny Wase, Clerk